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COMPLIANCE REPORTING MECHANISMS PROCEDURE

POLICY NUMBER: CP-001.002	CREATED: OCTOBER 2020
DEPARTMENT: COMPLIANCE	EFFECTIVE DATE: OCTOBER 2020
RESPONSIBLE PARTY: COMPLIANCE MANAGER	LAST REVIEWED: AUGUST 2026
APPROVAL AUTHORITY: COMPLIANCE DIRECTOR	NEXT REVIEW DATE: JANUARY 2027

DocuSigned by:
Allyson Hammer
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8/25/2026

Purpose

This Procedure describes the methods by which potential issues can be reported to the compliance department.

Scope

This Procedure applies to all Amplifon Americas Employees, Contractors, Volunteers and Board Members.

Key Terms

Please see the Compliance Policy Definitions.

Procedure(s)

Amplifon has a variety of methods by which a report can be made to the compliance department.

Compliance Email: Individuals can email the compliance department at ComplianceUSCan@amplifon.com or contact individual members of the compliance team directly.

Compliance Hotline: Individuals can anonymously report compliance concerns to a confidential voicemail by calling 763-268-4103 or Toll Free at 1-800-234-9314.

Both reporting mechanisms are confidential and monitored every business day. Access to both the email inbox and voicemail is limited to the Compliance Manager/Director, General Counsel and Support Staff.

Amplifon's compliance department maintains a record of all reports that are related to compliance issues. Opt-out requests are shared with the Miracle-Ear customer service team, and spam messages are disregarded. All other requests not related to compliance matters will be shared with the appropriate business unit to complete follow up action.

Mail: Reports can also be made by contacting Amplifon's Compliance department directly (also can be anonymous):

Compliance Department Amplifon Americas
Fifth Street Towers, Suite 2300
150 South Fifth Street
Minneapolis, MN 55402

Whistleblowing Tool: Reports must be submitted to the Whistleblowing Committee through the Digital Whistleblowing System https://amplifonwhistleblowing.integrityline.com, as specifically designed to ensure ease of use for the best protection of Whistleblowers. It is accessible from any computer, tablet or smartphone (whether private or corporate). Reports can be anonymous.

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Whistleblowers may also use the alternative channels indicated below:

- E-mail to the following e-mail address: wbcommittee@amplifon.com accessible only by the members of the Whistleblowing Committee.
- Paper mail to the attention of one of the members of the Whistleblowing Committee at the following address: Amplifon S.p.A. Via Ripamonti, 13320141 Milano, Italia.

Amplifon has a non-retaliation policy for all reports that are made in good faith.

Related Policy and/or Procedure Documents

CP-001 Amplifon Compliance Program Policy
CP-001.004 Compliance Hotline Voicemail Monitoring Procedure
Amplifon Whistleblowing Policy – Americas
HR-008 No-Retaliation, No-Intimidation Policy

References

42 C.F.R. §§ 422.503(b)(4)(vi)(D)

Version & Revision History

Version Number	Date of Review	Who Reviewed	Brief Summary of Revisions (If None, Write None)
2022.A	May 3, 2022	Andrea Johnson	Converted document to the new template including the new versioning section.
2022.B	November 11, 2022	Andrea Johnson	Annual review, no edits were made.
2024.A	January 3, 2024	Andrea Johnson	Annual review, minor layout updates, no edits.
2025.A	January 3, 2025	Andrea Johnson	Annual review, no edits.
2026.A	January 5, 2026	Andrea Johnson	Annual review, minor grammatical edits. Added that individual compliance team members can receive reports.
2026.B	August 24, 2026	Andrea Johnson	Updated compliance email address to be ComplianceUSCan@Amplifon.com.