

Corporate Environmental Sustainability Policy

At Sonova, we are committed to protecting our planet as well as minimizing our environmental impact and pollution while creating social and economic value to society. We recognize our responsibility in addressing climate change and acknowledge the need to achieve net zero emissions by 2050. We drive the transition to a low-carbon and resource-efficient future of our operations throughout the lifecycle of our products and services.

This policy is applicable to all Sonova operations, facilities and employees globally and communicated within the Group and to other relevant stakeholders. Environmentally friendly business practices are also expected across the value chain, from our business partners, including, but not limited to, our suppliers, service providers and contractors.

We commit to the following key principles:

- We continuously monitor and improve our environmental goals and performance across the Group
- We train our employees on this policy and raise awareness on environmental topics among our employees
- We embed environmental considerations in business decisions and activities, such as product development, facility construction and modifications as well as mergers and acquisitions
- We establish and maintain certified environmental management systems (e.g. ISO 14001) across our key facilities, including manufacturing sites and distribution centers
- We comply with applicable environmental laws and regulations
- We encourage an open and transparent dialog on environmental topics and consider the expectations of our stakeholders
- We ensure transparent and third-party assured reporting on environmental objectives and performance at least annually to internal and external stakeholders
- We commit to the protection of the environment and the prevention of pollution through our operations and activities

We drive actions to minimize our environmental footprint and risks while leveraging opportunities by focusing on the following areas:

- **Climate change:** reducing Greenhouse Gas emissions in line with a science-based approach across our value chain and increasingly adapt to the effects of climate change to increase the Group's resiliency to physical and transition climate risks
- **Energy consumption:** increasing our energy efficiency and renewable energy sourcing while maintaining 100% renewable electricity sourcing
- **Circularity:** transitioning towards circular economy principles, e.g. by responsible sourcing, increasing the use of materials that are made from recycled or renewable resources or made available for reuse, without compromising quality or safety
- **Waste:** reducing operational, transport and product packaging waste to a minimum
- **Hazardous substances:** reducing hazardous substances in our products and processes
- **Water:** reducing the withdrawal of freshwater, especially in water-stressed regions

While everyone across the Group is responsible to contribute to Sonova's environmental commitments, the ultimate responsibility lies with the Executive Committee.

Approved by:

Eric Bernard
CEO

Roberto di Fiore
GVP Operations

Note: Policy signed electronically and reviewed annually