

Corporate Environmental Policy

At Sonova Group, 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 drive the transition to a resource-efficient and low-carbon 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 objectives 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 launches, facility construction and modifications as well as mergers and acquisitions
- We establish and maintain certified environmental management systems 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 drive actions to minimize our environmental footprint and risks while leveraging opportunities by focusing on the following areas:

- **Climate change:** reducing CO₂e emissions in line with a science-based approach across our value chain and increasing our resilience to the effects of climate change
- **Energy:** increasing our energy efficiency and switching to renewable energy sources
- **Waste:** reducing operational, transport and product packaging waste to a minimum
- **Circularity:** transitioning towards circular economy principles, e.g. by increasing the use of materials that are recycled or made available for reuse, without compromising quality or safety
- **Hazardous substances:** reducing hazardous substances in our products and processes
- **Water:** reducing the withdrawal of freshwater, especially in water-stressed regions

Ultimate responsibility lies with the Management Board.

Approved by:

Arnd Kaldowski
CEO

Ludger Althoff
GVP Operations

Note: Policy signed electronically

Type: QDL
Document No.: QDL-1146
Rev.: 1
Title: Corporate Environmental Policy
Process: Quality- / Environment Managen
Owner: 11JLEVIE Joshua Levie

Status: CURRENT
Effective Date: 01-Apr-2022

Attributes

<u>Attribute Type</u>	<u>Value</u>	<u>Description</u>
Affected Site	1100	Stafa (CH)
Affected Site	8400	Sonova Operations Center Vietnam Co.
Affected Site	4300	Advanced Bionics AG
Affected Site	4100	Advanced Bionics LLC
Affected Site	5100	Sonova USA Inc.
Affected Site	7400	Sonova Hearing (Suzhou) Co. Ltd.
Affected Site	1300	Murten (CH)

Reference

<u>Document No.</u>	<u>Title</u>	<u>Content Type</u>	<u>Relation</u>
000.000.013.872 [1]	Sonova Quality Policy Corp. Environmental	DOCUMENT	Source

Approvals

<u>Level</u>	<u>Actor</u>	<u>Job Title</u>	<u>Sign-off Date</u>	<u>Sign-off By</u>
1	Nathalie Chaise	Global Quality System Manager	14-Mar-2022	11NCHAISE
2	Michael Zäch	Senior Corporate Responsibility Manager	14-Mar-2022	11MZAECH
2	Blathnaid Feldman	Director Quality Management & Regulatory Affairs	01-Apr-2022	11BFELDMAN
2	Elisa Fourticq	Senior Quality & Environmental Manager	14-Mar-2022	13EFOURTICQ
2	Rogers Shao	Senior Quality Manager	15-Mar-2022	74RSHAO
2	Vinh Thanh Ho	QM Director	15-Mar-2022	84VTHO
2	Catherine Weidmann	Quality Assurance Specialist	14-Mar-2022	43CWEIDMANN
2	Chad Abrams	Sr. Manager, Engineering	14-Mar-2022	51CABRAMS
2	Antonio Castillo	Manager, Environ Management Sys	23-Mar-2022	41ACASTILLO
2	Arnd Kaldowski	CEO	15-Mar-2022	11AKALDOWSKI
2	Ludger Althoff	GVP Operations	14-Mar-2022	11LALTHOFF
2	Laurent Saada	MD Phonak Communications	14-Mar-2022	13LSAADA
3	Nataya Jaiman	TQM Regulatory Affairs Assistant	01-Apr-2022	11NJAIMAN

Revision Notes

<u>Access Activity</u>	<u>Note</u>	<u>Accessed By</u>	<u>Accessed Date</u>
Remark	Complete review of the prior environmental policy, aligned with Sonova IntACT, provided clearer structure aligned with Sonova's key environmental objectives.	11JLEVIE	07-Mar-2022