

## AMPLIFON: ANNUAL REPORTS PUBLISHED NEW MILESTONES IN SUSTAINABILITY REACHED

IMPROVEMENT IN THE MAIN ESG RATINGS AND PERFORMANCE IN LINE WITH THE TARGETS DEFINED IN THE [SUSTAINABILITY PLAN “LISTENING AHEAD”](#):

- AROUND 290 MILLION EUROS IN SAVINGS GENERATED THANKS TO FREE HEARING TESTS
- 400,000 HOURS OF TRAINING FOR COMPANY EMPLOYEES, OF WHICH 72% ARE WOMEN
- USE OF ELECTRICITY FROM RENEWABLE SOURCES RISES FROM 30% TO 52% OF THE TOTAL WITH 5,700 TONS OF CO<sub>2e</sub> EMISSIONS AVOIDED IN 2022
- 194 MILLION BATTERIES SAVED IN THE YEAR THANKS TO THE USE OF RECHARGEABLE DEVICES

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

Milan, March 16<sup>th</sup>, 2023 – Amplifon S.p.A. (MTA; Bloomberg ticker: AMP:IM), global leader in hearing solutions and services, announces the publication of its Sustainability Report 2022, which includes the milestones achieved and the new initiatives introduced to further reinforce the Group’s ESG strategy.

### ENRICO VITA, CEO

“For a company like ours, whose purpose is to improve the quality of people’s lives, sustainability is an integral part of what we do every day. In 2022 we continued along our sustainable growth path, further strengthening it, and combining financial targets with ESG ones, in the interest of all our stakeholders. We are very satisfied with the milestones achieved and the understanding we gained on our carbon footprint, our activities to raise awareness on hearing well-being, as well as our employee and community initiatives”.

In 2022 Amplifon made significant progress with respect to all four areas of commitment included in the Sustainability Plan “Listening Ahead”. More in detail:

- **Product & Service Stewardship.** During the year, Amplifon continued **promoting access to hearing care, generating savings of 289 million euros** thanks to the free hearing tests offered to customers and potential customers worldwide. The global penetration rate of the Amplifon branded products, part of the **Amplifon Product Experience (APE), came in at around 95%** in terms of the units sold in the addressable market of the various countries, consistent with the relative target set for 2023. The Company continued the roll-out of the new **eco-sustainable packaging of the Amplifon branded products in 100% recyclable paper** (new Cube All-in-One), and launched the **OtoPad, the first and only iPad-based audiometer** allowing a more interactive and engaging approach to hearing tests, as well as the booking of online appointments and the follow-up for continuous customer support.
- **People Empowerment.** Amplifon received the **Top Employer 2023 certification** in Europe, as well as, for the first time, in the United States and New Zealand. Consistent with the Sustainability Plan, the Group provided during the year an average of **more than three days of training per person** to back-office employees and an **average of four days** to field personnel, for a total of more than 400,000 hours. A good gender balance was maintained across all organizational levels: **women, in fact, account for more than 72% of employees, hold more than 44% of all managerial positions, and account for roughly 67% of the employees in STEM roles (48% of the total)**. The ratio of gender pay gap also resulted very balanced. As for other initiatives relating to diversity and inclusion, Amplifon is once again part of **Valore D** and received the **Winning Women Institute gender equality certification** in Italy.
- **Community Impact.** In 2022, through the **community impact program “We Care”**, Amplifon’s people once again volunteered to take part in the inclusion and social impact projects organized in the communities where the Group operates, including initiatives in partnership with the Amplifon Foundation and the other Group’s foundations worldwide. **In addition to Italy and Spain, in 2022 the “Listen Responsibly” program was also launched in France**, raising the awareness of around 32,000 students about the importance of responsible listening, with more than 12,500 noise meter readings taken using the Listen Responsibly app.



- **Ethical Behavior.** The amount of **electricity from renewable sources consumed rose from 30% in the prior year to 52%** of the total electricity consumed, involving nine Countries and avoiding approximately 5,700 tons of CO<sub>2e</sub> emissions. In 2022 the Group carried out **the first analysis of all indirect CO<sub>2e</sub> emissions along the value chain** (Scope 3) confirming the Company's growing awareness of climate challenges and representing the base to identify actions to reduce the carbon footprint of its business activities. Finally, the increasing sale and use of rechargeable hearing solutions in 2022 **allowed to save around 194 million batteries in the year** which otherwise would have been used and thrown away by customers.

These and other performances relative to Amplifon's commitment to sustainability can be found in the 2022 Sustainability Report and on the corporate website in the Sustainability section (<https://corporate.amplifon.com/en/sustainability>).

The other initiatives promoted and milestones achieved in the year include:

- The inclusion of Amplifon in S&P's **Global Sustainability Yearbook 2023** as both a member and the only "Industry Mover" in the "Health Care Providers & Services" industry;
- Participation, for the first time, in the **CDP Climate Change** questionnaire, receiving a score of C, in line with the sector average;
- The adoption of a new **DEIB** (Diversity, Equity, Inclusion, Belonging) **Policy** and the relative Global Governance which will guide the agenda and action plans;
- The definition of a new **Stakeholder Engagement Plan** which will make it possible to embark on a structured, multi-year path of dialogue with stakeholders about ESG topics.

The following documents are also available to the public:

- The 2022 Annual Report, including the draft Annual Financial Statements and the Consolidated Financial Statements as of December 31<sup>st</sup>, 2022, along with the Reports on Operations, as well as the Reports of the Independent Auditors and of the Board of Statutory Auditors, in accordance with the Delegated Regulation n. 2019/815 of the European Commission, as amended;
- Consolidated Non-Financial Statement as of December 31<sup>st</sup>, 2022, prepared in accordance with the Italian Legislative Decree n. 254/2016 (2022 Sustainability Report);
- Report on Corporate Governance and Ownership Structure as of December 31<sup>st</sup>, 2022;
- The 2023 Remuneration Report pursuant to Art. 123-ter of Legislative Decree 58/98 ("TUF") and Art. 84-*quater* 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 on the authorized storage platform eMarket Storage 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 19,400 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, with annual revenues of over 2 billion euros, operates through a network of over 9,300 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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