

ENVIRONMENTAL POLICY



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I. PURPOSE AND SCOPE OF APPLICATION

This environmental Policy (hereafter also defined “**Policy**”) aims to define, at each organizational level, Amplifon S.p.A.’s (“**Amplifon**” or the “**Company**”) priorities and areas of commitment, as well as those of its subsidiaries (overall known as “**Amplifon Group**” or “**Group**”), on environmental topics for its own business activities and facilities, towards both its internal and external stakeholders.

This Policy was designed in line with Amplifon Group’s Code of Ethics and Sustainability Policy (both documents are available on Amplifon’s [corporate website](#)). On one hand, it aims to guide all Amplifon Group’s employees and collaborators, working both in direct stores and offices, so that they may act responsibly when managing their daily activities. On the other hand, the Policy aims to provide a clear overview and to guarantee transparency in terms of Amplifon Group’s commitment towards this subject matter.

Amplifon is increasingly paying attention towards environmental topics and the challenges posed by climate change. The Group is committed to monitoring its own activities not only for offices and direct shops, but also along its entire value chain. Furthermore, through valorizing its intangible assets and its social impact, Amplifon supports the development of an increasingly sustainable business to meet stakeholders’ needs, while promoting processes for the efficiency and digitalization of the business, always in full compliance with current regulations.

This Policy, available on the Amplifon’s [corporate website](#), applies to all Group’s employees and collaborators, to all venues and offices, as well as to the entire global network of direct shops.

2. AREAS OF COMMITMENT

The Amplifon Group, in quality of global leader of hearing care solutions and services, conducts its own business activities in a responsible way, protecting the planet and minimizing its own environmental impact through the following areas of commitment:

- **Monitoring environmental performances**
- **Promoting best practices, raising awareness and trainings**
- **Compliance with existing laws and regulations**
- **Transparency towards stakeholders**
- **Monitoring and management of environmental and climate-related risks**

2.1 Monitoring environmental performances

Despite Amplifon's business model being based on retail and hearing care service offerings, thus not including any industrial or productive activity, we understand that a comprehensive overview of our environmental impact is essential to make our business increasingly sustainable. For this reason, we are committed to monitoring and progressively improving performances related to the main areas impacting the environment:

- **Energy consumption** of our offices and direct shops, to identify opportunities for energy efficiency, consumption reduction, usage of renewable energy sources, as well as to monitor our business activities' energy intensity.
- **Greenhouse gas emissions**, to have a full picture of our carbon footprint, estimating direct emissions linked to Amplifon's activities (Scope 1), indirect emissions deriving from electrical and thermal energy purchased (Scope 2), as well as all the other indirect emissions generated along the entire value chain (Scope 3, including indirect shops such as shop-in-shops & corners, franchisees and ATGs). The full inventory of our greenhouse gas emissions represents a solid base for identifying and implementing actions targeted at reducing our overall carbon footprint.
- **Waste and circularity**, being committed to monitoring and overseeing waste generated (directly and indirectly) from our business activities, to evaluate potential reduction strategies and circularity opportunities for the business.
- **Water consumption**, guaranteeing an estimate for our offices and the direct shops network, despite the limited impact of our activities in terms of water resources, given they are only associated with domestic usage.

The abovementioned monitoring is coupled with the measurement and disclosure of relevant KPIs aimed at analyzing and improving the Group's environmental performances, also through the definition of specific goals and targets. Amplifon reserves the right to edit, update and/or introduce

new KPIs according to the needs raised by the regulatory framework, as well as to guarantee the utmost transparency and information integrity. Eventually, the Company commits, when possible, to progressively integrate environmental considerations into its own business decisions (e.g., store layout, new products launch, offices management, etc.) to make a more effective and concrete contribution to safeguarding the environment.

2.2 Promoting best practices, raising awareness and training

Within its operations, Amplifon is committed to promote and coordinate global and local initiatives aimed at reducing business activities' environmental impact (e.g., purchasing of electricity certified as coming from renewable sources, promoting waste recycling, energy efficiency and/or consumption optimization activities, sustainable mobility, etc.). Moreover, the Group is also committed to raising awareness on environmental topics via engagement, awareness-raising, and communication activities for its employees. In order to strengthen people's skills and maximize the quality of the data collected, Amplifon is committed to regularly provide training and induction sessions, supporting the focal points in charge of environmental data collection, management and monitoring.

2.3 Compliance with existing laws and regulations

The Group is committed to complying with existing laws and regulations, as well as other environmental requirements, in all the countries where it operates. Furthermore, the Company is committed to constantly monitoring the regulatory framework evolution, making sure to always be compliant with it, also when it comes to those topics related to biodiversity and ecosystem preservation, despite not resulting relevant for the Group's business.

2.4 Transparency towards stakeholders

In terms of environmental topics, Amplifon is committed to the utmost transparency towards all main stakeholders. For this reason, we guarantee transparent sustainability reporting through the publication of our environmental performances, in line with the main reporting standards and regulatory requirements, and with a potential third-party certification.

The Company encourages an open and transparent dialogue about these topics, making them subject of discussion during stakeholder engagement activities, to be always aligned with their expectations and points of view.

This transparency is also supported by Amplifon's commitment to responsible management of the supply chain. To this end, the Board of Directors of Amplifon S.p.A. has adopted the Suppliers Code of Conduct to pinpoint and define the principles and standard of conduct required to all suppliers and business partners, in terms of business ethics, compliance, anticorruption, human and labor rights, diversity and inclusion, health and safety, environment. Additionally, to guarantee the implementation of the abovementioned standards, Amplifon identifies and analyzes the potential ESG risks along the supply chain via a supplier framework assessment and, where necessary, cooperates with suppliers themselves to implement initiatives aimed at improving ESG practices.

2.5 Monitoring and management of environmental and climate-related risks

Within the Group's Enterprise Risk Management process, Amplifon is committed to identify and assess the main risks and opportunities related to sustainability topics, including environmental ones, and to define the related methods of management and/or mitigation.

Considering the growing relevance of environmental topics, especially those related to climate change mitigation and adaptation, Amplifon is committed to progressively implement and integrate the Task Force on Climate-related Financial Disclosures (TCFD) recommendations within its reporting practices, in order to guarantee a full and transparent disclosure of climate-related risks, potential impacts and business opportunities.

3. APPROVAL

Amplifon's global IR & Sustainability team, together with the active support of interested company functions, periodically reviews and, when deemed appropriate, updates the present Policy.

In line with the sustainability aspects related to company activities and the Sustainability Policy, the priorities and areas of commitment defined in this Policy, related to environmental topics, are overseen by the Control, Risk and Sustainability Committee, with the goal of supporting the Board of Directors in performing its duties.

This Policy has been reviewed and approved by Amplifon's Chief Executive Officer in July 2023.

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