

Dear Colleagues,

The events of recent months have left us all with a deeper understanding of the need to act to eradicate racial inequality and foster a more inclusive and diverse society. At Oticon, we are committed to continuing to foster a workplace environment that is diverse and inclusive. For many years, the worldwide organization has been continuously working to see what we can do better. That effort is now intensified.-

As a US business, we at Oticon, Inc. have an even greater commitment to act now to foster diversity and inclusion within our company, the hearing industry and our community. Our leadership team is coordinating with Demant to initiate programs and activities where we believe we can most effectively contribute to this effort. WE are working on:

- Increasing support for Black audiology students through scholarship and mentoring programs
- Strengthening our diversity and inclusion initiatives around minority representation in business and the hearing healthcare profession
- Educating ourselves at all levels to become agents of change for social justice and equality
- Creating Employee networks focused on diversity and inclusion to build inclusive communities within Demant.
- Supporting more local organizations that promote diversity and inclusion in the communities we live and work
- Strengthening our commitment to partnerships with minority-owned businesses

Our ability to hear and truly listen to what diverse voices have to say about racial inequality and social justice is an important first step in creating a better, more inclusive future for everyone. I believe that by staying true to Oticon core values and standing together, we can affect meaningful change within our workplace and the world.

Sincerely,

A handwritten signature in black ink, appearing to read 'G. Rosenblum', with a long horizontal line extending to the right.

Gary Rosenblum
President
Oticon, Inc.