

11 March 2020

Demant's position on the current situation regarding Covid19

We are monitoring the situation and development of the virus outbreak closely. Currently this means that we have setup rules for operating our business and at the same time minimizing infection and spreading of the corona virus.

In order to support the authorities' work to contain the risk of infection, Demant Group's guidelines to behavior in and around our Company follow the guidance of our national health organisations; in some cases we are even more cautious. We constantly update our policy to reflect any changes in guidance from authorities. As we have offices in more than 30 countries, we even recommend appropriate actions locally.

The below guidance applies to everyone in contact with our organisation.

Visitors: Our visitor policy is defined to limit visits to our sites to the absolute minimum. The following applies:

- *At all production sites:* We do not accept visitors unless the guest is specially invited with concrete, necessary work tasks.
- *Head quarters, Smørum, Denmark* – Visitors to the site must be limited to an absolute minimum. Entry will not be allowed for visitors who within the last 14 days have been in red areas (listed below) or been in close contact with others who either have been visiting these areas, have been close to someone infected or are under surveillance for infection.
 - Red: China Hubei provins, Italy Northern regions and Marche, Iran, South Korea Daegu and the province Gyeongbuk, Austria the skiing area Ischgl
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Travel: We advise all employees in the Demant Group not to travel to and from red areas at the moment.

Work related behavior: We have several other recommendations around meetings, hygiene, working from home etc. that we reinforce in our organisation locally.