

## AMPLIFON: ANNUAL DOCUMENTS PUBLISHED SHOWING STRONG ACCELERATION IN SUSTAINABILITY

FURTHER STRENGTHENING OF SUSTAINABILITY IN AMPLIFON'S BUSINESS STRATEGY THROUGH THE INTEGRATION OF NEW PARTNERSHIPS, POLICIES, AND INITIATIVES

ESG PERFORMANCE IN LINE WITH THE TARGETS DEFINED IN THE [SUSTAINABILITY PLAN "LISTENING AHEAD"](#) WITH RESPECT TO THE FOUR AREAS OF COMMITMENT: PRODUCT & SERVICE STEWARDSHIP, PEOPLE EMPOWERMENT, COMMUNITY IMPACT, ETHICAL BEHAVIOR

ANNUAL FINANCIAL, NON-FINANCIAL AND GOVERNANCE REPORTS AVAILABLE TO THE PUBLIC

Milan, March 18<sup>th</sup>, 2022 – Amplifon S.p.A. (MTA; Bloomberg ticker: AMP:IM), global leader in hearing solutions and services, announces the publication of its Sustainability Report 2021 which presents the progress made with respect to the targets included in the **Sustainability Plan *Listening Ahead*** and the numerous initiatives promoted to further integrate sustainability in the business strategy.

### ENRICO VITA, CEO

"We are very proud of how our 2021-23 Sustainability Plan is being implemented; we set ourselves challenging targets and we are achieving them thanks to the active collaboration with all stakeholders. Our sign-up to the United Nations Global Compact and the many recognitions received in 2021 are yet another testimony to the solidity and concreteness of our commitment towards a more inclusive and sustainable future."

The initiatives and the main achievements include:

- The adhesion to the **United Nations Global Compact** in order to promote a business capable of meeting global challenges by respecting and promoting the Ten Principles on human rights, labor rights, environmental protection and anti-corruption;
- The signing of the first two "**sustainability linked**" credit facilities, a revolving credit facility of 100 million euros and a term loan of 210 million euros for the refinancing of GAES;
- The inclusion of Amplifon in the new **MIB ESG index**, launched by Euronext and Borsa Italiana in 2021, dedicated to the 40 Italian blue chips which enact the best ESG practices;
- The inclusion of Amplifon in **S&P's Global Sustainability Yearbook 2022**, which indicates the ranking of the 716 top performers among the over 7,500 companies evaluated by the Corporate Sustainability Assessment (CSA) 2021.

In 2021 Amplifon made significant progress with respect to all four areas of commitment to sustainability.

**PRODUCT & SERVICE STEWARDSHIP.** During the year, Amplifon continued to **promote access to hearing care, generating savings of around 200 million euros** thanks to the free hearing tests offered, consistent with the 2023 target. The Group also continued to promote increasingly engaging and digital hearing solutions, with the global penetration rate of the **Amplifon Product Experience (APE) reaching 89%**. The Company fueled a strong acceleration in innovation with the **launch of Ampli-care and the creation of Amplifon X**, the new business unit entirely dedicated to developing highly innovative digital solutions.

**PEOPLE EMPOWERMENT.** In 2021 the Group provided **on average more than three days of training per person** to all employees, consistent with the target set, and received the **Top Employer EMEA 2022 certification**. With a view to promoting equal opportunities, **women now account for 55% of the back-office personnel and 30% of the leadership roles**, a good balance in terms of **wage parity between women and men** was guaranteed, and the **Women's Empowerment Principles**, instituted by UN Women and the UN Global Compact, were signed.

**COMMUNITY IMPACT.** In order to promote social inclusion, in 2021 the Group supported the **ramp-up of the Amplifon Foundation's activities with a contribution of around 1.3 million euros**, in line with the target set for 2023, and the **gradual involvement of Amplifon employees** in the projects promoted by the Foundation. In order to foster the **awareness of responsible listening**, the "Listen Responsibly" program was expanded further in Italy and launched in Spain.



**ETHICAL BEHAVIOR.** With a view to an increasingly more responsible management of the supply chain, a **new Supplier Code of Conduct** was adopted, which is part of a new **global suppliers evaluation framework based on the main ESG risks**. The sale and use of rechargeable hearing aids made it possible to **save more than 130 million batteries**, in line with the 2023 target. In light of the growing focus on climate change, a **first analysis of the main risks and opportunities associated with climate change** was carried out, consistent with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

These and other performances relative to Amplifon's commitment to sustainability can be found in the 2021 Sustainability Report and on the corporate website in the Sustainability section (<https://corporate.amplifon.com/en/sustainability>).

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The Group's Tax Strategy, approved by Amplifon S.p.A.'s Board of Directors during the meeting held on March 3<sup>rd</sup>, 2022, is available on the Company's website. It defines the suitable methods for managing the tax variable within the internal control system. Shaped by principles of honesty, integrity, and transparency in the relationship with the tax authorities, this Strategy aims to ensure tax legislation is correctly applied and that long-term value is created for all the stakeholders.

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The following documents are also available to the public:

- the 2021 Annual Report, comprising the draft Annual Financial Statements and the Consolidated Financial Statements as at December 31<sup>st</sup>, 2021, along with the Reports on Operations, as well as the Reports prepared by the Independent Auditors and the Board of Statutory Auditors in accordance with the Delegated Regulation n. 2019/815 by the European Commission and subsequent amendments;
- the Consolidated Non-Financial Statement at December 31<sup>st</sup>, 2021 drawn up in accordance with Legislative Decree. 254/2016 (Sustainability Report 2021);
- the Report on Corporate Governance and Ownership Structure at December 31<sup>st</sup>, 2021;
- the 2022 Remuneration Report pursuant to Art. 123-ter of Legislative Decree 58/98 ("TUF") and Art. 84-quarter of the Issuers Regulations.

The documents listed above are available at the registered office, as well as on the Company website <https://corporate.amplifon.com> and the authorized storage platform eMarket Storage, accessible at [www.emarketstorage.com](http://www.emarketstorage.com).

## About Amplifon

Amplifon, global leader in the hearing care retail market, empowers people to rediscover all the emotions of sound. Amplifon's around 18,600 people worldwide strive every day to understand the unique needs of every customer, delivering exclusive, innovative and highly personalized products and services, to ensure everyone the very best solution and an outstanding experience. The Group operates through a network of over 9,200 points of sale in 25 Countries and 5 continents. More information about the Group is available at: <https://corporate.amplifon.com>.

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