



## **Sustainability | ESG Policy**

*This policy applies to all GN businesses and subsidiaries and describes how we consider sustainability in everything we do, across our full value chain. The policy was last updated in February 2024. GN's Board of Directors, which approved this policy, oversees compliance with the policy and receives updates on a biannual basis at a minimum.*

GN brings people closer through our leading intelligent hearing, audio, video, and gaming solutions. Inspired by people and driven by innovation, we deliver technology that enhance the senses of hearing and sight. We help people with hearing loss overcome real-life challenges, improve communication and collaboration for businesses, and provide great experiences for audio and gaming enthusiasts.

At GN, we are proud of the difference our products make to society and people's lives. Our hearing instruments help our users lead better lives, while our audio and video solutions help customers collaborate in a climate-friendly way.

At the same time, we recognize our responsibility to do business the right way – in how we produce, in how we treat people, and in how we govern our company. We are a committed signatory to the UN Global Compact and its 10 principles of responsible business. These principles guide us in everything we do. We strive to uphold and protect human rights throughout our supply chain, ensure our labor practices meet international standards by protecting the freedoms and rights of anyone working in our supply chain, take responsibility for our environmental footprint and actively work to reduce it through our products and operations, and uphold the highest standards of business ethics.

The UN's Sustainable Development Goals (SDGs) guide us further in how we can maximize our positive impact on society.

Sustainability at GN covers environmental, social and governance (ESG) dimensions. In these three dimensions, through this policy, we specifically commit to the below.

### **Environment**

GN is committed to complying with all applicable environmental laws in all regions in which we operate.

GN is committed to reducing our carbon footprint by making the necessary changes to company activities and products, in line with the scientific consensus on the urgency of addressing climate change and the degradation of nature.

GN is committed to supporting a shift to a circular economy through sustainable product development and management, by optimizing for sustainability in materials, reparability, durability, packaging, reuse and recycling, manufacturing, and distribution, where relevant.

GN is committed to implementing an environmental management system to reduce our operational environmental footprint through energy and water efficiency, renewable energy, and waste reduction initiatives.

GN is committed to monitoring and reporting its environmental performance in line with international reporting standards and best practices.

### **Social**

GN recognizes all human beings as free and equal, in dignity and rights in the workplace and does not accept discrimination or harassment in any form.

GN supports the abolition of child labor and other forms of forced labor and commit to actively working to prevent this in any of our own or our business partners' operations.

GN is committed to continuously improving diversity and inclusion in its workforce through our talent development practices, recruitment procedures and leadership development programs.

GN is engaged in charitable activities supporting people in their everyday life through, for example, the donation of hearing aids.

## **Governance**

GN is committed to doing business the right way by setting the highest standards in business ethics, from anti-corruption and compliance to internal procedures and applicable laws.

GN is committed to supporting employees in complying with all internal procedures, applicable laws and regulations when conducting business on behalf of GN.

GN is committed to protecting personal data belonging to customers, users, and employees.

GN is committed to paying our taxes responsibly in all regions in which we operate.

## **ESG Reporting**

GN publishes an integrated Annual Report, in which we communicate progress in all relevant aspects of sustainability for the GN Group and its subsidiaries in accordance with all relevant ESG reporting requirements. These reports also serve as Communications of Progress (COP), as required by our membership of the UN Global Compact. These reports can be found on [gn.com](http://gn.com).