FY24 SASB Report

1. Introduction

The Sustainability Accounting Standards Board (SASB) aims to establish and improve industry-specific disclosure standards across financially material environmental, social, and governance (ESG) topics, fostering transparent communication between companies and investors about decision-useful information. Logitech's commitment to these standards is outlined on the SASB website. For Logitech, the relevant SASB standard is the Sustainability Accounting Standards for the Technology and Communications Sector- Hardware.

As of August 2022, responsibility for the SASB Standards was transferred to the International Sustainability Standards Board (ISSB), part of the IFRS Foundation. The ISSB has pledged to maintain, enhance, and evolve the SASB Standards, encouraging both preparers and investors to continue utilizing these frameworks.

In line with this, the IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information (IFRS S1) directs entities to refer to and consider the relevance of SASB disclosure topics and metrics when identifying sustainability-related risks and opportunities that may impact their prospects. In December 2023, the ISSB amended the non-climate-related topics and metrics as part of the International Applicability of SASB Standards project. This report has been prepared in accordance with the 2023-12 version of the SASB Standard, effective for all entities with annual periods beginning on or after January 1, 2025, with early adoption permitted.

2. About this Report

This FY24 SASB Report (the "Report") provides disclosures on the metrics required for our industry under the SASB Standards referenced above.

The Report applies to all entities included in Logitech's audited consolidated financial statements for FY24, or equivalent documents, with no exceptions.

The data presented in this Report covers the period from April 1, 2023, to March 31, 2024, referred to as fiscal year 2024 ("FY24"). In some instances, data for the calendar year (January 1, 2023, to December 31, 2023) is provided, with such instances clearly noted.

3. Disclosures

3.1 Product Security - TC-HW-230a.1

SASB requires companies to describe their approach to identifying and addressing data security risks in products. Our approach can be described as follows:

- The Technology and Innovation Committee of our Board of Directors oversees our product security risk management framework.
- We have an established Product Security Review Board (PSRB) comprising employees with relevant experience and expertise. The PSRB defines the policies and practices that all our product teams must adhere to and follow security best practices.
- We define a security vulnerability as an unintended weakness in a product that could allow a malicious actor to compromise the integrity, availability or confidentiality of a product or service. We adopt a life-cycle approach to managing risks associated with security vulnerability.

- Relevant security risks are identified early in the design process through our established risk assessment process.
  - Appropriate security measures are developed to address any such risks and vulnerabilities and are embedded into the product design as it evolves. This may include incorporating encryption, digital signatures, strong authentication and authorization, and network security, as needed, based on each product's data and network access needs.
  - We carry out security testing prior to product launch and the Chairperson of the PSRB has the authority to halt the launch of any new product or service if the product's security standards are not met.
  - The PSRB reviews and provides final approval on the security design for new products under development.

3.2 Gender Diversity- TC-HW-330a.1

SASB requires companies to report on the percentage of gender representation for:
(1) Executive management;
(2) Non-executive management
(3) technical staff, and
(4) all other employees

Our FY24 data is as follows.

Gender by level	Units	Male	Female	N/A - Declined to state and/or not specified
Data coverage	100% of FTEs			
Leadership Team	%	50	50	0
Extended leadership	%	68	32	0
People Managers	%	66	34	0
All Other Employees	%	61	39	0
STEM	%	79	21	0

Note: Data represents all permanent employees. 1 Percentages may not add up to 100 % due to rounding

3.3 Racial Diversity -TC-HW-330a.1

SASB also requires companies to report on the percentage of racial/ethnic group representation for:
(1) Executive management;
(2) Non-executive management
(3) technical staff, and
(4) all other employees

Our FY24 data is as follows

	Units	Asian	Black or African American	Hispanic or Latino	White	Indigenous or Native	Native Hawaiian or other Pacific Islander	N/A - Declined to state and/or not specified

Leadership Team	%	25	0	0	75	0	0	0
Extended leadership	%	36	2	5	54	0	1	2
People Managers	%	34	3	8	47	1	1	7
Other Employees	%	32	6	9	48	0	1	3
STEM	%	41	1	6	47	0	1	3

Note: Data represents all permanent U.S. employees. Percentages may not add up to 100 % due to rounding

3.4 Product Life-Cycle Management -TC-HW-410a.1 - TC-HW-410a.4

SASB Metric	Current Status
Percentage of products by revenue that contain IEC62474 declarable substances	100 % of our products may contain small amounts of some of the chemicals on the IEC 62474 declarable substances list.
Discussion of approach to managing IEC62474 declarable substances	All electronic companies still have products that claim RoHS exemptions because electronics products still use lead in specialized applications, for which no viable alternative is currently available and which is permitted under the Restriction of Hazardous Substances Directive (RoHS). A number of Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) candidate substances are also used in consumer electronics. For example, ethylene glycol dimethyl ether (EGDME), for which there is no known replacement, is used in coin cell batteries. We use and declare REACH candidate substances when there are no current viable alternatives.
Percentage of eligible products, by revenue, meeting the requirements for EPEAT® registration or equivalent	Our products are not eligible for EPEAT® registration and no equivalent exists for our product categories
Percentage of eligible products, by revenue, certified to an energy efficiency certification	No Logitech products are eligible for Energy Star Certification®, except a limited number of speakers, which do not have certification. No equivalent exists for other Logitech product categories.
Weight of end-of-life products and e-waste recovered, percentage recycled	Not available at this time

3.5 Material Sourcing- TC-HW-440a.1

SASB requires companies to describe how they manage risks associated with the use of critical materials. According to the SASB standard, critical materials can be defined as follows. The hardware industry relies on

critical materials with limited substitutes, often sourced from a few geopolitically unstable regions, facing risks from climate change, resource scarcity, and conflict. Growing competition and lack of supply chain transparency increase the likelihood of material shortages, price volatility, and reputational risks, potentially affecting revenue and costs.

Definitions of Critical Materials

The Energy Act of 2020 includes the following definitions:

- **Critical materials for energy:** any non-fuel mineral, element, substance, or material that the Secretary of Energy determines: (i) has a high risk of supply chain disruption; and (ii) serves an essential function in one or more energy technologies, including technologies that produce, transmit, store, and conserve energy. These include ("the electric eighteen"): aluminum, cobalt, copper, dysprosium, electrical steel, fluorine, gallium, iridium, lithium, magnesium, natural graphite, neodymium, nickel, platinum, praseodymium, silicon, silicon carbide and terbium.
- **Critical mineral:** any mineral, element, substance, or material designated as critical by the Secretary of the Interior, acting through the director of the U.S. Geological Survey. These 50 minerals comprise: Aluminum, antimony, arsenic, barite, beryllium, bismuth, cerium, cesium, chromium, cobalt, dysprosium, erbium, europium, fluorspar, gadolinium, gallium, germanium, graphite, hafnium, holmium, indium, iridium, lanthanum, lithium, lutetium, magnesium, manganese, neodymium, nickel, niobium, palladium, platinum, praseodymium, rhodium, rubidium, ruthenium, samarium, scandium, tantalum, tellurium, terbium, thulium, tin, titanium, tungsten, vanadium, ytterbium, yttrium, zinc, and zirconium."

Energy.gov, What are Critical materials
2023 Critical Materials List.

Logitech's Risk Assessment and Management Strategy

Logitech has assessed the risks associated with supply and demand dynamics for certain critical components and materials. Logitech products rely on certain raw materials, which are at risk of becoming increasingly unavailable and/or more costly to procure, as society shifts towards a low-carbon economy. A review of Logitech's use of components and materials indicated copper and aluminum are critical materials of concern being used in cables, components, switches and various products.

Copper and Aluminium

Both copper and aluminum are closely linked to the transition to a low-carbon economy, both being needed to manufacture Electric Vehicles, solar panels, wind turbines etc. Interviews with our manufacturing and sourcing teams indicated the primary financial impact of concern was raw material direct cost increase. Copper was analyzed under the IEA SDA and STEPS scenarios to 2040, with the IEA SDS Scenario indicating copper demand, is likely to increase by 42% by 2040 as the total market share of clean energy technologies rises from ~25% in 2020 to ~40% in 2040.

The risk was categorized as Moderate and Likely over a long-term time horizon. Our Finance and Commodity Management teams developed financial estimates. A Risk Owner was assigned (Chief Operations Officers). A management strategy was developed with measures to monitor, track and review commodity pricing, diversify suppliers, establish direct and indirect control of some critical materials, and develop new product designs and develop more circular business models to build our capability to enable recovery of critical components and materials from our own products (closed loop) or other sources (open loop).

To mitigate these risks, our Finance and Commodity Management teams have developed financial estimates and implemented a comprehensive management strategy. Key components include:

- Monitoring and Tracking: Logitech's Global Sourcing Management team tracks raw material prices and exchange rates on a weekly basis to stay ahead of fluctuations.

- Supplier Diversification: We diversify sourcing options with suppliers both within and outside China, combining direct and indirect control of key components and suppliers.
- Business Continuity Planning: We maintain second sourcing options and grow supplier capability to meet demand, ensuring flexibility and resilience in our supply chain.
- Circular Business Models: Logitech is committed to reducing reliance on virgin materials by exploring circular business models, enabling the recovery of critical components such as copper and aluminum from our products (closed-loop) or from other sources (open-loop).

Low-Carbon Aluminum

The manufacturing process for aluminum is highly carbon-intensive, primarily due to the use of traditional fossil fuels in smelting. Logitech is actively working to reduce this impact by sourcing low-carbon aluminum, produced in smelters that utilize renewable energy, such as hydropower. We report the scale of our low-carbon aluminum use in our annual Impact Report, along with the associated carbon savings.

Our longer-term goal is to eliminate traditional virgin aluminum from our portfolio by expanding the use of low-carbon aluminum, post-consumer recycled (PCR) aluminum, and exploring near-zero and post-industrial recycled (PIR) aluminum options. Logitech collaborates with suppliers to explore the best ways to achieve this goal.

Optimizing PCBs

Through our Optimizing PCBs program, we work to reduce the carbon footprint of printed circuit boards (PCBs) by optimizing their shape and size. We are also exploring the use of recycled copper, gold, and additive manufacturing to further reduce the environmental impact of PCBs and their associated critical materials.

Tin, Tantalum, Tungsten, and Cobalt

Logitech's Responsible Sourcing of Minerals Program goes beyond the requirements of the Conflict Minerals Reporting framework (3TG) to include cobalt, mica, and other materials. We engage our suppliers early in the year to ensure compliance with due diligence and reporting requirements. This includes:

- Smelter Identification: We require suppliers to identify and report smelters in their supply chain using the RMI Conflict Minerals Report Template (CMRT).
- Risk Mitigation: If smelters are located in high-risk countries, we work to ensure their participation in responsible minerals programs, such as the Responsible Minerals Assurance Process (RMAP), and provide support to suppliers to develop Smelter Action Plans (SAP) when necessary.

Lithium and Cobalt

Lithium and cobalt are key materials in the manufacturing of lithium-ion batteries. As the demand for these materials increases, especially with the shift towards low-carbon products, Logitech is exploring innovative solutions to manage the potential risks associated with their availability and cost.

As part of our Future Positive Challenge, we are fostering collaboration with our supply chain and external parties to identify alternative materials to lithium. For example, one of the successful applicants is exploring the use of recycled cobalt in lithium-ion batteries, and we are working to qualify its use in our products.

3.6 Supply Chain Management TC-HW-430a.1 and TC-HW-430a.2

VAP Auditing of our Tier 1 Supplier Facilities

<table>
<tr><th>SASB Metric</th><th>CY23</th></tr>
<tr><td>Percentage of our Tier 1 facilities audited in the RBA Validated Audit Process (VAP) or equivalent</td><td>100% of Major Suppliers
100% of new suppliers
Percentage% of high-risk[1] suppliers audited within 12 months of being identified as high-risk: Not Available</td></tr>
<tr><td>Percentage of our Tier 1 high-risk facilities audited in the RBA Validated Audit Process (VAP) or equivalent</td><td>Not available</td></tr>
<tr><td>Nonconformance rate with the RBA Validated Audit Process (VAP)</td><td>We replicate the RBA Validated Audit Process (VAP) in our own auditing process for our Tier 1 supplier facilities. In FY24, the measured nonconformance rates for that program were as follows.
• 1 priority finding per facility audited;
• 5.64 major findings per facility audited; and
• 0.66 minor findings per facility audited</td></tr>
<tr><td>Corrective action rate for priority nonconformances and other nonconformances</td><td>A corrective action plan is devised for every audit finding and actions are closed out within the timeframes that are required by RBA, as shown below. We do not currently track and report the corrective action-rate.
<table>
<tr><th>Rating</th><th>Finding</th><th>Submit CAP</th><th>Approved CAP</th><th>Progress / Complete CAP</th></tr>
<tr><td>Priority</td><td>All findings except those noted below (this include Working Hour >84 h/week</td><td>1 week from discovery</td><td>10 calendar days from discovery</td><td>30 days from discovery</td></tr>
<tr><td>Priority</td><td>Working Hour ≤84 h/week and Social Insurance</td><td>2 weeks from receipt of final AR</td><td>6 weeks from receipt of final AR</td><td>180 days from receipt of final AR</td></tr>
<tr><td>Priority</td><td>Recruitment Fees</td><td>1 week from discovery</td><td>10 calendar days from discovery</td><td>90 days from discovery</td></tr>
<tr><td>Major</td><td>All</td><td>2 weeks from receipt of final AR</td><td>6 weeks from receipt of final AR</td><td>180 days from receipt of final AR (guidance only)</td></tr>
<tr><td>Minor</td><td>All</td><td>2 weeks from receipt of final AR</td><td>6 weeks from receipt of final AR</td><td>In conformance within 270 days from receipt of final AR</td></tr>
<tr><td>Risk of Non-conformance</td><td>All</td><td>2 weeks from receipt of final AR</td><td>6 weeks from receipt of final AR</td><td>270 days from receipt of final AR (guidance only)</td></tr>
</table></td></tr>
</table>

[1] An RBA member facility, supplier, or supplier facility that scores below 65 % on the self-assessment questionaire (SAQ)'s Overall Facility Risk score is designated as high-risk. Further, the presence of any open disqualifying findings will result in the facility automatically being designated as high-risk.