logitech®

FY24 Non-Financial Matters Report

About this Report

This Non-Financial Matters Report 2024 (this "Report") has been approved by the Board of Directors ("Board") of Logitech in accordance with art. 964c. of the Swiss Code of Obligations.

ERM Certification and Verification Services Limited ("ERM CVS") provided limited assurance in accordance with ISAE 3000 on selected key performance indicators set out in Appendix A. ERM CVS' independent assurance report is in Appendix B.

All entities included in Logitech's audited consolidated financial statements for FY24 or equivalent documents are covered by this Report and the approaches taken herein with no exceptions.

The information contained in this Report reflects the period between April 1, 2023 and March 31, 2024. This period is also referred to as fiscal year 2024 ("FY24"). In some cases, data may be presented for the Calendar Year (January 1, 2023 to December 31, 2023), in which case this is clearly stated.

Forward-Looking Statements

This Report contains certain forward-looking statements within the meaning of the United States Private Securities Litigation Reform Act of 1995. These statements (including plans, projects, targets, and trends) and illustrations provide current expectations of future events based on certain assumptions and include any statement that does not directly relate to a historical fact. These forward-looking statements can generally be identified by words or phrases such as "anticipate", "potential," "expect," "will," "plan," "may," "could," "forecast," "going forward," "target," "believe," "goal," "estimate," "intend," or similar expressions, or by express or implied discussions of strategy, plans, expectations or intentions. All forward-looking statements involve risks and uncertainties, including changes in our strategy, performance and progress as well as those risks and uncertainties disclosed under the sections entitled "Risk Factors" and "Management's Discussion and Analysis of Financial Condition and Results of Operations" in our Annual Report on Form 10-K for the fiscal year ended March 31, 2024. Should one or more of these risks or uncertainties materialize, or should underlying assumptions prove incorrect, actual results may vary materially from those set forth in the forward-looking statements. You are cautioned not to place undue reliance on the forward-looking statements, which speak only as of the date of this Report. We undertake no obligation to publicly release any revisions to the forward-looking statements or reflect events or circumstances after the date of this document.

1. Introduction

1.1 Our Business

Logitech International S.A.'s (hereinafter "Logitech" or the "Company") mission is to extend human potential in work and play. We create design-led, software-enabled hardware that is the point of connection between people and the digital world. We sell these products through a number of brands: Logitech, Logitech G, and others.

Our diverse portfolio includes Gaming, Keyboards and Combos, Pointing Devices, Video Collaboration, Webcams, Tablet Accessories, and Headsets.

We sell our products to a broad network of international customers, in the Americas, Europe, the Middle East, and Africa ("EMEA") and Asia Pacific. This includes direct sales to retailers, e-tailers, and end consumers through our e-commerce platform, and indirect sales to end customers through distributors.

Logitech's operations capability consists of a hybrid model of in-house manufacturing (including a wholly-owned facility in Suzhou, China) and third-party contract manufacturers (principally in Asia). This allows us to effectively respond to rapidly changing demand, leverage economies of scale, protect intellectual property, and offer high-quality production in even the most sophisticated products.

1.2 Our Approach

1.2.1 Board Oversight

We believe thorough oversight from the Board is crucial for integrating sustainability into our overall company strategy. The Board, including our Chief Executive Officer ("CEO"), collaborates with the Chief Operating Officer ("COO") and Head of People and Culture to supervise the Company's sustainability strategy, advocate for sustainability and social impact, select priority projects, provide sponsorship and funding, and steer strategy and execution in cooperation with other business leaders.

To aid the Board in its oversight, the Nominating and Governance Committee assesses and advises on the Board's process and frequency for overseeing the company's sustainability strategy. In addition, the Audit Committee reviews and discusses with management the Company's validation procedures for metrics. The Board oversees the Company's Enterprise Risk Management ("ERM") and monitoring, including sustainability risk. Sustainability is a regular agenda item at Board meetings, where the COO and Head of People and Culture offer updates and suggestions related to climate action priorities, goals, and DEI (diversity, equity, and inclusion). The Board's oversight role involves reviewing these recommendations and directing strategy.

Starting in 2022, we implemented a sustainability scorecard as a metric that contributes 10% to the annual bonus incentive plan for our Group Management Team ("GMT"), which includes our CEO, Chief Financial Officer, COO, and Chief Legal Officer.

1.2.2 Management Review

Our management team reviews, at a minimum once annually, the scope and performance of each of our programs in a more strategic way and identifies further opportunities for growth and program evolution in the forthcoming year. We perform this review within the context of the broader external sustainability landscape and incorporate our understanding of how mega-trends and macro-developments may impact our sector and activities. Our GMT and Head of People and Culture work with other business leaders to prioritize and advocate for sustainability. This includes selecting projects to sponsor, financing initiatives, and driving strategy and execution.

1.2.3 Enterprise Risk Management

Our ERM process provides the Board, including its Audit Committee, with a comprehensive view of the risks facing our business. Logitech includes climate and sustainability-related risks in its multidisciplinary company-wide ERM process. This process aims to identify and control risks to ensure positive business development, effective risk reporting, and legal compliance. Risks are assessed in terms of their potential impact and likelihood of adversely affecting our reputation, financial situation, or capacity to meet our commitments. Risk mitigation measures are then planned, implemented and monitored on an ongoing basis to ensure their performance.

ERM assessments are both top-down and bottom-up and cross-functional. They cover strategic, financial, and operational risks, in the short, medium and long term. Our ERM process is aligned with our strategy. On an annual basis, our Internal Audit team performs an enterprise risk assessment through all our business areas, divisions and corporate functions. The result of the risk assessment is presented to our Board. This process assists Logitech in identifying risks that could potentially impact our ability to achieve business objectives and compliance obligations.

1.2.4 Stakeholder Engagement

As a global business, our challenges are increasingly diverse and interconnected. Therefore, we ensure that our sustainability strategy takes into account our stakeholders' feedback. We recognize six key stakeholder groups: customers, employees, regulators and policymakers, shareholders, special interest groups, and our industry.

We engage those stakeholder groups in a variety of ways. Some forms of stakeholder engagement follow a set frequency, such as our bi-annual employee Logi Pulse survey, supplier audits, and our annual shareholder meeting. Other forms of engagement are more

ongoing, such as engagement with customers about our sustainability performance, collaboration with industry peers on specific programs, and discussions with policymakers. We also conduct an annual External Factors Review ("EFR"), which is a review of publicly available sources of information—to identify any reported concerns or perceptions regarding a company's approach to sustainability management, sustainability risks, and sustainability performance.

From our discussions with stakeholders over the last number of years, we recognize the following sustainability topics of interest for each of our stakeholder groups.

Customers	Employees
● Product performance and technical features ● Logitech's unique selling points, with respect to sustainability ● Product sustainability (design features) ● Packaging sustainability (materials) ● Hazardous materials compliance (RoHS, REACH) ● Conflict minerals ● Climate action and carbon targets ● E-waste recycling and trade-in for reuse ● Supply chain transparency and responsible manufacturing ● Durability, repairability, spare parts ● Product energy efficiency and carbon footprint ● Diversity, equity, inclusion	● Company strategy and priorities; vision and values ● Company commitment to social and environmental issues ● Development opportunities and career advancement ● Well-being (work/life balance) ● Corporate and employee philanthropy and volunteering ● Employee benefit and compensation offerings
Shareholders	Our Industry
● Financial performance ● Preparedness for upcoming reporting regulations ● Corporate governance, including supply chain management ● Greenhouse gas reporting ● Talent attraction and retention	● E-waste ● Supply chain management ● Innovation and co-development of solutions ● Hazardous substances (RoHS, REACH) ● Product take back and circular supply chains
Regulators and Policymakers	Special Interest Groups
● Ecodesign ● Environmental claims, greenwashing, product sustainability information ● Regulatory reporting ● Circular economy, repairability, recycling information ● Conflict minerals ● Hazardous substances (RoHS, REACH)	● Human rights due diligence ● Supply chain management ● Sustainability performance at our production facility ● Digital Inclusion ● Worker safety, health, well-being

1.2.5 Double Materiality Assessment

In FY24, we carried out our first double materiality assessment ("DMA"). DMA expands the traditional understanding of materiality in sustainability reporting by considering a company's impacts on people and the planet ("inside-out environmental and social impacts") and the external environmental and social factors that influence a company ("outside-in financial risks and opportunities"). The DMA framework was introduced to recognize the reciprocal relationship between companies and their external environment and acknowledge the fact that a company's sustainability performance and management of external environmental and social risks can significantly affect its financial performance, reputation, and resilience. By embracing the principle of double materiality, we believe we can better assess and disclose both our impacts on the external world and the impacts of the external world on our operations. To progress our DMA, we evaluated the potential impact and relevance of various environmental and social dimensions, using the European Sustainability Reporting Standards ("ESRS"). We also assessed financial risks and opportunities associated with environmental and social factors that are relevant to our business. The results of our DMA are summarized in the following tables.

Environmental and Social Assessment

ESRS Topic/Subtopic	Materiality Assessment	Read more about our approach

Topic	Materiality Assessment		Read more about our approach
Climate change mitigation & energy	In Logitech's industry, manufacturing processes consume a significant amount of energy from fossil fuels, leading to the creation of greenhouse gasses. Use of electronic products by end-users consumes a low to moderate amount of energy, partly in the form of fossil fuels, leading to the creation of greenhouse gasses.	H	Climate Action
Water withdrawal & discharge	Withdrawal: Logitech's industry typically demands significant water usage during the manufacturing phase and in the supply chain Discharge: Logitech's industry typically creates large amounts of industrial wastewater potentially containing heavy metals.	H	Water
Circular economy	Resource inflows: Electronic products have high material inflow compared to product lifespan and may contain critical raw materials and can produce e-waste.	M	Circularity
Plastics (including microplastics)	Plastic is commonly used in electronic products. If disposed of incorrectly, it can cause plastic pollution around disposal sites.	M	
Pollution of water and soil (e-waste)	Electronic products become e-waste at end of life and, if disposed incorrectly, can pollute water, soil and living organisms.	M	Circularity Water
Pollution: substances of concern	Certain regulated substances of concern are found in electronic products and, if not managed correctly, can cause environmental pollution.	M	Targeted Substances
Biodiversity	Logitech's industry can be associated with impact drivers of biodiversity loss e.g. climate change, pollution and land-use change.	M	Biodiversity
Work-related rights Child labor, forced labor, working time, adequate wages, social dialogue, freedom of association, collective bargaining.	Logitech's industry faces challenges in relation to these issues due to the nature and typical location of industry supply chains.	M	Human rights and Labor
Health and safety	Logitech's industry faces challenges in relation to these issues due to the nature and typical location of industry supply chains.	M	Safety, Health and Well-being
Equal treatment and opportunity Training and skills development, gender equality and equal pay, diversity.	Logitech's industry faces challenges in relation to gender and other diversity factors.	M	Diversity, Equity and Inclusion Talent Attraction and Retention
Social inclusion	Logitech's industry faces challenges in relation to access to products and services.	M	Digital Inclusion
Information-related impacts	Appropriate management of information or data by Logitech's industry could lead to impacts for consumers and end-users.	M	Privacy & Security
Personal safety	Certain regulated substances of concern are found in electronic products and, if not managed correctly, could impact consumer and end user safety.	M	Targeted Substances
Business conduct: protection of whistle-blowers, supplier management, corruption and bribery.	Logitech's industry faces challenges in relation to these issues due to the nature and typical location of industry supply chains.	M	Business Conduct

Financial Assessment

Topic	Materiality Assessment	Read more about our approach
Business conduct	If our representatives or key individuals display or tolerate unethical or illegal behavior, including corrupt practices, this could have legal and financial implications and could lead to material reputational damage.	Business Conduct
Privacy and security	Data breaches, cyberattacks, third-party vulnerabilities or other threats leading to disruption of operations, loss of confidentiality and customer trust, as well as potential regulatory fines, financial losses, reputational damage.	Privacy & Security

Diverse talent	Failure to attract and retain a diverse range of talent could diminish our potential to understand the perspective of our diverse customer base and create inclusive products.	Diversity, Equity and Inclusion Digital Inclusion
Climate change	Operating expense risks could arise, including increased costs associated with transitioning to renewable energy sources and low-carbon or more circular materials, technologies, and ways of working.	Climate Action Design for Sustainability Circularity
Natural resources	Water scarcity or pollution of natural resources affects production processes and causes supply chain disruptions from shortages or price fluctuations.	Water Biodiversity
Sustainability commitments	A decrease in demand for products and services could occur due to consumers becoming increasingly averse to negative impacts, lack of progress, or inauthentic sustainability efforts.	Climate Action Other

1.2.6 Design for Sustainability (DfS)

At Logitech, we are working to ensure sustainability is considered at every stage of product development. From designing lower-impact products, to engineering, manufacturing, marketing and sales, we are building capability across the company to ensure impacts on the environment and society are considered. The biggest opportunities to reduce the environmental impact of a product arise early in the design process when critical decisions about a product are being made. Being mindful of that, we have established 15 DfS Principles, which we are embedding into our design process and decision-making to support our consideration of sustainability alongside traditional factors such as cost, schedule, and experience.

DESIGN FOR SUSTAINABILITY (DfS) PRINCIPLES

DESIGN PRODUCTS THAT LAST
Durable, high-quality products avoid the technical obsolescence that forces a product to be discarded and replaced

CREATE EMOTIONAL DURABILITY
Products and experiences that hold their emotional value for longer are more likely to be passed on, resold or repaired

GRANT RIGHT TO REPAIR
Empowering consumers to extend the life of a product by simple repair

CLOSE THE LOOP
Supporting the takeback of old devices and the reuse of subassemblies, components and materials in new designs

GO BEYOND HARDWARE
Exploring new and innovative service models around software, servicing, leasing and upgrade
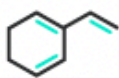
CHEMICAL CONTROL
Eliminating targeted substances which are harmful to health and the environment

ENABLE RECYCLABILITY
Choosing materials and components that are easily separated and commonly recycled

CHOOSE LOWER IMPACT COMPONENTS
Selecting high efficiency components, batteries and PCBs with minimized weight and impact

OPTIMIZE ARCHITECTURE
Designing for optimal technical performance with reduced weight

CHOOSE BETTER MATERIALS
Using lower impact materials from recycled and renewable sources, which are commonly recycled

USE CLEAN AND EFFICIENT MANUFACTURING
Favoring efficient manufacturing with renewable energy

USE EFFICIENT DISTRIBUTION
Optimizing product and packaging weight and avoiding air shipment

DESIGN LOW-IMPACT PACKAGING
Responsibly sourced and efficient, with non-plastic and commonly recycled materials

ENABLE EFFICIENT USE
Maximizing the energy efficiency of our products for consumers

MAKE A POSITIVE CONTRIBUTION
Focusing on products that enable joyful, inclusive experiences and positively influence behaviors and attitudes

We leverage these established DfS Principles to drive progress across our existing portfolio, new product introductions, and new areas of breakthrough innovation. The 15 principles are underpinned by a number of tools and techniques founded on Life Cycle Assessment ("LCA") to model design options and ensure our decision-making is informed by a clear understanding of how our products, technologies, and business models impact the environment and how carbon impact can be reduced, while circularity and social impact are embraced. Over the last year, we have continued the work to build DfS capability across our organization with a range of tools, expertise, and know-how being shared across teams. We have developed internal guidelines, tools, and calculators to support decision-making by designers, engineers, product managers, and other stakeholders during the design process.

Empowering product teams with DfS Principles often leads to visible DfS Features that benefit customers and our community at large. These features are just a small part of the broader sustainability philosophy and mindset that we are endeavoring to instill across our company.

SUSTAINABLE DESIGN FEATURES

CLEAN MANUFACTURING
Manufacturing by factories that purchase renewable electricity and operate in accordance with a code of conduct, to avoid adverse impacts on people and the planet and ensure responsible management of resources and waste

RECYCLED FABRICS
Using recycled fabric where possible, in our newest designs

RECYCLED PLASTIC
Made with post-consumer recycled plastic from end-of-life electronics, to give plastics a second life

RECYCLED ALUMINUM
Using recycled aluminum to reduce our carbon impact

LOW CARBON ALUMINUM
Using aluminum produced with renewable energy, for lower carbon impact

SMART BATTERY EFFICIENCY
Incorporating smart features to lower battery consumption and optimize product use

OPTIMIZED PCB
Optimizing the shape and size of the PCB, to reduce carbon footprint. Exploring recycled copper and gold and additive manufacturing

PVC-FREE CABLES
Eliminating PVC cables, to transition to better materials

RESPONSIBLE PACKAGING
Avoiding single-use plastic and using recycled content and recyclable materials, with responsible sourcing of paper

1.2.7 Factory and Supply Chain Management

We recognize the critical role that factory and supply chain management plays in our sustainability performance. We have one production facility in Suzhou, China, which currently handles approximately 40% of our total production. We outsource the remaining production to contract manufacturers and original design manufacturers located principally in China, Taiwan, Malaysia, Switzerland, Vietnam, Mexico, and Thailand. Both our in-house and outsourced manufacturing operations are managed by our worldwide operations group. The Worldwide Operations Group also supports the business units and marketing and sales organizations through the management of distribution centers and the supply chain and logistics networks.

We work closely with our suppliers to ensure they meet our sustainability standards, from sourcing raw materials responsibly to minimizing transportation emissions. At our production facility, we look for ways to use new technology to create better products, reduce manual labor, improve the workplace, and be more productive and sustainable in the long term. With this goal in mind, we have introduced automation and robotic technology to deliver efficient, time-saving and waste-eliminating production of some of our most popular products. The introduction of automation enables real-time adjustments for optimal efficiency and is helping us to shift worker responsibilities from low-skilled, manual labor to monitoring, calibrating, and maintaining equipment, with associated soft skills development.

Our framework for factory and supply chain management is the RBA Code of Conduct, which is an industry-led best practice standard for our sector that requires management of labor, ethics, environment and health and safety. We joined the Responsible Business Alliance ("RBA") in 2007 to collaborate with industry peers and competitors alike, and co-develop standards, tools, and programs addressing the sustainability challenges facing our sector today. The RBA has an established Code of Conduct (the "RBA Code of Conduct"), which is reflective of international norms and good practice, including the Universal Declaration of Human Rights, ILO International Labour Standards, OECD Guidelines for Multinational Enterprises, ISO 45001, ISO 14001, and SA 8000. All of our suppliers are required to uphold the RBA Code, as a contractual condition of doing business with Logitech.

RBA CODE OF CONDUCT

Responsible Business Alliance
Formerly the Electronic Industry Citizenship Coalition

Advancing Sustainability Globally

LABOR
- Freely chosen employment
- Young workers
- Working hours
- Wages and benefits
- Humane treatment
- Non-discrimination/ Non-harassment
- Freedom of association

ETHICS
- Fair business, advertising and competition
- Protection of identity and non-retaliation
- Responsible sourcing of minerals
- Privacy
- Business integrity
- No improper advantage
- Disclosure of information
- Intellectual property

ENVIRONMENT
- Environmental permits and reporting
- Pollution prevention and resource reduction
- Hazardous substances
- Energy consumption and greenhouse gas emissions
- Solid waste
- Air emissions
- Materials restrictions
- Water management

HEALTH AND SAFETY
- Occupational safety
- Emergency preparedness
- Occupational injury and illness
- Industrial hygiene
- Physically demanding work
- Machine safeguarding
- Sanitation, food, and housing
- Health and safety communication

MANAGEMENT SYSTEMS
- Company commitment
- Risk assessment and management
- Improvement objectives
- Training and communication
- Management accountability and responsibility
- Legal and customer requirements
- Worker feedback, participation, and grievance
- Audits, assessment and corrective actions
- Supply chain responsibility
- Other

We have established the following provisions and working methods to drive continual improvement and adherence to the RBA Code.

- **Sustainability auditing:** The RBA has established protocols, tools, and expertise for auditors working across our industry to assess key risks relevant to our industry. This process is known as the Validated Audit Process ("VAP") and allows for like-for-like comparison across companies and supply chains and a common understanding of the RBA Code of Conduct requirements and audit procedures. Our in-house auditing team are all highly experienced auditors and replicate the RBA's VAP using RBA-endorsed audit protocol and tools. We also use independent, third-party auditors, where needed, to supplement our in-house capability and our own production facility is also subject to periodic VAP audits. Typically, our audit program involves on-site audits of supplier factories. Our audit teams meet with supplier management, inspect the facility, review documentation, and carry out interviews in private and in confidence.
- **Sustainability training and education:** We organize and facilitate factory and supplier training events, where we discuss Logitech's sustainability expectations, standards, and international best practices. We create forums for suppliers to share their experiences. We also encourage suppliers to attend RBA-led capability-building sessions, including e-learning courses on various sustainability topics, including forced labor, recruitment, migrant workers, ethics, human rights, discrimination, worker voice, worker participation, grievance management, supply chain management, working hours, and young workers.
- **Quarterly business review (QBR):** Our QBR process considers sustainability performance as a vital aspect of supplier performance. This involves a desk-based audit evaluating six key categories: engineering, sustainability, quality, demand/supply capability, new product introduction, and commercial aspects. Engineering performance has a 25% weight in the quantitative scoring, while other categories, including sustainability, each hold a 15% weight. The QBR process also considers qualitative factors such as a supplier's adherence to our sustainability commitments, policies, goals, and objectives. 'Preferred' suppliers with high QBR scores receive additional development opportunities and potential business expansion. Those with low scores face increased auditing and commercial restrictions, possibly leading to termination if improvements are not made within agreed-upon timelines.
- **Supplier innovation:** We encourage our suppliers to explore innovative approaches to business and manufacturing processes, and how we can enhance our products, services, and operations. We challenge our suppliers by asking them the question, "What can you do differently or better?" This allows them to propose innovative solutions to problems, leading to collaborative brainstorming sessions and resulting in breakthrough progress in supply innovation. Our Future Positive Challenge was established to fast-track the exploration and evaluation of sustainability innovations that could be applied at scale to our business. We prioritize the exploration of technologies that are integral to advancing breakthrough innovations in the consumer electronics industry and also make a vital contribution to economic development and job creation. We seek supplier innovations that are aligned with Logitech's Design for Sustainability ethos, and participants can submit applications through Logitech's Tech Tour Portal.

1.2.8 Third Party Assurance

Factories and supply chain

Our production facility is subject to the RBA's third-party VAP and third-party ISO 14001 audits each year. As part of these audits, third-party auditors evaluate our management approach and performance in relation to best practice expectations defined in ISO 14001 and the RBA Code of Conduct for sustainability management in our industry. These audits help to ensure our management system, activities, and approach align with international good practice ISO standards and we drive continuous improvement year on year.

As an RBA member, we adhere to RBA requirements and carry out due diligence processes to evaluate supplier sustainability performance and risks, including environmental compliance and adherence to the RBA Code of Conduct for our industry. Supplier facilities are required to comply with the RBA Code of Conduct and ISO 14001 in their manufacturing activities. We employ the RBA's Self-Assessment Questionnaire ("SAQ") and risk assessment tool and we have an in-house team of auditors who replicate the RBA VAP Audit process in supplier factories a minimum of once per year and check certifications. Human rights and anti-corruption enterprise risk management is part of our standard risk review process for screening suppliers.

Products and carbon data

To support the integrity of our product carbon footprint studies and associated carbon models, we work with third-party, independent experts, iPoint Group, to ensure our methodology meets ISO 14067 and ISO 14044 best practice standards. The product carbon footprint ("PCF") study for each product also undergoes an independent critical review by an independent third-party called DEKRA. We provide an overview of our calculation methodology and more details on our Carbon Clarity webpage and we encourage other brands to adopt this approach.

We arrange third-party verification of our greenhouse gas emission inventory and reduction programs year-on-year, to verify compliance with the Greenhouse Gas Protocol, prior to public reporting. The data in this Report has been subject to third-party limited assurance, as described in Appendix B.

Other assurance

In addition to the above, we regularly benchmark our performance in relation to other peer companies both within and outside our sector and we submit our reports to a large number of third-party rating platforms who review and rate our performance and provide useful feedback, which informs our planning for the forthcoming year. With this approach, we have achieved a number of certifications and awards for our management approach and performance over the last year.

Awards and recognitions

The effectiveness of our approach has been recognized as follows.

DJSI Europe Index Listed

Listed

AAA rated[1]

Listed

'Top-Rated' Company

Prime Status

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[1] The use by Logitech of any MSCI ESG Research LLC or its Affiliates ("MSCI") data, and the use of MSCI logos, Trademarks, Service Marks, or Index Names Herein, do not constitute a sponsorship, endorsement, recommendation for promotion of Logitech by MSCI. MSCI Services and data are the property of MSCI or its information provided, and are provided "'As-Is'" and without warranty. MSCI names and logos are trademarks or service marks or MSCI.

2. Environment

2.1 Climate Action

2.1.1 Policies, Strategies, and Concepts

Our Climate Pledge is our commitment to the Paris Agreement and global efforts to limit global warming to 1.5°C. Underpinning that pledge we have science-based carbon reduction targets for 2030.

- **85%** reduction of Scope 1 and 2 emissions compared to a 2019 base year
- **100%** of our electricity footprint matched with purchasing renewable energy by 2030.
- **>50%** reduction in our Scope 3 emissions by 2030, compared to a 2021 base year.
- **>90%** reduction of our Scope 1, 2 and 3 emissions by 2047, compared to a 2019 baseline, with 100% removal of any residual emissions to achieve net-zero.

To achieve our Climate Pledge and carbon reduction targets, we Design for Sustainability and prioritize absolute carbon reduction across our business and operations. Over the past few years, we have intensified our carbon reduction programs expanding our efforts across our company and portfolio. Our goal is to design each new generation of products with a lower carbon footprint than the previous one.

Where we cannot achieve absolute reductions in carbon impact, we're transitioning our manufacturing and supply chain to use renewable energy sources. This includes energizing our value chain by developing on-site renewables, partnering with utilities providers, securing Power Purchase Agreements and obtaining Renewable Energy Certificates.

We believe that carbon should be treated like calorie awareness, and that everyone should be aware of what they're consuming. We accept responsibility for the full life-cycle impact of our products and advocate for consumer and industry action to recognize carbon impact and the effects of climate change. Being transparent about our carbon impact encourages better design decisions within our teams, and informed purchasing decisions among our consumers. We work to support greater carbon transparency across our industry by sharing our knowledge, empowering others to take similar steps towards carbon clarity and encouraging other companies to join us in our approach.

Over the course of this coming year, we will restructure our existing strategy and programs to expand our existing efforts, energize our efforts with renewable electricity, explore new opportunities for carbon reduction, and continue the work to evolve our business model.

2.1.2 Measures Implemented

As part of this program, we have implemented the following key measures.

- **Energy efficiency:** At our own production facility, we implement energy efficiency programs and we purchase renewable electricity. We are always looking for ways to use new technology to create better products, reduce manual labor, improve the workplace, and be more productive and sustainable in the long term. With this goal in mind, we have introduced automation and robotic technology to deliver efficient, time-saving and waste-eliminating production of some of our most popular products.
- **Design for sustainability:** The majority of our Scope 3 emissions come from the sourcing and manufacturing of our products and we recognize that the biggest opportunities to reduce our environmental impact therefore arise early in the design process when key decisions about a product are made and carbon emissions can be avoided or designed out. We have a Design for Sustainability framework, which is accelerating our transition to low carbon alternative materials and designs across our product portfolio. Two specific programs, which form part of this framework are as follows:
  - Next life plastics: We have introduced post-consumer recycled plastic across a broad range of our products to give end-of-life plastic a second life and help reduce their carbon footprint. Our capability has grown rapidly as we have partnered with resin

suppliers and molders to develop new and stronger resins in a range of colors and grades, while expanding our supply chain and refining their molding processes. Recycled plastic is now used at scale across Logitech and is contributing meaningfully to our carbon reduction pathway.

- ○ Low-carbon aluminum: Manufacturing aluminum is very energy-intensive and the majority of the carbon footprint associated with manufacturing comes from the smelting process where large quantities of heat and energy are needed and fossil fuels are often used. Low-carbon aluminum is made in a smelter that uses renewable energy (e.g. hydropower) instead of traditional fossil-fuel energy. Using renewable energy enables the manufacture of the same aluminum product, with a lower carbon footprint.

- **Purchase of renewable electricity:** We purchase renewable electricity to address our own Scope 2 greenhouse gas emissions and we have an established Renewable Energy Buyers Club and portal to help suppliers understand the value of supporting renewable energy and access high-quality Energy Attribute Certificates that are third-party certified.

- **Carbon Clarity:** Recognizing the reputational opportunity associated with sustainability reporting and transparency, we launched our "Carbon Clarity" program to recognize the increasing demand from consumers for carbon footprint information and transparent reporting of a product's impact.

- **Climate risk:** Our business continuity, security and supply chain team, among others, work to help prepare the company for the potential impacts of extreme weather events such as tornadoes, heavy rain, lightning, hurricanes, and blizzards which can disrupt transport infrastructure, introduce unforeseen logistical challenges and inhibit access to company facilities and assets. We plan our manufacturing contracts and locations in consideration of identified chronic physical risks, such as water stress, to avoid undue vulnerability to these risks over the longer term, e.g., with short-term leases or manufacturing contracts and enforced business continuity plans. We decentralize decision-making and IT backup solutions to ensure key decision-makers and leaders have continual access to critical information for decision-making and business continuity. We monitor emerging regulations and work to develop internal compliance standards in advance of emerging regulations.

2.1.3 Progress

The progress made in the last year demonstrates the effectiveness of our programs. Key areas of progress can be summarized as follows.

- **Validation of Logitech's science-based carbon reduction targets**
  - ○ Our science-based targets were validated by the Science Based Targets initiative (SBTi), confirming alignment with international best practice standards.
  - ○ Our Net Zero target is also recognized under the UNGC Forward Faster Initiative as a science-based net-zero emission targets in line with a 1.5°C pathway.
- **Reduction in greenhouse gas emissions**
  - ○ 58% reduction in Scope 1 & 2 greenhouse gas emissions from base year 2019.
  - ○ 24% reduction in Scope 3 emissions from base year 2021.
- **Use of renewable electricity**
  - ○ 700 MW of on-site renewable power panels installed at our production facility.
  - ○ 94% renewable electricity[2] achieved through use of a combination of measures including on-site power, green tariff contracts and purchase of energy attribute certificates.
  - ○ Recognized as a Green Power Partner by the United States Environmental Protection Agency (EPA) for the third consecutive year.
- **Carbon transparency**
  - ○ New LCA studies for products in our headset, webcams, gaming and video-conference categories.
  - ○ 66% of Logitech products now have a Product Carbon Footprint ("PCF") study[3].
  - ○ Leadership Level (A-) climate performance (Carbon Disclosure Project, CDP).

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[2] The renewable electricity footprint of our production facility and offices, as a percentage of the total electricity footprint of those facilities, rounded to the nearest 1%. Our Major Offices are the offices that account for 80% of floor space.
[3] Measured as the percentage of units shipped from 01 March 2024 to 31 March 2024, for which Logitech had a third-party reviewed Product Carbon Footprint.

- **Major programs for carbon reduction[4]**
  - Next Life Plastics: Continued expansion of our Next Life Plastics program with recycled plastics used across the full portfolio of Logitech products, eliminating more than 25,000 tCO_2.
  - Low-Carbon Aluminum: used in 66 product lines[5], eliminating more than 13,000 tCO_2.
  - PCB Optimization: expanded application of our PCB guidelines to reduce carbon impact, eliminating over 2,500 tCO_2.
  - Product energy efficiency: Roll-out of firmware updates to enhance the energy efficiency of our video-conferencing device.
- **Supplier Engagement**
  - Recognized by CDP as a Supplier Engagement Leader for the 3rd year running.
  - With our Renewable Energy Buyers Club and portal, we helped suppliers understand the value of supporting renewable energy and access third-party certified Energy Attribute Certificates to address almost 80,000 tCO_2 associated with Logitech supply chain manufacturing.

2.2 Circularity

2.2.1 Policies, Strategies, and Concepts

Our ambition is to reduce waste and extend the life of products, components, and materials. We want to empower consumers with simple and convenient ways to give products, components, and materials a next life, and to contribute to a more circular world. We adopt a full life-cycle approach to consider how we can reduce waste by designing for circularity, using circular materials and enabling manufacturing with clean and renewable energy. Our strategies for extending product life include exploration of software and services to support and enhance our hardware and customer experiences, extending product life with durable and energy-efficient designs and repair services, and creating second-life opportunities for products and materials through recycling and refurbishment programs. Circular design focuses on the development of longer-lasting, more energy-efficient products with a particular emphasis on extending the useful life of products through design for repair, reuse, disassembly, and eventual recycling at end-of-life. Circular materials are renewable and recycled materials.

2.2.2 Measures Implemented

As part of this program, we have implemented the following key measures.

<u>Factories and Supply Chain</u>

- We follow a waste hierarchy of reduce-reuse-recycle and monitor waste weight annually. The Environmental Health and Safety (EHS) team at our production facility conducts due diligence reviews of third-party waste management suppliers, to ensure those suppliers have all required licenses and permits. Hazardous waste is handled by licensed contractors and facilities, and we track and report end-of-life treatment pathways for all waste streams.
- In our supply chain, we promote good waste management practices through RBA Code of Conduct auditing and supplier development activities. Suppliers are required to manage, eliminate, and responsibly treat waste while conserving natural resources through various practices, such as modifying production processes, maintenance and facility processes, materials substitution, reuse, conservation or recycling.

<u>Products and services</u>

- **Design for Sustainability:** Our ambition is to reduce carbon and deliver more circular solutions, to ensure every generation of Logitech product and service is better than the last. To help us develop more circular designs, we have developed a Circularity Assessment Tool, which can be used to measure the circularity of our product designs, while the design is in development. We developed the tool in-house, to reflect stakeholder views, legal megatrends, and relevant good practice standards. The tool is

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[4] Carbon saving is measured for Calendar Year 2023
[5] Number of product lines is measured as the number of product lines shipped from 01 March 2024 to 31 March 2024, which had low-carbon aluminum..

used as an educational asset within Logitech to help teams understand the implications of design decisions and priority items to focus on when they are assessing circularity.

- **Circular Materials:** Our top three materials, by weight, are plastic, paper packaging, and metals. This insight has informed the prioritization of strategic programs to develop more circular alternatives for all three material categories. We use recycled plastic ("Next Life Plastic") at scale to give a second life to end-of-life plastic, reduce our carbon footprint, and transition away from virgin resources to adopt more circular solutions. In addition, we continue to expand our commitment to responsible sourcing of paper, with our FSC-certified packaging program.
- **New Business Models:** We continue to develop our program to refurbish returned devices to "like-new" for warranty replacements and sale on our e-commerce platforms and other channels. Logitech has partnered with iFixit to advance our circularity goals by facilitating the availability of spare parts, beyond-warranty repair, and repair guides for select products. Simple and easy-to-follow Repair Guides are now available for customers to repair or extend the life of a number of Logitech products on the Logitech-iFixit Repair Hub. In addition, we donate open box returns to schools and non-profit organizations across the world.
- **Recycling:** We work with Producer Responsibility Organizations ("PROs"), as well as our downstream distribution partners and retailers, to ensure Logitech products are responsibly recycled across various touchpoints and channels. We provide financial support to enable and support the development of recycling infrastructure and capability in the countries in which we operate. In many countries worldwide, we leverage a network of in-country, third-party distributors, who are required to support in-country recycling programs on our behalf as a contractual requirement of doing business with Logitech. In many countries where we have no legal obligation, we develop voluntary recycling schemes to meet consumer needs for recycling solutions. We have an established Recycling Standard which reflects international good practice and any recycler working for, or on, our behalf is required to implement and comply with that standard.

2.2.3 Progress

The progress made in the last year demonstrates the effectiveness of our programs. Key areas of progress can be summarized as follows.

- **Second Life:** expansion and evolution of our programs to support second life products, components and materials
  - Continued expansion of our refurbished products offering, with a focus on development of in-house refurbishment operations and collaborating with partners.
  - Scale up of Logitech's partnership with iFixit to provide OEM parts and repair guides to enable DIY repair of devices in the United States.
  - Launch of Logitech's Collect & Save initiative for B2B customers in Europe and North America to support collection and responsible recycling of end of life devices.
  - We are expanding our retailer partnerships for recycling, with Logitech joining Staples' "Free Tech Take Back" program to support and incentivize consumers who wish to recycle old electronics.
- **Circular Materials:** Continued expansion of our use of circular materials that use recycled content or support responsible use of natural resources and recyclability.
  - 19% of products use FSC-certified paper packaging[6], including 73% of new product introductions[7].
  - 73% of products use Next Life Plastics[8].
  - 43% of products are PVC-free[9].

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[6] Measured as the percentage of units shipped from 01 March 2024 to 31 March 2024, for which paper-based consumer packaging was FSC™-certified.

[7] Measured as the percentage of New Product Introduction units shipped from 01 March 2024 to 31 March 2024, for which all paper-based consumer packaging was FSC™-certified. A New Product Introduction is a Logitech product line that is launched within the boundaries of the financial year reporting period.

[8] Measured as the percentage of units shipped from 01 March 2024 to 31 March 2024, which incorporate post-consumer recycled plastic.

[9] Measured as the percentage of product lines shipped from 01 March 2024 to 31 March 2024, which have no detectable presence of polyvinyl chloride (PVC) e.g. in cables or component parts. We test for the presence of chlorine at concentrations of greater than 2,200 ppm.

2.3 Biodiversity

2.3.1 Policies, Strategies, and Concepts

Safeguarding biodiversity for future generations is an important part of climate action. We recognize the need to safeguard biodiversity as one of the critical Earth systems processes that is essential for continued human development. We have begun to analyze the life-cycle impact of our business biodiversity and natural world in a more systematic way by considering the full life-cycle impact of our operations and activities on biodiversity and by developing programs to reduce negative impacts and biodiversity and create positive change.

2.3.2 Measures Implemented

As part of this program, we have implemented the following key measures.

- **Biodiversity Mapping:** In FY23, we reviewed the location of our production facilities and offices to evaluate potential risks associated with locations in or around UN World Heritage Sites, Ramsar wetland areas, and UN Biodiversity hotspots. Our review indicated our facilities and offices are typically located in low-risk, built-up areas.
- **Biodiversity Risk Assessment:** In the last year, we expanded our efforts and carried out more systematic biodiversity risk assessments to consider the full life-cycle of our products and value chain.
- **Factory Management:** At our own production facility, and supplier factories, we require suppliers to manage emissions and pollutants that could impact biodiversity in accordance with local legal requirements and international good practice requirements defined in the RBA Code of Conduct.
- **Responsible Sourcing:** We recognize the impact potential of our sourcing strategies and supply chain for certain materials. We have developed a number of responsible sourcing policies and strategies to reduce our use of virgin materials, promote the use of second-life materials like recycled plastics and leverage certified responsible supply chains. We continue to implement our Single-Use Plastic Packaging Policy across all our packaging designs and as we transition to greater use of paper, we have an established FSC™-certified packaging program, which helps us ensure our packaging materials are sourced from sustainably managed forests with established biodiversity management plans.
- **Restoring Climate-impacted Forestry and Ecosystems:** Over the last number of years, we have selected to purchase offsets from carbon offsetting projects with proven co-benefits for forestry and biodiversity conservation. Our current portfolio includes purchases from a number of forestry projects that conserve existing forestry, create new forested areas and support climate-impacted communities. In 2020, we partnered with an organization called ForestNation to support tree planting in areas of community need in the developing world. As part of celebrating Earth Day each year since 2020, we have partnered with ForestNation to activate employees and customers and finance the continued planting of trees to restore historic biodiversity impacts and degradation in a plantation in Tanzania.

2.3.3 Progress

Key areas of progress from the last year can be summarized as follows.

- **Biodiversity mapping and preliminary risk assessment:** completed for all Major Offices[10] and our production facility using UNEP ENCORE and WWF Biodiversity Risk Filter tools, in alignment with the Taskforce on Nature-related Financial Disclosures (TNFD).
- **Single-Use Plastic Packaging Policy:** continued implementation of our policy to eliminate single-use plastic from packaging and support curb-side recycling and alternative materials.
- **Responsible and renewable natural materials[11]**
  - More than 63% of the natural materials used in products and packaging were renewable materials[12].

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[10] The offices that account for 80% of floor space.

[11] Natural materials are materials that are generated by ecological processes e.g. paper; not plastic.

[12] Renewable materials are natural materials that can be replenished quickly and are recyclable at end-of-life. We recognize FSC™-certified paper as a renewable material, as well as the paper packaging used in our master shipper.

- ○ 19% of all products had FSC-certified paper packaging, including 73% of New Product Introductions[13].
- **Expansion of our tree planting program:** with ForestNation to deliver planting of more than 31,443 tree seedlings by local community groups working in ForestNation's nursery to date.

2.4 Water

2.4.1 Policies, Strategies, and Concepts

Water is a vital resource and is used in various stages of hardware manufacturing, from cleaning components to cooling machinery. Water use at our own production facility is not material because we are primarily engaged in assembly and testing but use of water in certain areas of our supply chain can be significant and we are committed to addressing that impact. Effective water management practices are needed, to ensure water resources are used efficiently, and to minimize waste and reduce environmental footprint. Moreover, when factories implement measures such as recycling and reuse systems, they not only conserve water but also contribute to the preservation of local ecosystems and communities. Efficient water management is crucial for the long-term sustainability of our supply chain operations amid growing global water scarcity concerns.

2.4.2 Measures Implemented

As part of this program, we have implemented the following key measures.
- Water management at our production facility: Our production facility is in Jiangsu province, China. This is an area of high baseline water stress, which is forecasted to remain high over the next 20 years. Being conscious of this environmental context, we manage water consumption in accordance with the RBA Code of Conduct and all relevant local legal requirements and good practice standards. Approximately 95% of the water that is used at our production facility is obtained from a public mains supply connection provided by the local authorities (low risk), is not significantly used in production (low volume), and is primarily used for welfare facilities (high priority). Work activities at our production facility are not water intensive. The water that we consume is primarily used for drinking water, catering, showers, washrooms, and other welfare facilities. When on-site production increases, the size of our workforce increases, leading to increased demand for drinking water and the use of welfare facilities. We have an established Resource Management Procedure, but the scale of opportunity associated with water-saving initiatives is small. Our commitment to lean manufacturing drives ongoing efforts to identify water-saving initiatives of benefit for the environment and our workforce.
- Water-saving initiatives at our production facility typically relate to control systems for toilets and preventative maintenance procedures to avoid water leaks and repair any leaks that do occur. In the last few years, we have replaced valves and water pipes to reduce water loss and installed additional systems to enable monitoring, tracking, and reporting of water use in our plant and dormitory. Our internal audit programs include regular monitoring to ensure the welfare facilities we provide align with good practice expectations and provide fair working conditions for workers. We also recycle hot water from a nearby third-party facility, where it is produced as a by-product, to use in our heating systems. This approach helps us reduce the energy, water, and environmental footprint of our facility and the neighboring facility at the same time.
- In our supply chain, we drive good practice water management with our RBA Code of Conduct auditing and supplier development activities. Suppliers are required to implement water management programs that characterize water and wastewater sources, use and discharge, seek opportunities to conserve water and eliminate potential pollution at source, control potential channels of contamination and implement appropriate monitoring and treatment systems (where required by local permitting requirements), to ensure optimal performance and regulatory compliance.
- In FY24, we carried out our first life-cycle analysis of the water impact of a selection of our products and surveyed our suppliers to understand their water risks and management provisions in a more detailed way. The results of those survey and risk assessment activities are currently under review.

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[13] Measured as the percentage of New Product Introduction units shipped from 01 March 2024 to 31 March 2024, for which all paper-based consumer packaging was FSC™-certified. A New Product Introduction is a Logitech product line that is launched within the boundaries of the financial year reporting period.

2.4.3 Progress

The progress made in the last year demonstrates the effectiveness of our programs. Key areas of progress can be summarized as follows.

- **ISO 14001-certified:** The Environmental Management System at our production facility, has been ISO 14001 certified since 1999.
- **Water-saving initiatives**: At our production facility, we have a multi-year program of continual improvements. Over the last four years, we have:
  - Installed water monitoring meters and infrared flush-control devices; and
  - Upgraded underground valves and pipes, to minimize water leakage.
- **Biodiversity mapping and preliminary risk assessment:** We have completed a mapping and preliminary risk assessment for all Major Offices and our production facility using UNEP ENCORE and WWF Biodiversity Risk Filter tools, in alignment with the Taskforce on Nature-related Financial Disclosures ("TNFD") and the Aqueduct Water Risk Atlas tool.
- **Supplier surveys:** We have completed supplier surveys of Major Suppliers, along with water footprinting of a selection of Logitech products, were completed for the first time, to identify hotspots in our product designs and operations.
- **Reporting:** We have commenced reporting to the Carbon Disclosure Project Water Security program for the first time.

2.5 Targeted Substances

2.5.1 Policies, Strategies, and Concepts

The production of electronic goods necessitates a wide variety of materials, components, and parts. In collaboration with our suppliers, we examine material specifications and assess products and components. We have established policies and standards to ensure appropriate management of potential hazards to human health or the environment. These include compliance policies for Restriction of Hazardous Substances ("RoHS") and Registration, Evaluation, Authorization, and Restriction of Chemicals ("REACH"), as well as our Global Specification for the Environment ("GSE") standards, and a number of voluntary policies. We go beyond legal requirements by monitoring global regulatory developments and adopting proactive policies based on the precautionary principle. This involves taking preventative measures to eliminate, manage, and control the use of targeted substances in manufacturing processes and products. We evaluate published lists of concerning substances, customer preferences, emerging regulations, and reliable scientific analysis related to potential effects on human health and the environment. This method also enhances product circularity by promoting reusability and recyclability.

2.5.2 Measures Implemented

As part of this program, we have implemented the following key measures.

- **Factory Management:** We use limited amounts of hazardous materials like lubricant oils, glue, and cleaning solvents for final assembly activities, complying with the RBA Code of Conduct and legal regulations for their handling. We identify and manage any substances that could pose a threat to human health or the environment, ensuring their safe handling and disposal. Safety Data Sheets ("SDSs") are maintained, displayed on employee notice boards, and reviewed by auditors for RBA Code of Conduct compliance. We also have a corporate standard outlining our expectations for environmental good practice and appropriate management of workplace emissions and air quality. There have been no reported incidents related to our use of hazardous materials, and given the nature and extent of materials used, such incidents are unlikely to occur. We apply the same approach to hazardous materials management within our supply chain and assess suppliers for compliance with RBA Code of Conduct requirements.
- **Clear standards:** In 2002, we established our GSE or "Green Procurement" standards, which define the substances that are prohibited, restricted, or require declarations, as well as our labeling requirements. All our suppliers are contractually obliged to adhere to our GSE standards, as a condition of doing business with Logitech.

- **Testing:** Our manufacturing facilities have a well-established testing program that regularly samples our products, components, and manufacturing consumables to ensure compliance with GSE requirements. We test products and components using good laboratory practice methods, such as X-ray fluorescence ("XRF") and chemical analysis, which allow us to verify single-component traceability and legal compliance.
- **Auditing:** We conduct periodic supplier surveys, particularly when significant changes are made to the REACH Substances of Very High Concern ("SVHCs") Candidate List. Our robust supplier audit and validation program checks compliance with the RBA Code, hazmat legislation, and green procurement standards.
- **Substitutions:** When safer alternatives are available, we phase out targeted substances of concern, such as PVC. In 2018, we introduced a program to phase out PVC in cables by transitioning to low-toxicity thermoplastic elastomer ("TPE") alternatives.

2.5.3 Progress

The progress made in the last year demonstrates the effectiveness of our programs. Key areas of progress can be summarized as follows.

- **Targeted Substance Phase-Out**
  - Substance Phase-Out: Systematic reduction of targeted substances like PVC, phthalates, and flame retardants through testing, corrective actions, and supplier collaboration.
  - 43% of products are PVC-free[14], demonstrating significant progress towards our 2030 Zero PVC goal.
- **Compliance Record**
  - Zero significant fines[15] and non-monetary sanctions for noncompliance with environmental laws and/or regulations in the last four years.
  - Zero incidents of noncompliance with regulations concerning the health and safety impacts of products and services resulting in a fine or penalty or regulatory warning in the last four years.
  - Zero incidents of non-compliance with regulations concerning product and service information and labeling resulting in a fine or penalty or regulatory warning in the last four years.
  - Zero incidents of non-compliance with regulations concerning marketing communications, including advertising, promotion, and sponsorship resulting in a fine or penalty or regulatory warning in the last four years.

3. Social and Employment Related Matters

3.1 Diversity, Equity, and Inclusion

3.1.1 Policies, Strategies, and Concepts

Diversity, Equity, and Inclusion ("DEI") is at the heart of the way we work and think. We are deeply committed to creating a more equitable work culture that strives for fair representation, access, and opportunity for advancement at all levels of Logitech.

Our commitment to DEI also extends to our supply chain. In 2020, we established our Supplier Diversity Pledge to formalize and communicate our support of suppliers and partners that are minority-owned, woman-owned, or diversity-owned. To actualize this pledge, we established three priority goals: increase spending with diverse suppliers; increase the percentage of diverse suppliers in our supply base; and expand outreach to diverse business communities. Our goal is to contribute to an industry-wide shift in procurement practices where every organization assesses their high-impact suppliers for gender fairness, requires their suppliers to report and improve on gender equality year-on-year, and preferentially procures from suppliers who are third-party verified to be following gender-fair standards.

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[14] Measured as the percentage of product lines shipped from 01 March 2024 to 31 March 2024, which have no detectable presence of polyvinyl chloride e.g. in cables or component parts. We test for the presence of chlorine at concentrations of greater than 2,200 ppm.
[15] A significant fine is a fine of more than USD $10 000.

3.1.2 Measures Implemented

As part of this program, we have implemented the following key measures.

- **GMT Targets**: We have set GMT-level DEI targets and these are monitored quarterly. These targets are part of the sustainability scorecard that contributes 10% to the annual bonus incentive plan for our GMT. We transparently share our DEI-related representation numbers (gender, globally and race/ethnicity, in the US) in our annual reports (see Appendix A).
- **Policy and Advocacy**: Our Social Impact team collaborates with our Legal/Public Policy and Communications teams to ensure that we evaluate the appropriate company response on social impact topics internally and externally. Amongst other factors, this evaluation process includes consideration of our credibility or ability to lead on the topic, the potential impact to our business and reputation, and the extent to which the topic is connected or aligned with our core values.
- **Pay Equity:** We conduct an annual review of compensation worldwide to help ensure we pay fairly and to eliminate gender, racial, and other discrimination in the workplace. Where needed, we make salary adjustments during our annual review process to ensure wages are market-competitive and fair. In countries like Ireland and Switzerland, where legislation requires pay equity analyses and reporting, we participate and disclose our results, in compliance with relevant reporting requirements.
- **Recruitment Process and Talent Reviews:** We have developed a bias-reducing process that we follow globally when we open jobs internally and to the public and we use a software tool to ensure our job descriptions are inclusive and non-biased before they are published. We have a diverse and inclusive global team of internal Talent Acquisition ("TA") professionals, trained in our DEI methodology, and connected with our leaders and our values. As part of our organization and talent reviews, every member of our GMT has formulated their organizational DEI commitments, and these commitments are reviewed annually to ensure accountability.
- **Employee Resource Groups (ERG):** Our ERGs are employee-led groups that work to facilitate an inclusive workplace by building solidarity, promoting allyship and celebrating all identities. Our ERGs also act as a critical feedback loop, highlighting issues faced by marginalized groups and helping to foster understanding and stimulate action. Examples of our ERGs include: LogiPride: providing a safe and supportive space for LGBTQIA+ employees and allies; LogiWomen: promoting the success, health, and confidence of women at Logitech; LogiBE: uniting Black employees and allies across the globe in promoting Black excellence; and LogiAmigos: dedicated to sharing cultural knowledge and raising awareness about the Hispanic and Latino.
- **Women in Tech**: We have a number of programs and initiatives to celebrate and enable women in tech.
  - #WomenWhoMaster Program: Our #WomenWhoMaster program comprises a range of initiatives that celebrate, amplify, and enable the rise of phenomenal women in STEM. The series provides aspiring girls and women with powerful stories about overcoming barriers and career tips.
  - Girls Who Code: Logitech has partnered with Girls Who Code and committed to a series of educational initiatives and donating a percentage of all MX product sales to the cause. Logitech also sponsors Girls Who Code's Summer Immersion Program and webinars. Aiming to connect young girls with the more real-life role models who can support and encourage their passion for technology.
- **LogiTalks Speaker Series:** This is our internal speaking series to share the stories of dynamic individuals and activists that align with our values and are making a difference in the communities in which we live and work.
- **Inclusive Products:** Logitech G launched a new gender-inclusive collection in 2022 to enable everyone to experience the joy of play.
- **Parental Leave Policy**: Logitech provides a minimum of 18 weeks of fully paid time off for all parents welcoming a new child through birth, surrogacy or adoption globally, regardless of gender, sexual orientation or length of service.
- **Supplier Diversity Second-Tier Initiative:** Launched in FY21, our Supplier Diversity Second-Tier Initiative encourages Logitech Prime Partners to support our supplier diversity goals by subcontracting or ceding a portion of their contracts with Logitech to capable, diverse-owned suppliers.
- **Supplier Training and Education:** We host and facilitate supplier training events. As part of these activities, we facilitate discussion of Logitech's sustainability expectations and standards, as well as international good practice standards. We create forums that help suppliers share their experience of best practices and lessons learned with each other. We also connect our suppliers with RBA capability-building sessions and development resources, encourage their participation in RBA training and assign certain e-learning courses to specific suppliers, to drive improved awareness and education.

3.1.3 Progress

The progress made in the last year demonstrates the effectiveness of our programs. Key areas of progress can be summarized as follows.

- **Gender Diverse Leadership**
  - 40% of our Board of Directors are female, including a female Board Chairperson.
  - Gender parity in our Leadership Team with a 50:50 ratio of male to female.
  - 38% of all employees are female with 34% of all managers being female[16] and 21% of STEM-related positions[17] being female.
- **Minority Representation:** 45% minority representation in management roles.
- **Supplier Diversity:** Logitech maintained its GenderFair certification for the third year running.

3.2 Digital Inclusivity

3.2.1 Policies, Strategies, and Concepts

We believe that equality is a fundamental right and we have made significant progress in integrating this value at the heart of everything we do. We are dedicated to contributing towards a more equitable, accessible, and inclusive digital environment for everyone. We enable digital inclusion via two primary pathways.

- Our Design for Sustainability approach (see Design for Sustainability); and
- Our focus on increasing accessibility through philanthropic endeavors, by:
  - establishing secure, inclusive, and easily accessible digital areas;
  - encouraging education in the fields of Science, Technology, Engineering, Arts, and Mathematics (STEAM); and
  - empowering and giving voice to a diverse range of creators.

3.2.2 Measures Implemented

As part of this program, we have implemented the following key measures.

- **DfS as a Driving Force for Innovation:** The DfS Principle of "Making a Positive Contribution" is focused on digital inclusion and creating products "that enable joyful and inclusive experiences" for everyone. Using DfS Principles, we reevaluate and enhance traditional product development methods, always aiming to make more accessible products for our customers. We are actively building DfS capabilities across the company to facilitate the development of digitally inclusive products.
- **Creating Secure, Inclusive, and Easily Accessible Digital Areas:** Logitech partnered with Mount Sinai, AbleGamers Charity, and Adaptive Action Sports to organize the Logitech G Adaptive Esports Tournament, aiming to provide gamers with disabilities professional esports opportunities and support. Logitech donated $250,000 to each partner, supporting people with disabilities through peer counseling, facilitating interactions, and offering assisted tech grants. Additionally, Logitech collaborated with the non-profit organization GLAAD to support their Social Media Safety Program, establishing standards to combat online hate and intolerance, particularly towards LGBTQIA+ individuals, and promoting equity and acceptance in the gaming industry through GLAAD Gaming.
- **Supporting STEAM Education:** Logitech collaborates with organizations like Girls Who Code, Pensole Lewis College, and We Bloom to support STEAM education, focusing on inclusivity and providing pathways to higher learning for underrepresented communities. In FY24, Logitech's efforts targeted historically marginalized groups in technology, including girls, women, and BIPOC individuals, aiming to empower them through STEAM-centered educational programs. Through partnerships with

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[16]Women in the Logitech "People Managers" category, "Extended Leadership" category, and "Leadership Team" category, as a percentage of all individuals in those categories.

[17] STEM positions are related to science, technology, engineering, and mathematics. Logitech's P&C team defines these positions, which include engineers, data scientists, and others. The number of individuals in these positions is calculated as a percentage of all individuals in all positions.

organizations like Learning Links Foundation in India and Team4Tech, Logitech provides expertise and volunteers to support initiatives like the Road To Livelihood program, enhancing education and digital equity.

- **Supporting Scholarships:** The Logitech scholarship program at The Royal College of Art ("RCA"), London has created a viable pathway into the design industry for young people from underrepresented communities. Our aim is to enable increasing numbers of underrepresented students to learn the craft and science of creation and design. Our scholarship helps early career creatives at a pivotal stage in their careers and allows the RCA to continue nurturing talented students. The program directly reflects our commitment to diversity and inclusion, and our belief that bringing together people with different perspectives, skills and ideas drives innovation.

- **Amplifying Diverse Creators:** Logitech is committed to amplifying diverse creators, artists, entrepreneurs, advocates, and changemakers. We collaborate with organizations like the Jaquel Knight Foundation and WeXL to promote diversity and equity. Logitech G's #CreatorSpotlight streams on Twitch to showcase creators around specific DEI topics, raising money for charity. In FY24, we highlighted more DEI topics, added more charities, and celebrated diverse voices on social channels.

- **CyberPeace Builders:** In collaboration with the CyberPeace Builders, we offered specialized advice and assistance to nonprofit organizations to enhance their defenses against cyberattacks. In FY24, we also conducted Design for Impact ("D4I") workshops in partnership with Team4Tech, an organization devoted to closing the digital equity gaps in education. These dynamic D4I workshops introduce participants to the human-centered design process, where they work in small groups to develop and refine solutions for nonprofit organizations.

- **Product Donation:** In FY22, Logitech committed to donate more than US$1 million worth of open box returned products to educational institutions in the United States. These "open-box" products come from Logitech G, ASTRO Gaming, and personal workspace and streaming lines, and are generally fully functional but might be recycled before reaching the end of their working life-cycle. This program is aligned with Logitech's DfS ethos, and not only extends the product lifespan but also positively helps schoolchildren in underserved areas. In FY24, our donation program continued to grow from strength to strength, with the addition of a diverse range of new worthy causes and donation partners.

3.3.3 Progress

Key areas of progress from the last year can be summarized as follows.

- Hosted esports tournaments with Mount Sinai, AbleGamers, and Adaptive Action Sports, awarding over USD 50,000 to gamers with disabilities.
- Partnered with GLAAD to protect LGBTQIA+ individuals online through the Social Media Safety Index (SMSI) and supported inclusive gaming environments.
- Collaborated with organizations like Team4Tech, Girls Who Code, and Techlit Africa to support STEAM education for underrepresented communities.
- Developed an app with Team4Tech for the Learning Links Foundation, aiding 40,000 students in career pathway decisions in Asia.
- Promoted diversity and equity through collaborations with Jaquel Knight Foundation and WeXL, showcasing 80+ diverse voices and raising over USD 19,000 for charity.
- Donated over USD 700,000 to BIPOC-focused organizations since 2020 through the CREATORS4BIPOC campaign.
- Released an Adaptive Gaming Kit in partnership with Sony, providing customizable controls for gamers with accessibility needs.

3.3 Talent Attraction and Retention

3.3.1 Policies, Strategies, and Concepts

We prosper when we develop our people. We aim to embed a learning culture where employees feel empowered to nurture their own minds, challenge ideas, and make things better. We know we cannot expect to meet growing business aspirations unless our people also see opportunities to meet their personal aspirations. We want to bring out the best in our employees. We believe there is no real value in separating an individual's work skills from their character, and their life experience and opportunities. Our talent

development programs provide support to Logitech individuals across the globe through guidance and offerings that strengthen our Logitech culture and help to develop the whole person.

3.3.2 Measures Implemented

As part of this program, we have implemented the following key measures.

- A major factor in attracting and retaining employees is the attractiveness of Logitech as an employer, alongside an attractive and competitive compensation which we regularly benchmark in relation to peer companies. We offer a competitive benefits package tailored to the needs of the markets in which we are located. We also created more flexibility for employees introducing working-from-home arrangements possibilities and individual development opportunities for employees and management, comprising training programs, as well as needs-based language courses.
- We actively advertise our open roles in locations that promote diversity and inclusion around the world. We also promote our company as a great place for everyone to work through local site gatherings, emails, and social media posts.
- Throughout the world, we also offer local and community-based programs for interns and apprentices to further our new talent attraction. In Lausanne, Silicon Valley, and Hsinchu, we run apprenticeship programs, and we advertise our opportunities widely to attract a diverse pool of interns. We hire from the intern pool and have a successful track record of interns and apprentices returning to Logitech as full-time employees.
- Our talent attraction process is built to align with our values and includes a bias-reducing recruitment process that starts as soon as a new role is opened. At Logitech, it starts with a diverse and inclusive global team of internal TA professionals, trained in our DEI methodology, and connected with our leaders and our values. We also use technology and our own processes to limit bias where we can; we have developed a bias-reducing process that we follow globally when we open jobs internally and to the public; we use a software tool to ensure our job descriptions are inclusive and unbiased before they are published.
- We actively advertise our open roles in locations that promote diversity and inclusion around the world. Platforms and sites that specialize in attracting the underrepresented are prioritized, as well as events that specifically target professionals and future professionals who are often marginalized or overlooked.
- Our commitment to inclusion as a company extends to the companies with which we partner to find our talent. We use the criteria our Supplier Diversity team developed to prioritize the use of partner companies who are owned and operated by Asian Americans, Black Americans, Hispanic Americans, Native Americans, women, veterans, service-disabled veterans, disabled, or members of the LGBTQIA+ community, to connect even deeper into their networks.

3.3.3 Progress

The progress made in the last year demonstrates the effectiveness of our programs. Key areas of progress can be summarized as follows.

- **Leadership Development:** Implemented Logi Leader Essentials training for managers, quarterly Leader Huddles, and the Logi Impact performance management framework, emphasizing continuous growth and adaptable career development.
- **Diverse Partnerships:** Prioritized talent acquisition partnerships with companies owned and operated by underrepresented groups to enhance diversity.
- **Employee Learning:** Launched LogiLearn powered by Coursera®, which gives employees access to more than 10,000 courses through LogiLearn.
- **Global Internship Programs:** We hosted biannual apprenticeship programs in Lausanne, and collaborated with top universities for two internship seasons, in Hsinchu. In Silicon Valley we ran unique internship projects on diverse topics like AI tools, campaign execution and media strategy.
- **Employee Happiness:** This year, we scored 75 out of 100 in our Humu happiness index, where 70 is positive and above average, compared to peers.

3.4 Safety, Health, and Well-being

3.4.1 Policies, Strategies, and Concepts

Our progress is fueled by creative, resourceful, and innovative people across the globe, both within Logitech, and in our supply chain. We want to ensure individuals feel cared for, and employees and supply chain workers can respond safely and creatively to the fast-paced environment of our sector, and the challenges of a competitive marketplace. Our Global Health, Safety, and Security Policy Statement is a foundational policy, which applies to all elements of our business. It demonstrates the commitment of our executive management team to protecting our employees and ensuring that we are operating in compliance with legislative requirements. We implement training and communication programs across the business each year, to ensure employee awareness of the importance of health and safety management, and our key programs and provisions.

3.4.2 Measures Implemented

As part of this program, we have implemented the following key measures.

<u>Health and Safety</u>

- **Standards:** To help us ensure the safety, health, and well-being of our production facility workforce, we follow the RBA Code of Conduct and have an integrated Environmental, Health, and Safety ("EHS") management system. This management system was certified to OHSAS 18001 in 2004 and we maintained that certification year-on-year before transitioning to ISO 45001 certification in July 2020. Our EHS Management System includes an EHS Policy, as well as procedures and programs, which drive identification, assessment, and evaluation of health and safety performance relative to applicable legal requirements, as well as continual improvement of our health and safety performance, in line with industry good practice, and the RBA Code of Conduct. 100% of the direct and indirect workers at our production facility in Suzhou are covered under the scope of the EHS Management System.
- **Audits:** At our production facility, a team of internal Health and Safety auditors audit different work areas periodically, under the direction of an established EHS Committee. This process and oversight helps ensure proactive consideration of potential hazards, risks, and control measures. Compliance with ISO 45001 and the RBA Code of Conduct is also audited annually by an independent third-party. We have maintained our Health and Safety certifications year-on-year and achieved a 'low risk' SAQ score in the RBA Validated Audit Process (VAP).
- **Initiatives:** A number of health and safety initiatives are delivered year-on-year to ensure regulatory compliance, good practice, and continual improvement of health and safety performance at our production facility. Some examples include:
  - employee health surveillance and third-party testing of work areas to ensure air quality conforms with occupational health standards;
  - annual safety training for all contractors to understand safety hazards, high-risk contractor work, and work authorization requirements;
  - risk assessment of equipment and technology across our production facility to identify opportunities for improvement; and
  - drills and other tests of our emergency response provisions and procedures for various hazards (fire, first aid emergencies, spills, etc.) to improve employee awareness of procedures and provide refresher training.

<u>Well-being</u>

- **Wellness Reimbursement:** To support employees' health and fitness, we provide a wellness reimbursement program.
- **Well-being Platform:** Employees have on-demand access to courses, training, and articles related to mindfulness, resilience, yoga, stress reduction, sleep, and other well-being topics.
- **Mental Wellness Program:** Our global mental wellness program (Modern Health) enables individuals to access 1:1 coaching sessions with a certified mental health coach and licensed clinical therapists.
- **Health Care Coverage:** Logitech provides a benefits package that is globally consistent and locally competitive.
- **Flexible Working Arrangements:** We have established a hybrid working environment for our employees to build their working

days to suit themselves. We have also established a global work-from-home equipment contribution that provides our employees with a suitable ergonomic environment from where they can comfortably work remotely.

- **LogiWellness, Benefits and Time Off Programs:** We provide all employees in the countries where we operate with core benefits and wellness offerings, including medical health insurance coverage, retirement saving options, life insurance, paid time off, and generous leave and disability protections.
- **Employee Assistance Program:** Our Employee Assistance Programs are voluntary work-based programs that provide confidential and free counseling and resources on a variety of topics to employees and their family members to support their total well-being.

3.4.3 Progress

The effectiveness of our programs is demonstrated by the following.

- **ISO 45001 Certification:** Our Environmental, Health, and Safety (EHS) management system is ISO 45001 certified, with annual independent audits ensuring compliance.
- **Audits:** maintaining a 'low risk' SAQ score and silver grade in the RBA Validated Audit Process (VAP).
- **Safety Performance at our Production Facility:** Zero fatalities or high-consequence work-related injuries.
- **Wellness Programs:** Employee interaction and participation in our global mental wellness program (Modern Health), which offers coaching and therapy sessions; wellness reimbursements and courses on mindfulness and stress reduction.
- **Comprehensive Benefits Package:** our benefits package including health insurance, retirement savings, life insurance, paid time off, flexible working arrangements, and employee assistance programs, where relevant.

3.5 Privacy and Security

3.5.1 Policies, Strategies, and Concepts

For customers, we maintain our Privacy Policy for Products and Services, which provides detailed information on Logitech's data processing practices, how personal data is shared and disclosed and how individuals can invoke their data rights. For each of our product lines, we perform privacy impact assessments to identify and mitigate against any privacy risk arising from our products and services. It is one of the methods we use to implement privacy by design alongside privacy engineering. We also have an established Website Privacy Policy, which outlines how we collect and use personal data from visitors to our website and mobile sites and how individuals globally can invoke their data rights. Our privacy policies are regularly reviewed and updated to ensure they continue to accurately reflect the processing of personal data by Logitech and comply with the changing regulatory landscape.

3.5.2 Measures Implemented

As part of this program, we have implemented the following key measures.

- **Privacy Governance**: Our privacy team develops and leads data and privacy governance, notice and consent, vendor enterprise risk management, data protection, privacy-by-design efforts, age-appropriate design, international data transfer contracts, processing of data rights requests, and training and awareness programs.
- **Privacy Training**: Our employees and contractors receive privacy training through our workforce management system with additional resources and information available on a dedicated privacy page on our intranet. Moreover, we provide special training for specific teams that deal with personal data and create technologies for data collection (e.g. engineering, design, human resources, vendor management, legal compliance, and/or marketing teams). We regularly review and update our privacy policies to guarantee they accurately represent Logitech's processing of personal data and remain compliant with the evolving regulatory environment.
- **Cybersecurity**: Our cybersecurity framework offers guidance on the organization, governance, and execution of information security and is certified to ISO/IEC 27001 standards. We employ technical and organizational measures that encompass data centers, networks, endpoints, systems, applications, and cloud environments. Both physical and logical access points are

controlled and regularly assessed to guarantee that only authorized users have access. Our employees receive ongoing training and communications about key information security risks and best practices to follow. This also extends to our partners and vendors, who must comply with our cybersecurity standards as a prerequisite for doing business with us. Our requirements and expectations are explicitly outlined in vendor agreements, and adherence to these agreements is verified and assessed as part of our vendor due diligence and continuous contract management process.

- **Product Security:** We employ a life-cycle approach to managing product security risks and our established risk assessment process helps identify security risks early in the design phase. Suitable security measures are developed to address these risks and vulnerabilities and are integrated into the evolving product design. Depending on each product's data and network access requirements, this may involve implementing encryption, digital signatures, robust authentication and authorization, and network security. We conduct security testing before product launches, and our Product Security Review Board ("PSRB") has the authority to stop the launch of any product or service that does not meet security standards. The PSRB reviews and grants final approval for the security design of new products in development. We encourage reports from independent researchers, industry organizations, vendors, customers, and other relevant stakeholders and sources after the product launch. To facilitate this, we have a public Vulnerability Disclosure and Bug Bounty program and accept reports through our HackerOne platform. The responsible security team members review all submissions to this platform, and further investigations are conducted to determine the suitable remedy, with a fitting reward given to the respective reporter.

3.5.3 Progress

The progress made in the last year demonstrates the effectiveness of our programs. Key areas of progress can be summarized as follows.

- **ISO/IEC 27001 Certification:** In 2023, Logitech achieved ISO/IEC 27001 certification. Our achievement of certification confirms adherence to best practice information security management standards and the effectiveness of our policies, training and measures for organizational security.
- **Performance Indicators:** No substantiated privacy complaints or data breaches reported during the period.

3.6 Responsible Sourcing of Minerals

3.6.1 Policies, Strategies, and Concepts

We are committed to sourcing components and materials from companies with shared values in human rights, ethics, and environmental responsibility. We use industry-leading, best-practice tools and processes to promote responsible mineral sourcing throughout our global supply chain.

With respect to the new requirements under the amended Swiss Code of Obligations and the new Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour ("DDTrO") promulgated thereunder, we have assessed our risk exposure and determined that given that Logitech does neither directly import to nor processes conflict minerals within Switzerland, Logitech is exempted from specific due diligence and reporting obligations with respect to conflict minerals thereunder.

3.6.2 Measures Implemented

As part of this program, we have implemented the following key measures.

- We established our Conflict Minerals Sourcing Program in 2011 with a Conflict Minerals Policy Statement and program of supplier engagement and capability buildings. In 2013, we formalized this position with the public disclosure of that policy statement.
- Since 2013, we have worked with our suppliers and other RBA members to exert the full influence of our industry on smelters and refiners (collectively referred to as "Smelters"), and encourage Smelter participation in credible certification programs.

- We leverage the best practice tools and processes of the RBA's Responsible Minerals Initiative ("RMI"), to ensure responsible sourcing of 3TG and avoid the risk of conflict minerals entering our supply chain. We engage our direct suppliers to raise awareness and understanding of the sourcing risks associated with metals and our best practice requirements.
- Each year, we review our product portfolio and suppliers to identify the Tier 1 Suppliers that supply tin, tantalum, tungsten or gold ("3TG"). We engage these suppliers to ensure their understanding of our due diligence and reporting requirements and we require them to identify and report 3TG smelters in their supply chain. Where we identify a Smelter in a regulated country or Conflict-Affected and High-Risk Areas ("CAHRAs"), we validate the Smelter's participation in third-party assured responsible minerals programs such as the Responsible Minerals Assurance Process ("RMAP") or equivalent programs.
- We also have due diligence programs for sourcing of cobalt and mica, as per industry best practice.

3.6.3 Progress

The progress made in the last year demonstrates the effectiveness of our programs. Key areas of progress can be summarized as follows.

- **3TG Sourcing:** In 2023, 100% of the identified 3TG smelters in Logitech's supply chain met our responsible sourcing requirements, with continuous validation efforts for smelters in Covered Countries and CAHRAs.
- **High Participation in Third-Party Audit Programs:** For the fourth consecutive year, 100% of 3TG smelters and 98% of cobalt refiners participated in RMAP or equivalent third-party audit programs.
- **Vigilance in Responsible Cobalt Sourcing:** Our due diligence efforts have not found any evidence that cobalt is sourced from Concerned Countries or CAHRAs, and our efforts have helped to ensure refiners are committed to responsible sourcing practices.
- **Mica Sourcing Compliance:** In 2023, the identified mica processors in Logitech's supply chain were engaged in RMAP, addressing human rights concerns in mica extraction.

3.7 Human Rights and Labor

3.7.1 Policies, Strategies, and Concepts

Observing human rights is fundamental to the way we operate. We aim to identify, prevent, mitigate or remediate adverse human rights impacts linked to our business activities and operations, including our supply chain. We adhere to the RBA Code of Conduct and the United Nations Global Compact ("UNGC"). These frameworks reflect international norms and standards, including the Universal Declaration of Human Rights, ILO International Labor Standards, OECD Guidelines for Multinational Enterprises, the UNGC Guiding Principles on Business and Human Rights and relevant ISO and SAI standards. We have integrated these principles in our globally binding Logitech Code of Conduct, which applies to our entire company as well as our entire supply chain. We have also established a group-wide Responsible Recruitment Policy, setting forth our zero tolerance for any type of forced, involuntary, or exploitative recruitment and employment, including use of prison labor, indentured labor, bonded (including debt bonded) labor, human trafficking, or slave labor.

3.7.2 Measures Implemented

As part of this program, we have implemented the following key measures.

- **Code of Conduct:** Employees are contractually required to comply with the company Code of Conduct and complete business ethics induction training and refresher training. We provide targeted training for employees with responsibility for supply chain management to ensure relevant employees can identify supply chain risks and proactively manage any such risks in accordance with our own Logitech Code of Conduct and the RBA Code. Compliance with the RBA Code of Conduct is also a contractual requirement of our purchase agreements with Tier 1 suppliers and those suppliers are required to manage their supply chain in accordance with the RBA Code. We raise awareness and provide training to our suppliers at our Supplier Capability-Building Sessions where we also provide a platform for suppliers to share best practices.

- **Ethics Hotline:** We have an established whistleblowing mechanism hosted by a third-party service provider and available by phone or web portal. This hotline facility provides employees and third parties with a confidential way to report any identified risks or malpractices. Any reports to the hotline are investigated. We have policies in place to prevent retaliatory action against those who make a good-faith report.
- **Audits:** Our production facility is subject to periodic third-party audits to verify compliance with the RBA Code, including the criteria relevant to human rights and labor management. These audits are carried out by RBA-approved auditors following the RBA-Validated Audit Process, which comprises site observation, document reviews, and interviews with management and employees. We also regularly audit and check supplier performance with respect to human rights aspects of the RBA Code. Audit findings are reviewed and validated by a second, independent consulting firm, to ensure accuracy and objectivity. If there is an audit finding, we implement Corrective Action Plans to remedy the identified issues, and implement systems to prevent recurrence.
- **Other Measures:** As part of our membership of the RBA, we work with other companies in our sector to raise awareness of human rights issues in supply chains and uphold established human rights standards and respect for the human rights of all people. We actively work to identify new ideas, innovations, standards, and tools for corporate compliance and ethics, and maintain oversight of the latest developments in compliance law, management, best practice, and diagnostics via external resources, seminars, peer discussions, and periodic benchmarking surveys. We also regularly review our ethical framework to ensure it continually improves and evolves in line with our needs and international best practice.

3.7.3 Progress

The progress made in the last year demonstrates the effectiveness of our programs. Key areas of progress can be summarized as follows.

- **RBA Code of Conduct Compliance:** maintaining a 'low risk' SAQ score and silver grade in the RBA VAP.
- **Audits and Supply Chain Management**
  - 100% of Major Suppliers and new suppliers audited against the RBA Code of Conduct to drive alignment of standards across our industry.
  - During the pandemic, Logitech auditors were unable to perform on-site audits of supplier facilities and were more reliant on desk-based assessments. When returning to on-site auditing post-COVID, we observed an increase in the nonconformance rate of several suppliers, compared to other years. In response, we are introducing new policies to increase the frequency of unannounced audits, our requirements for third-party audits, and introduce penalties for inaccurate reporting.
- **Equality and Freedom from Discrimination**
  - Partnered with GLAAD to protect LGBTQIA+ individuals online through the Social Media Safety Index (SMSI) and supported inclusive gaming environments.
  - Promoted diversity and equity through collaborations with Jaquel Knight Foundation and WeXL, showcasing diverse voices and raising money for charity.
  - Donating to BIPOC-focused organizations since 2020 through the CREATORS4BIPOC campaign.

3.8 Business Conduct

3.8.1 Policies, Strategies, and Concepts

We commit to upholding the highest standards of integrity in our business and in all business interactions, with zero tolerance for bribery, corruption, extortion, and embezzlement.

Compliance with internationally recognized laws, rules and regulations is firmly embedded in our corporate culture and is reflected in our Company Code of Conduct. Compliance with our Company Code of Conduct is mandatory for our employees, suppliers and business partners. We have also adopted an Anti-Corruption Policy prohibiting the offer, acceptance, payment, or authorization of

any bribe or other form of corruption, be it with the private sector or with the government. Logitech does not tolerate corruption in any form.

3.8.2 Measures Implemented

As part of this program, we have implemented the following key measures.

- We have established a Code of Conduct that applies to our entire company and supply chain. We regularly conduct core compliance training for employees and supplementary training on special topics, including anti-corruption, for target regions and high-risk groups. We also provide additional training on a regional basis in response to employee feedback and other needs.
- Compliance with our company Code of Conduct and Anti-Corruption Policy is mandatory. For employees, noncompliance may result in disciplinary action, including termination of employment. For suppliers, noncompliance may result in the termination of our business relationship.
- We have an established Ethics Hotline, which is hosted by EthicsPoint. This provides employees and third parties with a whistleblowing mechanism to confidentially report any identified risks or malpractices and we encourage anyone who becomes aware of a potential violation of our Code of Conduct to report noncompliance to our compliance experts. Reports to the hotline are investigated and managed in accordance with defined procedures, which are overseen by our Legal, People and Culture and Internal Audit functions and ultimately by our Board-level Audit Committee. We have a no-retaliation policy; the identity of individuals who may choose to report issues are protected.

3.8.3 Progress

The effectiveness of our measures is demonstrated by the following compliance record.

- In FY24, 98% of our employees, encompassing senior leaders, successfully completed the Code of Conduct training.
- Zero confirmed incidents of corruption or bribery in the last year, where employees were dismissed or disciplined.
- Zero confirmed incidents in the last year where contracts with business partners were terminated or not renewed due to violations related to corruption.
- Zero legal cases in the last year, brought against Logitech, or our employees for organizational corruption.

Appendix A: Key Performance Indicators

Environmental Performance Indicators

ERM Certification and Verification Services Limited ("ERM CVS") has provided limited assurance in relation to the Key Performance Indicators marked with a tick (✓) below. All units quoted below are S.I. units.

TABLE 1 RENEWABLE AND NON-RENEWABLE ELECTRICITY

		Units	CY23
✓	Total electricity consumption	MWh	24,709
✓	Total renewable electricity	MWh	23,201
✓	Total non-renewable electricity	MWh	1,508
✓	Percentage renewable electricity[18]	%	94

TABLE 2 SCOPE 1 & 2 GREENHOUSE GAS (GHG) EMISSIONS

		Units	CY23
✓	Total Scope 1 GHG emissions	tCO2e	342
✓	Total Scope 2 GHG emissions (location-based)	tCO2e	13,040
✓	Total Scope 2 GHG emissions (market-based)	tCO2e	837
	Reduction in Scope 1 & 2[19] greenhouse gas emissions from base year 2019		58%

TABLE 3 CARBON REDUCTION PROGRAMS

	Units	CY23
Renewable Electricity Buyers Club for suppliers	tCO2e	79,267
Use of post-consumer recycled plastic	tCO2e	25,066
Use of low-carbon aluminum	tCO2e	13,049
Renewable electricity instruments for our production facility	tCO2e	10,729
Optimized printed circuit boards (PCB)	tCO2e	2,647
Steel plate removal	tCO2e	1,623
Renewable electricity - market based instruments[20]	tCO2e	1,474
Other reductions	tCO2e	4,942
Total	tCO2e	138,797

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[18] The renewable electricity footprint of our production facility and Major Offices, as a percentage of total electricity footprint of those facilities, rounded to the nearest 1%. Our Major Offices are the offices that account for 80% of floor space.
[19] Market-based Scope 2 emissions.
[20] Including green tariffs and Energy Attribute Certificates.

TABLE 4 SCOPE 3 GREENHOUSE GAS EMISSIONS

Our Scope 3 greenhouse gas emission inventory is summarized below. This inventory takes into account the carbon reductions we have achieved, as set out in the previous table and described further in this Report.

		Units	CY23
✓	Total Scope 3 GHG emissions	tCO2e	1,239,203
	Purchased goods and services	tCO2e	726,024
	Capital goods	tCO2e	38,399
	Fuel- and energy-related activities (not included in Scope 1 or 2)	tCO2e	3,322
	Upstream transportation and distribution	tCO2e	45,654
	Waste generated in operations	tCO2e	37
	Business travel	tCO2e	8,545
	Employee commuting	tCO2e	10,528
	Upstream leased assets	tCO2e	905
	Downstream transportation and distribution	tCO2e	28,499
	Processing of sold products	tCO2e	300
	Use of sold products	tCO2e	322,086
	End-of-life treatment of sold products	tCO2e	54,904
	Downstream leased assets	tCO2e	Not relevant
	Franchises	tCO2e	Not relevant
	Investments	tCO2e	Not reported
	Reduction in Scope 3 emissions from base year 2021		24%

TABLE 5 WATER WITHDRAWAL

		Units	CY23
✓	Total water withdrawal[21] at our production facility	t	284,780

[21] Withdrawal is the sum of all water drawn from surface water, groundwater, seawater, or a third party, for any use.

TABLE 6 DESIGN FOR SUSTAINABILITY

		Units	FY24
✓	Percentage of products with a Product Carbon Footprint study[22]	%	66
✓	Percentage of products with FSC-certified paper packaging[23]	%	19
	Percentage of New Product Introductions with FSC™-certified Packaging[24]	%	73
✓	Percentage of products with Next Life Plastics[25]	%	73
✓	Percentage of products that are PVC-free[26]	%	43

TABLE 7 MATERIALS

		Units	CY23
✓	Total weight of materials used in products and packaging[27]	t	95,116
✓	Total weight of materials with recycled content[28] used in products and packaging	t	30,845
✓	Percentage of materials used in products and packaging, which have recycled content	%	32
✓	Total weight of natural materials used in products and packaging[29]	t	38,746
✓	Weight of natural and renewable materials[30] used in products and packaging	t	24,574
✓	Percentage of natural materials used in products and packaging, which are considered renewable	%	63

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[22] Measured as the percentage of units shipped from 01 March 2024 to 31 March 2024, for which Logitech had a third-party reviewed Product Carbon Footprint.

[23] Measured as the percentage of units shipped from 01 March 2024 to 31 March 2024, for which all paper-based consumer packaging was FSC™-certified.

[24] Measured as the percentage of New Product Introduction units shipped from 01 March 2024 to 31 March 2024, for which all paper-based consumer packaging was FSC™-certified. A New Product Introduction is a Logitech product line that launched between 01 April 2023 and 31 March 2024.

[25] Measured as the percentage of units shipped from 01 March 2024 to 31 March 2024, which incorporate post-consumer recycled plastic.

[26] Measured as the percentage of product lines shipped from 01 March 2024 to 31 March 2024, which have no detectable presence of polyvinyl chloride e.g. in cables or component parts. We test for the presence of chlorine at concentrations of greater than 2,200 ppm.

[27] The weight of materials used in Logitech products and packaging is ascertained by reviewing bill of materials (BOM) data. A variety of data sources are used, including BOM data that forms part of third-party reviewed Life Cycle Assessments and commercial/shipping records. By the end of March 2024, we had third-party validated BOM data for 66% of units shipped. For the remainder of the portfolio, we used a proxy approach and insights from comparable LCAs from similar product categories. Product-to-product data variation may affect data accuracy. The resulting product data is multiplied by the number of units shipped ex-Factory between 01 January 2023 to 31 December 2023, using ex-Factory shipping records of the number of product units placed on market during this period and the bill of materials.

[28] Modeled as the weight of post-consumer recycled plastic shipped ex-Factory in Logitech products from 01 April 2023 to 31 March 2024. All other materials are assumed to have zero recycled content for now, in the absence of validated data stating otherwise. Therefore, these data represent a very conservative estimate.

[29] Natural materials are materials that are generated by ecological processes e.g. paper; not plastic.

[30] Renewable materials are natural materials that can be replenished quickly and are recyclable at end-of-life. We recognize FSC™-certified paper as a renewable material, as well as the paper packaging used in our master shipper boxes.

Social Performance Indicators

Diversity, Equity & Inclusion

TABLE 8 GENDER DIVERSITY OF THE BOARD OF DIRECTORS

		Units	FY24
✓	Percentage of the Board of Directors who are male	%	60
✓	Percentage of the Board of Directors who are female	%	40
✓	Percentage of the Board of Directors who declined to state or not specified	%	0

TABLE 9 GENDER DIVERSITY OF THE LEADERSHIP TEAM

		Units	FY24
✓	Percentage of the Leadership Team who are male	%	50
✓	Percentage of the Leadership Team who are female	%	50
✓	Percentage of the Leadership Team who declined to state or not specified	%	0

TABLE 10 DIVERSITY OF ALL EMPLOYEES

		Units	FY24
	Gender		
✓	Percentage of employees who are male	%	62
✓	Percentage of employees who are female	%	38
✓	Percentage of employees who declined to state or not specified	%	0
	Age		
✓	Percentage of employees who are <30	%	22
✓	Percentage of employees who are 30-50	%	67
✓	Percentage of employees who are 51+	%	12
	Race/Ethnicity[31]		
✓	Percentage of employees who are Asian	%	33
✓	Percentage of employees who are Black or African American	%	5
✓	Percentage of employees who are Hispanic or Latino	%	9
✓	Percentage of employees who are White	%	49
✓	Percentage of employees who are Indigenous or Native American	%	0
✓	Percentage of employees who are Native Hawaiian or other Pacific Islander	%	1
✓	Percentage of employees who declined to state or not specified	%	4

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[31] Data is available for U.S. employees only. Individuals may choose to disclose their racial/ethnicity in accordance with the categories and requirements of the U.S Equal Employment Opportunity Commission EE-01 Component Reporting rules. Individuals who choose not to identify are classified as "declined to state or not specified".

TABLE 11 GENDER DIVERSITY OF SPECIFIC POSITIONS

		Units	FY24
✓	Percentage of women in all management positions[32]	%	34
✓	Percentage of women in junior management positions[33]	%	34
✓	Percentage of women in top management positions[34]	%	33
✓	Percentage of women managers in revenue-generating positions[35]	%	8
✓	Percentage of women in STEM-related positions[36]	%	21

TABLE 12 GENDER DIVERSITY BY CONTRACT TYPE[37]

		Male	Female	N/A - Declined to state or not specified
✓	Permanent	4,031	2,469	0
✓	Temporary	803	331	0

TABLE 13 GENDER DIVERSITY BY EMPLOYMENT TYPE[38]

		Male	Female	N/A - Declined to state or not specified
✓	Full-time	2,956	1,848	0
✓	Part-time	36	49	0

TABLE 14 TOTAL NUMBER OF EMPLOYEES

		Units	FY24
✓	Total number of employees	#	6,500

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[32] Women in the Logitech "People Managers" category, "Extended Leadership" category, and "Leadership Team" category, as a percentage of all individuals in those categories.

[33] Women in the Logitech "People Managers" category, as a percentage of all individuals in that category.

[34] Women in the Logitech "Extended Leadership" category and "Leadership Team" category, as a percentage of all individuals in these two categories.

[35] Revenue-generating positions are positions in sales or with any type of sales commission; for example, some of Logitech's Customer Support Group and Design and Marketing Group may be included. The percentage of women managers in revenue-generating positions is calculated as the number of women managers in revenue-generating positions divided by the total number of managers in revenue-generating positions.

[36] STEM positions are positions that relate to science, technology, engineering, and mathematics. Logitech's People and Culture team define these positions, which include engineers, data scientists, and others. The number of women in STEM positions is calculated as a percentage of the total number of individuals in STEM positions.

[37] Includes permanent and temporary direct and indirect workers from all regions worldwide.

[38] Includes direct and indirect workers from all regions worldwide. Assembly line workers in our production facility are excluded.

TABLE 15 HEALTH AND SAFETY AT OUR PRODUCTION FACILITY

		Units	Category		CY23
✓ *	Number of fatalities, due to work-related injury	# cases	Direct contract[39]	0	0
			Indirect contract[40]	0	
✓ *	Number of fatalities, due to work-related ill-health	# cases	Direct contract	0	0
			Indirect contract	0	
✓ *	Number of high-consequence work-related injuries	# cases	Direct contract	0	0
			Indirect contract	0	
✓ *	Number of recordable work-related injuries[41]	# cases	Direct contract	1	1
			Indirect contract	0	
✓ *	Number of recordable work-related ill health cases	# cases	Direct contract	0	0
			Indirect contract	0	
✓ *	Total recordable incident rate[42]	# cases	Direct contract	0.03	0.03
			Indirect contract	0	
✓ *	Hours of health and safety (H&S) training provided	# hours	Direct contract	28,824	114,480
			Indirect contract	85,656	
✓	Percentage of workers covered by the H&S management system	%	Direct & Indirect contract		100%

* The assurance covered only the total values; direct and indirect subcategories were outside the scope of the assurance.

TABLE 16 RESPONSIBLE SOURCING OF MINERALS

		Units	CY23
✓	Supplier participation in our program[43]	%	100

TABLE 17 SUPPLIER AUDIT

		Units	CY23
	Major suppliers		
✓	Number of Major Supplier Facilities	#	58
✓	Percentage of Major Supplier Facilities audited	%	100
	New suppliers		
✓	Number of New Supplier Facilities	#	30
✓	Percentage of New Supplier Facilities audited	%	100
	Total		
✓	Total number of audits completed	#	239

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[39] Direct contract: Individuals with a direct employment contract with Logitech.

[40] Indirect contract: Workers who do not have a direct employment contract with Logitech but their routine work and or workplace is controlled by Logitech. This includes but is not limited to Dispatch Workers and Temporary Workers (Intern/Student workers and Fixed term).

[41] Incident categories comprised slip/trip/fall and hit/cut/bruise due to manual handling of materials, equipment or tools.

[42] Total number of recordable injuries and illness cases per 200,000 hours worked.

[43] Percentage of relevant suppliers that participated in our Responsible Sourcing Program, where "relevant suppliers" are defined as the suppliers that manufacture products or components with tin, tantalum, tungsten, gold, mica or cobalt.

Business Conduct Performance Indicators

TABLE 18 BUSINESS CONDUCT

		Units	FY24
✓	Number of noncompliances with product health and safety regulations resulting in a fine or penalty or regulatory warning	#	0
✓	Number of confirmed incidents of corruption	#	0
✓	Number of confirmed incidents of corruption or bribery in which employees were dismissed or disciplined	#	0
✓	Number of confirmed incidents where contracts with business partners were terminated or not renewed due to violations related to corruption	#	0
✓	Number of legal cases brought against the organization or our employees for organizational corruption	#	0
✓	Number of significant fines[44] and non-monetary sanctions for noncompliance with environmental laws and/or regulations in the last four years	#	0*
✓	Number of incidents of noncompliance with regulations concerning the health and safety impacts of products and services resulting in a fine or penalty or regulatory warning in the last four years	#	0*
✓	Number of incidents of non-compliance with regulations concerning products and service information and labeling resulting in a fine or penalty or regulatory warning in the last four years.	#	0*
✓	Number of incidents of non-compliance with regulations concerning marketing communications, including advertising, promotion, and sponsorship resulting in a fine or penalty or regulatory warning in the last four years.	#	0*

* In the last four years, including FY24.

TABLE 19 PRIVACY AND SECURITY

		Units	FY24
✓	Number of substantiated complaints concerning breaches of customer privacy	#	0
✓	Number of identified leaks, thefts, or losses of customer data	#	0

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[44] A fine of more than USD $10 000.

Appendix B Third-party Limited Assurance

Independent Limited Assurance Report to Logitech

ERM Certification and Verification Services Limited ("ERM CVS") was engaged by Logitech International S.A. ("Logitech") to provide limited assurance in relation to selected information presented in Logitech's FY24 Non-Financial Matters Report (the "Report").

Engagement summary	
Scope of our assurance engagement	Whether the selected information indicated by √ in Appendix A is fairly presented in all material aspects, in accordance with the reporting criteria. Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.
Reporting periods	• 1 January 2023 to 31 December 2023 (CY23) • 1 April 2023 to 31 March 2024 (FY24) • 1 April 2020 to 31 March 2024
Reporting criteria	• WBCSD/WRI GHG Protocol Corporate Accounting and Reporting Standard (2004, as updated in 2015 with the Scope 2 Guidance) for the Scope 1 and Scope 2 GHG emissions • WBCSD/WRI GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard for the Scope 3 GHG emissions • Global Reporting Initiative (GRI) Universal Standards 2021 • Logitech's internal reporting criteria and definitions by indicator
Assurance standard and level of assurance	We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information' issued by the International Auditing and Assurance Standards Board. The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.
Respective responsibilities	Logitech is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the Selected Information. ERM CVS' responsibility is to provide a conclusion to Logitech on the agreed scope based on our engagement terms with Logitech, the assurance activities performed and exercising our professional judgement.

Our conclusion

Based on our activities, as described below, nothing has come to our attention to indicate that the selected information, referenced under 'Scope' above, is not fairly presented in Appendix A of the Report, in all material respects, in accordance with the reporting criteria.

Emphasis of matter

We draw attention to Logitech's explanatory information in section 2.1 Climate Action of the Report explaining the inclusion of market-based instruments in its calculation of its Total Scope 3 Category 1 GHG emissions. This explanatory information should be taken into account by users of the information. This does not affect our conclusion.

Our assurance activities

Considering the level of assurance and our assessment of the risk of material misstatement of the selected information a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

- Evaluating the appropriateness of the reporting criteria for the selected information;
- Performing an analysis of the external environment, including a media search, to identify sustainability risks and issues in the reporting period that may be relevant to the assurance scope;
- Interviewing management representatives responsible for managing the selected issues;
- Interviewing relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the selected disclosures;
- Reviewing a sample of qualitative and quantitative evidence supporting the reported information at a corporate level;
- Performing an analytical review of the data submitted by all locations included in the consolidated 2023 group data for the selected information which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary;
- Evaluating the conversion and emission factors and assumptions used; and
- Reviewing the presentation of information relevant to the scope of our work in the Report to ensure consistency with our findings.

The limitations of our engagement

The reliability of the assured information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context.

For the Diversity, Equity and Inclusion KPIs in Tables 9 to 14, we did not independently review or verify a sample of Logitech's individual employee records. Our work in relation to these KPIs was limited to confirming consistency of the data with information held in Logitech's human resources system.

For Logitech's Business Conduct KPIs in Table 18 marked with *, our work in relation to these was limited to interviewing the management representative responsible for the reporting process for these KPIs, conducting a review of external media covering the relevant reporting periods, and obtaining a signed attestation provided by Logitech's Deputy General Counsel and Chief Compliance Officer relating to Logitech's reported performance for these KPIs.

Our independence, integrity and quality control

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly, we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of the IESBA Code relating to assurance engagements.

ERM CVS has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to Logitech in any respect.

Gareth Manning

Gareth Manning
Partner, Corporate Assurance
London, United Kingdom

11th June 2024
On behalf of:

ERM Certification and Verification Services Limited
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ERMCVS