

Sustainability Highlights

H1 2026

Demant



Comment from Director of Sustainability

Demant

Welcome to this overview of Demant's sustainability progress in the first half of 2026.

At Demant, our purpose is to create life-changing differences through hearing health. Improving the quality of life for people living with hearing loss is our most significant contribution to a more sustainable world. At the same time, our ambition to help as many people as possible goes hand in hand with caring for people, the environment and society around us.

Sustainability is not only important for the planet and society. It is also essential for building a resilient and future-ready company. By improving lives of people with hearing loss, reducing our environmental impact, driving a culture of engagement and inclusion and continuously strengthening responsible business practices, we create long-term value for our stakeholders and prepare Demant for continued success in a rapidly changing world.

In the first half of 2026, we made steady progress towards our 2030 sustainability targets while also identifying areas that require additional focus and attention. Overall, the results demonstrate our continued commitment to contributing to a more sustainable future while future-proofing our business for the years ahead.



Siri Teilmann-Ibsen
Director, Sustainability

The societal implications of hearing loss

The World Health Organization (WHO) estimates that one in five people live with some degree of hearing loss, and this number is increasing as life expectancy rises.

Out of the total number of people living with hearing loss, over 400 million people have a moderate to severe hearing loss and would benefit from treatment.

However, fewer than 20% of those who could benefit from hearing aids receive treatment. This is particularly driven by limited hearing health infrastructure in many regions, as well as barriers such as lack of awareness and stigmatisation.

Untreated hearing loss can affect many aspects of life, including education, employment, social participation, and physical and mental health.

It also has a significant economic impact. The WHO estimates the annual global societal cost at USD 980 billion, including healthcare costs, educational support, and lost productivity due to unemployment and premature retirement.

At Demant, we believe alleviating hearing loss starts with the hearing care professional, who provides personalised care through diagnosis and hearing aid fitting.

Through best-in-class customer experiences and innovative solutions, we help more people live life to the fullest and contribute to a better society.



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Sustainability intrinsic to strategy

Impact

Our PURPOSE is to create life-changing differences through hearing health

Our AMBITION is, as the leading hearing healthcare company, to improve as many lives as possible

Our core sustainability contribution is to improve lives, thereby contributing to building a more sustainable world.

Our core commitment to society is to help people overcome hearing loss and to improve their quality of life through innovative solutions and personalised hearing care.

Responsible and sustainable business practices

ESG ambitions

E: Respect for the planet

Caring for people goes hand in hand with caring for the environment, and, although our impact is relatively low compared to the impact of other industries, we take a proactive approach to lowering our footprint and negative impact on the environment.

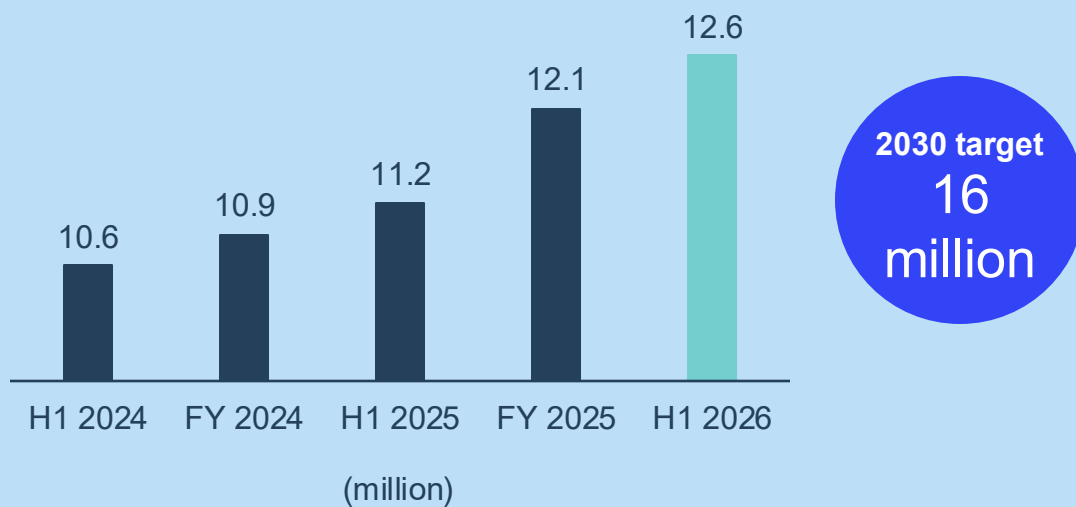
S: Caring for people

To be a leader in terms of creating a positive social impact on society requires us to be a leading employer capable of attracting the brightest minds for the benefit of people with hearing loss. Our more than 26,000 employees are the most valuable part of our business.

G: Performing with integrity

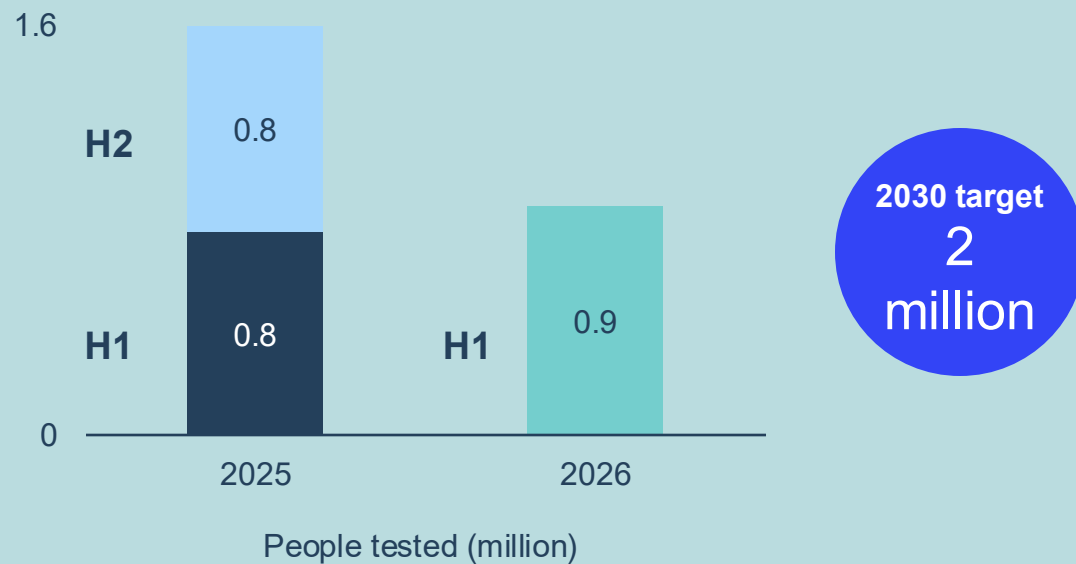
We take a proactive approach to business ethics to ensure our actions are in line with our values as well as global standards and local legislation.





Core impact: Improved lives

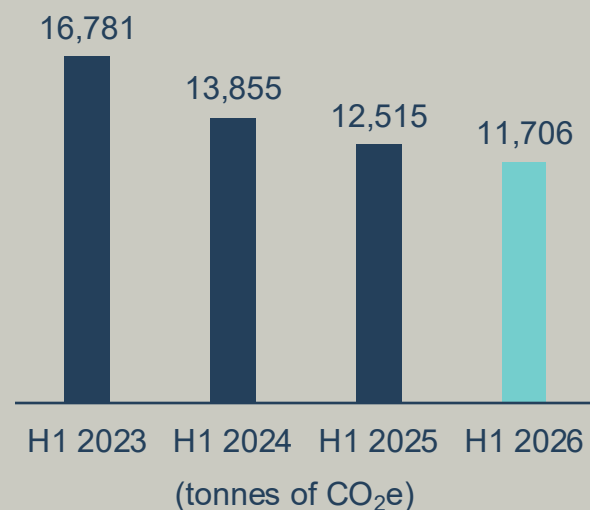
At the end of H1 2026, we have improved more than 12.6 million lives with Demant's hearing aids. This represents a **4% increase compared to FY 2025** and good progress towards our 2030 target.



Core impact: Hearing tests

In H1 2026, we tested 0.9 million people for suspected hearing loss which represents a **13% increase in hearing tests compared to the same period last year.**

Scope 1 & 2 GHG emissions



2030 target
17,269
tonnes of CO₂e

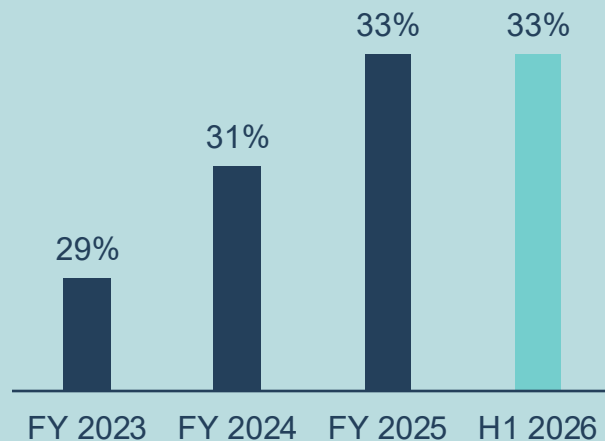
Respect for the planet

In H1 2026, we **decreased scope 1 and 2 GHG emissions by 6% compared to the same period last year.**

The decrease in GHG emissions was driven by growth in our **renewable electricity share to 65%** in H1 2026 from 53% in FY 2025 due to increased purchasing of Energy Attribute Certificates (EACs).

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Gender balance in leadership (share of under-represented gender)



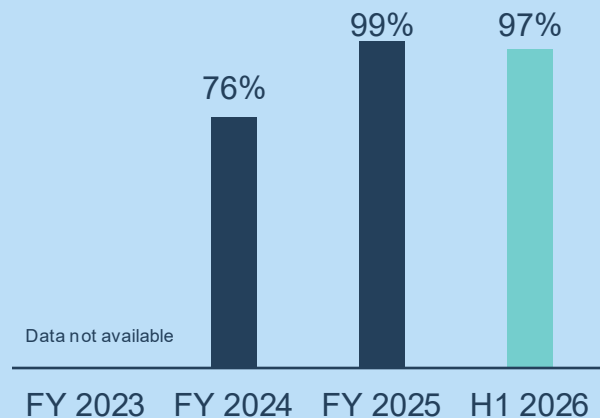
2030 target
35/65%
female/male

Caring for people

In H1 2026, we saw flat development in the gender balance of our top-level management, and, while we remain on track for our 2030 target, focused action is necessary to reach it.

Business integrity

(share of relevant employees trained)



Highly exposed employees*

2030 target
100%

Performing with integrity

Due to a decrease in number of people comprising the group of highly exposed employees, we saw a small percentage-wise **decrease in the share of relevant employees trained** in our Code of Conduct in H1 2026.

We aim to reach our target of 100% training of highly exposed employees by the end of this year.

*Senior leadership and high-risk functions such as commercial functions, Finance, Legal, Export and Procurement.