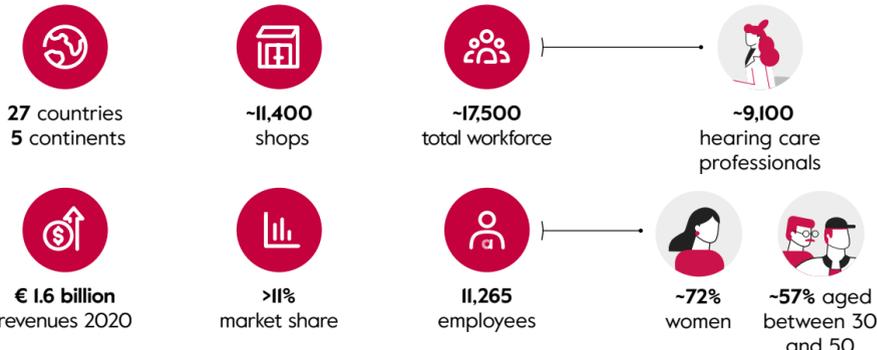




### AMPLIFON AT A GLANCE



### MARKET SCENARIO



Source: «World Report on Hearing», World Health Organization, 2021

## OUR COMMITMENT TOWARDS SUSTAINABILITY

By listening to our stakeholders and looking to tomorrow we launched **Listening Ahead**, our first **Sustainability Plan**, to contribute to an increasingly inclusive and sustainable future in line with the UN Sustainable Development Goals.

By 2023 we aim to achieve ambitious goals and concrete targets related to the four pillars defined within our **Sustainability Policy**.

### OUR 4 PILLARS

#### PRODUCT & SERVICE STEWARDSHIP



- We raise awareness of the importance of hearing, breaking down barriers and overcoming stigma
  - 160 million people aged over 55 we will reach every year through our awareness-raising campaigns on hearing care
- We facilitate access to hearing care and improve people's lives
  - 700 million euros the total economic saving we will guarantee to customers and prospects by offering free hearing tests
- We promote increasingly innovative, engaging and digital solutions
  - 85% penetration of the **Amplifon Product Experience** will be reached within the addressable market of various countries

#### PEOPLE EMPOWERMENT



- We strengthen the skills of our people so that anyone can fulfill his or her full potential
  - 3 minimum training days per year we aim to provide to all employees, with unlimited access to the new e-learning training platform
- We support the growth of our talents to leave a mark that lasts over time
  - 40% back-office and 25% field force the percentage of employees we aim to consider for the access to company's key roles
- We promote equal opportunities by ensuring an engaging and inclusive workplace
  - 50% back-office and 25% global leadership population the minimum gender representation we are committed to ensure globally
  - 85% participation rate in the global engagement survey we aim to ensure with at least 90% of respondents stating they feel engaged

#### COMMUNITY IMPACT



- We promote social inclusion among the local communities thanks to the passion and the contribution of our Group's Foundations
  - 3 million euros to the **Amplifon Foundation** our contribution for the activities' ramp-up to spread the "sound of inclusion"
- We raise awareness on responsible listening and prevention among the new generations
  - 40,000 students within 1,600 schools we will involve within our "Listen Responsibly" program
  - 20,000 noise measurements from 6,000 people we will map through the noise tracker of the "Listen Responsibly" app

#### ETHICAL BEHAVIOR



- We encourage responsible and sustainable practices along the value chain by collaborating with our suppliers
  - A new global supplier evaluation framework will be defined based on ESG risks
- We take action to reduce the environmental impact of our business' activities
  - 70% of certified renewable electricity will be reached for our offices and direct shops
  - 200 million disposable batteries will be saved thanks to the usage of our rechargeable hearing aids



This is how we play our role in creating a more inclusive and sustainable future.

Find out more on our **2020 Sustainability Report**

