

Technology and Innovation Committee Charter

Directive

Released by the Board of Directors of Sonova Holding AG on 10th June 2025

Art. 1 Purpose and Scope

The Technology and Innovation Committee ("TIC") of Sonova Holding AG ("Sonova") is intended to engage with all Technology and Innovation matters for the Sonova Group across all businesses in which Sonova operates.

The TIC assists Sonova's Board of Directors ("Board") and Sonova's Management Board ("MB") in identifying, evaluating, providing input, and advising on emerging trends in the areas of

- Technology;
- Consumer needs and expectations;
- Innovation, whereby "Innovation" is to be understood as innovation beyond pure technology and product and shall include service and business model innovation;
- Data and artificial intelligence ("AI"); and
- Other areas as they may evolve going forward;

(collectively, "Technology and Innovation") that could significantly impact Sonova Group's Technology and Innovation roadmap.

Sonova's currently existing Innovation Strategy Council ("SIS"), which meets quarterly with a similar focus, will be one of the main sources for the TIC. In addition, specific inputs from the Board as well as from other external sources and partners should be included in the TIC's agenda.

Art. 2 Appointment and Composition

The TIC shall consist of not fewer than three Board members. The TIC Chair and its members are appointed by the Board.

Sonova's CEO ("CEO") shall be a standing guest of the TIC. The TIC Chair may appoint other standing external TIC Members, who may be Sonova employees or external experts.

The TIC members, its Chair, and standing external TIC Members shall have relevant experience in Technology and Innovation management in the MedTech industry or other experience relating to our target customers' relevant areas of innovation.

Art. 3 Meetings and Participants

The TIC shall meet at least twice per financial year at the direction of the TIC Chair. In addition, the TIC Chair shall call the TIC upon the request of one of the TIC members, the Chair of the Board, or the CEO.

Upon the request of the TIC Chair or the CEO, individuals (Sonova employees or external experts) may participate in selected TIC meetings. The Board Chair, if not a TIC member, at his/her discretion may join the TIC meetings.

The TIC Chair shall appoint a secretary for the TIC meetings. Any resolutions and the most relevant deliberations of the TIC shall be minuted and distributed to all TIC and Board members, and the CEO.

Art. 4 Reporting and Authority

The TIC shall regularly report to the Board about its activities, and Technology and Innovation trends.

The TIC may request information from Sonova Group employees. Any such request shall be channeled through the CEO, and the TIC Chair shall be informed about the outcome.

Art. 5 Responsibilities

The TIC shall perform the duties set out below as well as any other duties that are required:

5.1 Technology and Innovation

- Facilitate the Board's review, discussion, and understanding of the Sonova Group's major Technology and Innovation strategies and plans as developed by the MB across the BU's, business franchises and geographies.
- Explore and evaluate existing, emerging, and future (i) Technology and Innovation market trends, and (ii) consumer needs in Sonova's target audience and how they may affect Sonova Group's Technology and Innovation roadmap across the Sonova Group in cooperation with the MB.
- Assess together with the MB disruptive technology and innovation forces; emerging science that could have a significant impact on the Sonova Group's operations and strategic direction across the BU's, business franchises and geographies.

5.2 Out-of-the Box Thinking

- Provide impulses, facilitated discussions, lateral thoughts, and inspiring inputs from various sources (e.g. best practice companies, experts, universities, customers, consumers, suppliers, think-thanks as well as out of the startup ecosystem).
- Foster together with the MB a Technology and Innovation thinking beyond pure products to include but not limited to relevant services to different stakeholders, workflows across

treatment providers and the related healthcare ecosystem, self-fitting and consumer device ecosystem, practice and patient management solutions, clinical and treatment approaches, and education and training deliveries.

- Support the MB to connect and assess Technology and Innovation trends, needs and opportunities affecting Sonova’s Operating Model, Go-to-market Model, Information Systems, Data Architecture, AI, Analytics, and Intelligence and Connectivity with Customers and Consumers.

The overall responsibility for the duties delegated to the TIC remains with the Board.

Art. 6 Annual Review, Evaluation and Amendments

The TIC shall annually review and reassess the adequacy of this Charter and submit proposed changes to the Board for approval. The TIC shall conduct an annual self-evaluation of its performance and effectiveness, including a review of its compliance with this Charter. The Committee shall report the results of the evaluation to the Board and recommend any necessary changes to this Charter.

The Chair of the Board of Directors



Gilbert Achermann

The Secretary



Franz Brand

Further applicable documents

- [1] Sonova Holding AG Organizational Regulations

Version control

Version	Description of change / content	Written by/on	Approved by/on	Released by/on
2025	Releasing version	Martin Zois May 2025	Gilbert Achermann, Franz Brand, 10 th June 2025	Sonova Board of Directors, 10 th June 2025