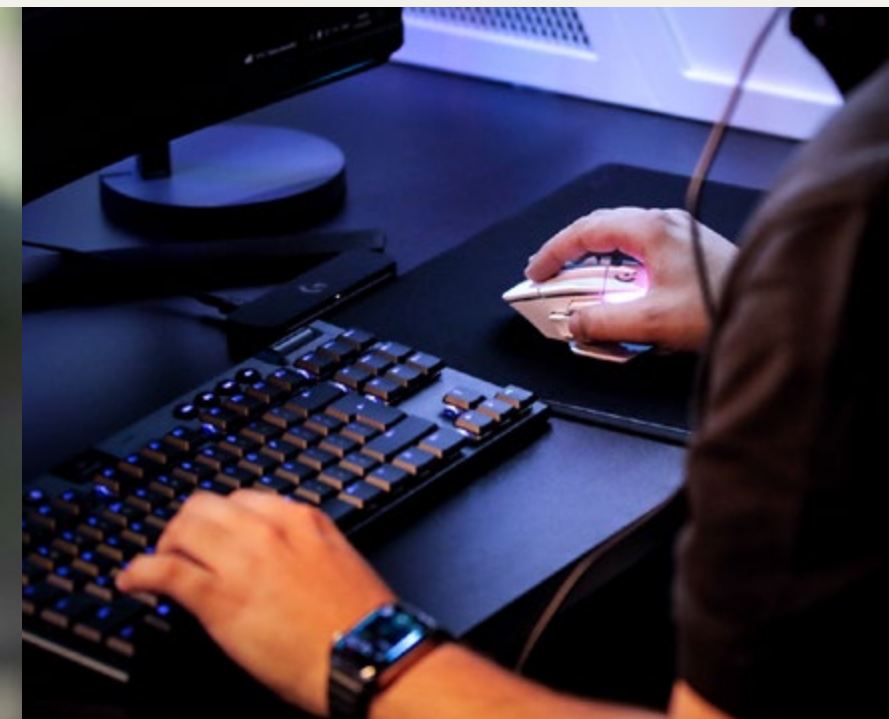


logitech®



# Designing a Positive Future

FY24 IMPACT REPORT







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# Designing a Positive Future

We have long challenged the norms of the past to shape a more sustainable and equitable world. We have ensured this is rooted in our Company culture, through our values of Environment and Equality. It is also expressed in our new mission – to extend human potential in work and play.



**Hanneke Faber,**  
CEO



**We foster a collaborative environment where everyone at Logitech is motivated to embed sustainability into their daily operations and decision-making.”**

In my first six months as Logitech’s CEO, I embarked on a journey of discovery. Every aspect of the Company became my classroom, from operations and product development to design and customer service. It wasn’t just about understanding our processes but about connecting with our people, partners, and customers.

One key insight I have come away with is the dedicated and pioneering work Logitech has led to address climate change and reduce inequalities. It is work I am familiar with, and passionate about, from my previous roles. I strongly believe we can all “do well by doing good.” I am pleased to share our latest Impact Report, encapsulating where we are on our sustainability journey and pointing to the long and important road ahead.

## Our Journey

We have long challenged the norms of the past to shape a more sustainable and equitable world. We have ensured this is rooted in our Company culture, through our values of Environment and Equality. It is also expressed in our new mission – to extend human potential in work and play.

With the motivation for change firmly embedded at the Company, we focus our strategic priorities on key areas of influence and impact: designing for sustainability, innovation for a circular economy, inclusive and diverse communities, and fostering a culture of trust and respect. We have ambitious goals, including our near-term carbon reduction commitment of a 50% reduction in our Scope 3 emissions by 2030.

Global frameworks shape our path forward. The sustainability standards outlined in the Responsible Business Alliance (RBA) Code of Conduct have guided us for over a decade. We hold ourselves to the industry’s highest environmental, social, and governance standards with our objectives aligned with the Science-Based Target Initiative (SBTi) and the 1.5°C Paris Agreement. This year, SBTi validated our greenhouse gas (GHG) reduction targets. As a proud signatory to the United Nations Global Compact (UNGC), we are dedicated to



## Introduction

### CEO's Statement

the Sustainable Development Goals (SDGs). We reiterate our commitment to the Ten Principles of the United Nations Global Compact covering Human Rights, Labor, Environment, and Anti-Corruption. This Impact Report details our ongoing efforts to enhance the integration of the Global Compact and its principles into our business strategy, culture, and daily operations.

### Designing for Sustainability

Our actions are deliberate because time is of the essence. Strengthening and scaling our competencies in designing for sustainability prioritizes absolute carbon reductions.

We aspire to design each new generation of products with a lower carbon footprint than the previous one and are seeing success. Designing with less means using fewer resources and eliminating unnecessary materials. Designing smarter means finding ways to improve performance with the innovation of alternative processes and materials. Designing for progress means reducing negative impacts and elevating social impacts to improve the products customers already love. Since 2019, we have reduced our carbon footprint (Scope 1 and 2) by 58% and reduced our value chain (Scope 3) emissions by 24%, compared to 2021. Designing for Sustainability, along with using renewable energy sources, is how we'll continue to drive our footprint down.

We believe Logitech's size is an advantage. We are small enough to be agile and fast in taking action; but we are large enough to create real impact and influence other industry partners. Prioritizing sustainable design allows us to find hidden impacts fast. Across our entire portfolio, 73% of products use Next Life Plastics (recycled plastic) instead of virgin plastic. Lower-impact components and materials like optimized printed circuit boards and low-carbon aluminum are used in 66 product lines. Responsibly sourced, FSC™-certified paper packaging is now utilized in 19% of products, with 73% of new product launches using this paper alternative over single-use plastic packaging. Minor modifications at the individual product level amount to big changes across our portfolio and operations, a total of 138,797 tons CO<sub>2</sub>e this year alone.

By transitioning our portfolio to a lower product carbon footprint we are delighting consumers and helping our enterprise customers deliver on their own sustainability roadmaps. Sixty-six percent of all Logitech products now have a Product Carbon Footprint (PCF) study complete, making it easier for enterprise technology buyers to make informed decisions about – and report on – the scope of their impact when outfitting personal workstations and conference rooms.

### People are our Heart and Soul

Logitech has successfully achieved gender parity at the top of the Company. Our Leadership Team has a 50:50 male-to-female ratio, and is led by a female CEO. Moreover, our Board of Directors posts 40% female representation, including a female Board Chair. These strides towards gender equality reflect our commitment to diversity and inclusion across all organizational levels. We are also working towards narrowing the gender gap in the tech industry at large, through our work with Girls Who Code and our Women Who Master series.

The innovative spirit of Logitech's people inspires us to drive more progress. By making psychological safety an integral part of our DEI efforts, we foster a company ethos that champions inclusive leaders and encourages a work culture that focuses on fair representation and opportunities for growth at all levels.

By creating safe and inclusive digitally accessible environments, we aim to make digital spaces and the opportunities they present available to everyone. Examples include our partnerships with AbleGamers and the Adaptive Esports League, GLAAD's Social Media Safety program, and Penske Lewis College.



**We foster a company ethos that champions inclusive leaders and encourages a work culture that focuses on fair representation and opportunities for growth at all levels.”**



## Introduction

### CEO's Statement

## A Recognition of our Actions

We continue to be listed on The Dow Jones Sustainability™ Europe Index and the EcoVadis Platinum rating, which ranks us in the top 1% of sustainability-rated companies. The CDP recognized Logitech for leadership in corporate transparency and performance on climate change with an A- score and we also achieved Supplier Engagement Leader status with the CDP for the third year in a row. We continue to be rated “AAA” by MSCI representing the top 9% in the global technology, hardware, and peripherals industry.

We deeply understand the influence of our actions on the planet and its people. This inspires us to embrace responsibility and take accountability for our actions. We foster a collaborative environment where everyone at Logitech is motivated to embed sustainability into their daily operations and decision-making. It all starts with the simple, bold mission of extending human potential and results in scaling actions that allow us to “do well by doing good.” We can grow and be a successful company by doing things that benefit both people and the planet. I invite you to share comments or suggestions by emailing [sustainability@logitech.com](mailto:sustainability@logitech.com).

**Hanneke Faber,**  
CEO




### Awards and Recognition

Member of  
**Dow Jones Sustainability Indices**  
Powered by the S&P Global CSA  
**DJSI Europe Index**  
Listed

  
**FTSE4Good**  
Listed

**MSCI ESG RATINGS**  
AAA  
CCC B BB BBB A AA AAA  
**MSCI**  
AAA rated<sup>1</sup>

 Swiss Exchange  
SXI Switzerland Sustainability 25®  
**Swiss Exchange**  
Listed

  
**Sustainalytics**  
“Top-rated” Company

  
**EcoVadis**  
Platinum rated

  
**ISS ESG**  
Prime Status

  
**Gender Fair**  
Certified

  
**CDP**  
Supplier Engagement Leader

### Production Facility Certifications

  
**ISO**  
14001

  
**ISO**  
145001

  
**ISO**  
9001

  
**RBA VAP**  
Silver



# About Us

Logitech designs software-enabled hardware solutions that help businesses thrive and bring people together when working, creating, gaming, and streaming. As a point of connection between people and the digital world, our mission is to extend human potential in work and play, in a way that is good for people and the planet. We sell our products through a number of brands, including Logitech, Logitech G and others.

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

## Our Supply Chain

Logitech has a hybrid operations capability that combines in-house manufacturing (including a wholly owned production facility in Suzhou, China) with 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 of products.

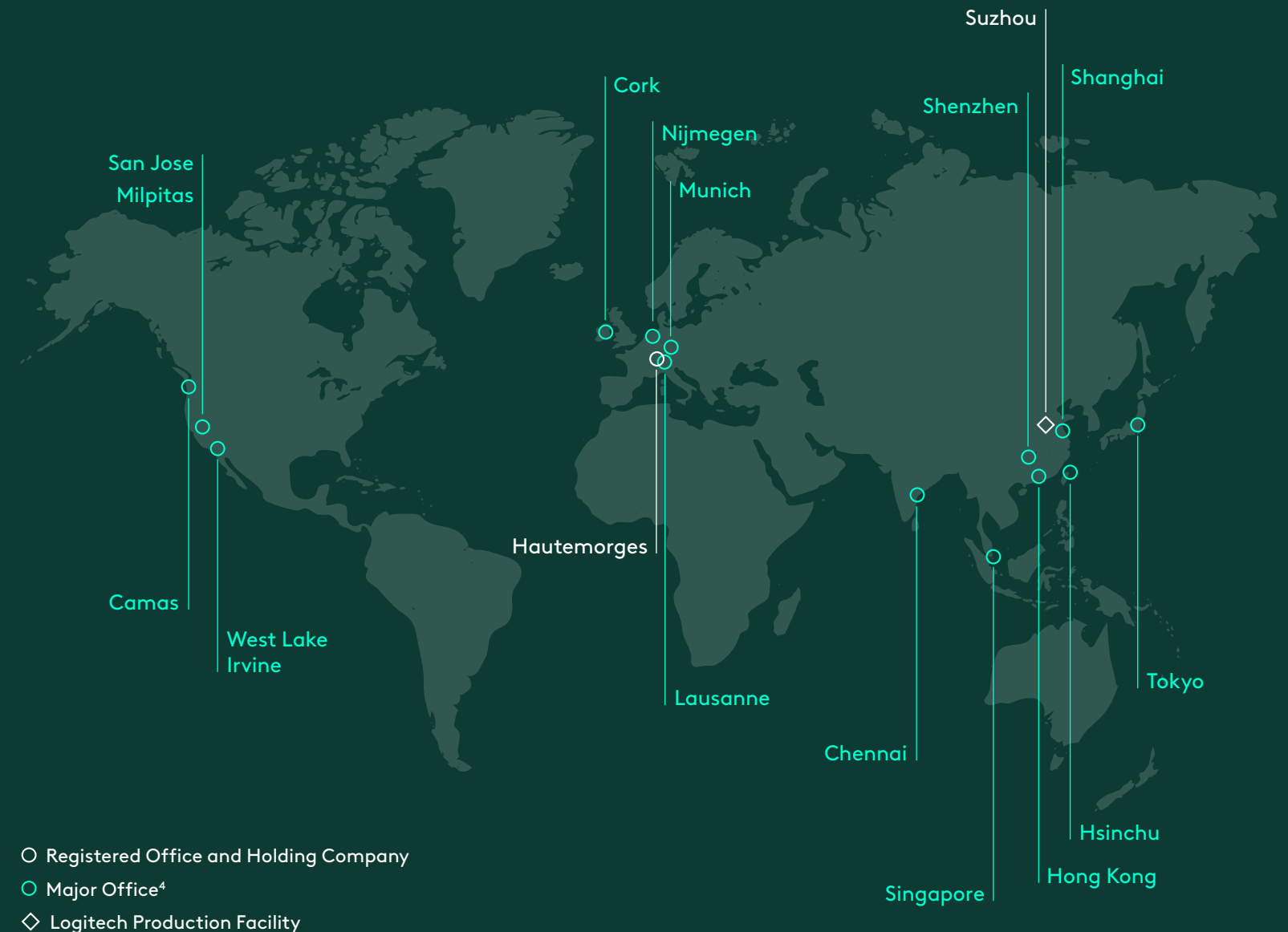
Approximately 40% of production takes place at our Suzhou production facility where we focus primarily on final assembly and testing. The remainder of our production is outsourced to Contract Manufacturers and Original Design Manufacturers, primarily in Asia. Our worldwide operations group manages both in-house and outsourced manufacturing, distribution centers, and supply chain and logistics networks.

Our Major Suppliers<sup>2</sup> are located around the world, in China, Taiwan, Malaysia, Switzerland, Vietnam, Mexico, and Thailand for example. We collaborate with our Tier 1<sup>3</sup> suppliers to ensure they adhere to our standards as well as to the RBA Code of Conduct. We work with our suppliers to ensure products and manufacturing processes reflect our commitment to quality, sustainability, and compliance.

## Our Global Reach

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, enterprise customers and end user consumers through our e-commerce platform, and indirect sales to end customers through distributors.

## Logitech International S.A.





# Logitech's Values

Logitech's size and agility allows every individual to take the initiative and to drive change. Our extensive portfolio and reach enable these actions to create a global impact.

## WE BELIEVE WE ARE AT OUR BEST WHEN WE:



### Prioritize Equality and Environment:

We provide opportunities for everyone, irrespective of gender, race, religion, or sexual orientation. We strive to create equitable opportunities internally and to support the rights of underrepresented groups externally. We challenge systemic hurdles and advocate for the environment by designing for sustainability and working towards minimizing environmental impact.



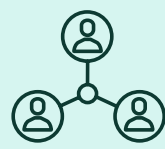
### Are Open and Ourselves:

We aspire to create an environment where everyone can be their authentic selves without any pretense or restrictions. We treat one another fairly and respectfully and foster open discussions. Our focus lies in doing what is ethically right and in maintaining integrity, which includes addressing any issues by speaking out.



### Are Humble but Hungry:

We view humility as an integral part of our ongoing learning. We constantly learn from experience and embrace both successes and failures as fuel for development. Our eagerness for continuous improvement and to achieve more, better sets us apart from the competition.



### Collaborate but Challenge:

Working together enables us to accomplish more. As part of this we actively seek and work with different perspectives to challenge the status quo and for the benefit of the wider Logitech community.



### Decide and Do:

We are a Company of people who decide based on data/facts/good thinking and communicate the how and why to key stakeholders. We turn decisions into action. We don't philosophize or pontificate. We believe no one in Logitech is a pure "boss" or "executive". We avoid creating job roles that aren't hands on roles because they are suggestive of those people who tell other people to do things, rather than engaging alongside them in the sometimes messy and granular work of getting things done.



# Our Approach to Sustainability

**We are deeply conscious of the effects our activities have on both the planet and on people, and we encourage employees to integrate sustainability into their daily tasks and decision-making processes. Our approach to sustainability is a reflection of our values.**

## Board Oversight

We believe that full board oversight is important to ensure sustainability is part of, and aligned with, our overall Company strategy. Our Board oversees our sustainability programs, reviews and guides strategy, oversees and guides the development of corporate targets, with our Chief Executive Officer (CEO). Sustainability is a topic at Board meetings, during which the Chief Operating Officer (COO) and Head of People and Culture present updates and recommendations.

In 2022, we introduced a sustainability scorecard as part of our Group Management Team's annual bonus incentive plan, amounting to 10% of the overall bonus. This team includes our CEO, Chief Financial Officer, COO, and Chief Legal Officer. Our FY24 scorecard consisted of three measures: reducing carbon emissions, labeling products for carbon impact and implementing sustainable design.

## Our Management Approach

Our global Sustainability Team, under the leadership of our COO, and our global Social Impact Team, led by our Head of People and Culture, work together to raise awareness and to empower employees to promote sustainability. The teams regularly review sustainability proposals to assess their purpose, scope, and alignment with external factors, Company-wide commitments, and values. They also oversee the implementation of sustainability and social impact initiatives across all aspects of our business. The effectiveness and impact of each of our key sustainability and social impact programs is managed by program managers and cross-functional teams from across the business.

Our Sustainability Forum is an inclusive, cross-functional platform where team members and colleagues can share knowledge and insight and develop internal expertise on sustainability topics. We encourage employees to identify sustainability opportunities which can then be directed to this forum for further deliberation.

At least once a year, we review and analyze the broad landscape of sustainability mega-trends, and macro-developments that could impact our sector and activities. We identify opportunities for growth and program evolution for the coming year and we update our policy framework based on emerging developments and opportunities for improvement, and to strategically evaluate whether new policies are necessary to establish new programs and strengthen our management approach.

To ascertain the effectiveness of our programs, we report on performance using established Key Performance Indicators and commission third-party audits to confirm that our management practices and performance adhere to our core commitments and to auditable standards including ISO 14001, ISO 45001 and ISO 9001. We also regularly benchmark our performance against industry peers and actively engage with rating agencies to gather insights and feedback regarding how our performance is perceived. This information informs our understanding of the effectiveness of our efforts and our plans for the following year.

## Enterprise Risk Management

Our multidisciplinary, company-wide Enterprise Risk Management (ERM) process provides the Board and its Audit Committee with a comprehensive view of the risks facing our business, including those relating to sustainability.

Top-down and bottom-up ERM assessments are conducted across business areas, divisions, and functions with the aim of identifying risks and opportunities. Risks are assessed in terms of the likelihood and magnitude of their potential impact on our reputation, financial situation, or capacity to meet our commitments. Risk mitigation measures are planned, implemented, and monitored on an ongoing basis to ensure performance and alignment with our strategy and business goals. The results of these assessments are presented to the Board and its Audit Committee.

# Introduction

## Our Approach to Sustainability

## Our Strategic Commitments

We encourage employees to collaborate in incorporating sustainability into their daily activities and decision-making processes. Committed to following recognized reporting practices, we aim to make sustainability pervasive across all our business activities. On this page we list the globally recognized voluntary frameworks that guide our sustainability strategy.



### United Nations Sustainable Development Goals

Logitech supports the advancement of the [United Nations Sustainable Development Goals](#) (U.N. SDGs) and collaborates with partners to drive sustainable progress. Our Materiality Assessment process helps us to identify the key areas of material importance to our business and stakeholders and where we need to report. Each of the material aspects that we report on has linkages to the SDG goals. Please refer to the [About this Report](#) section for the SDG Content Index. After reviewing the SDGs and aligning them with our own sustainability programs, we have identified 11 goals we contribute to.



### United Nations Global Compact

Logitech has signed the United Nations Global Compact (UNGC) which focuses on human rights, labor, environment, and anti-corruption. We pledge to integrate the UNGCs ten principles into our strategy and actively deliver on the SDGs. In March 2024 we signed up to the UNGC Faster Forward initiative. This initiative aims to address slow progress and commit companies to moving forward faster in five key areas: Gender Equality, Climate Action, Living Wage, Water Resilience, and Finance and Investment. We volunteered to focus on Gender Equality and Climate Action. Our UNGC Commitment Letter is available on [our website](#).



### The RBA Code of Conduct (RBA)

Logitech joined the [RBA](#) in 2007, aligning with its Code of Conduct which is tailored for the electronics industry. The Code focuses on sector priorities and emerging issues and reflects global norms and practices. It undergoes annual reviews with stakeholder input to promote forward-thinking and continuous improvement. We implement these standards at our own production facility and in our supply chain through our policies, contractual agreements and audits. This commitment drives both our business and sustainability strategies and informs decision-making processes. Read more in our [RBA Commitment Statement](#).



# Design for Sustainability

## Commitment to Design for Sustainability (DfS)

Our deployment of DfS integrates sustainability as a key deliverable into every aspect of our business. What we mean by this is that we define DfS as being equally as important as the technical performance, user experience, and business viability of our products and services giving a central consideration to environmental and social impacts.

Our commitment to DfS extends to every stage of product development and supply chain design across our business. Its scope ranges from minimizing the impact of materials, components, and product design to rethinking our business models for lower impact and circular approaches.

DfS is pervasive across the Company. Our DfS approach and responsibility for it are collectively shared. Every function is involved, from design through engineering to product marketing. We develop tools and conduct DfS training workshops to further enhance and spread DfS capabilities across the business. Our aim is to encourage cross-functional collaboration and to empower and equip teams with the right tools and knowledge to innovate. Our ambition is to create a Company-wide capability that is integral to how we think and act.

DfS is a continuous process that drives design rigor and transformative innovation and we are fully committed to the normalization of it in our business.

## Sustainable Development Goals

We are contributing to the following UN Sustainable Development Goals (SDGs):



# Introduction

## Design for Sustainability

### DfS Principles

Our DfS Principles act as both “levers” and points of inspiration that help us transform Logitech’s DfS vision into practical product innovations and features. They also serve as catalysts for broader change across our business, our supply chain, and our industry.

The application of these DfS Principles within Logitech involves a complex process that goes beyond surface-level considerations and incorporates multi-stakeholder collaboration and ideation based on Life-Cycle Assessment (LCA) and credible data impact insights.

This principle-based approach, supported by our comprehensive and advanced LCA data, helps us make better design decisions by helping us understand the environmental impacts of our products, technologies, and business models and how to minimize them.

Space is created for designers, engineers, and other stakeholders across Logitech to tap into diverse perspectives, deep thinking, and considerable research insight.



**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



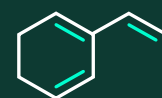
**Grant right to repair**  
Empowering consumers to extend the life of a product by simple repair



**Close the loop**  
Supporting the take-back of old devices and the reuse of subassemblies, components, and materials in new designs



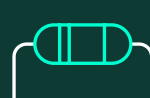
**Go beyond hardware**  
Exploring new and innovative service models around software, servicing, leasing, and upgrade



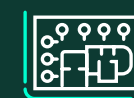
**Chemical control**  
Eliminating targeted substances which are harmful to health and the environment



**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

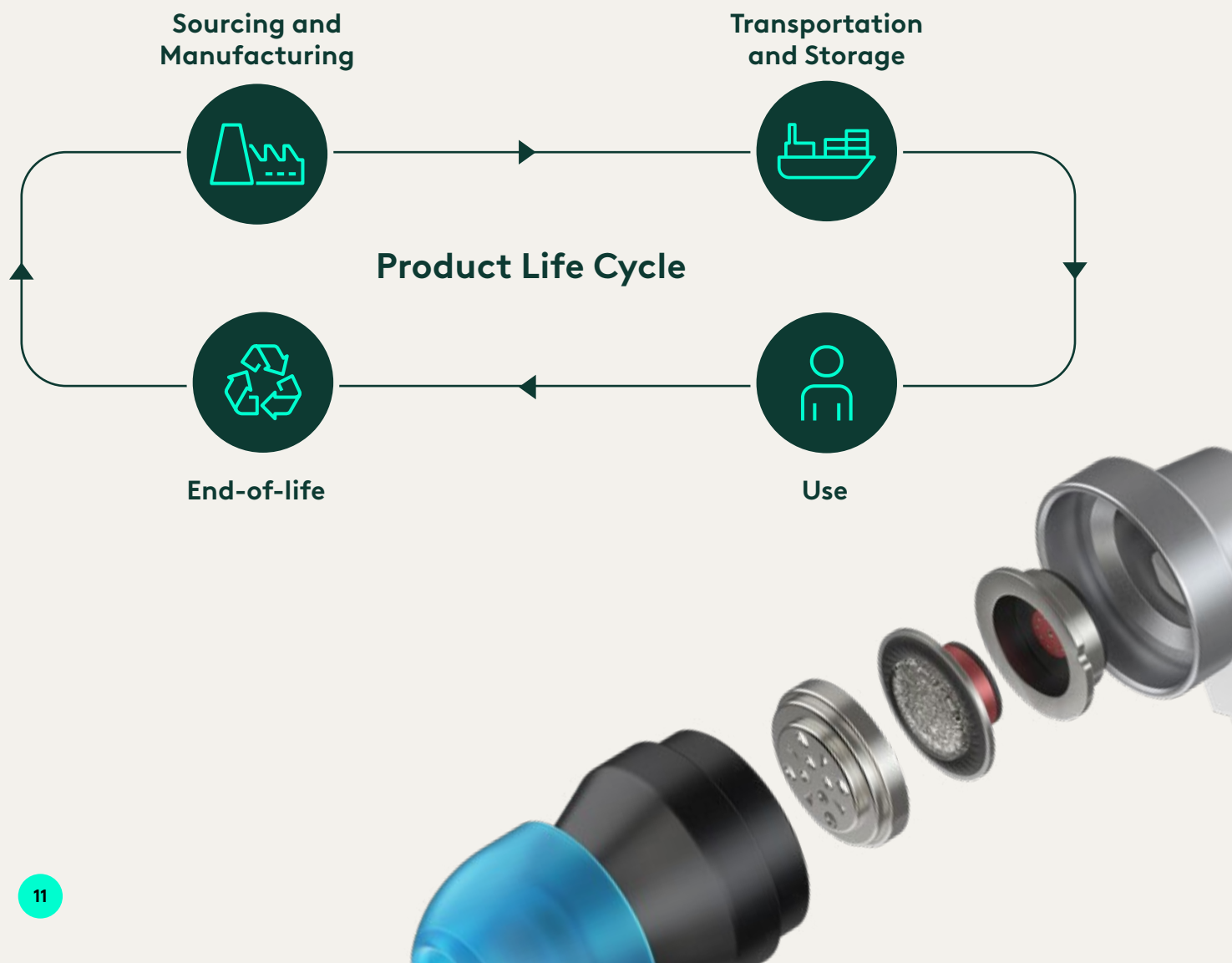


**Make a positive contribution**  
Focusing on products that enable joyful, inclusive experiences and positively influence behaviors and attitudes



# Life-Cycle Assessment

Life-Cycle Assessment is a methodology for the systematic analysis of the potential environmental impacts associated with a product through all stages of its life cycle. The product life cycle is divided into four stages for analysis:



In the results of an LCA model, impacts can be categorized by key environmental indicators such as carbon (climate change), human toxicity, and water depletion. We have also developed internal tools that help us to baseline and assess the design of our products with respect to circularity and are developing Social LCA capability. We adopt this holistic approach to ensure:

- our design decisions are informed by measurement of impacts that have social and environmental implications;
- we are elevating our consideration of planetary boundaries in how we choose and deploy our knowledge; and
- we understand and can avoid any unintended negative consequences that might manifest if we were to focus on only one indicator.

We use LCAs to make sustainable design decisions, and to understand the environmental impacts of those decisions. Internally, the LCAs guide our decision-making towards better choices and to drive innovation across products, technologies and business models. Externally, we use LCAs to aid transparency in sharing the carbon impacts of our products so that our consumers and customers can take climate action through informed choices. We also aim to use our LCA process and results to inspire our industry peers to join us to empower informed consumer choice.

Much of our recent impact research has focused on developing our LCA modeling capabilities. These capabilities are continually evolving as we gain more comprehensive and sophisticated data insights and expand our capabilities.

We use a rigorous methodology to provide a calculated estimate of each product group's carbon footprint. We seek third-party verification of carbon footprints at the product group level (groups are subsets of a product category, where the products in a group all have a similar carbon footprint). Our approach provides more transparency using verification of an overall process footprint. Our LCA and research efforts rely on a mix of primary data from our supply chain, secondary research from previous studies, and advanced LCA modeling techniques. The findings from these studies guide our technology advancements and design for sustainability choices.

## Introduction

### Design for Sustainability

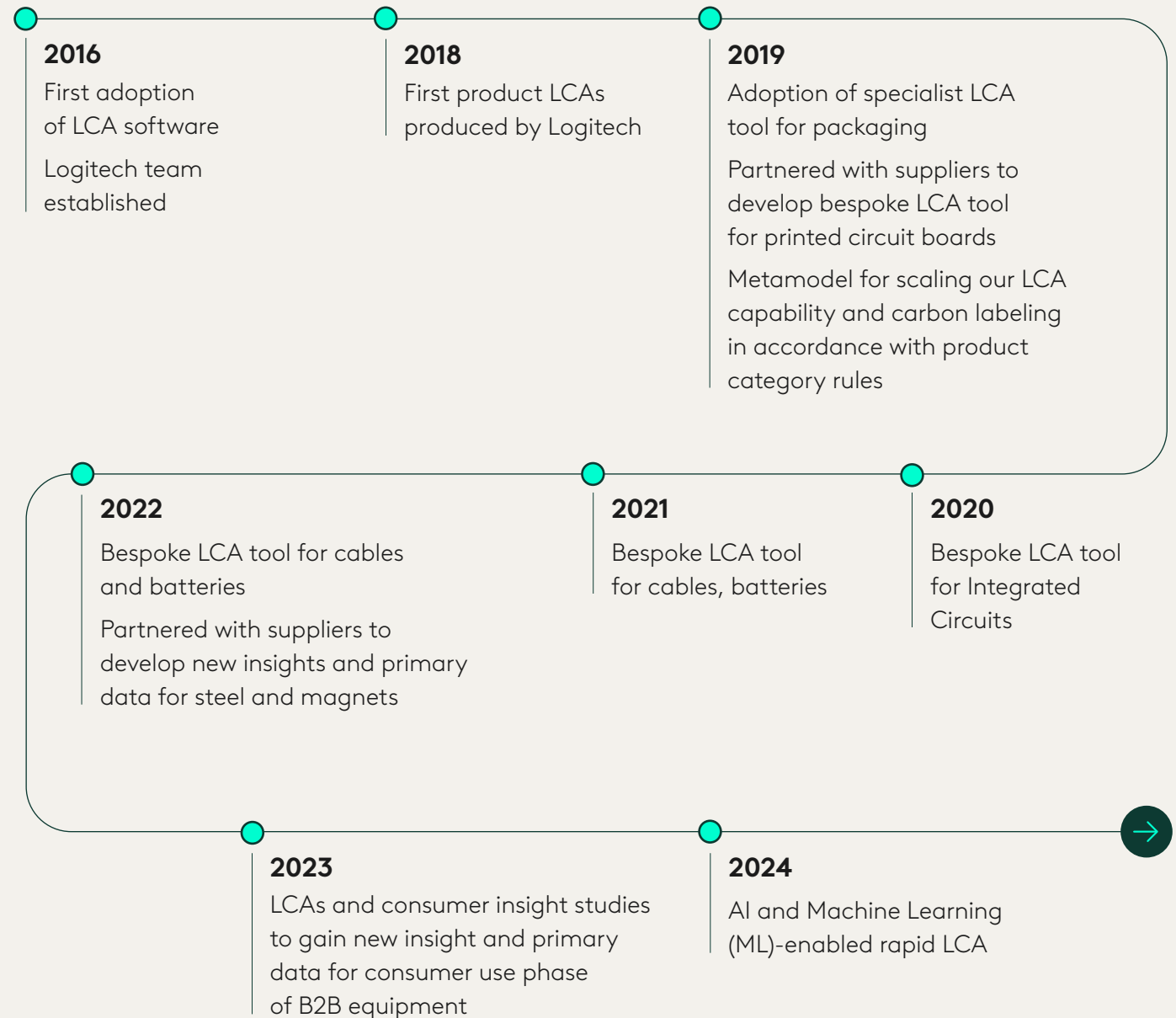
When no protocol or regulation exists to guide carbon footprints, we establish a Product Category Rule based on ISO 14000-series best practices and validated by a third-party. We make these rules available to help others increase transparency regarding their carbon footprint. In order to ensure the accuracy of our carbon calculations and meet the ISO 14067 and ISO 14044 best practice standards, we collaborated with [iPoint Group](#), an independent third-party expert, to develop our Product Carbon Footprint (PCF) methodology. Each product's PCF study also undergoes an independent critical review by [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 are enhancing our organization's capability in this area by sharing a variety of tools, expertise, and knowledge across teams. We have created internal guidelines, tools, and calculators to assist decision-making by designers, engineers, product managers, and other stakeholders throughout the design process. We have consistently improved our LCA processes and conducted our own cutting-edge research on components, materials, and processes crucial to consumer electronics, as highlighted below. We maintain collaborations with globally renowned LCA leaders to advance our capabilities by:

- creating specialized models for materials or components, enabling us to access high-quality assessments of specific aspects of our products;
- examining particular focus areas to quickly and reliably evaluate the environmental impact of emerging technologies for which LCA data might not be available;
- establishing protocols for better management of LCA data obtained from our supply chain; and
- continuously refining our product life-cycle modeling approach to increase the efficiency of our LCA capabilities.

## Industry-leading LCA Capability

### Supporting our DfS framework and Carbon Labeling





## Introduction

### Design for Sustainability

## DfS Framework

The design phase is when the key decisions on the products and experiences are made, and so it presents the most significant opportunities to reduce environmental impact. To capitalize on this, DfS is deeply integrated in our new product development process. We have expanded our DfS thinking across our entire existing and future portfolio to accelerate impact reductions at scale. DfS is a key lens in designing new products, re-interrogating existing ones to continually lower their impact, and innovating new frontiers to create future solutions that reduce impact even further.



We have expanded our DfS thinking across our entire existing and future portfolio to accelerate impact reductions at scale.”

**Robert O’Mahony,**  
Head of Sustainability

To do this we focus on three main areas:

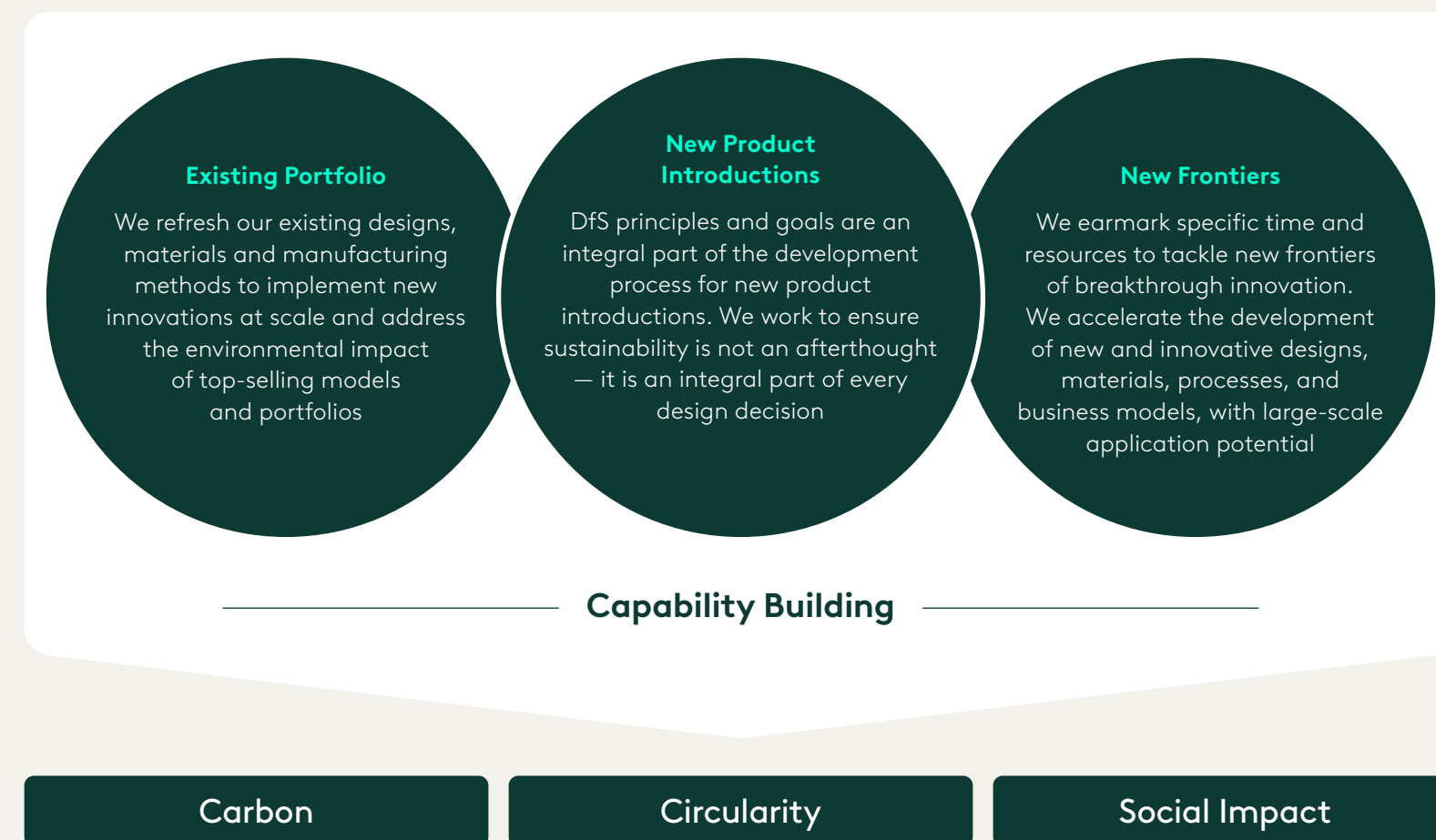
**Existing Portfolio:** Our existing portfolio of products represents the majority of our impact, so we review and refresh these products to incorporate new innovations at scale.

**New Product Introductions:** DfS is a catalyst for innovation across the Company and we allocate significant resources and innovative thinking towards our new product introductions.

**New Frontiers:** With programs such as our [Future Positive Challenge](#), we are creating space for sustainability thought leaders and innovators to anticipate and overcome future challenges and drive breakthrough innovation.

Perhaps the most important aspect of our approach to sustainability is that we do not regard it as a competitive advantage. We believe that it is a shared responsibility and critical to the survival and health of our planet. We want to help other organizations reduce their impacts and are offering to share our DfS principles and the lessons we have learned. We believe working towards more responsible and better-designed products, and sharing our learnings in a competitive market, will catalyze our industry’s ability to scale and innovate. Together, we can move our industry forward.

## Our Framework for Action



## Introduction

### Design for Sustainability

## Sustainability is Tracked at Project Gates

At the start of each project, we set sustainability goals based on our DfS Principles. We track these principles at each critical milestone, or “gate”, of the design process. Progress against defined sustainability goals is reviewed and reported at the gates of the product development process, along with cost, schedule, and experience.

Opportunity to reduce carbon impact decreases

### Gate 0

Exploration



### Gate 1

Concept Development



### Gate 2

Product Development



### Gate 3

Commercialization





## DfS Features

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 DfS sustainability philosophy and mindset that we are endeavoring to instill across our Company.



### 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 Plastics

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



### Responsible Packaging

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



### PVC-free Cables

Eliminating PVC cables, to transition to better materials



### Optimized PCB

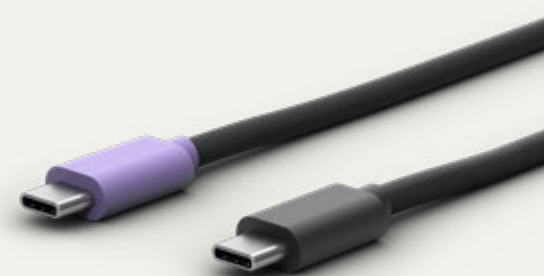
Optimizing the shape and size of the PCB, to reduce carbon footprint. Exploring recycled copper and gold and additive manufacturing



### Smart Battery Efficiency

Incorporating smart features to lower battery consumption and optimize product use

LOGI ACCESSORY CASE





# Building Capabilities in DfS

DfS is at the core of Logitech's values and business and we want our DfS Principles to influence everything we do. During FY24 we initiated a number of projects and activities to build DfS capabilities and propagate this growth.

To share DfS expertise and best practice, we are creating an internal resource to support product development functions in integrating DfS best practices. The intention is to create centralized, simple, and actionable information that our design, engineering, and marketing teams can use to drive DfS advancements at a product level. The content includes DfS FAQs and case studies as well as carbon footprint and circular design estimation tools.

We have also developed several internal tools built on DfS Principles such as a [Circularity Assessment Tool](#) that scores the circularity of our products by evaluating their circular design attributes. Our Carbon Impact Calculator provides teams with an early estimate of the carbon impact of competing design directions and can be used at any point in the design development process. It enables design teams to quickly assess product architectures and make decisions that enhance a product's environmental performance.

## DfS Product Development Toolkit

We have developed a "hands-on" DfS product development toolkit that aims to re-create the dynamics of DfS decision-making in product development.

It is an immersive learning tool that takes the form of a challenge. Participants are split into two teams. Each team assigns each participant a particular product development role, such as a designer.

The activity is split into two phases:

1. The teams are educated on how a computer mouse's carbon footprint is distributed across various components and life-cycle phases.
2. The teams are each challenged to reduce the carbon footprint of the existing design by implementing various DfS features.

The teams that implement specific DfS features are rewarded positively. This toolkit has proven to be a powerful DfS educational tool and has been used by the product development teams and other business functions.



## DfS Playbook

We have developed a playbook that gives equal consideration to sustainable design alongside cost, user experience, and schedule to market when transforming or building a concept or workstream in the Company. We focus on designing a better version of what we have, whether it's a product, process, service, capability, or supply chain. DfS extends beyond this and is, therefore, integral to building capabilities across each aspect of the business.

## DfS in Action

From climate action to circularity to packaging to end-of-life, our DfS principles and ways of working are delivering outcomes across a spectrum of environmental and social topics.

Throughout the next few pages and remainder of this report, we have provided case studies and examples of DfS action.



## CASE STUDY

# Wave Keys

## Wireless ergonomic keyboard

Wave Keys is part of the Ergo Series of products. A wireless ergonomic keyboard with a cushioned palm rest, for natural, feel-good typing throughout the day.

### DfS Features



Clean manufacturing



Recycled plastics



Responsible packaging



Optimized PCB



### Carbon Reduction

# 37%

carbon footprint reduction<sup>6</sup>

# 310 tCO<sub>2</sub>e

avoided per 100k units<sup>6</sup>

### Design for Sustainability



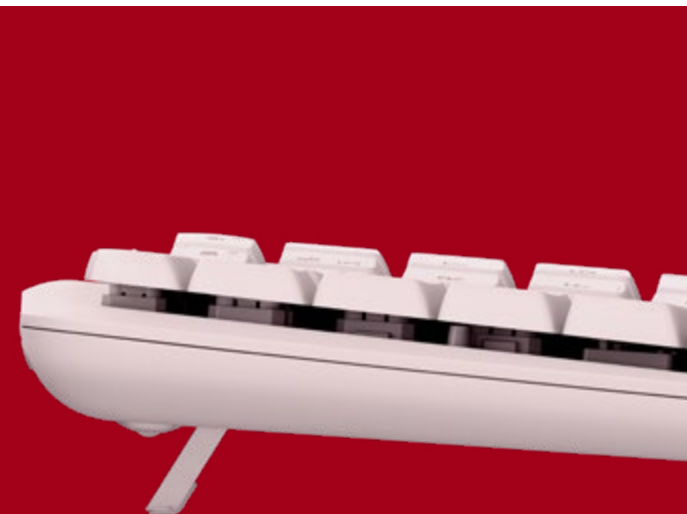
**Better materials:** plastic parts made with post-consumer recycled plastic — 61% for graphite, 46% for off-white.<sup>5</sup>



**Lower impact components:** the design of the PCB layout was modified to reduce the overall size by 50% with an associated reduction in manufacturing waste potential and carbon impact.



**Optimized architecture:** compact design to achieve a weight reduction of c. 320g.<sup>6</sup>



**Low-impact packaging:** paper packaging is responsibly sourced from FSC™-certified forests and other controlled sources.



**Clean and efficient manufacturing:** we purchase renewable electricity to match the electricity footprint of our own production facility and we help our biggest suppliers to do the same.



CASE STUDY

# Zone Wireless 2

AI-powered headset for two-way noise-free calls

## DfS Features

-  Clean manufacturing
-  Recycled plastics
-  Responsible packaging
-  PVC-free cables
-  Low-carbon aluminum



## Carbon Reduction

11.1 tCO<sub>2</sub>e

avoided per 100k units<sup>7</sup>

## Design for Sustainability



**Better materials:** plastic parts made with post-consumer recycled plastic — 20% for graphite, off-white and rose.<sup>5</sup> PVC-free cables. Low carbon aluminum manufactured with renewable energy.



**Products that last:** get more life out of Zone Wireless 2 with a replaceable battery and earpads.



**Clean and efficient manufacturing:** we purchase renewable electricity certificates to match the electricity footprint of our own production facility and we help our biggest suppliers to do the same.



**Low-impact packaging:** paper packaging is responsibly sourced from FSC™-certified forests and other controlled sources.

## CASE STUDY

# Casa Pop-Up Desk

**Foldaway kit with laptop stand, keyboard, touchpad and storage**

Casa has all you need to work from home in one compact kit, with a wireless keyboard, wireless touchpad and a book-like case that transforms into a laptop stand.

## DfS Features



**Clean manufacturing**



**Recycled plastics**



**Responsible packaging**



## Carbon Reduction

# 34%

carbon footprint reduction<sup>8</sup>

# 517 tCO<sub>2</sub>e

avoided per 100k units<sup>8</sup>

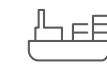
## Design for Sustainability



**Optimized architecture:** optimized for rigidity and weight, to reduce the carbon impact of the design.<sup>8</sup>



**Better materials:** plastic parts made with post-consumer recycled plastics — 82% for the touchpad, 62% for the keyboard and 49% for the book.<sup>5</sup>



**Efficient distribution:** lightweighting enables more energy efficient distribution.



**Low impact packaging:**

- Single-piece, front-opening pizza box design with innovative wraps applied in critical areas to deliver a friction-free structure and pleasant unboxing experience.
- Near-zero plastic packaging.<sup>10</sup>
- Paper-based tissue wrap of optimal thickness to eliminate the need for a tray, while still ensuring safe and reliable shipping.
- Pallet optimization: the elimination of the tray and the pizza box design allowed for 20% more product per pallet, compared to the unassembled/tray version.
- Overall: 25% reduction in carbon impact (compared to using the unassembled/tray version).
- Paper packaging is responsibly sourced from FSC™-certified forests and other controlled sources.



## CASE STUDY

# Lift

## Vertical ergonomic mouse

**+** **Making a positive contribution**  
Designed in the Logi Ergo Lab, for comfort and well-being at the desk. A left-handed version and thoughtful consideration of product size, button placement, and color address the needs of underserved audiences. A vertical design puts the user's wrist in a more natural position (e.g. "handshake-like" position).

### DfS Features

-  Clean manufacturing
-  Recycled plastics
-  Responsible packaging
-  Optimized PCB



### Carbon Reduction

↓20%

reduction in carbon footprint<sup>11</sup>

53 tCO<sub>2</sub>e

avoided carbon per 100k units<sup>8</sup>

### Design for Sustainability



**Better materials:** plastic parts made with post-consumer recycled plastic — 70% for graphite and 54% for off-white and rose.<sup>12</sup>



**Lower impact components:** PCB optimization to reduce the overall size of the main PCB by an estimated 32%, with associated reductions in manufacturing waste potential and carbon impact.



**Low-impact packaging:** near-zero plastic packaging to enable curb-side recycling.<sup>13</sup> Paper packaging is responsibly sourced from FSC™-certified forests and other controlled sources.



**Clean and efficient manufacturing:** we purchase renewable electricity to match the electricity footprint of our own production facility and we help our biggest suppliers to do the same.



## CASE STUDY

# Logitech G Yeti Orb

## Premium gaming microphone

Our DfS efforts have resulted in the creation of a product with significantly lower impacts across its life cycle.

### DfS Features



Clean manufacturing



Recycled plastics



Responsible packaging



Recycled fabrics



PVC-free cables



### Carbon Reduction

# 18.5 tCO<sub>2</sub>e

avoided per 100k units<sup>7</sup>

### DfS Improvement and Impact



**Better materials:** plastic parts made with post-consumer recycled plastic — 74% for black, 61% for off-white.<sup>14</sup> This includes 100% post-consumer recycled fabric. This product is PVC-free.



**Low-impact packaging:** pulp-paper protection instead of traditional materials like styrofoam. Paper packaging is responsibly sourced from FSC™-certified forests and other controlled sources.



**Clean and efficient manufacturing:** we purchase renewable electricity to match the electricity footprint of our own production facility and we help our biggest suppliers to do the same.



## CASE STUDY

# Then

- Plastic parts (hardware): 100% virgin plastic
- Acoustics module with small PCB on the driver
- Virgin plastic packaging
- Traditional, complex clamshell design with six components and significant void space
- Virgin paper

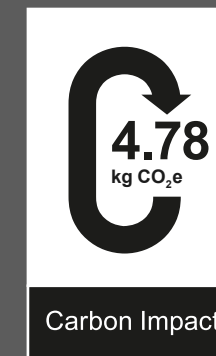


## H390 Headset

USB computer headset

# Now

- Plastic parts (hardware) made from 54% post-consumer recycled plastic<sup>15</sup>
- Redesign of our acoustics module to replace the PCB terminal with metal plates to reduce the need for additional PCB components
- Simpler paper box design with 31% reduction in overall size
- Near-zero plastic to enable curbside recycling<sup>13</sup>
- FSC<sup>TM</sup>-certified paper packaging



## CASE STUDY

# Pebble Keys 2

## Keyboard packaging

With a new and innovative design, we eliminated the need for a traditional protective plastic bag solution and developed a paper-based alternative wrap, which uplevels the unboxing experience for the consumer, while also driving forward with our single-use plastics policy.

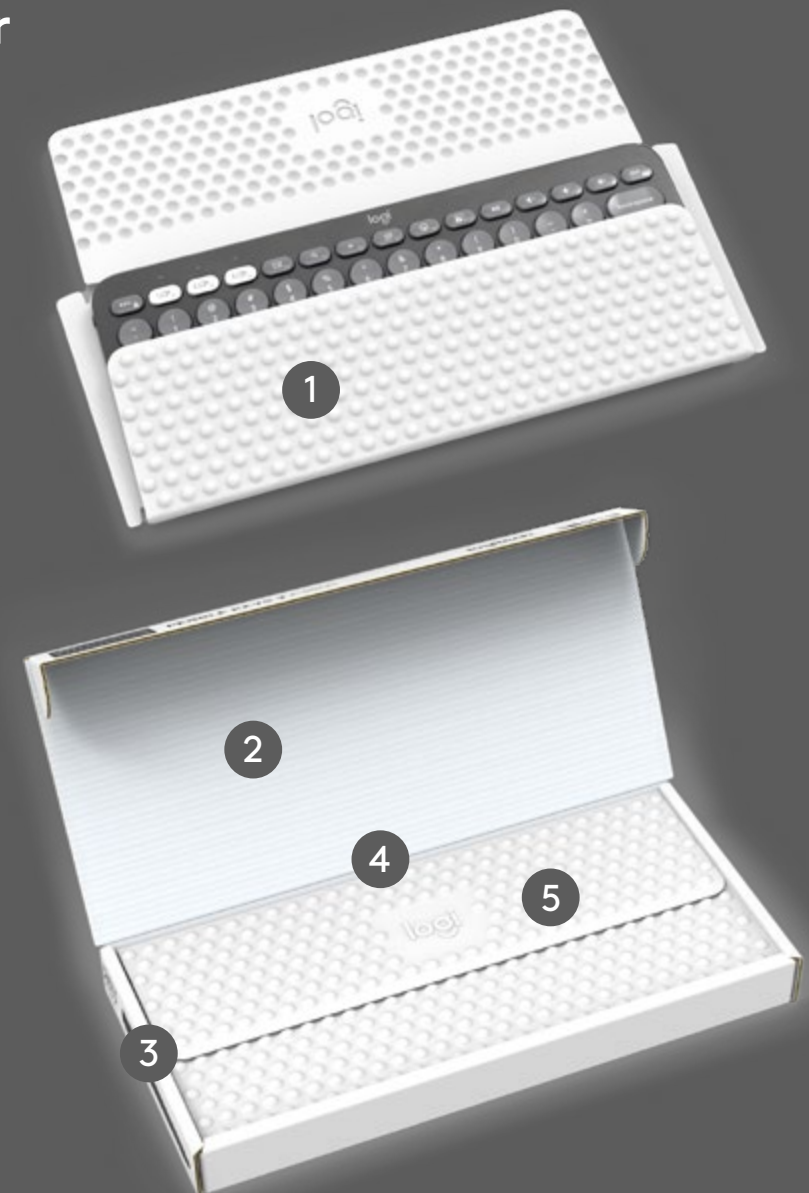
This packaging was received well by consumers and is a fitting companion for the Pebble Keys keyboard itself, which has plastic parts with 64% recycled plastic.<sup>16</sup>

### Before



1. PE Plastic Bag
2. Corrugated Insert
3. Number of packaging components: 3

### After



1. Paper wrap
2. FSC™-certified
3. Soy ink printing
4. No insert
5. Number of packaging components: 2
6. Reduced weight
7. Near-zero plastic packaging<sup>17</sup>



# Social Impact

Our Social Impact strategy is based on three key pillars: Culture, Community, and Customer.

We encourage collaborative discussions between our teams, to foster engagement and innovation on Social Impact topics. These range from functional and leadership sessions to cross-business group forums. Our mission is to be a model for an inclusive culture and to join together with others to drive big change.

To guide our decisions about where we take a public stance on social issues, we have an internal engagement framework. This helps us to determine whether we speak publicly and give our support to a social issue, whether we take business action on it, whether we encourage employees to donate to it, or whether we engage our partners to address the issue.

Our Social Impact program is managed by the Community and Advocacy group, a diverse, global team of experts specializing in diversity, equity, and inclusion (DEI) and Community Relations. This team collaborates closely with DEI champions, employee resource groups (ERGs), and various functional teams throughout the organization to ensure alignment with our values and purpose, to encourage cooperation, and to facilitate visibility and reporting of our impact.

## Our Social Impact Strategy

Together we can drive big change. We enable people to design more fulfilling lives and a better planet.



© Jason Goodman



### Culture

Cultivating a company culture that promotes inclusive leaders and ensures team collaboration, innovation, and excellence through promoting an environment where employees feel like they belong. Empowering our culture by contributing to the causes we have personal passions for.

### Community

Enabling and supporting our underrepresented employees and communities by fostering visibility, capability, community and access for people who come from underserved backgrounds and communities. Creating opportunities to join with other Logitech people to give back to the communities where we live and work.

### Customer

Changing the way we do business. Continuously reviewing and improving Logitech processes/programs to better connect with stakeholders (customers, employees, and partners) and be more inclusive in serving a wide range of people. Leveraging the skills and products that our people and Company have to offer.

# Materiality Assessment

We focus on the sustainability issues that really matter. Our materiality assessment process helps us prioritize reporting on the topics that represent our most significant impacts on people and the planet.

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.

“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.”

## Environmental and Social Assessment

ESRS TOPIC/SUBTOPIC	MATERIALITY ASSESSMENT		READ MORE ABOUT OUR APPROACH
Climate change mitigation and 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	<a href="#">Climate Action</a>
Water withdrawal and 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	<a href="#">Water</a>
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	<a href="#">Circularity</a>
Plastics (including microplastics)	Plastic is commonly used in electronic products. If disposed of incorrectly, it can cause plastic pollution around disposal sites.	M	<a href="#">Circularity</a>
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	<a href="#">Circularity</a> <a href="#">Water</a>
Pollution: substances of concern	Certain regulated substances of concern are found in electronic products and, if not managed correctly, can cause environmental pollution.	M	<a href="#">Targeted Substances</a>
Biodiversity	Logitech’s industry can be associated with impact drivers of biodiversity loss, including climate change, pollution and land-use change.	M	<a href="#">Biodiversity</a>

Introduction

Materiality Assessment

Environmental and Social Assessment continued

ESRS TOPIC/SUBTOPIC	MATERIALITY ASSESSMENT	READ MORE ABOUT OUR APPROACH
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 <a href="#">Human Rights and Labor</a>
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 <a href="#">Safety, Health, and Well-being</a>
Equal treatment and opportunity for all: training and skills development, gender equality and equal pay, diversity.	Logitech’s industry faces challenges in relation to gender and other diversity factors.	M <a href="#">Diversity, Equity, and Inclusion</a> <a href="#">Talent Attraction and Retention</a>
Social inclusion	Logitech’s industry faces challenges in relation to access to products and services.	M <a href="#">Digital Inclusivity</a>
Information-related impacts	Appropriate management of information or data by Logitech’s industry could lead to impacts for consumers and end users.	M <a href="#">Privacy and Security</a>
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 <a href="#">Targeted Substances</a>
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 <a href="#">Ethics</a>

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.	<a href="#">Ethics</a>
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, and reputational damage.	<a href="#">Privacy and Security</a>
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.	<a href="#">Diversity, Equity, and Inclusion</a> <a href="#">Digital Inclusivity</a>
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.	<a href="#">Climate Action</a> <a href="#">Design for Sustainability</a> <a href="#">Circularity</a>
Natural resources	Water scarcity or pollution of natural resources affects production processes and causes supply chain disruptions from shortages or price fluctuations.	<a href="#">Water</a> <a href="#">Biodiversity</a>
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.	<a href="#">Climate Action</a> <a href="#">Our Strategic Commitments</a>



# Stakeholder Engagement

We believe business success begins with collaborative relationships inside and outside Logitech. Collaboration is key to creating shared value that builds a more inclusive and equitable society. We engage openly with our stakeholders and work to anticipate and respond to stakeholder needs.

Transparency and engagement in all aspects of business align with our Company culture of being open and ourselves, and collaborative in our way of working. We foster working environments where perspectives, experiences, and insights can be shared, to help us understand stakeholder needs and continually evolve and improve. We gain valuable insight through regular engagement with stakeholders. These engagements build our collective understanding of the challenges facing people and the planet, as well as helping us to identify and prioritize our material issues and provide insights into emerging opportunities.



## Who We Engage

For the purpose of reporting, we cluster our stakeholders into six broadly recognized stakeholder groups. These groups comprise groups and individuals that meet one or more of the above attributes and can reasonably be expected to be impacted by our activities, products, and services, or to take actions that affect our ability to implement strategy and achieve objectives successfully.

- **Customers:** Our direct and indirect customers include retailers, e-tailers, and end consumers through our e-commerce platform and indirect sales to end customers (end users) through distributors. Deep engagement with customers and consumers is critical to understanding and anticipating stakeholder needs and executing on our Company mission.
- **Employees:** Our employees develop and implement sustainability programs and are the driving force behind our innovation and success.
- **Regulators and Policy Makers:** Many aspects of our activities and business are regulated worldwide. We engage with regulators on regulatory matters and when fulfilling our regulatory reporting obligations. As part of this stakeholder group, we also consider public policy makers.
- **Shareholders:** We value open and meaningful engagement with our shareholders. We also engage with rating agencies and advisors who work on behalf of existing and potential shareholders because they offer valuable insight into the views of the investor community more broadly.
- **Special Interest Groups:** Special interest groups may include nonprofits, nongovernmental organizations (NGOs), and other groups with a particular interest in certain aspects of sustainability performance. These groups help to define good practice standards and communicate stakeholder expectations for our industry. Their input can catalyze and inform decision-making.
- **Our Industry:** We work closely with suppliers to innovate in manufacturing, develop new designs, and establish and advocate for responsible supply chains. Many of our sustainability programs and targets rely on supplier innovation and support. We also consider peer companies as part of this group. We engage with peer companies to share thought leadership and advocate for positive change and sustainability action across our industry. Other business partners and value chain partners are also considered part of this stakeholder group. For programs like circularity and climate action, full value chain activation and engagement are needed.



## Introduction

### Stakeholder Engagement

## Stakeholder Interests

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

### Customers

- 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, and spare parts
- Product energy efficiency and carbon footprint
- Diversity, equity, and inclusion

### Employees

- 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

- Financial performance
- Preparedness for upcoming reporting regulations
- Corporate governance, including supply chain management
- Greenhouse gas reporting
- Talent attraction and retention

### Special Interest Groups

- Human rights due diligence
- Supply chain management
- Sustainability performance at our production facility
- Digital inclusion
- Worker safety, health, and well-being

### Regulators and Policy-makers

- Ecodesign
- Environmental claims, greenwashing, and product sustainability information
- Regulatory reporting
- Circular economy, repairability, and recycling information
- Conflict minerals
- Hazardous substances (RoHS, REACH)

### Our Industry

- E-waste
- Supply chain management
- Innovation and co-development of solutions
- Hazardous substances (RoHS, REACH)
- Product take-back and circular supply chains





# Planet

- 30 Climate Action
- 39 Circularity
- 48 Biodiversity
- 51 Water
- 54 Targeted Substances



# Climate Action

Climate change caused by human activity is one of the biggest challenges of our generation. The scale of change demands collective action. In our 2019 Climate Pledge, we pledged to support the Paris Agreement's goal of limiting global warming to 1.5°C well before 2050.

In 2023, our science-based targets were validated by the ***Science Based Targets initiative (SBTi)***.

## Sustainable Development Goals



7 AFFORDABLE AND CLEAN ENERGY



13 CLIMATE ACTION



15 LIFE ON LAND



## Climate Action

### Our Science-based Targets

Near-term Targets		FY24 Progress
85% reduction of Scope 1 and 2 emissions by 2030 compared to a 2019 base year.		
	58% of target	
100% renewable electricity (RE) in our own business by 2030 by purchasing renewable electricity to match our electricity demand.		
	94% of target	
>50% reduction in our Scope 3 emissions by 2030 compared to a 2021 base year.		
	24% of target	
Long-term Net Zero Target <sup>18</sup>		FY24 Progress
>90% reduction of our Scope 1, 2, and 3 emissions by 2047 compared to a 2021 base year, with the removal of any residual emissions to achieve net zero.		
	24% of target	



## Climate Action Management Approach

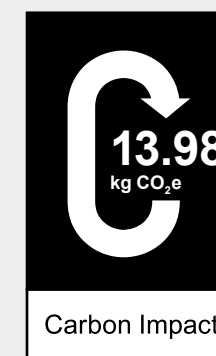
**To achieve our Climate Pledge and carbon reduction targets, we Design for Sustainability and prioritize absolute carbon reduction across our business and operations.**

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, and obtaining Energy Attribute 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.

Our business models will continue to evolve as we work to eliminate waste and to extend the life of products by embracing recycled materials, and creating new low-carbon consumer offerings.





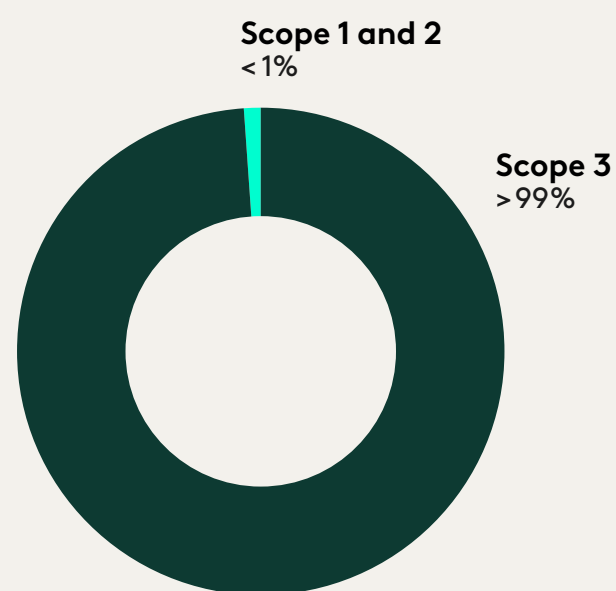
# Climate Action

## Key Programs

### Our Own Operations

Scope 1 and 2 greenhouse gas (GHG) emissions quantify the carbon impact of a company's own operations. For Logitech, this means our production facility and offices. Our Scope 1 and 2 emissions constitute less than 1% of our corporate carbon footprint. Despite this small percentage we actively address these emissions to demonstrate leadership and accountability, meet stakeholder expectations, manage risk, and foster innovation.

### Our Carbon Footprint



Our own manufacturing operations comprise one production facility in Suzhou China, where approximately 40% of our products are assembled and tested. Our current facility was established in 2005 and has achieved ISO 14001 certification year on year since 1999. We're committed to continually improving our environmental performance with a strong focus on energy efficiency and have implemented several energy efficiency programs over the years.

Our target is to achieve 100% renewable electricity (RE) in our production facility and Major Offices<sup>4</sup> by 2030. In 2023, a number of our Major Offices had green utility contracts or used electricity certificates for their electricity demand. We addressed our Major Offices<sup>19</sup>, except Taiwan. Due to the limited and costly supply of renewable electricity in Taiwan, we didn't make purchases there and are waiting for a more accessible and cost effective solution. In other office locations, we have achieved our RE goals and addressed our impact.

Across the globe, we have matched 94% of our electricity footprint<sup>20</sup> with direct and indirect renewable electricity purchases.

### Solar Power at Our Production Facility in Suzhou, China

In 2023, we partnered with a green utility vendor to install 1,200 solar panels across the roof of the main building at Logitech's factory in Suzhou, China. These panels became operational in November 2023.

#### Impact:

- The installed capacity of the solar panels is 680 kW (maximum peak power) and the panels have the potential to generate 700 MW/year
  - equivalent to 3-5% of the electricity demand of the main building
- Over the 20-year design life expectancy, the average annual carbon saving of the panels is estimated to be 398 tCO<sub>2</sub> per annum<sup>21</sup>

- The installation includes a dashboard that can be used to monitor the energy demand and consumption of individual devices in the system in real time, verify the daily, monthly and cumulative power generation, and identify opportunities to drive improved energy management
- For the remainder of power used at our production facility, we purchase renewable electricity certificates to match our electricity consumption since renewable electricity utility contracts are not yet available in the region



We continue to be recognized as a **Green Power Partner** by the United States **Environmental Protection Agency (EPA)** for matching the electricity footprint of our largest offices in the U.S. with renewable electricity purchases.



## Climate Action

### Key Programs

#### Beyond Our Operations

Scope 3 GHG emissions quantify the carbon impact of a company’s entire value chain, including material sourcing, supply chain manufacturing, distribution, consumer use, end-of-life product treatment, and ancillary activities. More than 99% of our corporate carbon footprint comprises Scope 3 GHG emissions. We have SBTi-validated targets to reduce those emissions by half, by 2030.

As a products company, we’re acutely aware of the life-cycle impact of our products. The majority of our Scope 3 emissions come from the four life-cycle stages of our products, which correspond to eight of the 14 Greenhouse Gas Protocol categories, as shown on the graphic on the right.

We maintain a live and dynamic model of our carbon impact and our model is updated regularly with new information and insights as they arise. For example, in the last year, new insights in the following areas have significantly changed how we model and understand the carbon impact of our products.

- We conducted several life-cycle assessments and user engagements to thoroughly examine the use phase of our headsets, webcams, gaming simulation devices, and room video conferencing equipment. We have evolved our model to reflect the new insights from these studies
- We conducted several life-cycle assessments and user engagements to thoroughly examine the use phase of our headsets, webcams, gaming

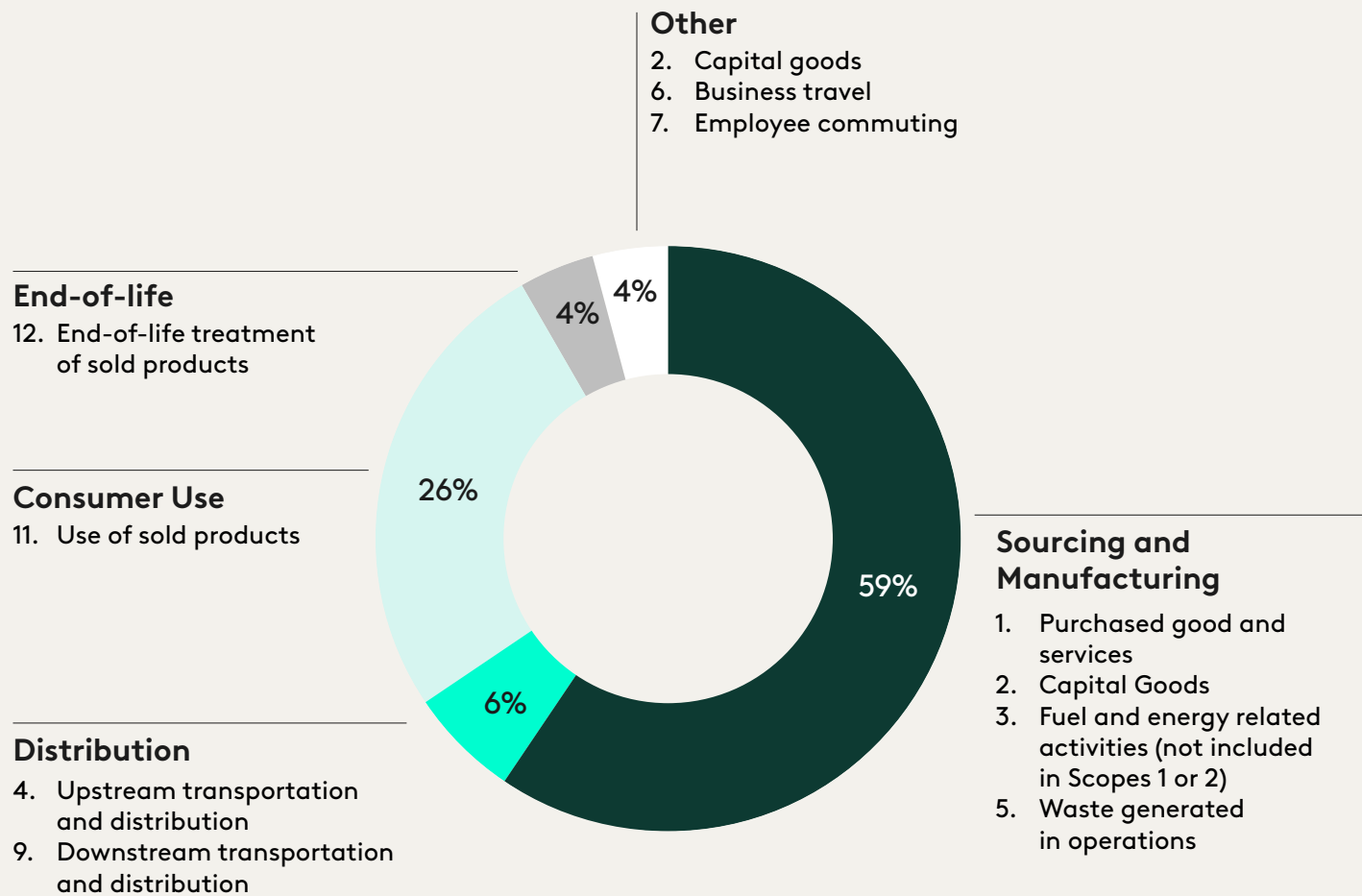
simulation devices, and room video conferencing equipment. We have evolved our model to reflect the new insights from these studies

- We refined our methodology for modeling the carbon impact of our refurbished second-life products
- We updated our distribution model to reflect the latest emission factors from the Global Logistics Emissions Council (GLEC)

The majority of our Scope 3 emissions come from the sourcing and manufacture of materials, components and Logitech products (59%). Other important sources of impact include the emissions associated with the Consumer Use phase (26%). Distribution (6%) and End-of-life (4%).

We continually evaluate our carbon model and reduction pathways. We are conscious of our contribution to climate action and the evolving role of the voluntary carbon market. For CY23, we purchased carbon offsets and removals to neutralize the Scope 1, 2, and 3 GHG emissions that we could not otherwise address through DfS and the use of renewable energy. As we continue to expand our DfS capabilities, we regularly review how to accelerate our efforts to deliver even broader reductions that complement science-based strategies and cross-industry collective momentum towards 2030 absolute reduction targets and net zero.

#### Our Greenhouse Gas Footprint, beyond our Operations (Scope 3 emissions)



## Climate Action

### Key Programs

We have a mature [Design for Sustainability](#) program that explores and accelerates our transition to low-carbon alternative materials and designs, aiming to avoid and reduce the absolute carbon impact of our products and portfolio.

#### Next Life Plastics

We have incorporated post-consumer recycled plastic into a wide range of our products, giving end-of-life plastic a second life and helping to reduce their carbon footprint. Our capability has grown rapidly through partnerships with resin suppliers and molders to explore and develop new, stronger resins in a range of colors and grades. This has expanded our supply chain as well as refining molding processes. Recycled plastic is now used at scale across Logitech, and is contributing meaningfully to our carbon reduction efforts. In 2023, we estimate that our use of Next Life Plastics eliminated over 25,000 tCO<sub>2</sub>.<sup>30</sup> For more information on this program, see [Next Life Plastics](#).

#### Low-carbon Aluminum

Manufacturing aluminum is a carbon-intensive process because most smelters use traditional fossil fuels and require large quantities of heat and energy. To reduce this impact, low-carbon aluminum is produced in smelters using renewable energy such as hydropower. As of March 2024, we are using low-carbon aluminum in 66 product lines.<sup>23</sup> We estimate this has eliminated more than 13,000 tCO<sub>2</sub>.<sup>22</sup>

Our longer-term goal is to completely eliminate traditional virgin aluminum from our portfolio by expanding our use of low-carbon aluminum, post-consumer recycled (PCR) aluminum, and exploring near zero<sup>24</sup> and post-industrial recycled (PIR) aluminum options. Material scientists and supply chain specialists across Logitech are collaborating with our suppliers to discover, explore, and evaluate the best ways to achieve this goal.

In FY24, Logitech joined the [First Movers Coalition](#) Aluminum Working Group, a UNGC initiative.

#### CASE STUDY

### MX Brio and MX Brio 705 for Business



#### Design For Sustainability



**Better materials:** low carbon aluminum made from renewable energy with plastic parts made from recycled plastic — 82% for black and graphite and 75% for pale grey.<sup>5</sup> PVC-free cables. 65% recycled aluminum heat sink.



**Low impact packaging:** paper packaging from FSC™-certified forests and other controlled sources.



**Clean manufacturing:** we purchase renewable electricity certificates to match the electricity footprint of our own production facility and we help our biggest suppliers to do the same.

#### Carbon Reduction

**148 tCO<sub>2</sub>e**  
avoided per 100k units<sup>8</sup>





### Climate Action

Key Programs

# Low-carbon aluminum

Using low-carbon aluminum at scale to lower our carbon impact.

The current Logitech line up includes:

# 66 product lines

with low-carbon aluminum<sup>23</sup>

These low-carbon aluminum products saved:

# 13,000+ tCO<sub>2</sub>e

in calendar year 2023

Our low-carbon aluminum products include:

#### Keyboards



##### Gaming

G913 Lightspeed  
G815  
G413  
G413 TKL  
G813  
G715  
G713  
G512  
G915

##### Personal Workspace

Signature Slim K950  
MX Keys Mini  
MX Mechanical Mini  
K835 TKL Mechanical  
Ergo K860

#### Tablet Accessories



##### Personal Workspace

Combo Touch      Slim Folio  
Logitech Crayon

#### Racing Wheels



##### Gaming

G920  
G923

#### Headsets



##### Gaming

Pro X Gaming Headset  
A10

#### Conference cams and webcams



##### B2B

Sight  
MX Brio 705 for Business  
Rally Bar Huddle

##### Personal Workspace

MX Brio

## Climate Action

### Key Programs

#### Printed Circuit Board Optimization

Printed circuit boards are a critical technology for us, but their manufacturing process is energy-intensive, making them an environmental hotspot.

Towards the end of 2020, we initiated a study to evaluate the carbon impact of our PCB panel designs. We developed a carbon model using primary data from our PCB suppliers. This helped us to explore opportunities for carbon reduction and to modify our designs to achieve these reductions.

The relevant changes were implemented during 2021 and 2022, and the knowledge gained is now incorporated into updated PCB design guidelines. These updates helped us eliminate more than 2,600 tCO<sub>2</sub> in 2023.<sup>22</sup>

#### Other Design Changes

In the last year, a number of other design changes and improvements have been implemented across new product introductions as we scale up our DfS capabilities across the company. We continue to develop our modeling techniques to capture the carbon impact of these changes and enable reporting in the future.

#### Carbon Savings in CY23<sup>22</sup>

25,066 tCO<sub>2</sub>e

Next Life Plastics

13,049 tCO<sub>2</sub>e

Low Carbon Aluminum

2,647 tCO<sub>2</sub>e

PCB Optimization

#### Activating our Suppliers

We collaborate with our suppliers to carry out annual surveys, allowing us to understand and evaluate their electricity usage. We also share methodologies for modeling carbon impact. We offer our suppliers awareness-raising sessions, information blasts, and FAQs to encourage them to join the Renewable Electricity Buyers Club. Through this club, suppliers can access high-quality, third-party certified renewable electricity instruments to reduce their Scope 2 emissions. In 2023, suppliers and Logitech purchased renewable electricity instruments to address almost 80,000 tCO<sub>2</sub> of supply chain GHG emissions.



#### Supplier Engagement Leader

For two years in a row, Logitech Europe S.A. was named by CDP as a Supplier Engagement Leader for our actions and strategies to reduce emissions in our supply chain.

#### Carbon Clarity

We believe that carbon is the new calorie; everyone should know what they're consuming. Like nutritional labels on food packaging, Carbon Impact Labels help consumers make informed purchasing decisions by considering the carbon impact of their purchases. These labels also help us remain accountable to our climate action goals and reduce the footprint of our product portfolio through [Design for Sustainability](#).

We believe we have initiated an industry-first Carbon Clarity commitment by pledging to provide a Carbon Impact Label across our entire portfolio by 2025. Our goal is to form an alliance of brands to standardize carbon labeling, allowing for better product comparisons and making impact reduction a competitive factor in our industry.

As of March 2024, 66% of Logitech products had a third-party reviewed Product Carbon Footprint study and we are on track to achieve our 2025 goal.<sup>25</sup>



## Climate Action

### Key Programs

# Product Carbon Footprints

A carbon footprint is measured in kilograms of CO<sub>2</sub>e. To fully measure a product's impact you need to consider the whole lifecycle from the moment raw materials are sourced right through to the end-of-life of a product.



of our product portfolio has completed a Product Carbon Footprint study<sup>25</sup>

FY21

4%

FY22

17%

FY23

42%





# Circularity

Our ambition is to reduce waste and to 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 believe more needs to be done by brands and by broader value chains to make circularity a core business imperative.

## Sustainable Development Goals

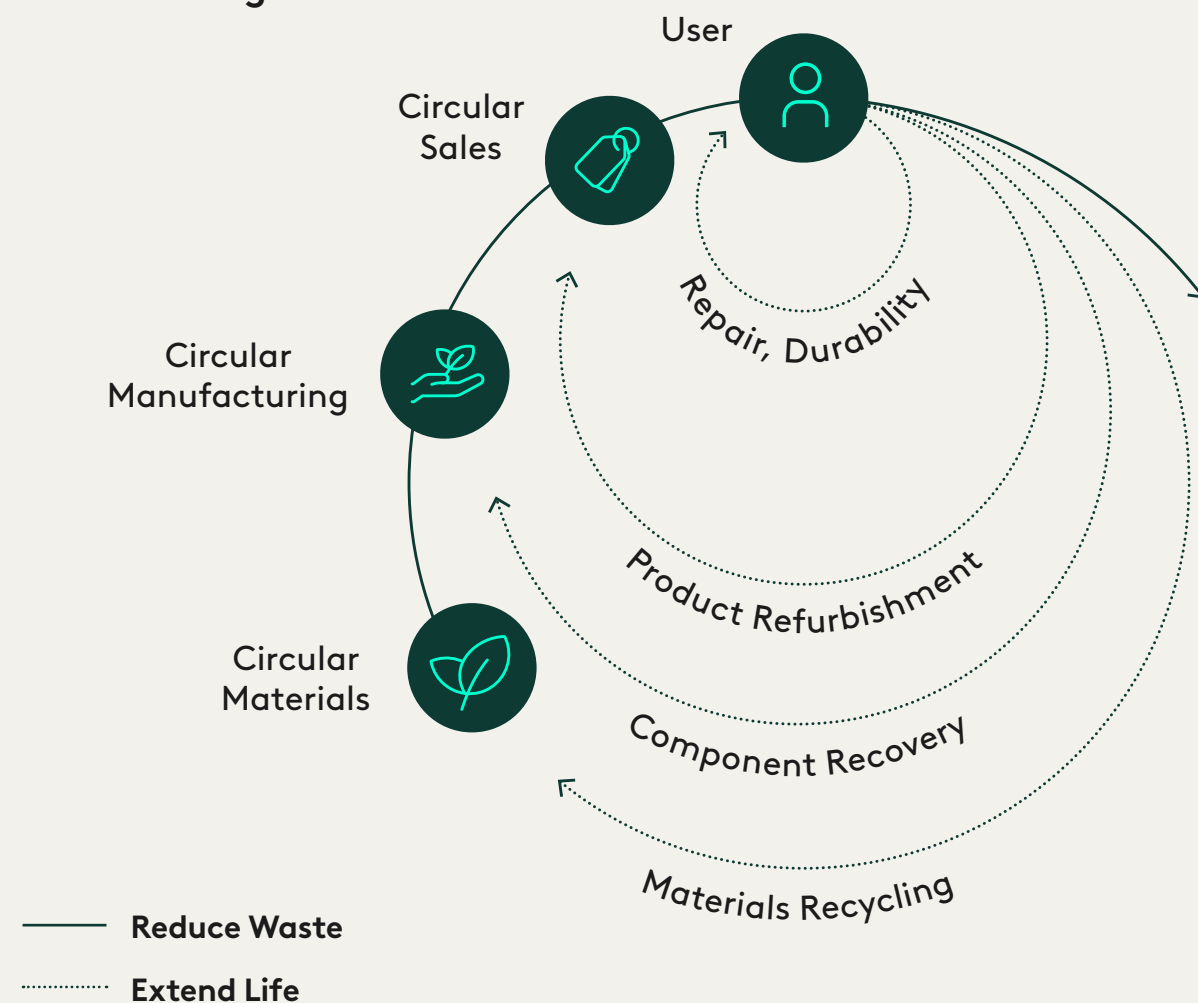




## Circularity Management Approach

We adopt a full life-cycle approach and consider how we can reduce waste and extend the life of our products, from design, sourcing, and manufacture, through to second life and other circular solutions.

### Circular Design



### Reducing Waste

We want to reduce waste at every stage of the product development process. To achieve this, we're focusing on the following strategies:

- **Circular design:** This approach involves designing products with their entire life cycle in mind, ensuring that they can be easily disassembled, repaired, or recycled, thereby extending their usability and minimizing waste
- **Circular materials:** We prioritize the use of renewable<sup>26</sup> and recycled materials that can be reintroduced into the production cycle, reducing the need for virgin resources and lowering environmental impact
- **Circular manufacturing:** This method aims to optimize manufacturing processes to minimize waste, energy use, and emissions. It promotes environmentally friendly practices, advanced technologies, and responsible labor management to create a sustainable and efficient manufacturing system

### Extending Life

We are exploring and developing new business models to support the extended lifetime of electronic products, components, and materials. To achieve this, we're focusing on the following strategies:

- **Offering software and services:** We provide software and services that enhance both our hardware and our customer experiences, ensuring prolonged usability and value
- **Extending product life:** We design durable, energy-efficient products and offer repair services, secondary market sales, and product donation programs to maximize product longevity
- **Recovering and recycling products:** Through trade-in programs, we refurbish returned Logitech products to "like-new" condition for warranty support and resale. We also explore opportunities to recover and reuse components from these products. Products and parts that cannot be refurbished are sent for recycling to recover raw materials and avoid landfill waste

In the last year, we have intensified our efforts to identify opportunities and execute pilot programs across our strategy.

## Circularity Key Programs

### Reducing Waste

#### Circular Design

Circular design focuses on developing longer-lasting, energy-efficient products by emphasizing repair, reuse, and recycling.

To support more informed design decisions, we created an in-house Circularity Assessment Tool that measures the comparative circularity of our product designs. This tool has evolved to include legal trends, best practice standards like IEEE 1680.1 and ECMA 341, Blue Angel and EPEAT, and our experience of incorporating circularity into our designs.

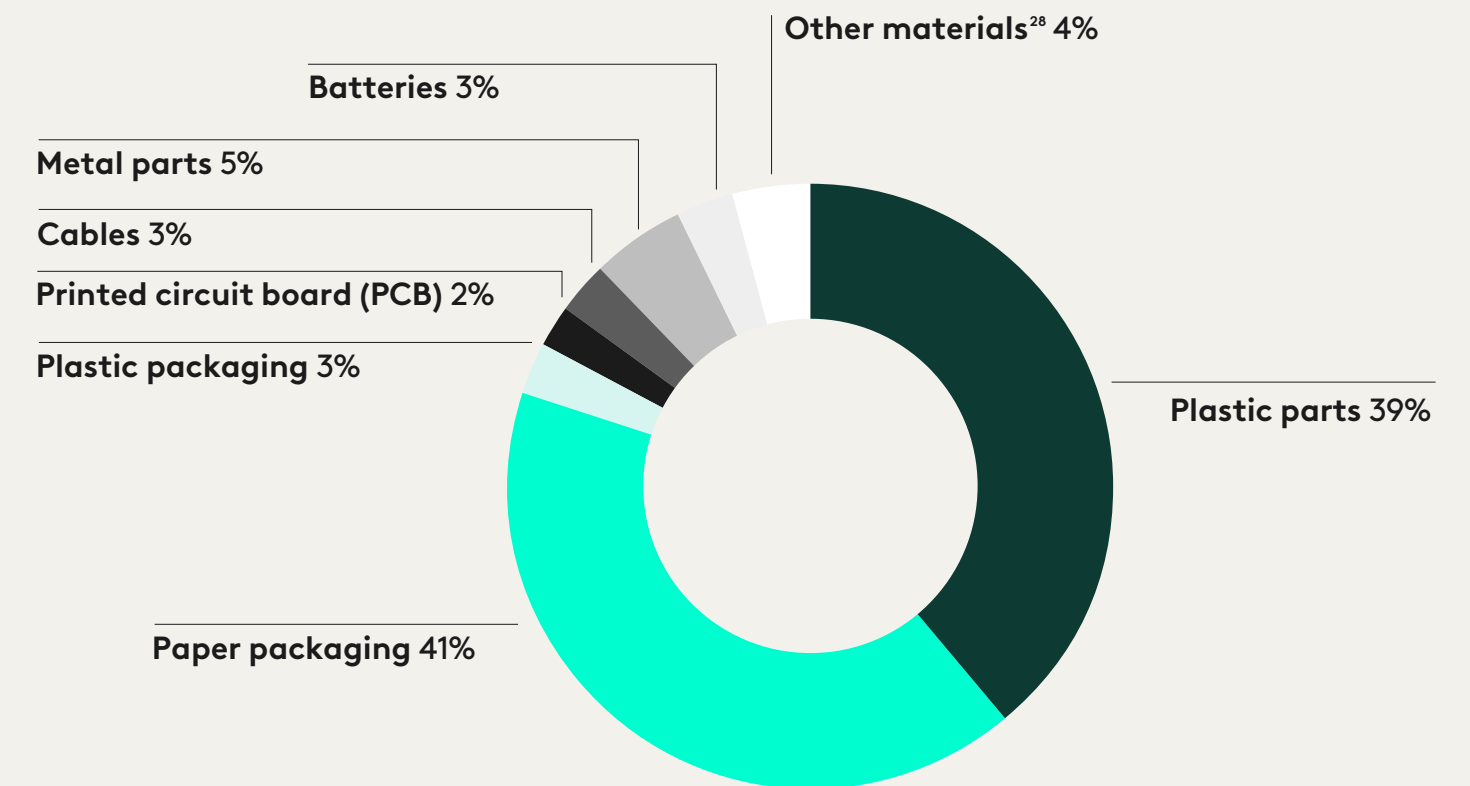
Our tool uses a semi-quantitative scoring system to evaluate factors like longevity, reuse, and recyclability. It informs our teams about the impacts of their design choices and helps us identify priority areas for improvement, guiding us toward better alternatives for our products.

### Circular Materials

At Logitech, our material selection process considers environmental impact in addition to traditional factors like cost, technical performance, and user experience. The chart opposite illustrates the primary components and materials used in our portfolio last year.<sup>27</sup>

Our primary materials are plastic, paper packaging, and metals. Understanding this has driven the development of strategic programs to create more sustainable alternatives for these categories: Next Life Plastic, FSC™-certified paper packaging, and low-carbon aluminum. Details on those programs are provided in the following sections.

### Weight of materials in our product portfolio





## Circularity Key Programs

### Next Life Plastics

We use recycled plastic ("Next Life Plastics") at scale to repurpose end-of-life plastic, reduce our carbon footprint, and shift from virgin resources to more circular materials. 73% of Logitech products incorporate Next Life Plastics<sup>29</sup>, offering a wide variety of products with recycled plastic across major business groups.

We have partnered with resin suppliers and molders to develop stronger resins in various colors and grades, expanded our supply chain, and refined our molding processes. We ensure not only that new product developments use this material, but also that we refresh existing product lines.

“Transitioning away from single-use plastic packaging and virgin plastic in hardware is not just a responsible choice for our planet but a critical step towards a more circular future. At Logitech, we are committed to leading this change, reducing our environmental footprint, and setting new standards for our industry's use of plastics.”

**Prakash Arunkundrum,**  
Chief Operating Officer, Logitech

# Innovating with recycled plastic

Using recycled plastic at scale to reduce carbon footprint and embrace circularity



## 73% of Logitech products

are made with Next Life Plastics<sup>29</sup> to give a second life to end-of-life electronics

## 25,000+ tCO<sub>2</sub>e

Carbon reduction due to Next Life Plastics<sup>30</sup>

## More Designs, More Colors

No compromise on quality

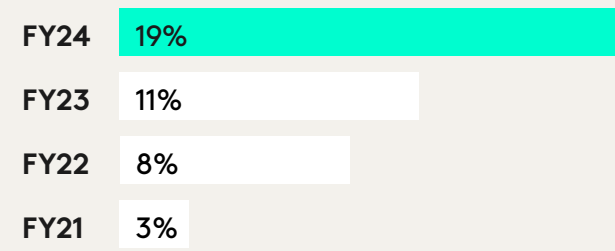


Circularity Key Programs

# Our FSC™ Program

Supporting responsible sourcing of renewable materials and responsible management of the world’s forests.

Percentage of products using FSC™-certified packaging<sup>31</sup>



Examples of Logitech products with FSC™-certified packaging



Wave Keys for Business Keyboard



Lift Ergonomic Mouse

Breakdown of Logitech products using FSC™-certified packaging<sup>31</sup>



## FSC™-certified Paper Packaging

We continue to expand our commitment to responsible sourcing of paper through our FSC™-certified packaging program. The Forest Stewardship Council (FSC™) is a global, nonprofit organization that promotes the responsible management of forests worldwide. We have adopted a [Single-use Plastics Policy](#) aimed at eliminating single-use plastic packaging from our products and use FSC™-certified paper as a renewable and more circular alternative to virgin paper.

To obtain FSC™ certification, a forestry owner must demonstrate responsible forest management, including no illegal logging, respect for local communities, and no damage to areas of high biodiversity. Packaging suppliers can achieve FSC™ certification if they can demonstrate that they only source materials from FSC™-certified forests and other controlled sources. Sourcing paper packaging materials from FSC™-certified suppliers overtly supports responsible forest management, ensuring no net negative impact on forestry and biodiversity. More than half of the products we introduced in FY24 used FSC™-certified packaging, and 19% of Logitech products now use FSC™-certified packaging.<sup>34</sup>



## Circularity

### Key Programs

#### Circular Manufacturing

Waste at our production facility is limited to food waste, paper, packaging materials (e.g. paper/ cardboard and timber), printed circuit boards (PCBs), and small amounts of other waste (e.g. oils, solvents, and light bulbs). We adhere to the waste hierarchy of reduce, reuse, and recycle, aiming always to minimize waste production, encourage reuse, and prioritize recycling over disposal. Waste is monitored and internally reported annually.

The EHS team conducts thorough due diligence before contracting third-party waste management suppliers, verifying licenses and permits, and performing routine and annual checks. Licensed contractors and facilities manage hazardous waste, with sample checks and tracking of end-of-life treatment. Recycling and disposal sites are visited as necessary.

In our supply chain, we promote good waste management practices through RBA Code of Conduct auditing and supplier development. Suppliers are required to systematically identify, manage, reduce, and responsibly treat waste. They must conserve natural resources like water, fossil fuels, minerals, and products from virgin forests by making adjustments to production processes, substituting materials, reusing items, conservation, or recycling materials.

#### Extending Life

##### Refurbished Products

Over the last 12 months, we have continued to develop our refurbished product offering. Collaborating with our partners we have developed a comprehensive process for receiving, inspecting, testing for functionality, and refurbishing returned devices to “like-new” condition. These devices are used as warranty replacements and for sale on our e-commerce platforms and other distribution channels. Over the next year, our focus will be on extending the reach of our in-house refurbishment operations. We also aim to strengthen collaboration with our key partners to advance their refurbishment initiatives and objectives within our product range.



#### Repair

We have partnered with [iFixit](#) to make Original Equipment Manufacturer (OEM) Logitech parts more accessible, and enable DIY repair in the United States. User-friendly [Repair Guides](#) are now available for customers for a variety of products on the [Logitech – iFixit Repair Hub](#). We continue to expand the scope and variety of products that are supported on the Repair Hub and over the coming year, we will be expanding beyond the United States to support DIY repair in a variety of other countries.

In the last year, we have piloted repair events to raise staff awareness and to develop an engaging format for participants.

To mark Earth Day and highlight the importance of repair and sustainability, the team partnered with iFixit to co-host a Repair Café.

At the event, iFixit experts discussed the importance of repair in waste reduction and prolonging product lifespan. They drew comparisons with previous generations who repaired items out of necessity. A live teardown of a number of products showcased design features that make repairs easier. Attendees gained practical knowledge and skills for basic repairs, underscoring Logitech’s commitment to sustainability and product longevity.



## Circularity

### Key Programs

#### Responsible Recycling

We work with Producer Responsibility Organizations (PROs), distribution partners, and retailers to ensure Logitech products are responsibly recycled across various touchpoints and channels.

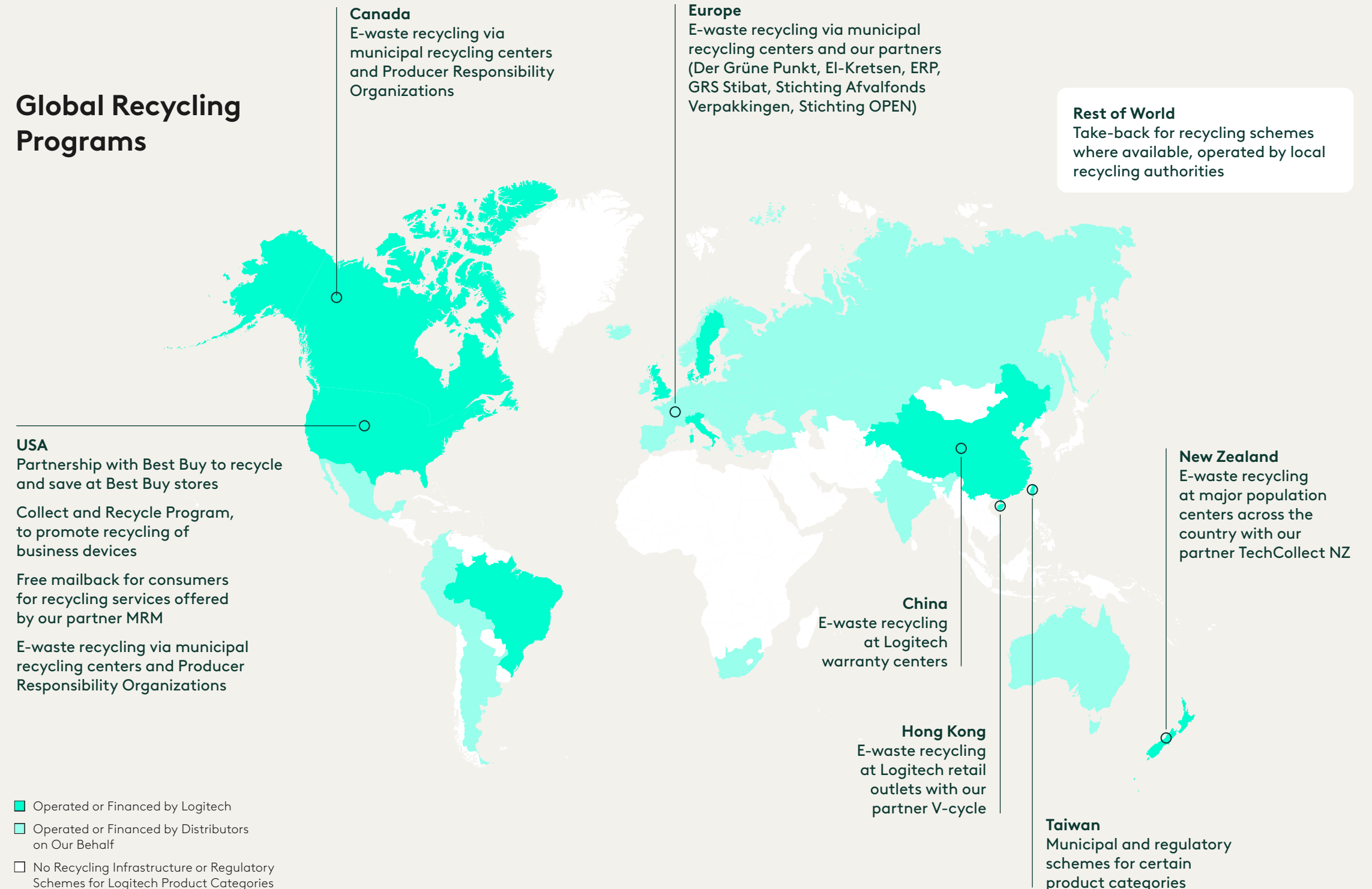
Recyclers working with Logitech must follow our Sustainability Due Diligence Process and adhere to our [Recycling Standard](#) which sets out best practices and ongoing reporting obligations. Recyclers are required to carry out periodic due diligence activities, including independent third-party audits to verify adherence.

We have developed a number of voluntary recycling schemes worldwide, concentrating on regions with limited or underdeveloped regulatory frameworks or infrastructure for recycling.

For more information on our recycling activities, please check out our [Recycling Webpage](#) on [logitech.com](#).



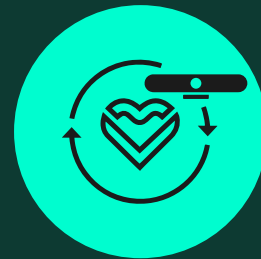
## Global Recycling Programs



## Circularity

### Key Programs

# B2B Select Collect and Recycle



In FY24, we launched our B2B Collect and Recycle pilot in Europe and North America. This initiative offers our B2B Select customers simple and convenient options to recycle their end-of-life video conferencing room equipment ensuring full transparency in responsible recycling processes. B2B Select customers can now contact Logitech to arrange the recycling of any brand of electronic equipment, including non-Logitech brands. Our team will then coordinate a collection customized to the customer's specific needs.

Currently, the process is bespoke and manual. The insights we're gaining from these customer interactions are helping us to understand customer pain points, and to move towards a more automated and software-enabled solution. This will empower customers to independently select and arrange the services they need.

“

**Our Collect and Recycle program offers customers a simple and convenient solution to ensure they are responsibly recycling their end-of-life electronics. By arranging pick-up and proper recycling, we are actively addressing the critical issue of e-waste and promoting a more circular supply chain where valuable materials are recovered.”**

**Philippe Depallans,**  
General Manager, B2B Services





## Circularity

### Key Programs

#### Recycling with our Retailer Partners

In FY24, we continued our Recycle and Save program with Best Buy, encouraging and rewarding shoppers for recycling their old electronic devices at retail partner stores. We also joined with Staples to support their “Free Tech Take Back” program, which incentivizes consumers to drop off any brand of end-of-life electronics at Staples stores for recycling. Participants receive a discount voucher, which can be used to purchase a new Logitech device.



RETAILER NAME

X

logitech

# RECYCLE & SAVE

Bring any unwanted PC or Gaming accessory to a (Retailer) store to recycle it. Save 20% on your Logitech purchase.

step 1

Identify an old or unused PC accessory

step 2

Bring it to (Retailer) & (Details)

step 3

Get a coupon for a new Logitech item

Logitech is taking our own actions as well as helping you identify your impact.

#### KNOW YOUR IMPACT

Logitech has begun placing carbon impact labels on products. Much like calories featured on a nutrition label, it allows you to make more informed choices.

#### CHOOSE RECYCLED PLASTICS

Logitech is increasingly using recycled plastics. 1 in 3 Logitech products are now made with post-consumer recycled plastic.

#### RECYCLE CONSUMER ELECTRONICS

Logitech products and packaging have parts that can be recycled and used to make new items.

\*Add disclaimer of your offer





# Biodiversity

At Logitech, we recognize the need to safeguard biodiversity because it is crucial for both human development and effective climate action. Nearly 20% of global greenhouse gas emissions are linked to deforestation<sup>33</sup>, making the conservation of our forests vital in combating climate change.

However, our commitment to sustainability goes beyond reducing our carbon footprint. We strive to consider the full life-cycle impact of our operations, actively working to minimize negative impacts on biodiversity and foster positive change.

Our goal is to support global efforts to halt and reverse deforestation and better understand biodiversity impacts. We aim to develop and implement innovative programs that protect our planet's rich diversity for future generations.

## Sustainable Development Goals



Safeguarding biodiversity is not just an environmental obligation; it's a fundamental cornerstone for effective climate action and sustainable human development.”

**Robert O'Mahony,**  
Head of Sustainability



## Biodiversity Management Approach

We have begun to analyze nature-related risks and opportunities associated with the lifecycle of our products and the global footprint of our business and value chain in a systematic way.

We are following the recommendations of the Task Force on Nature-Related Financial Disclosures (TNFD) and the LEAP framework for the identification and assessment of nature-related issues:

L	Locate Logitech’s interface with nature
E	Evaluate Logitech’s dependencies and impacts on nature
A	Assess Logitech’s nature-related risks and opportunities
P	Prepare to disclose insights and information to relevant stakeholders



## Key Programs

### Biodiversity Risk Assessment

In FY23, we mapped the location of our production facility, offices and suppliers, relative to protected areas, such as [U.N. World Heritage Sites](#), Wetlands of International Importance as defined by the Ramsar Convention and [U.N. Environment Program of Biodiversity Hotspots](#). The analysis showed that our production facility is not in, or adjacent to, any of these areas. Our offices have low potential for nature-based impacts since they are typically small leased spaces in urban areas used for administrative functions such as design, operations management, sales, marketing, etc. Over the coming year, we will be surveying the supplier facilities to better understand their potential for nature-based impacts and ensure they have appropriate mitigation strategies in place.

In previous years, we have also used LCA data from our product carbon footprint studies to understand direct land use change impacts of our products. Analysis of our product carbon footprint studies indicate direct land use change contributes less than 0.15% of our products' total carbon footprint. The impacts that arise are typically associated with our use of paper-based materials in our packaging, for example.

In FY24, we expanded the scope of our biodiversity studies to date. We analyzed our sector’s dependency and impact on nature using insights and data from UNEP’s Exploring Natural Capital Opportunities, Risks and Exposures ([ENCORE](#)) tool and the World Wildlife Fund’s Biodiversity Risk Filter. The insights from these studies will be published in the coming year and are helping us to develop a management approach that aligns with the recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD).

### Responsible Sourcing

Our responsible sourcing programs include efforts to reduce our dependency on natural resources by embracing the use of renewable and recycled materials. For example, our use of Next Life Plastics at scale is reducing our need for virgin plastic in our product lines and reducing associated impacts on the natural environment. Similarly, our [Single-use Plastic Packaging Policy](#) is transitioning us away from virgin plastic to embrace paper packaging at scale and we mitigate the potential impact of that transition by prioritizing the use of recycled paper and FSC™-certified paper packaging. For more information on our efforts to move away from virgin materials and embrace recycled and renewable materials, please refer to the [Circularity](#) section of this report.



## Biodiversity

### Key Programs

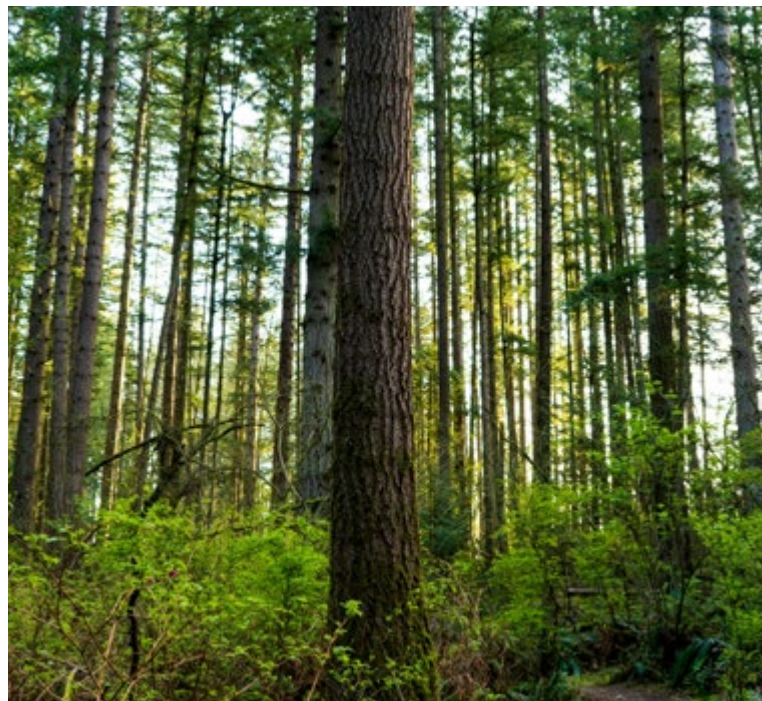
#### Restoring climate-impacted forestry and ecosystems

Over the last number of years, we have financed a number of nature-based projects that offset or remove carbon. Many of these projects are forestry projects with co-benefits for biodiversity and climate-impacted communities. To find projects to finance, we partner with reputable organizations with a history of best practice and select high-quality projects that are certified to established third-party verification standards. We verify the credentials of each project before investing and disclose our project investments on our [Climate Action](#) webpage.

#### Financing Community-based Forestry

ForestNation partners with companies to engage people in tree planting in areas of need in the developing world. For example, from 2016 to 2018, illegal logging deforested large areas around Kwekanga Village in Tanzania. This devastation severely impacted local biodiversity and the livelihoods of low-income communities dependent on forestry. In response, ForestNation collaborated with local communities to establish a plantation and partnered with companies to finance tree planting.

In 2020, we engaged employees in online games to raise sustainability awareness and fund tree planting in a 16-hectare area within the plantation. Our partnership and funding have expanded year-on-year since 2020 and in FY24, Logitech for Business expanded the give-back initiative to deepen customer engagement. In addition to inviting customers to accept tree donations, we rolled out a sustainability quiz, providing participants with the opportunity to “earn” additional trees for successful answers. With Logitech’s support, more than 31,443 tree seedlings have been planted and cultivated by local community groups working in ForestNation’s nursery to date.



31,443  
trees financed by  
Logitech to date







# Water

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, however 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 water 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.

## Management Approach

To understand potential supply chain impacts, we focused on two key strategies in the last year:

- **Water Management in Manufacturing:** Driving responsible consumption and production at our own production facility and supplier facilities
- **Analysis of Product Life-Cycle Water Impacts:** Using LCA and other established risk assessment tools and processes to understand the water footprint of our products and identify hotspots and areas of dependency and impact on water

## Sustainable Development Goals



## Water

### Key Programs

#### Water Management in Manufacturing

Our production facility is located in Jiangsu province, China. This area has high baseline water stress, which is forecasted to remain high over the next 20 years. Conscious of this environmental context, we manage water consumption in accordance with the RBA Code of Conduct and relevant local legal requirements and good practice standards. We also maintain an ISO 14001-certified Management System, which includes effective provisions for optimizing and continuously improving resource management.

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 of water impacts), is not significantly used in production (low volume of water consumption), and is primarily used for welfare facilities (high priority for water use). 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.

Over the last four years, we have implemented a number of water-saving initiatives in our production facility.

- Installation of water monitoring meters, to monitor the daily water use
- Installation of infrared flush-control devices for toilets and renovation of water-intensive toilets
- Proactive and preventative maintenance to prevent water leaks, as well as prompt repair of any leaks that occur
- Upgrade of more than 100 meters of underground valves and water supply pipes to minimize water leakage

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. They are also required to control potential channels of contamination and implement appropriate monitoring and treatment systems (where required by local permitting requirements), to prevent pollution, optimize resource use and ensure regulatory compliance.



© Juliana Chyzhova



## Water

### Key Programs

#### Analysis of Life Cycle Water Impacts

In FY24, we completed several studies to assess and understand our potential impact on water across our value chain and product life-cycles.

- We mapped and completed a preliminary risk assessment for our Major Offices and our production facility using the Aqueduct Water Risk Atlas tool
- We assessed our dependency and potential impacts on water using the UNEP ENCORE tool and WWF Biodiversity Risk Filter
- We surveyed our Major Suppliers to identify water-intensive manufacturing hotspots in our supply chain and the maturity of supplier programs
- We assessed the life-cycle water footprint of five of our top-selling products by assessing water-related LCA impact categories for water scarcity and water consumption:
  - manufacture of batteries, plastics, metals, printed circuit boards and paper packaging;
  - painting of products to create decorative finishes; and
  - the water consumption associated with electricity production for the consumer use phase.

These insights are helping us to develop a management approach that aligns with the recommendations of the TNFD. The results of our assessments will be published in the coming year.

#### Partnership with Scripps Institution of Oceanography

The Scripps Institution of Oceanography is a global center for earth science research and education and research leaders in climate change impacts, biodiversity, oceans, and human health. Since 2021, we have supported delegations of Scripps students and postdoctoral researchers attending the annual sessions of the United Nations Framework Convention on Climate Change.

“Scripps students are climate heroes. They are working hard to understand and protect the planet by researching solutions to our most pressing environmental challenges. We are honored to support their ongoing learning of the dynamics of policy-making at a global scale so they can both educate our leaders on the issues affecting our oceans and help to build a positive future for all.”

Prakash Arunkundrum,  
COO



Prakash Arunkundrum, Logitech COO, and Margaret Leinen, Director of Scripps, at the Ocean Pavilion, COP28



# Targeted substances

The production of electronic goods necessitates a wide variety of materials, substances, components, and parts. As a conscientious organization, we take into account the complete life-cycle effects of our products and materials. We have rigid processes and standards in place to examine material specifications and assess product components in collaboration with our suppliers to prevent potential hazards to human health and the environment.

## Sustainable Development Goals





## Targeted substances Management Approach

We monitor global regulatory developments and adopt 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.

### Global General Specification for the Environment (GSE)

In 2002, we established our [Global Specification for the Environment \(GSE\)](#) or “Green Procurement” standards, which define the substances that are prohibited, restricted, or require declarations, as well as our labeling requirements. Abiding by our GSE is a mandatory requirement in our supplier agreements.

Since its inception, our GSE standards have evolved to encompass changing legal requirements, regulatory trends, peer company benchmarking, stakeholder concerns review, and international best practices, including IEC 62474 and the RBA Code of Conduct.

### OUR GLOBAL SPECIFICATION FOR THE ENVIRONMENT (GSE) PROCUREMENT STANDARDS



#### Standards

Establishing standards for suppliers and procurement e.g. test methods, hazardous materials (hazmat) limits and reporting thresholds



#### Governance

Supported by monitoring processes for verifying implementation of the GSE



#### Requirements

Communicating requirements for test reports, warning statements, supplier notifications, etc



#### Policies

With related policies for specific substances and materials e.g. PVC, RoHS, REACH



#### Regulations

Ensuring that materials/ products comply with relevant regulations

### THE GSE STANDARDS:

Product Substances  
and Materials

Recycling

Packaging

Workplace  
Emissions

## Targeted substances

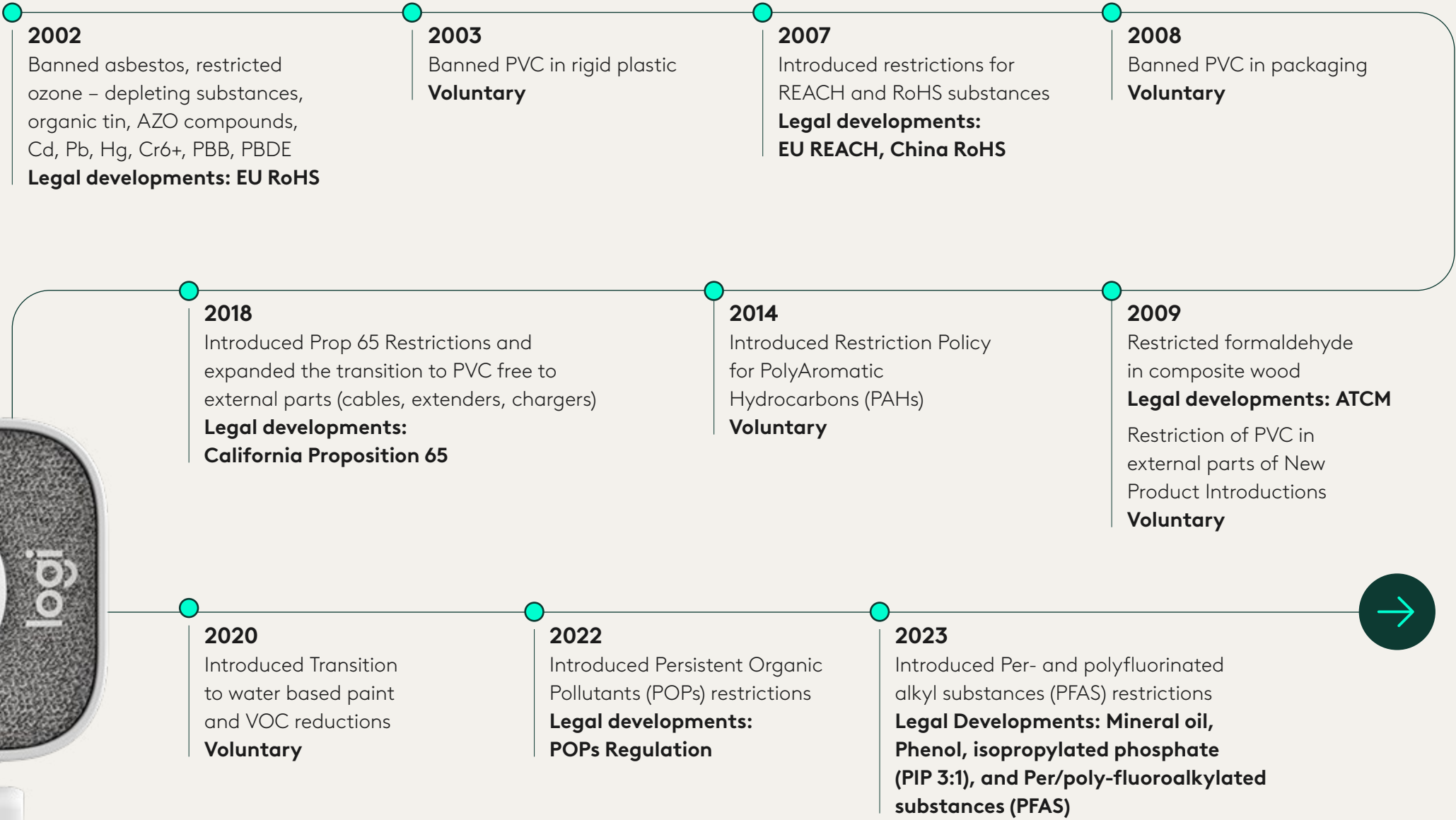
### Management Approach

#### Beyond Compliance

We remain wholly committed to using safer materials to design safer products and we strive to go above and beyond in our efforts to source and deploy viable alternatives to harmful substances. We believe we are fully compliant with applicable regulations and we also voluntarily eliminate targeted substances, and will continue to do so. We have run our own programs to prohibit or limit the use of a wide range of harmful substances for more than 15 years and have expanded the scope of these across our portfolio and through our supply chain. So far, we have removed or significantly reduced our use of PVC, Volatile Organic Compounds (VOCs), and certain PFAS chemicals, and have gone beyond regulations by voluntarily restricting the use of ten phthalates.



#### Targeted Substances Reduction





# Targeted substances Key Programs

## Testing and Auditing

Both our own and supplier 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, allowing us to verify single component traceability and legal compliance.

We also conduct periodic supplier surveys, particularly when significant changes are expected to come into effect, such as REACH Substances of Very High Concern (SVHCs) Candidate List, POPs regulation, REACH Annex XVII, CA Prop 65, etc. Our robust supplier audit and validation program checks compliance with the RBA Code of Conduct, hazmat legislation, and green procurement standards. As part of product testing and facility auditing, we verify the supplier’s ability to conduct on-site hazardous substance testing and tracing, as well as implementing a corrective action reporting and remedy process, in alignment with RBA best practices.

We phase out targeted substances of concern, such as PVC, phthalates, and associated flame retardants as viable alternatives become available. Through systematic testing, corrective actions, and collaboration with suppliers, we have significantly reduced our usage of these targeted substances over the years.

## PVC-Free Program

We have phased our PVC in rigid plastics and packaging and we are now expanding our voluntary commitment to do even more. Our current PVC-Free Policy covers all feasible external parts of new products (e.g. cables, adapters and chargers) and our goal is to achieve Zero PVC by 2030.

## Hazardous Materials

At our production facility, we use small quantities of hazardous materials such as lubricant oils, glue, and cleaning solvents for final assembly activities. Where these materials are used, we manage their use in accordance with the RBA Code of Conduct and applicable legal regulations governing usage and handling.

We identify and handle any substances that may impact human health or the environment, ensuring their safe management and disposal. Safety Data Sheets (SDSs) are maintained, displayed on employee notice boards, and reviewed by auditors to ensure compliance with the RBA Code of Conduct.

## Evolution of our PVC-Free Policy

- 2003  
Commitment to PVC-free rigid plastic
- 2008  
Commitment to PVC-free packaging
- 2018  
Commitment to PVC-free external cables in new product introductions
- 2019  
Disclosed our PVC-free Policy and 2030 Goal
- 2022  
Disclosed Zero PVC products (external and internal parts PVC-free)

→ 2030 Goal: PVC-free

progress to FY24  
43% of products are PVC-free

## Zero PVC


Logitech product categories, which are PVC-free:


100%  
Gaming Headsets

100%  
Digital Pencils

100%  
Earbuds

100%  
Presenters

100%  
Streamcams

100%  
Streaming Lights

100%  
Security Cameras

100%  
Handheld Consoles





# People

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# Diversity, Equity, and Inclusion

Our definition of diversity is simple; it is an appreciation of all the ways in which we differ. We believe that reflecting the diverse world in which we live provides us with the foundation we need to establish an inclusive and psychologically safe culture that strives for fair representation, inclusive access, and opportunity for advancement at all levels.

We believe that diversity drives innovation and enables a high-performing and engaged workforce where everyone feels valued, experiences equal opportunities, and can bring their whole selves to work.

We appreciate all individuals irrespective of their gender identity, race, ethnicity, age, disability, sexual orientation, or other attributes. We believe that this approach provides us with the rich foundation we need to develop exceptional inclusive products and experiences.

Diversity within our own teams enables us to better serve our diverse customer base and to connect with underrepresented communities and provide them the opportunity to pursue their passions.

We also work hard to build and support a diverse supplier network and to support businesses owned by historically marginalized groups to promote fairness in the market. In August 2020, we initiated our [Supplier Diversity Pledge](#) to support minority-owned, woman-owned, or diversity-owned suppliers and partners. We will continue working to improve the resilience and adaptability of our supply chain.

## Sustainable Development Goals





## Diversity, Equity, and Inclusion Management Approach

### Embracing and Promoting Diversity

We believe that an inclusive culture fosters an innovative and collaborative work setting. This strengthens our ability to identify and serve an increasingly diverse customer base, and creates an environment where employees feel valued and engaged and have a true sense of belonging.

A crucial way to support underrepresented employees is to foster inclusive, welcoming, and psychologically safe workplaces. We want all our employees to feel safe, and to know that they will not face punishment or humiliation for expressing ideas, questions, or concerns, or for admitting mistakes.

Transparency and accountability are central to our efforts to promote representation. We believe that fostering psychological safety and inclusion is essential to the effectiveness of any team or relationship, and these principles remain priorities in all of our social impact initiatives.

### Employee Resource Groups (ERGs)

Our ERGs are a fundamental component of our DEI strategy. These employee-led teams strive to cultivate an inclusive work environment by promoting unity, fostering allyship, and acknowledging all identities. Our ERGs also play a crucial role as a feedback mechanism, highlighting the challenges faced by underrepresented groups. Our DEI team actively engages with our ERGs to identify and address barriers that could impede the full participation and success of individuals from underrepresented backgrounds.

Our ERGs include:

- **LogiPride** creates a secure and supportive environment for LGBTQIA+ employees and their allies
- **LogiWomen** fosters the success, well-being, and self-assurance of women at Logitech
- **LogiBE** brings together Black Employees and allies globally to celebrate Black excellence
- **LogiNeuro** empowers Logitech individuals with neurodivergent characteristics
- **LogiAmigos** focuses on raising awareness about the Hispanic and Latino community within Logitech
- **LogiAsians** provides support and a sense of belonging to members of the Asian & Pacific Islander (AAPI) community



**1,500+**  
members across Logitech ERGs.

Our **LogiNeuro ERG** has partnered with a psychological consultancy specializing in neurodiversity to conduct workshops and training. This ERG has also established tailored career development, peer mentoring, and access to neurodiversity diagnostic analysis to support our neurodiverse employees.



# Employee Spotlight: Our Inclusion Champions



**Grace Lokako**  
Product Marketing  
Specialist

Grace leads the MX Women Who Master movement that addresses the gender gap in STEM fields.

### Three areas of focus:

- Spotighting impactful role models to inspire young girls
- Enabling wide and early access to tech skills by supporting relevant initiatives
- Engaging with key stakeholders to challenge the status quo, rethink the system, and inspire action

“I grew up in a family of women, a single mother raising five girls in a society that expected her to fail. It’s safe to say she proved them wrong.

Together with my fantastic team, we work with passion and integrity to make Logitech an impactful advocate for gender equality in STEM.”



**Pontus Wahlgren**  
Global Head of  
Creative and Design  
for DEI, and Interim  
Head of Consumer  
Design Research

At Logitech, Pontus is responsible for redefining design to be inclusive across all dimensions of diversity for Logitech’s global creative and design teams.

Building new foundations for how products and solutions are developed and how creative teams integrate inclusivity into every step of their process.

Developing key public partnerships for Logitech to advance representation and inclusivity in design within the industry.

“I hold the deep belief that design plays a key role in helping to improve life.”



**Giselle Sturdevant**  
Gaming DEI Lead,  
and Senior Creator  
Marketing Manager

Giselle leads initiatives such as #Creators4BIPOC campaign and the Logitech G Creator Spotlight streams.

### #Creators4BIPOC

The #Creators4BIPOC movement harnesses the creator community to work collectively to help address barriers disproportionately faced by Black, Indigenous, and People of Color (BIPOC) creators. As of 2024, #Creators4BIPOC will have committed over \$700,000 to organizations addressing racial inequality.

### Creator Spotlight Streams

A monthly stream series that showcases diverse talent on the Logitech G Twitch channel while raising awareness for DEI topics and cultural moments (Black History Month, Women’s History Month, AAPI History Month, PRIDE, etc).

“Beyond delivering exceptional gaming gear; our aspiration is to move the industry towards a culture of greater empathy and inclusivity. By celebrating diverse gamers and creators, we show gaming can be for everyone.”

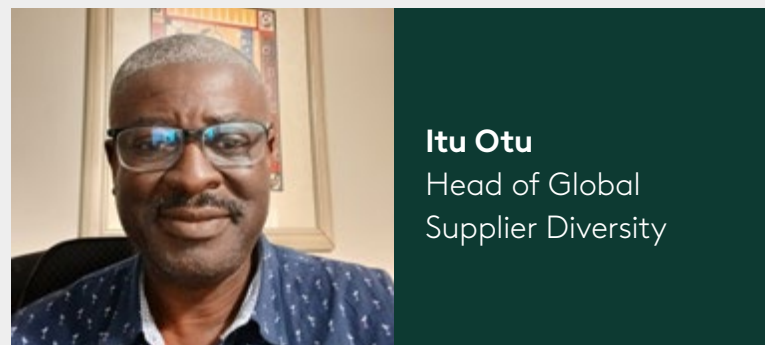


**Sergio Benavent**  
Senior Manager,  
Consumer Insights

Sergio leads initiatives such as the Women Who Master “What (And Who) Is Holding Women Back In Tech?” Industry report.

“My career has helped me develop empathy and understanding for how it feels to be part of a minority. Gathering consumer insights to help Logitech address the gender imbalance in tech is my passion.”

# Employee Spotlight: Our Inclusion Champions

**Itu Otu**

Head of Global  
Supplier Diversity

Itu leads Logitech's supplier diversity program, which seeks to drive value to the business by leveraging the ecosystem of diverse suppliers in the accomplishment of our business objectives.

“At Logitech, diversity means business. I believe that diversity is at the heart of everything that we do, be it in our products, our employees, leadership, and supply chain.

Supplier diversity gives us the unique opportunity to live out our corporate Diversity, Equity, and Inclusion values by building and embracing a supply base that is reflective of our community and consumer base, while harnessing business value associated with a diverse and inclusive supply chain.

I am proud of our accomplishments given the short history of the program at Logitech. We outperformed our industry average, and were recently recognized as one of the nation's champions of supplier diversity.”

**Sacni Leon**

Head of DTX  
Operations, Inventory  
Control, Reverse  
Logistics and  
Circularity Operations

Sacni leads initiatives such as our Open-Box Product donation program.

“I currently lead Reverse Logistics and Circularity Operations, focusing on developing sustainable and circular business models around returned products. This led to the creation of our impactful Open-Box donation program, which extends the lifecycle of gently used products by donating them to schools and children in underserved communities.

This initiative embodies Logitech's core values of inclusion and innovation, opening up new opportunities for children who might not otherwise have access to technology, empowering them to learn and grow.”





## Diversity, Equity, and Inclusion Management Approach

### Pay Equity

We are dedicated to ensuring fair and equitable compensation. To facilitate discussion and initiatives regarding pay equity, we conduct an annual global review of remuneration to ensure equitable pay and to eliminate gender, racial, and other forms of discrimination. During this assessment, the Leadership Team receives an analysis of Logitech's pay position based on gender (globally) and ethnicity (where data are available).

During our annual review process, we implement salary adjustments as needed to ensure that wages are competitive in the market and equitable. In countries such as Ireland and Switzerland, where legislation mandates pay equity analysis and reporting, we actively engage and disclose our findings in compliance with the applicable reporting regulations.

### Talent Attraction and Retention

Our dedication to fostering an inclusive culture extends across our recruitment process. We are strengthening the capabilities of our talent acquisition and hiring team to minimize bias and developing a comprehensive inclusive hiring strategy with a specific focus on encouraging individuals from nontraditional backgrounds to apply.

Please read more in the [Talent Attraction and Development](#) section of this report.

### Marketing

Logitech collaborates with various third-party organizations to ensure that our marketing strategy promotes a robust identity that reflects our core values across all our brands.

### Products

Ensuring product inclusivity is a fundamental aspect of our Design for Sustainability (DfS) principles and philosophy. Our products are designed to be inclusive and to create the best possible user experience. To reflect this, Logitech G has been pursuing its mission to Promote Play for Everyone by concentrating on a new gender-inclusive gaming range.

Read more in the [Digital Inclusivity](#) section of this report.

### Supplier Diversity

We are building a diverse and inclusive supplier base that reflects our global communities and consumers. Expanding our supplier pool and promoting competition within it also enhances our supply chain's resilience and agility.

We support minority and diverse-owned businesses to help them gain fair market share and nurture a diverse business environment with practices such as shortening payment terms and collaborating with advocacy groups.

#### Our [Supplier Diversity Pledge](#)

We Will Support Suppliers and Partners That Are Black, Women, and Minority Owned. To actualize this pledge, we have established three priority goals:



**Increase spending with diverse suppliers**



**Increase the percentage of diverse suppliers in our supply base**



**Expand outreach to diverse business communities**

Our initial focus is on the U.S., where advocacy groups are best established, allowing us to track our impact more effectively, and make a positive difference more rapidly.

As part of our Supplier Diversity Second-Tier Initiative, we encourage our own suppliers to allocate a portion of their contracts to diversely-owned suppliers.

With this approach, our suppliers not only support Logitech's supplier diversity objectives, but also have a broader impact in promoting diversity, equity and inclusion in the broader business community.



# Diversity, Equity, and Inclusion

## Management Approach

### Representation at Logitech

Having diverse groups within our Company enables us to build a business that serves everyone and empowers ALL individuals to pursue their passions. In FY24, we continued our efforts to enhance representation across our workforce, including within our Leadership Teams, better reflect the communities within which we operate, and ensure that a wider range of voices are heard.

As of March 31, 2024, we employed approximately 6,500 people encompassing direct employees and those engaged through contingent workforce.

Below, we present representation data for the specified categories:

- **Leadership Team:** Logitech’s Chief Executive Officer (CEO) and the CEO’s direct reports. A limited number of additional defined individuals may also be included, where requested by Logitech’s Chief Executive Officer
- **Extended Leadership:** Director-level and above, with the exception of individuals who are on the Leadership Team
- **People Managers:** an individual who manages a minimum of one employee and is not a member of the Leadership Team or Extended Leadership
- **Other Employees:** all other employees not included in the categories above

- **STEM:** STEM positions relate to science, technology, engineering, and mathematics. Logitech’s P&C team defines these positions, which include engineers, data scientists, and others
- **Revenue-generating roles:** positions in sales or with any type of sales commission e.g. some of Logitech’s Customer Support Group and Design and Marketing Group may be included

We also refer to the following three regions, where our workforce is located:

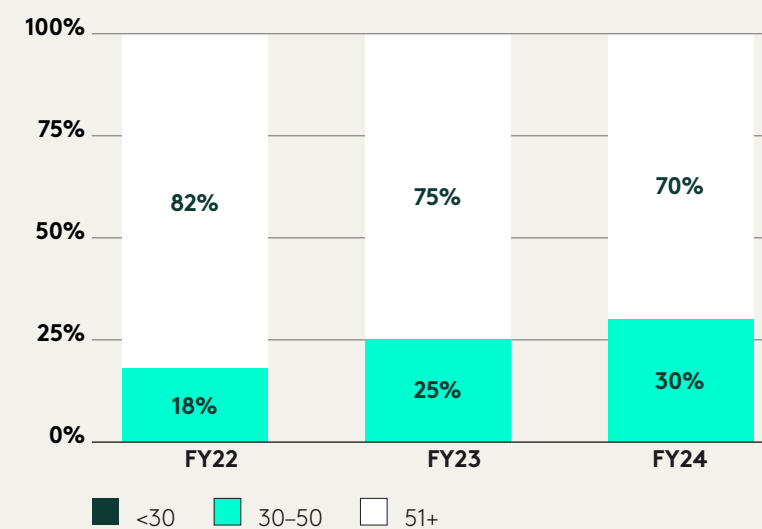
- **Americas:** North and South America
- **EMEA:** Europe, Middle East and Africa
- **Asia-Pacific:** All Other Countries



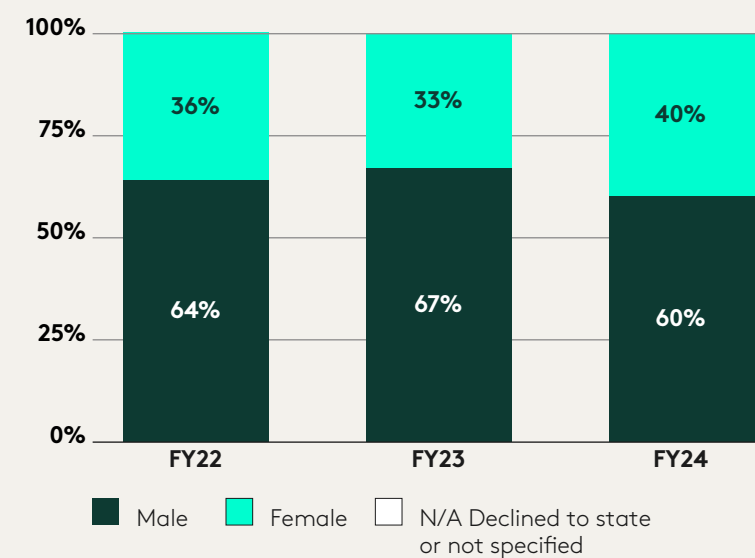
### Board-Level Representation

As of March 31, 2024, our Board consisted of ten members, with a female Chairperson. More information about our Board members can be found [here](#). Similarly, we have seen improvements in female representation at Board level from 36% to 40% since FY22.

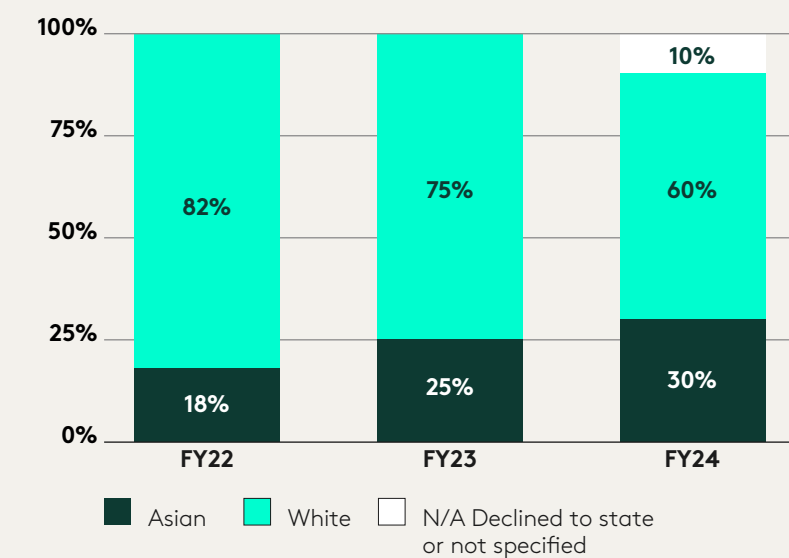
#### Age



#### Gender



#### Race





# Diversity, Equity, and Inclusion

## Management Approach

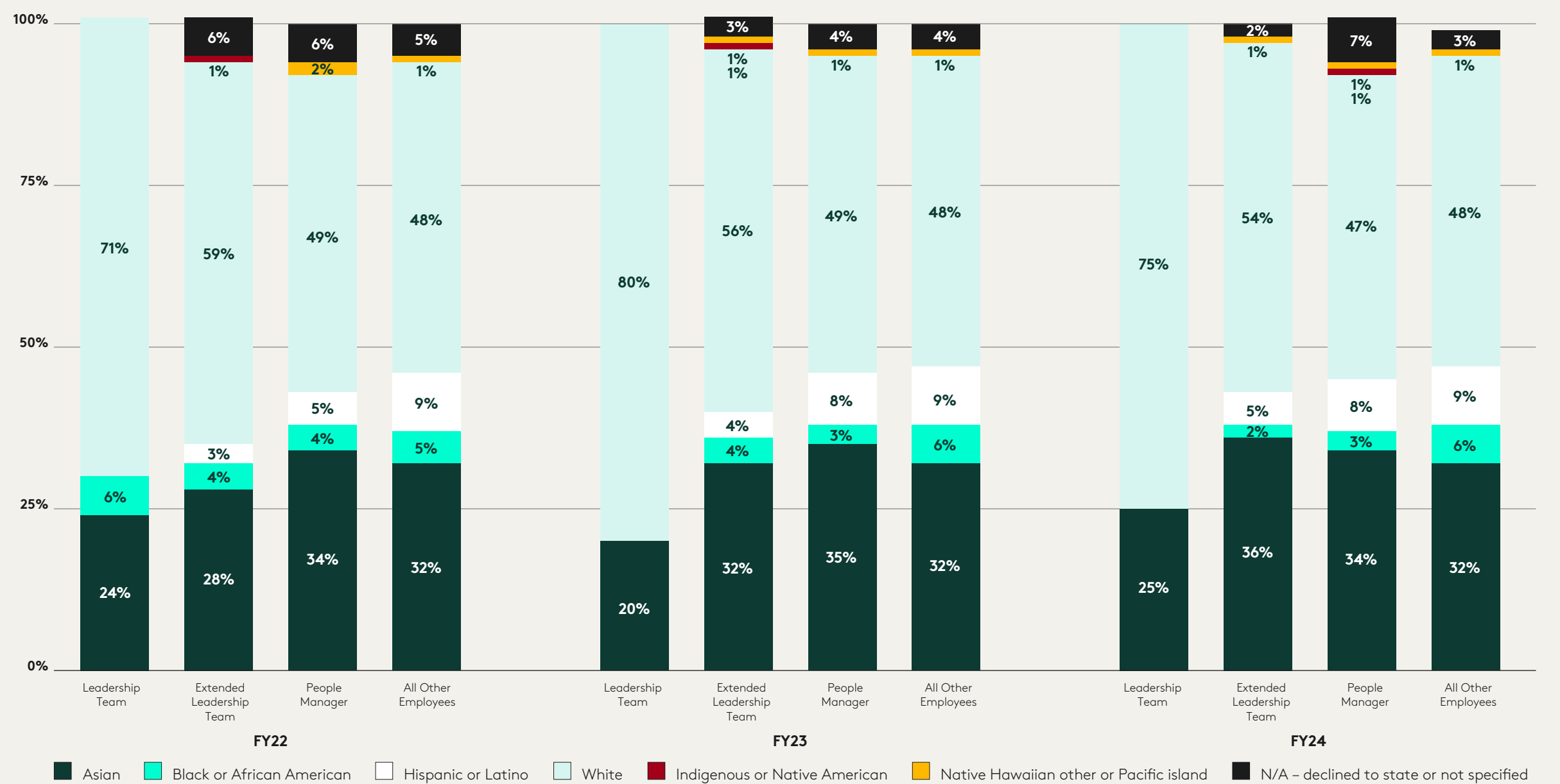
### Race and Ethnic Diversity

We gather and report race and ethnicity data for our U.S. permanent employees only.

Over the last three years of disclosing our diversity data, we have seen broad improvements in minority representation has increased overall by 2%, including a rise from 15% to 17% in management positions held by minority women, and a notable increase from 40% to 45% in management roles occupied by minorities.

We have seen improvements in Hispanic and Latino employee representation, most significantly at extended leadership and people manager levels (3%-5%, and 5%-8% respectively) and remain committed to driving similar improvement for other underrepresented groups to achieve fair, equitable representation.

### Racial and Ethnic Diversity – All Permanent U.S. Employees



# Diversity, Equity, and Inclusion

## Management Approach

### Gender Diversity

We recognize the challenges of the tech and design industry, and promoting gender equity has become a cornerstone of our DEI endeavors. Since introducing our gender metrics into this report, we have seen a positive shift in female representation across Logitech (37%-38%), notably within our extended Leadership Team (29%-32%). Our Leadership Team has now achieved gender parity (an increase from 36%-50%) inclusive of a female CEO.

Enhancing representation in STEM and revenue-generating roles presents key opportunities and our commitment to achieving equity at Logitech remains steadfast. We are dedicated to addressing gender imbalance within our industry. In FY24, 21% of STEM roles were held by women.

50%

Our Leadership Team has now achieved gender parity (an increase of 36%-50%) inclusive of a female CEO.

### Gender Diversity – All Employees<sup>35</sup>





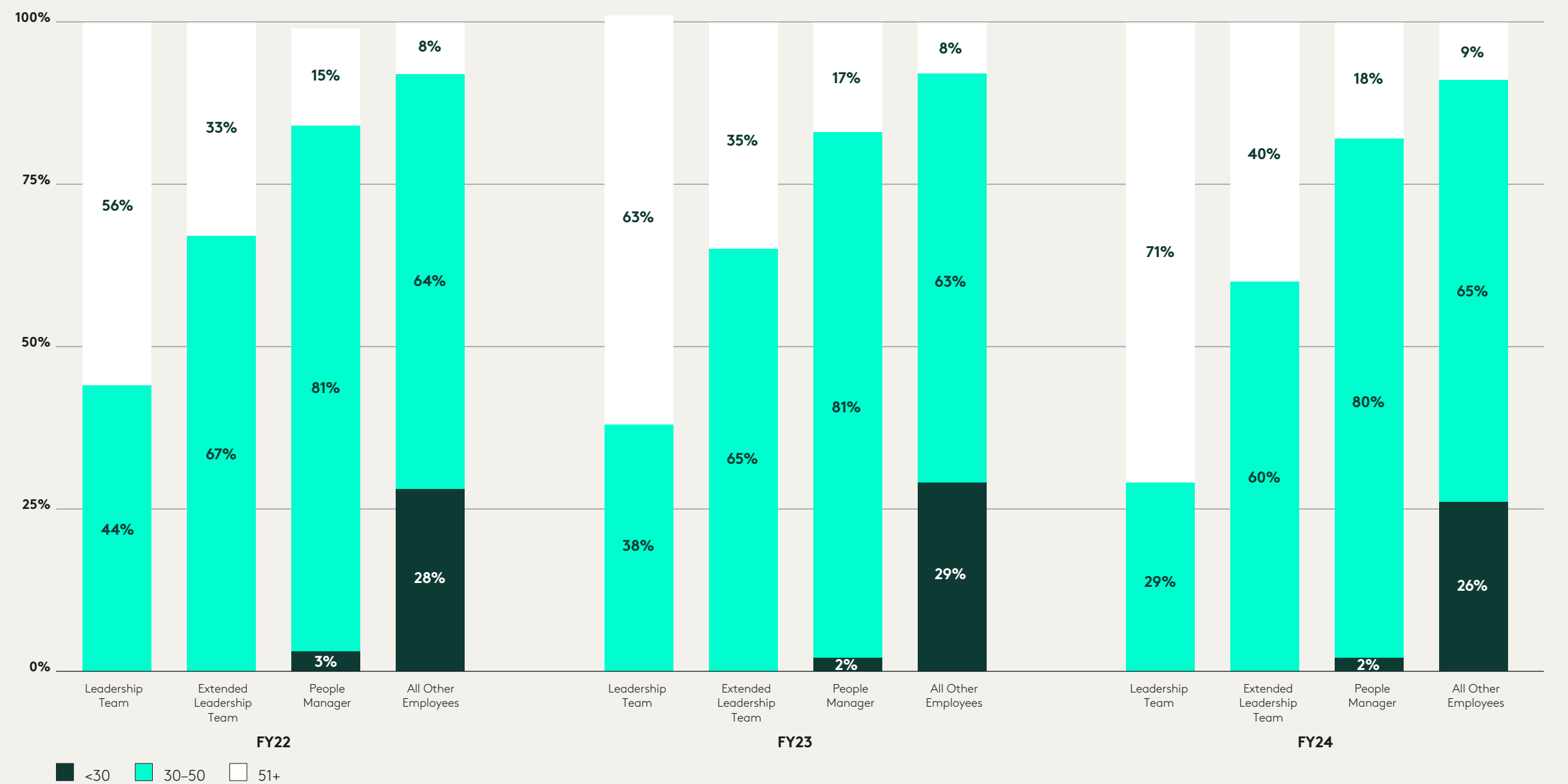
Diversity, Equity, and Inclusion

Management Approach

Age Diversity

In the 51+ age band we saw increases across our leadership and extended Leadership Teams of 56%-71% and 33%-40% respectively, as well as our people manager teams of 15%-18%. Across all our other employees, the age representation of the under 30 age band has decreased from 28% to 26%.

Age Diversity – All Employees<sup>35</sup>



## Diversity, Equity, and Inclusion

### Key Programs

#### Fostering a Culture Based on Psychological Safety

Psychological safety refers to the confidence that we will not face punishment or humiliation for voicing ideas, questions, concerns, or mistakes. It gives permission for candor. It is fundamental to team effectiveness.

Psychological safety continues to be a cornerstone of our internal DEI initiatives. We conducted workshops with our executive and functional Leadership Teams, and we plan to extend this approach to other groups within Logitech to cultivate a sense of belonging, encourage team and individual learning, and to foster trust and openness. In FY25, we will expand on this foundation by introducing an inclusive behavior and leadership program.

#### Awareness Building and Training Sessions

We encourage people from diverse backgrounds to share their experiences. We have multiple initiatives intended to drive a more inclusive culture; these include celebrations of international days/months such as International Women's Day, and LGBTQIA+ Pride Month.

We continually evolve learning opportunities and offer manager development programs including professional coaching services. Additionally, we have an "inclusion tips" document that aligns with our LogiPulse engagement survey.

The LogiPulse survey results confirmed talent development as a key area of focus for our employees and for the Company. In response to this, we will continue to develop and broaden our offerings for both professional development and personal growth. We will also evolve to cater to different learning styles and preferences by offering more flexible learning options including self-paced, modular, and shorter courses.

The Design and Creative teams provide an innovative and inclusive leadership program for groups. This involves a VTS discussion about a work of art, followed by a guided deep reflection on the experience and how it relates to work.

#### LogiTalk Speaker Series

In FY24, as part of our LogiTalks Speaker Series and employee resource groups (ERGs), we organized numerous global conversations with external speakers about DEI subjects. These discussions are aimed to educate employees, promote diverse leadership, and to promote an appreciation of the valuable contributions diverse groups make to our culture and community.



#### LogiNeuro Speaker Series

We are passionate advocates for neurodiversity and inclusion. Our LogiNeuro Speaker Series raises awareness and educates everyone on the importance, and challenges, of neurodiversity at work.

##### Theo Smith

Theo is a leading advocate, speaker and author in neurodiversity. He is passionate about raising awareness about neurodiversity and founded Neurodiversity At Work LTD to advocate its importance in the workplace.

Theo has dyslexia and ADHD himself and is also a parent to a child with dyslexia.

- **Dyslexia Talk** – dyslexia affects approximately 1 in 10 of us. As part of Global Literacy Day we invited Theo to come and talk to us about dyslexia
- **Neurodiversity at Work Panel** – Theo led this event which we held to raise awareness and educate about neurodiversity, its importance, and how best to support it within the workplace



## Diversity, Equity, and Inclusion

### Key Programs

#### Inspire Speaker Series

Our Inspire Speaker Series is an internal program of panel discussions where employees are encouraged to speak about their DEI experiences.

#### Logitech MX #WomenWhoMaster

Logitech Master Series (MX) strives to equip individuals with the tools needed for optimal performance and success. Visualizing oneself in a specific role is vital for success. Logitech MX launched the #WomenWhoMaster initiative to share inspiring stories and offer valuable career advice for girls and women striving to overcome professional challenges. The program aims to ignite a widespread movement addressing gender inequalities and unequal access to opportunities in the technology and IT sectors. Our objective is to acknowledge, promote, and support the advancement of exceptional women in STEM fields.

In 2023, we published a [report](#) revealing that 92% of women working in tech and IT say the ability to make a meaningful contribution to society is a primary factor in their career development.



#### Yuko Nagakura, Student, Fighting for Feminism

Yuko Nagakura is part of our #WomenWhoMaster campaign. At only 17 years old, Yuko has built two global communities that invite more girls into tech and challenge gender inequality in the industry. Upon returning to Japan after living in the U.S. for several years, Yuko noticed the lack of opportunities for girls in her home country. She co-created World Coding Club to provide quality, hands-on technology education for young people. Initially, the project targeted young people in Japan, but the most recent hackathon attracted participants from over 30 countries. In addition to World Coding Club, Yuko is also the founder of SHEQUALITY, an online platform where women writers from around the world publish articles about feminism from a global lens.



We are unlocking a world of unlimited possibilities for these girls. They are inspired to take on STEAM careers and are confident to use a computer: we want to equip them with relevant skills so they feel confident and comfortable to tap into the global economy straight from their home.

#### Kavya Krishna,

Student and Founder:

Society of Women Coders



## Diversity, Equity, and Inclusion

### Key Programs

#### Inclusive Climate Index

We conduct a regular employee engagement survey, LogiPulse. The Inclusive Climate Index within LogiPulse reflects Logitech's commitment to promoting psychological safety, and assessing employees' perceptions of inclusivity within the Company. We have taken measures to improve employees' sense of belonging at Logitech and in response to feedback from the Inclusive Climate Index, we have expanded the Psychological Safety Program.

Please see the section on [Employee Engagement and Giving](#) to learn more.

#### Increasing Equity and Diversity in our Supply Base

##### Gender Fairness Initiative

In June 2022, we allied with Gender Fair to cofound the Coalition for Gender Fair Procurement. Together we aim to promote gender fairness based on the UN Women's Empowerment Principles. By leveraging corporate procurement, we aim to catalyze an industry-wide transformation in procurement practices. This involves organizations evaluating their high-impact suppliers for gender fairness, and encouraging their suppliers to report on and improve gender equality annually.

In 2021, we adopted Gender Fair's Assessment Methodology, reflecting the UN Women's Empowerment Principles and providing a mechanism for continuous improvement.

Our Major Suppliers employ millions of people across numerous countries. We are determined to leverage the weight of our significant spend with them to improve Gender Fairness. We conduct annual assessments of our high-impact suppliers, as well as any new suppliers, to ensure gender fairness. We also request Gender Fair Progress Plans for continuous improvement. We continue to advocate for other organizations to join the coalition.

#### Our Supplier Diversity Academy

Our Supplier Diversity Academy (SDA) is a training event for potential diverse suppliers who meet our procurement standards. These suppliers interact with Logitech executives, gain insights into our sourcing strategies, discover emerging business opportunities, and learn how to collaborate with Logitech. We are honored to be recognized as one of those invited to co-chair the Supplier Diversity Championship program organized by the U.S. Pan Asian American Chamber of Commerce. This was an acknowledgment of Logitech's commitment to supporting diverse business communities.





# Digital Inclusivity

Inclusivity and equity are at the heart of everything we do. We are dedicated to promoting and facilitating a digital environment that is more equitable, accessible, and inclusive.

## Sustainable Development Goals





## Digital Inclusivity Management Approach

We enable digital inclusion via two primary pathways:

- Design for Sustainability (DfS) through our products; and
- increasing digital access through charitable programs.

DfS is our primary driver for innovation. The DfS Principle of “Making a Positive Contribution” is centered on digital inclusion and the creation of products “that enable joyful and inclusive experiences” for everyone.

By applying our DfS principles we reevaluate and improve traditional product development methods, constantly striving to make our products more accessible and inclusive. We are actively building DfS capabilities across the Company to facilitate the development of digitally inclusive products.

We foster digital inclusion through our charitable work by:

- supporting 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.



### MAKE A POSITIVE CONTRIBUTION

Focusing on products that enable joyful, inclusive experiences and positively influence behaviors and attitudes.





# Digital Inclusivity

## Key Programs

### Creating Safe and Inclusive Digital Accessible Spaces

We aim to make online spaces and communities inclusive and accessible to everyone, including those with disabilities and those who have been historically underserved. A noteworthy example of this is our Adaptive ESports Tournament.



#### Logitech G Adaptive ESports Tournament

We partnered with Mount Sinai, the AbleGamers Charity, and Adaptive Action Sports organizations to provide gamers with disabilities a professional series of esports tournaments featuring high stakes, bragging rights, and over \$50,000 in cash and prizes.

Together, the adaptive esports partners have helped Persons with Disability through peer counselling, provided individuals with assisted tech grants and had more than 1000 interactions that resulted in reduced barriers to play.



#### GLAAD Social Media Safety Program (SMSP)

Logitech has partnered with GLAAD to support their SMSP, a pioneering initiative to protect LGBTQIA+ individuals on social media. The program's Social Media Safety Index (SMSI) establishes a standard for addressing online hate and intolerance while enhancing safety for LGBTQIA+ users across major social media platforms, thus creating spaces that foster community and affirmation for LGBTQIA+ individuals. The partnership also supports GLAAD Gaming, which promotes equity and acceptance in the gaming industry by focusing on creating safe and inclusive environments for LGBTQIA+ users. The development of the GLAAD gaming report was modeled after the SMSI to encourage industry-wide changes in content policy across gaming platforms.



#### Supporting STEAM education

Logitech supports STEAM education, an interdisciplinary approach which encourages gender-inclusive learning and serves to guide student inquiry, creativity, and problem-solving. In collaboration with organizations like Team4Tech, Girls Who Code, Pensole Lewis College, and the Royal College of Arts we strive to address exclusion and create pathways from secondary education to higher learning platforms. In FY24, our efforts focused on supporting STEAM-centered educational programs for historically underrepresented communities in technology, such as girls and women, as well as the BIPOC community.



## Digital Inclusivity

### Key Programs

#### Bridging the Digital Equity Gap in Education in Asia

Team4Tech is a nonprofit impact accelerator creating inclusion opportunities for learners in under-resourced communities around the world and bridging the digital equity gap in education. The Road To Livelihood (RTL) program in Asia aims to empower a generation of students to become confident individuals equipped with the skills and guidance needed to succeed in a competitive world, on a par with their peers.

In FY24 we provided ten volunteers with expertise to develop an app for the [Learning Links Foundation](#) (LLF) that holds a repository of career pathway resources for students. The app enables students to identify their career interests, and ultimately to make informed decisions that lead toward long-term employability. It is anticipated that the app will support 40k users worldwide.

With the help of Logitech volunteers, LLF now has:

- a mobile application platform to pilot;
- initial feedback from students, teachers, and parents through survey data; and
- a vision for how integrating the application into RTL programming will improve learner outcomes.

#### Pensole Lewis College

Pensole Lewis College (PLC) is an historically Black college/university (HBCU). In a newly established partnership, Logitech joins PLC in their ambition to revolutionize the next generation of design and designer by:

- donating a variety of advanced technology tools to further design creativity;
- assisting in co-creating spaces for students to ideate and collaborate;
- developing a joint design curriculum aimed at developing and enhancing design skills and creativity;
- connecting students with a network of Logitech design professionals both as a resource and for mentoring; and
- investigating potential future internship opportunities.

Logitech is the official sponsor and has donated the tech for the PLC PodCasting studio and gaming PlaySpaces due to open in 2024.

#### Girls Who Code

We collaborate with Girls Who Code on their Summer Immersive Program (SIP) and Self Paced Program (SPP) to advance their mission of closing the gender gap in tech and reshaping the perception of programmers. In FY24, the program hosted participants from 76 countries including Bangladesh, Belize, Ghana, Honduras, India, Nepal, Nigeria, Pakistan, Peru, Rwanda, and Vietnam:

- across all summer programs: 8,501 students from all 50 U.S. states and worldwide; and
- SPP: 4,276 students worldwide
- 8,501 summer program students worldwide



When I discovered computers and saw how the tech world works, I realized that instead of fixing all of Kenya's systems, which would be really expensive, we can tap into one existing system – the digital economy."

Nelly Cheboi, Founder: TechLit Africa



## Digital Inclusivity

### Key Programs

#### Supporting Scholarships

Our Scholarship Programme at The Royal College of Art (RCA), London provides support towards full fee scholarships for postgraduate students from underrepresented communities.

Our aim is to enable increasing numbers of underrepresented students to learn the craft and science of creation and design. Logitech Scholarships help early career creatives at a pivotal stage 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.



Through your belief in my potential, you have empowered me to pursue my dreams and make a meaningful contribution to society through art.”

**Kenechukwu (Ken) Nwadiogbu**, Student



Beyond the academic realm, the Logitech Scholarship Programme has allowed me to grow as an individual. It has instilled in me a deep sense of gratitude and a commitment to giving back to society. I am determined to make a positive impact by sharing my findings with others and inspiring the next generation of mathematicians and scientists.”

**Naireeta Paul**, Student



## Digital Inclusivity

### Key Programs

# Aurora Collection

In FY23, Logitech G introduced a new gender-inclusive collection. The Aurora Collection is centered on comfort, approachability, and playfulness, and reflects our dedication to bringing the joy of play to everyone. A team of women gamers led the design process, focusing primarily on the needs of female gamers and created an [award-winning](#) collection that transcends stereotypes and appeals to a wide gaming audience.

“

Through Aurora, we were really able to create a design language where people felt seen and identified. That was the most impactful thing for us to see in the product's reception.”

**Tania Alvarez Moreno,**  
Head of UX at Logitech G



## 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, and to raise money for charity. In FY24, we highlighted more DEI topics, added more charities, and celebrated over 80+ diverse voices on their social channels.

Read more in the [Diversity, Equity, and Inclusion](#) section of this report.

## USD700k

Since 2020, Logitech and the #Creators4BIPOC campaign has donated over USD700k to organizations specifically focusing on BIPOC communities.

## Digital Inclusion through our Products

We are creating digitally inclusive products with a focus on accessibility and user-friendly design for individuals of all abilities, backgrounds, and needs.





## Digital Inclusivity

### Key Programs

#### CASE STUDY

# Equity in the Meeting Room

Our video conferencing devices promote equitable representation in meeting rooms by using advanced technologies and AI to ensure everyone can be seen and heard clearly:

- **RightSight technology** – automatically adjusts the camera to include everyone, and modes such as Group View and Grid View ensure equal visibility for all participants
- **Speaker tracking technology** – highlights the active speaker, improving the flow of conversation for remote attendees

- **High-quality audio features** such as beamforming microphones and noise suppression – ensure clear sound for all voices
- **Seamless device integration** with major conferencing platforms such as Zoom and Microsoft Teams – optimizes their features to maintain equitable representation
- **Flexible setup options** – ensure optimal placement for different room sizes and layouts, reduce technical distractions, and promote a more inclusive meeting environment
- **Simplified meeting management** – is facilitated by devices such as Tap Scheduler and Tap IP

This combination of Logitech technologies ensures productive hybrid meetings where all participants, whether they are remote or in-room, are equally represented and engaged.





## Digital Inclusivity

### Key Programs

#### CASE STUDY

# Adaptive Gaming Kit

We teamed with Sony to release an *Adaptive Gaming Kit* controller for gamers with accessibility needs.

The controller offers various swappable buttons and stick caps allowing players to customize layouts to suit their unique strength, range of motion, and physical needs.

The Logitech G Switch Kit enhances the Sony Access Controller providing gamers with accessibility needs various buttons, triggers and flexible configurability options through four 3.5mm AUX ports. It offers a simple, flexible, and robust solution to expand gaming possibilities for users.







# Talent Attraction and Development

At Logitech, we are deeply committed to attracting top talent, fostering employee development, and enhancing engagement across our organization.

We believe that our success stems from the passion, skills, and dedication of our diverse workforce, and we strive to create a nurturing and inclusive environment where everyone can thrive. By investing in our people and providing them with the resources and support they need to excel, we create a vibrant and dynamic workplace where everyone can contribute to our collective success. Guided by our core pillars of Culture, Community, and Customer, we are dedicated to enabling our employees to strengthen their connections with their local communities and to provide the best they can for our customers, ensuring that both our employees and our customers are well taken care of.

## Sustainable Development Goals



We believe that our success stems from the passion, skills, and dedication of our diverse workforce.”



## Talent Attraction and Development Management Approach

### Talent Attraction

To attract the best talent, we focus on building a strong employer brand that showcases our innovative culture, values, and the exciting opportunities we offer. We actively promote our open roles in locations that foster diversity and inclusion worldwide. We showcase our Company as an excellent workplace for everyone through local events, emails, and social media posts.



Our talent acquisition process aligns with our values and includes a bias-reducing recruitment approach from the outset with a particular emphasis on encouraging individuals with nontraditional backgrounds to apply. We aim to bring out the best in our candidates, valuing their character, life experience, and professional background. We utilize technology and processes to minimize bias, including a bias-reducing process for job openings and software to ensure inclusive and unbiased job descriptions.

To attract diverse talent, we actively advertise open positions on platforms and sites promoting diversity and inclusion. We prioritize events targeting underrepresented professionals and future professionals. As part of our organizational and talent assessments, every member of our Leadership Team establishes their DEI commitments, which are reviewed annually to ensure accountability. We cultivate our talent through inclusive and equitable practices centered on career progression, professional development, and retention, including a focus on mentorship and sponsorship.

Our efforts to engage diverse candidate pools are extensive and have a global reach. We connect with thousands of potential employees through partnerships and, in the U.S., we leverage affinity sites. We also indirectly partner with groups such as the NAACP, Urban League, Tech Latino, Veterans Exchange, and Ebony. Our university partnerships

include Kappa Alpha Psi and Alpha Kappa Alpha, providing access to African American leaders at the university level.

Affinity sites include the following:

- prodivnet.com, providing access to talented diverse professionals;
- military2career.com, offering access to unique military skills;
- abilitycareers.com, facilitating access to disabled professionals;
- womenscareerchannel.com, providing access for skilled female professionals;
- blackcareernetwork.com, offering access to African American professionals;
- lgbtqcareernetwork.com, providing access for talented LGBTQIA+ professionals; and
- hispano.com, offering access for talented Hispanic professionals.

We partner with Disability Solutions (DS) on a global scale to access disabled professionals. DS not only shares our roles with their global disability community, they also provide training across Logitech on working with individuals with disabilities. In their evaluation of our careers website, DS ranked us higher than most tech companies, and confirmed that professionals with disabilities can apply for our positions without encountering barriers.

We work hard to reduce bias at each stage of our recruitment process:

- **Intake:** we use a globally uniform process to ensure a bias-free job advertisement and job description, and to adjust manager expectations. We have a structured intake procedure and discuss team equity at the start of the recruiting process. The hiring manager is engaged throughout the search in the efforts to reduce bias and introduce diverse candidates
- **Assessment:** we are developing a bias-free candidate feedback system within our applicant tracking system to ensure that every applicant interviewed is reviewed on their own merits, and compared to the job description rather than to other candidates. A pilot scheme with our internship hires is proving very successful. Bias-free assessments are important to ensure our final candidate selection includes all the qualified candidates we have introduced
- **Offer:** we use the same offer approval request document globally to ensure that we take equity into consideration at this stage of the process. Our offer document is a comprehensive complement to our intake form. We are also piloting a new process in which we introduce an equitable offer amount (based on company and team equity) prior to the introduction of candidates



## Talent Attraction and Development Management Approach

### Talent Development

We want our leaders to be able to perform at their best. To identify our core Leadership Principles, we used global focus groups, interviews, research, and analysis of Logitech's future vision. We believe that as leaders we are at our best when we:

- inspire through vision;
- take and create accountability;
- lead through coaching;
- communicate effectively; and
- appreciate and include the whole person.

Our talent development initiatives are designed to empower employees to reach their full potential. We invest in comprehensive training programs, mentorship opportunities, and career development resources to help our team members grow both personally and professionally. By equipping our people with the tools and knowledge they need to succeed, we foster a culture of continuous learning and improvement.

Our approach to training and development is continuously evolving and always takes account of employee feedback. This year, we made extra efforts to be sure that our employees are receiving relevant training at meaningful points in their career progression journey. Post-pandemic, Logitech employees voiced their desire for more on-demand training resources that are shorter by session, and self paced over time. As a result, we now provide

bite-sized learning paths which allow learners to engage with content at their own pace over a 4-6-week period. This is a shift from the multiple, multi-hour workshops we have provided previously.

### Employee Engagement and Giving

Employee engagement is a key priority, and we continually strive to create a positive and supportive work environment. We encourage open communication, collaboration, and feedback at all levels of the organization, and ensure that every voice is heard and valued. Through regular team-building activities, recognition programs, our annual LogiPulse employee engagement survey, and employee well-being initiatives, we aim to cultivate a strong sense of belonging and camaraderie among our team members.

By collaborating with others and dedicating resources, we can create a positive social impact, foster flourishing communities, and minimize our environmental footprint. Our Logitech Cares fund is a donor-advised fund (DAF)<sup>37</sup> hosted at the Tides Foundation—a progressive organization focused on accelerating social change and collaborating with innovative partners to address society's challenges. Guided by the fund, Logitech Cares continues to empower employees and to deepen relationships with the communities they impact. We have observed consistent growth, with increasing employee donations and volunteer hours.





## Talent Attraction and Development

### Key Programs

#### Talent Attraction

##### Internship and Apprenticeship Programs

We offer local and community-based internships and apprenticeship programs globally to attract new talent. In Lausanne, we run apprenticeship programs biannually, in Silicon Valley Campus (SVC) we host around 30 unique internship projects annually, and in Hsinchu, we collaborate with top universities for two internship seasons. We advertise these opportunities broadly to attract a diverse group of interns and often hire from this talent pool. The 2023 SVC Summer Intern Program welcomed 23 interns from 18 colleges and universities from across nine different states. The interns worked on complex and intriguing projects from AI tools to executing campaigns and media strategy the Logitech way.

##### Attracting Diverse Talent

Our commitment to inclusion extends to the companies we partner with for talent acquisition. We prioritize partner companies owned and operated by underrepresented groups, as defined by our Supplier Diversity team, to extend our connections with diverse networks.

Read more in the [Diversity, Equity, and Inclusion](#) section of the report.

#### Talent Development

##### Training

We offer relevant training opportunities to support employee goals. Collaborating closely with leaders across the organization, we customize training options to meet the specific needs of each department. This approach has resulted in a wide range of courses and development opportunities for our employees across Logitech.

Our business groups also develop their own programs to acquaint employees with Logitech's policies and practices and may utilize external resources to promote development within their teams. The Operations organization provides a Program and Project Management Essentials program for example, which focuses on project management processes and priorities. Our Learning Library is an internal resource through which employees can access training courses provided by external coaches. Last year, courses were offered on a wide variety of topics such as inclusive communication and productivity.

We want learning to become a natural part of an employee's work flow rather than a stand alone activity they have to make time for. Based on the 70-20-10 approach to learning, we recommend to all employees that we spend 70% of their development time focused on "On-The-Job" activities, 20% on "Social Learning" and 10% on "Formal Training". To successfully develop a new capability, it is essential for employees to have time to actively engage with the content, seek interactions with others, and find practical applications for their learning.

# 30

unique internship projects hosted annually in Silicon Valley.





# Talent Attraction and Development

## Key Programs

### Coursera® and LogiLearn

In FY24, we significantly evolved Logitech’s learning culture. With the implementation of LogiLearn powered by Coursera®, we now provide all employees with access to over 10,000 courses. These courses incorporate personal development as well as skill-related topics, and use a variety of engagement methods including short-form content and more hands-on learning.

We track participant attendance, learning hours, ethnicity, and gender metrics for training sessions that are conducted by the talent development team. This data helps prioritize future training initiatives.

The following are examples of Logitech learning paths that have been revised to be “on demand”, or to be bite-sized session lengths that can be taken over time:

- Personal Development Topics such as LogiLeader Essentials
- Compensation Philosophy Training for Managers
- TEAM – Psychological Safety Program

Logitech’s Learning Portfolio consists of a wide range of training content to help enhance leader skills. Some details on Feature Skills training is provided below:

#### Storytelling courses

- **Storytelling and influencing: *Communicate with impact***: helps develop effective communication and persuasion skills
- **Data Storytelling Basics**: a short video on building data narratives and using storytelling to persuade stakeholders
- **The Art of Leadership: *Storytelling Made Simple***: focuses on the importance of storytelling as a skill and techniques for incorporating it into everyday tasks

#### Collaboration courses

- **Cross-Functional Collaboration**: teaching strategies for effective collaboration across different functional areas
- **High Performance Collaboration: *Leadership, Teamwork, and Negotiation***: covers essential skills for leadership, teamwork and negotiation
- **Creativity Toolkit: *Creative Collaboration***: educates on how to design pitches for innovative ideas, evaluate others’ pitches, and foster effective collaboration for innovation



This course was very interactive and motivating for me. All the topics are very interesting and helped me to improve the current marketing communications strategy I am building for my company. The explanations in the videos were very clear, the interview with the experts, the lectures and, of course, the Teacher Eda Sayin, were the combination of knowledge and inspiration.”

Logitech Employee

LogiLearn powered by Coursera®<sup>36</sup>

1,231

Participants

853

Courses Completed

8,995

Learning Hours

## Talent Attraction and Development

### Key Programs

Whether we manage others or not, leadership can happen at every level, in every role – and whether we are influencing down, up, or across, we should be striving to emulate these core principles (as well as our values) at all times.



#### LogiLeader Essentials

LogiLeader Essentials is our introductory workshop for managers to help them quickly adapt to their roles by grounding them in Logitech leadership principles and people cycles. This two-session, facilitator-led, and interactive workshop equips managers with the skills and insights they need to effectively manage their Logitech teams. The first session focuses on LogiLeadership Principles, and the second reviews business, people, and fiscal cycles. This year we plan to roll out training content on compensation for managers.

25% of our leader population has now completed the LogiLeader Essentials training and the feedback has been overwhelmingly positive. We want to expand the program to reach more managers and to include it as part of the people manager onboarding process.



Appreciate the structure of the course and the content and associate information. Presented in a well-thought-out manner and style.”

**Galen Lee**, Talent Acquisition

Our LogiLeadership Principles serve as a foundation for how we lead when “we are at our best”.

Our program goals:

- Reinforce the Logitech Leadership Principles
- Practice potential business scenarios
- Collaborate with and learn from other managers
- Review Logitech’s business and people cycles
- Learn Logitech’s business cycle and the associated leadership responsibilities in each quarter



## Talent Attraction and Development

### Key Programs

#### Leader Huddles

Leader Huddles are an essential part of equipping our managers with the necessary information and resources to lead effectively. The Leader Huddle series runs quarterly and unites our leadership community. They are an opportunity to exchange knowledge, enhance cross-functional leadership and to equip our leaders with the particular resources they need at set points during the year. Huddles are accessible to any employee with a minimum of one direct report. In FY24, our huddles covered a range of topics including a guide to promotions and ways to action the LogiPulse employee engagement survey results. Other topics included conducting development discussions and establishing team objectives.

#### Growing with Us

We believe that our success lies with our people, and we invest in their continuous growth.

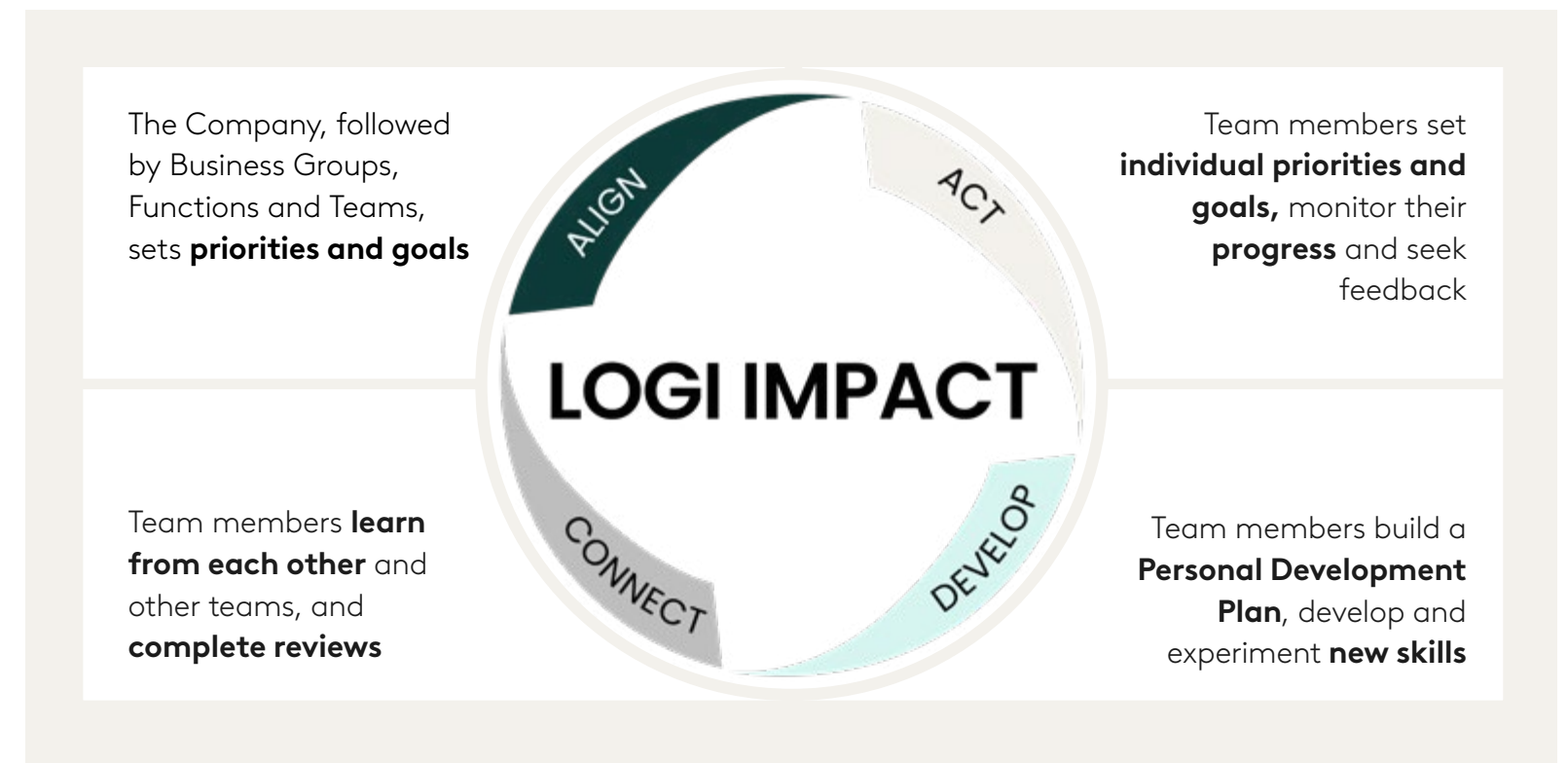
LogiImpact is our framework for performance management, including goal setting, action planning, personal and professional development, and fostering connections. It consists of four performance dimensions – Align, Act, Develop, and Connect – and is aimed at enhancing individual impact within the Company.

We believe that every employee is accountable for their impact in their current role and development, and should understand how their individual contributions lead to both personal and team success.

We view our activities aligned with the LogiImpact framework as continuous conversation, adapting to the specific business/project cycle of each team or individual.

We have globally redesigned and relaunched our Personal Development program to accommodate remote and hybrid work. The program aims to strengthen our development initiatives and share a common methodology for career development among new joiners.

We use facilitator-led, interactive workshops in the Personal Development @Logi program to encourage employees to reflect on their careers and create engaging personal development plans. Managers are also trained in Effective Development Conversations to empower their teams. Available both in-person and virtually at regional and site levels, we held over 18 sessions of our Personal Development program in FY24.



## Talent Attraction and Development

### Key Programs

#### T-SHAPE PEOPLE for initiatives in FY24

T-SHAPE PEOPLE is an employee-led program within Logitech’s Operations organization aimed at fostering closer relationships and expanding knowledge of various functions within operations. We believe that by better understanding who your colleagues are and what they do, collaboration on business challenges and projects becomes more effective. The group is structured around four pillars. Each pillar is led by two leaders who guide their global teams through enjoyable, engaging initiatives and content.



A summary of some FY24 initiatives is below:

Onboarding	Networking and Knowledge Sharing	Personal Growth	Training and Professional Development
<b>LogiPal</b> “Buddying up” new hires with existing employees from a different department to help them settle into Logitech.	<b>Speed Networking</b> Connecting people virtually across Logitech. Employees are paired for 8-minute sessions with icebreaker questions. Rotation means everyone meets someone new.	<b>Reading Club</b> Employees were encouraged to participate in reading challenges such as reading a book on an unfamiliar topic or re-reading a favorite one.	<b>Business English</b> What training and development topics Logitech offers has evolved to include more complex topics such as formal vs informal English, business expressions, and persuasion and negotiation techniques.

Employees in Asia Pacific highlighted their interest in more English language learning opportunities. In response our Asia Pacific region and T-Shape Team developed:

- a 21-hour English Public Presentation course in Taiwan to help build employees’ confidence when presenting to global audiences in English; and
- a Business English program, offering training sessions on small talk, meetings, emails, and other important topics for conducting business in English.

Since the program started in 2022 hundreds of employees across our Asia-Pacific region have participated in these programs. Further employee opportunities are planned for the next fiscal year.

#### LogiLearning Networks

Logitech’s Learning Networks offer opportunities for individuals to learn from one another through tools such as cross-functional feedback, 360-degree assessments, coaching, and mentoring. It focuses on individual development, or intrapersonal growth, rather than interpersonal evaluation. Our coaching and 360-degree assessments are available in multiple languages, and we have world-class coaches situated worldwide to address various development needs.





## Talent Attraction and Development

### Key Programs

#### Employee Engagement and Giving

##### LogiPulse Survey

Logitech offers employees the chance to give feedback on performance management and development through the biannual LogiPulse survey. This anonymous survey uses a Net Promoter Score (NPS) methodology, with each item scored out of 100. Scores above 70 are considered good, while those above 80 are very good. Items scoring below 65 typically require attention.

In December 2023, some notable LogiPulse items and scores included:

The survey asks our employees questions about job satisfaction, sense of purpose, well-being, and happiness. Across the Happiness and Inclusive Climate Indexes we saw consistent scores of 74+ and our Retention Index has also remained stable with an overall score of 67.

Our areas of focus have remained consistent, reiterating the importance of development, hybrid working and collaboration across Logitech. They include talent development, hybrid working, and collaboration. In response to the LogiPulse results we have already developed a four-episode video series to address some areas highlighted by the survey:

1. “I am able to detach from work during non-work time”
2. “Decisions that affect me are made in a fair and unbiased manner”
3. “My work utilizes my skills and talents well”
4. “I believe there are good development opportunities for me at Logitech”

Talent development has been another consistent area of focus in our survey results, and in response we will continue to reinforce and evolve the offerings available to meet these needs.

#### LOGITECH COMPANY INSIGHTS



Happiness



Retention



Inclusive  
Climate

Score Range	Interpretation
90-100	Exceptional
80-90	Excellent
70-80	Good
60-70	Average
Below 60	Needs Attention



INCREASE since last cycle



NO CHANGE since last cycle



DECREASE since last cycle

##### Company Strengths

79

I am able to use my personal initiative or judgment in carrying out my work.

78

When I am with my co-workers I feel included as part of the team.

79

The norms on my team are supportive of my personal or family responsibilities.

##### Focus Areas

64

I believe there are good development opportunities for me at Logitech.

60

Promotion or advancement is equally accessible to everyone at Logitech.

68

Decisions that effect me are made in a fair and unbiased manner.

## Talent Attraction and Development

### Key Programs



Our LogiCares Ambassadors, a group of exceptionally dedicated employee volunteers, lead our volunteering activities and initiatives and work relentlessly to involve their colleagues in meaningful volunteer experiences. In FY24, we took part in numerous skills-based volunteering programs, enabling our employees to utilize their unique expertise to assist nonprofit organizations in problem-solving and capacity enhancement.

#### LogiCares

Our LogiCares program helps to foster a culture of giving among our employees, helping them to strengthen their relationships with their local communities and to give back. LogiCares optimizes our impact. We have three pillars:

- **Empowering our People** – we contribute to the causes we have personal passions for
- **Giving Back to Our Communities** – we create opportunities to join with other Logitech people to give back to the communities in which we live and work
- **Leveraging Our Skills and Products** – we leverage the skills and products that our people and Company have to offer, to better the lives and futures of others



We empower and encourage our employees to contribute towards causes they are passionate about and support them in the following ways:

<b>Donations Matching</b>	Logitech matches our employee's charitable contribution up to USD500 per employee per year to charities of their choice.
<b>Dollars For Doers</b>	Logitech turns approved employee volunteer hours into dollars that the employee can then designate to a charity of their choice.
<b>Volunteer Time Off (Vto)</b>	Logitech employee can take up to four paid days off work to volunteer at local charities of their choosing.
<b>Speak Up Speak Out Day</b>	Logitech employees can take up to one full day off work for advocacy work and other activities that support the causes they care about.



# Safety, Health, and Well-being

Our progress is fueled by creative, resourceful, and innovative people worldwide, both within Logitech, and in our supply chain. Prioritizing the safety, health, and welfare of all our people is critical to us.

We recognize that the health, happiness, and overall well-being of our employees is crucial to our success. Our goal is to create a safe and healthy environment for all employees and workers in our supply chain, while also fostering a positive workplace atmosphere and supporting our team members' personal and professional growth.

## Sustainable Development Goals





## Safety, Health, and Well-being Management Approach

**Logitech's Global Health, Safety, and Security Policy Statement is a fundamental policy that applies to all aspects of the business. It reflects the dedication of our executive management team to employee protection and to compliance with legislative requirements.**

### Our Production Facility

We ensure the safety, health, and well-being of our production facility workforce by adhering to the Responsible Business Alliance (RBA) Code of Conduct and implementing an integrated Environmental, Health, and Safety (EHS) management system. Our EHS Management System comprises EHS Policy, procedures, and programs that guide the identification, assessment, and evaluation of health and safety performance in accordance with legal requirements, and industry best practices. The system is certified under ISO 45001 since July 2020, and includes programs for continuous improvement.

Internal auditors regularly assess work areas under the EHS Committee's guidance, while an independent third-party audits compliance annually. This oversight ensures the proactive identification of potential hazards, risks, and control measures. Various health and safety initiatives are carried out annually to

maintain compliance, good practice, and performance improvement. We have consistently maintained our Health and Safety certifications and achieved a "low risk" SAQ score in the RBA Validated Audit Process (VAP). Please refer to the [Data](#) section of this report for key health and safety performance data.

### Our Offices

Our worldwide collection of offices range from small, leased, serviced spaces to more extensive, self-managed regional and country hubs. In our smaller offices, health and safety services are usually provided by the landlord. In larger, self-managed offices, we implement and manage our health and safety programs to ensure compliance and maintain a safe, secure, and comfortable environment for our employees.

In our larger offices, employees engage in voluntary health and safety roles such as committee members, first aiders, and emergency response team members. These local initiatives and training programs are supported by broader Company initiatives and programs, executed virtually and in-person with specialist third-party assistance. In FY25, we aim to increase the number of Safety, Health, and Well-being reps we have across all of our sites.

### Healthy Working Program Plus

We have evolved our Healthy Working Plus Program to include links to "Smart Habits", Logitech's internal resource designed to help employees develop healthy working habits, such as managing computer time breaks and staying hydrated. The e-learning format enables our employees to work comfortably and safely, regardless of where they are (remote, office-based, hybrid, etc.). The program includes ergonomic training tailored to the individual's specific situation and working experience, which helps our employees to manage themselves efficiently and to keep well during their working day. It is now mandatory for Logitech employees to complete the ergonomic training.

### Our Supply Chain

Our standards mandate that suppliers must maintain legal compliance, foster continuous improvement, address the key risks associated with our industry, and implement a health and safety management system in accordance with ISO 45001. Adherence to the RBA Code of Conduct and our Global Health, Safety, and Security Policy Statement is a prerequisite for conducting business with Logitech.

### Well-being

Employee well-being is essential to our success. We prioritize creating a flexible, supportive, and inclusive work environment. By promoting work-life balance, open communication, and providing access to wellness resources and development opportunities, we aim to ensure that our employees thrive both personally and professionally. Below we provide an overview of the range of resources and programs we offer to support overall health.

### Our Certifications





## Safety, Health, and Well-being Key Programs

### Health and Safety

Each year we implement numerous health and safety initiatives aimed at maintaining regulatory compliance, adhering to best practices, and continuously improving health and safety performance at our production facility. These initiatives include:

- employee health monitoring and third-party testing of work areas to ensure compliance with occupational health standards;
- annual safety training for contractors to understand hazards, high-risk work, and authorization requirements;
- risk assessments of equipment and technology to identify opportunities for improvement; and
- emergency response drills and tests for various hazards (fire, first aid emergencies, spills, etc.) to enhance employee awareness and provide refresher training.

We have also increased our Safety and Health E-learning opportunities, in particular at the onboarding stage, and have developed site-specific programs to further support our employees.

### Business Continuity

Our Global Business Continuity Program (BCP) was established in 2019 in response to the COVID-19 pandemic. Since then we have evolved it into a program focused on business crisis survival. As part of this we continuously assess the potential impact of disruptive events (either natural or caused by humans) on our facilities, and on our business. Our Business Resumption Plans prioritize the health and safety of our personnel, outline communication channels for affected stakeholders, and include detail on resuming controlled operations. The plans are primed for any emergency. We conduct regular refresher training and desktop crisis simulations for all staff.

We continuously monitor political, global, and other potential risk scenarios. In FY24, we have been poised to respond to the impact of the Middle East crisis beyond geographical boundaries and also to severe weather warnings, for example. We have a Logitech team working in Ukraine and a dedicated crisis team in place who meet with them regularly to support and provide any necessary assistance.

We maintain a strong engagement with International SOS, a pioneer and leader in International Health and Security Management. This means our employees have support when they travel whether it is for a lost passport, advice on handling a specific situation, or in the event of a worst-case emergency evacuation.

We also engage International SOS as a consultancy resource to help us identify and analyze potential risks and to form mitigation, emergency response, and business recovery plans.

During FY25, we plan to empower business unit “owners” to take on responsibility for their BCPs, and to engage our Leadership Team in minimum viable scenarios, and critical process analysis and planning.



## Safety, Health, and Well-being

### Key Programs

#### Well-being

We are committed to the well-being of our employees. In support of this we have implemented a range of well-being initiatives and programs:

**Flexible Working Arrangements:** support for flexible working, allowing employees to build their workdays to suit their needs. Offices are designed and equipped to be spaces for creativity, innovation, and collaboration. A global work-from-home equipment contribution is available for remote work.

**LogiWellness, Benefits and Time Off Programs:** core benefits and wellness programs to support employees' well-being, including medical insurance, retirement savings, life insurance, paid time off, and leave/disability protections.

**Employee Assistance Program (EAP):** a voluntary work-based program offering confidential and free counseling and resources on various topics for employees and their family members.

**Wellness Reimbursement:** a program supporting employees' health and fitness by reimbursing expenses related to wellness activities. Over 76% of our employees participated in this program in 2023. Reimbursable items include gym memberships, fitness classes (virtual or in-person), fitness and sports equipment, sports participation/usage fees, and other wellness programs such as weight loss/nutrition, smoking cessation, and wellness app subscription fees. On January 1, 2024 we outsourced the administration of our wellness reimbursement program to Forma, a modernized platform and app that offers employees easy access to the Forma store and an improved experience when making discounted purchases in addition to claiming reimbursements.

**Well-being Platform:** a platform offering customizable tools and resources related to well-being, including courses, training, and articles on topics like mindfulness, resilience, yoga, stress reduction, and sleep.

**Mental Wellness Program:** a global program providing 1:1 coaching sessions with certified mental health coaches and licensed clinical therapists, and unlimited group support, chat, and text options. The program also provides a library of guided meditations and self-paced courses, available to both Logitech employees and their family members. From October 2022 to October 2023, 186 members engaged in 1:1 care, 100 members participated in therapy, and an above average number of members used the digital content.

Responses to Modern Health's monthly well-being assessment indicate our employees had a Workforce Well-being Index of 65 in 2023, which exceeds the average index of 55 achieved by Modern Health's other clients in the same period. The Workplace Well-Being Index is an indicator of our organization's overall well-being. It is determined by aggregating individual scores across clinically validated measures of well-being, such as depression, anxiety, and burnout.

“The wellness reimbursement is super simple to use and it gives me the freedom to find the health resources that work the best for me.”

**Logitech Respondent,**  
Well-being Survey, November 2023

“The service helps me to discover my hidden thinking and hidden needs. Then, I can learn to see things on the other perspective and find the right way to work towards my goal.”

**Logitech Employee and Modern Health Therapy Member**

“I'm taking a practical approach to real life situations to help me manage things in a more balanced way. I feel I am gaining valuable life lessons and enjoy that.”

**Logitech Employee and Modern Health Coaching Member**

“I was able to develop my physical strength by receiving support for fitness fees, and it led to an increase in my work concentration.”

**Logitech Respondent,**  
Well-being Survey, November 2023



## Safety, Health, and Well-being

### Key Programs

#### Benefits

At Logitech we provide:

**Health Care Coverage:** globally, we provide competitive and consistent benefits packages that include statutory and core benefits such as medical, savings/retirement, life insurance, and leave/disability. In some locations, additional benefits such as medical, dental, vision, telehealth, and health reimbursement plans may also be offered. Full-time employees in the U.S. receive up to USD10,000 per year per employee for meal, lodging, and transportation expenses when traveling out of state to access pregnancy termination services.

**Parental Leave:** we now offer a minimum of 18 weeks' fully paid leave within the two years of a child's life for parents welcoming a new child through birth, surrogacy, or adoption. We extended this period by 12 months in December 2023, in response to feedback from our people and to allow for greater flexibility. Our parental leave is available to all birth and non-birth parents – regardless of their gender, sexual orientation, or length of service.

**Bereavement Leave:** bereaved employees can take up to 5 days of paid leave for the death of an immediate family member. This runs concurrently with any applicable statutory entitlements for bereavement leave.

**LogiThanks Days:** we offer extra paid leave days to all employees worldwide, to allow them to disconnect and recharge when they need it. During FY23, we extended the LogiThanks days to provide four long weekends each year (back-to-back LogiThanks days on a Friday and Monday to give a long weekend of paid leave). With everyone off at the same time, the whole company has a real opportunity to disconnect and recharge.



**LogiThanks Days are most certainly a unique company benefit for work-life balance and very much appreciated.”**

**Logitech Respondent,**  
Well-being Survey, November 2023

**ESPP:** an Employee Share Purchase Plan (ESPP) allowing eligible employees to purchase Logitech shares through payroll deductions at a discounted market price. Currently, our ESPP program is offered to 98% of regular full-time and part-time employees.

**Service Award Program:** celebrating employees' career milestones by recognizing their contributions and achievements at 5-year intervals.

**Employee Well-being Survey:** logitech conducts a biannual employee survey called “LogiPulse”. These comprehensive surveys allow employees to give weighted input on various factors such as happiness and retention. We utilize a “Happiness Index Metric” to gauge employee satisfaction. Happy employees are those who on balance feel positive about being at work, view their organization as an excellent work environment, are deeply engaged and enthusiastic about their tasks, and have a solid connection to their company. Our objective is to maintain a score above 70.





# Ethics

Conducting our business with purpose and integrity is at the heart of our culture. We comply with all relevant legislation and uphold the highest ethical standards, emphasizing integrity, respect, and fairness in all interactions. We help our employees and business partners understand our ethical obligations and reinforce what we stand for as a company.

Our commitment to the [Logitech Code of Conduct](#) drives us to look beyond minimum compliance requirements, and to actively identify, mitigate, and manage operational risks. We seek to amplify and embody our values across our business, and our relationships, and we leverage our extensive reach and influence to drive progress across our supplier base.

## Sustainable Development Goals





# Ethics

## Management Approach

Ethical conduct and global compliance is a Board priority and is integrated into the strategic planning process. We commit to upholding the highest standards of integrity in our business and in our business interactions, with zero tolerance for any and all forms of bribery, corruption, extortion, and embezzlement.

We have four Board-level committees (Audit, Compensation, Nominating and Governance, and Technology and Innovation). Every member of the Board of Directors is required to sign and acknowledge our Code of Conduct.

<b>Board of Directors</b>
The Board of Directors is responsible for the governance of ethics and compliance issues at Logitech. Wendy Becker is the Chairperson of the Board. All members are independent directors.
<b>Audit Committee</b>
This Board-level committee provides non-executive insights on ethics and compliance matters and reviews reports on general compliance, cybersecurity compliance, privacy compliance, and compliance training quarterly.
<b>Executive Leadership Team</b>
Comprised of Logitech’s Chief Executive Officer, Chief Financial Officer, Chief Operating Officer, and Chief Legal Officer.
Regularly meets and reviews compliance-related issues and communications, and reports directly to the Audit Committee on compliance-related topics.
Our Chief Compliance Officer oversees ethical matters across our global Company. Primary duties involve oversight of the ethical framework, and creating and overseeing processes to prevent, mitigate, and address any associated business impacts.

Our commitment to ethical values runs throughout the Company and is supported by comprehensive training, effective internal and external communication, strict adherence to specific policies, and robust governance.

Further information is available online on the [Governance page](#) or our website, including members of the Board, committees, charters, and our [Corporate Governance Principles](#).

### Training

Logitech offers compliance training for employees, with additional training on thematic subjects like anti-corruption, antitrust, and anti-harassment. For specific regions and high-risk groups, further applicable training is available and we deliver additional training on a regional basis in response to employee feedback and to various requirements.

98%

of our employees, encompassing senior leaders, successfully completed the Code of Conduct training in FY24.

### Ethics Hotline

All employees have the right and responsibility to report any observations, concerns, grievances, or issues related to our Code of Conduct. We have established an Ethics Hotline, hosted by Navex (“EthicsPoint”) as a whistleblowing mechanism for employees and non-employees to confidentially and anonymously report any identified or observed issues.

Any hotline reports are investigated and managed according to specific procedures, overseen by our Legal, People and Culture, and Internal Audit functions, as well as our Board-level Audit Committee. We enforce a no retaliation policy, and protect the identities of those who report

concerns. Our Internal Audit team investigates allegations arising from internal audits and certain Ethics Hotline submissions. Audit findings and remediation actions are reported to the Audit Committee quarterly.

In FY24, we had no legal actions pending or completed regarding corruption, anti-competitive behavior, violations of antitrust or monopoly legislation. We also had no significant noncompliance with environmental laws and regulations. For more information on compliance, please refer to the [Data](#) section of this report.



# Ethics

## Management Approach

### Our Ethical Framework: Code of Conduct

The [Logitech Code of Conduct \(the Code\)](#) serves as our framework for business ethics and we require all employees and all our suppliers to comply with it.

We have ensured that the Code is easily accessible, and that it reflects our geographically diverse workforce. It is easy to read and understand, is available in multiple languages, and is communicated across the globe to all employees as part of induction training and annual refresher training.

The Code governs our global operations and all our business relationships, including new suppliers. All suppliers are contracted to adhere to the Code, and we audit their compliance.

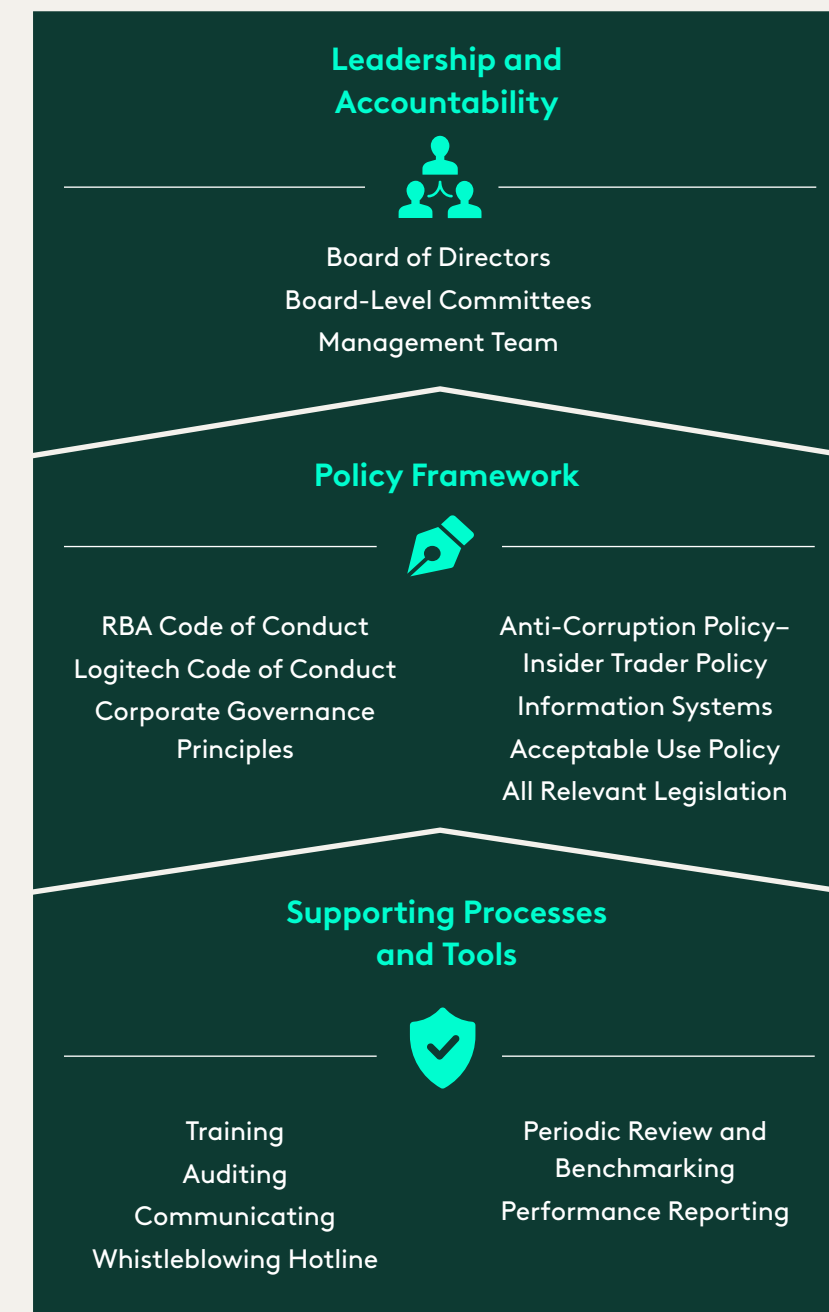
At Logitech, we are committed to a culture that instills the instinct to do the right thing. Our [Anti-Corruption Policy](#) sets out clearly that we do business the right way; we approach everything we do with ethics and integrity. Our Anti-Corruption Policy makes it clear that there is no right way to do the wrong thing; Logitech does not tolerate corruption in any form. In FY24, we amended the Code to ensure that the non-discrimination and anti-harassment stance explicitly covers Protected Groups.

We continuously explore new concepts, standards, and tools for corporate compliance and ethics, leveraging external resources such as our outside counsel, seminars, peer discussions, and regular benchmarking surveys. We also monitor development in compliance law, management best practices, and diagnostics. Regular evaluation of our ethical framework ensures that the Code continuously evolves and improves to meet our demands and align with global best practices.

“The Logitech Code of Conduct is not just another set of rules. It is a road map to success that reflects the values and ethics of us as individuals and as an organization as a whole.”

**Farschad Farzan,**  
Chief Compliance Officer

### Ethical Framework





## Ethics

### Management Approach

#### Anti-Corruption Policy and Other Policies

Corruption undermines fair competition and contradicts Logitech's values. We have zero tolerance for any form of corrupt behavior, including bribery and kickbacks. Our [Anti-Corruption Policy](#) and compliance program mandate that our employees, partners, and suppliers adhere to all relevant national laws and regulations, and that they may never give or receive any bribe, payoff, or other corrupt incentive.

Logitech also has [Corporate Governance Principles](#) and policies such as [Information Systems Acceptable Use Policy](#), [Insider Trading Policy](#), and an [Anti-Harassment and Non-Discrimination Policy](#), which address more specific aspects of ethical performance. For both employees and third-parties, noncompliance with any of the above policies may result in disciplinary action, including termination of employment or business relationship.

#### Risk Assessment and Audits on Ethics Issues

We conduct an Annual Risk Assessment that considers country-level risks and risks related to different functional responsibilities within Logitech. This assessment process is managed by our Internal Audit team and contributes to the creation of an Annual Audit Plan for operational audits and Sarbanes-Oxley (SOX) Assessments.

The risk assessment results are presented to our Board of Directors, and the Internal Audit annual audit plan receives approval from the Audit Committee.

We regularly conduct internal evaluations of corruption-related risks within our global operations, assessing perceived risks across various aspects of our business. This involves in-depth examination of all Company policies and procedures that are applicable to all business units and functions globally.

Additionally, we engage external experts at periodic intervals to evaluate our anti-corruption policies and initiatives. We compare our methods with those of other companies, to adopt industry best practices in operational protocols, employee training, and our monitoring of suppliers and partners.

We also conduct routine audits that focus on uncovering potential corruption risks in our operations and supply chain. These audits involve comprehensive reviews and testing of compliance policies and procedures from start to finish. If a risk is identified, we may take appropriate actions to mitigate or eliminate it, such as terminating partner contracts or implementing special measures.

#### Reporting and Investing Concerns

All employees and non-employees are able to ask questions and report ethics concerns through a third-party compliance platform, [EthicsPoint](#), which offers various communication channels such as a 24/7 globally accessible online form, toll-free phone lines, by mail, and in-person. Where permitted by law, we provide the choice for anonymous reporting. Employees can also seek guidance from their manager, other leaders, internal ethics and compliance experts, or consult Legal, Internal Audit, or the People and Culture team at any time. We have a strict policy against any form of retaliation towards individuals who raise concerns or ask questions.

Any suspected breach of integrity at Logitech undermines trust in our organization. We treat all reported violations with seriousness, ensure a prompt response, and take disciplinary or corrective measures as necessary. This may include coaching, verbal, or written warnings, or termination.

When an allegation or concern is received through our reporting channels, an initial evaluation and review are conducted by the Chief Compliance Officer, People and Culture team, and Head of Internal Audit. If the issue is determined to be related to an employee, the investigation is assigned to the appropriate team. During the investigation process, the individual who raised the concern might be contacted for additional details. If the concern was reported anonymously, further information may be requested through the case management system. Once the investigation is completed, a confidential report outlining proposed recommendations is prepared. The individual who raised the concern is notified of the investigation's conclusion, and appropriate action is taken if deemed necessary. The timeline for investigating concerns depends on the nature of the allegation and its complexity.

Investigations are carried out by representatives from our Legal, Internal Audit, and People and Culture teams. This will include dedicated employee relations investigators from the People and Culture team as necessary. We are continuously improving our investigation procedures, resources, and technology to ensure concerns are addressed as promptly as possible and internal investigations are conducted efficiently. Moreover, our global case management tool identifies any emerging patterns in ethics violations, allowing us to assess the need for additional controls.

# Ethics

## Management Approach

### Political Contributions

We do not support or fund political parties, candidates, or any groups that promote party interests. Our employees may offer support and contributions to political groups in a personal capacity, based on their local election rules but no political contributions were made on behalf of Logitech in FY24. We are members of various industry trade associations and industry bodies which provide information, insights, and diverse perspectives on developing policy frameworks and regulatory changes around the world. Our membership of these organizations is to promote public policies and industry standards that advance competition, research, and innovation worldwide, without a focus on any political stance. Any spend is limited to standard membership fees and we participate in these memberships in a manner that reflects our values and in accordance with our Code of Conduct.

### Philanthropic Contributions

Logitech provides philanthropic contributions to support positive social impact initiatives. To ensure proper governance, Logitech has established a Donor Advised Fund (DAF)<sup>37</sup> with the Tides Foundation, which ensures that charitable giving is overseen by an independent, third-party charity. This partnership helps maintain a robust due diligence process and ensures that all philanthropic contributions align with Logitech’s values and Code of Conduct.

### Regulatory Product Labeling and Marketing

100% of our Major Product Lines are regulated by laws on Restrictions on Hazardous Substances (RoHS) and Waste Electronic and Electrical Equipment (WEEE). All relevant products are marked with the required regulatory labels and safe use information. We communicate the meaning of all our regulatory and voluntary recycling labels on our [Recycling Page](#) on logitech.com, to promote consumer understanding and awareness of the variety of different labels that we apply. In FY24, we did not have any fines with penalties, or regulatory warnings for regulatory noncompliance in relation to product and service information or labeling, or marketing communications (including advertising, promotion, and sponsorship).

### Voluntary Sustainability Claims and Communications

When reporting product sustainability performance to customers and consumers, our goal is to inspire others to join us on our collective journey towards a more sustainable future. We openly share our thought leadership, insights, and approach.

We believe consumers should be empowered with readily-accessible and easy-to-understand information about the environmental performance of products. Consumer understanding of sustainability concepts sometimes limits the extent to which consumers can make informed purchasing decisions to support more sustainable brands and manage their personal impact. With this thinking in mind, we communicate key attributes of product performance on our website product pages and boxes, so that consumers can review this information prior to purchasing a Logitech product. Prior to communicating any sustainability information or claims, we carry out a robust due diligence process to ensure our claims are meaningful, accurate, and specific, and we obtain third-party certifications, where available. Over the last year, the following logos and information has become more and more available to consumers as we work to raise consumer awareness of the programs that we have established.

### Product Features and Programs



**Recycled plastics**

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



**Responsible packaging**

Paper packaging is responsibly sourced from certified forests and other controlled sources.



**Carbon Clarity**

We believe carbon is the new calorie. Everyone should know what they are consuming.



**Low-Carbon Aluminum**

Aluminum produced with hydropower (renewable energy) for lower carbon impact.



# Privacy and Security

We are committed to preserving privacy and security as we handle an increasing volume of data. Through maintaining robust privacy and security systems, we instill trust in Logitech's systems, products, services, and stakeholders.

## Sustainable Development Goals





## Privacy and Security Management Approach

The Privacy Program and the Cybersecurity Program are presented to, and reviewed by, the Audit Committee biannually and reported to the Board of Directors on an annual basis.

Our privacy team, led by our Global Head of Privacy and AI Governance, sits within our wider legal teams and is responsible for overseeing our global privacy strategy, for managing AI risks and for compliance with applicable laws. This team develops and directs data and privacy governance, notice and consent, vendor risk management, data protection, privacy-by-design initiatives, age-appropriate design, international data transfer contracts, processing of data rights requests, and training and awareness programs. Cross-functional teams manage our privacy program which encompasses all business groups, functional teams, and personal data processed by Logitech.

Our cybersecurity team, led by our Chief Information Security Officer (CISO), leads the security strategy and collaborates frequently with the privacy and product security teams. Our security operations team reports to the CISO and consistently monitors potential security threats and proactively maintains our systems. We rigorously test our incident response process, and playbooks are activated if we detect suspicious activity. Business continuity plans minimize any disruption. Regular internal audits of our security practice privacy policy ensure compliance and we work constantly to improve processes and tools to keep pace with the evolving threat landscape. Our cybersecurity framework provides guidance for the organization, governance, and implementation of information security across the Company.

AI opens new opportunities for Logitech as we are positioned as the point of connection between the human and the digital worlds. This position comes with significant responsibility, new risks, and new regulatory requirements. It is critical that these technologies are developed and used responsibly. To this end we have created an AI Governance function within the legal team. The team is led by the Global Head of Privacy and AI Governance and is responsible for managing AI risks and compliance with related laws and regulations such as the European AI Act. We conduct annual Company-wide training on the responsible and lawful use and development of AI, and provide department-specific guidance and training.

Our acceptable use principles for the use of AI tools by the Logitech workforce has now been rolled out and we will continue to evolve policy in parallel with the development of this fast-paced domain.

Our Board of Directors' Technology and Innovation Committee is responsible for overseeing our product security risk management framework. Our Product Security Review Board (PSRB) sets best practice policies and initiatives that all our product teams must follow.

Logitech's Chief Information Security Officer, Ms. Dubel, received a Swiss CISO award and was named on The Global CISO 100, 2023 and 2024 list.

Logitech's Global Head of Privacy and AI Governance, Ms. De Leeuw-Goggin, was awarded as the 2023 PICASSO European Privacy Executive of the Year.





## Privacy and Security

### Key Programs

#### Privacy

For customers, we maintain our [Privacy Policy for Products and Services](#), which provides detailed information on Logitech's data processing practices, how personal data are shared and disclosed, and how individuals can invoke their data rights.

Our employees and contractors are required to adhere to Logitech's data-handling guidelines, data and record classification, and data retention policies. They receive privacy training through our workforce management system and additional resources and information are available on a dedicated privacy page on our intranet. We also provide special training for specific teams who deal with personal data and create technologies for data collection (e.g. engineering, design, human resources, vendor management, legal compliance, and/or marketing teams). Our [Acceptable Use Policy](#) defines privacy requirements and other controls governing access to Logitech devices.

We regularly review and update our privacy policies to ensure that they accurately represent Logitech's processing of personal data and remain compliant with the evolving regulatory environment. During the reporting period, Logitech did not receive any substantiated complaints regarding customer privacy breaches, and no incidents of customer data leaks, thefts, or losses were identified.



**We champion privacy as a core value that drives responsible innovation. By recognizing that innovation and privacy are complementary, we create a future where technology does not just connect us, but also protects and respects us."**

**Emerald de Leeuw-Goggin,**  
Global Head of Privacy and AI Governance

#### Cybersecurity

Compliance with internationally recognized standards is a priority for Logitech and is evidence of our commitment to information security at every level of our organization. Our infrastructure is in accordance with industry-leading best practices, and our cybersecurity framework offers guidance on the organization, governance, and use of information throughout the Company.

We are proud that in 2023 Logitech and its infrastructure was certified for compliance with ISO/IEC 27001. This achievement recognizes our adherence to the Information Security Management System standards published by the International

Organization for Standardization (ISO). The certification audit was performed by an accredited independent third-party.

We employ technical and organizational measures that encompass our use of data centers, networks, endpoints, systems, applications, and cloud environments. Both physical and logical access points are controlled and regularly assessed to ensure that only authorized users have access.

Our employees receive ongoing training and communications about key information security risks and best practices to follow. The requirement for security-risk knowledge and training and best practice 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 define a security vulnerability as an unintentional flaw in a product or service that could allow a malicious actor to compromise its integrity, availability, or confidentiality. We employ a life-cycle approach to managing this risk. 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 integrated into the evolving product design. Depending on the product data and network access requirements, this could involve implementing encryption, digital signatures, robust authentication and authorization, and network security.

We conduct security testing before product launches, and the Product Security Review Board (PSRB) Chairperson 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 conduct further investigations as necessary to determine a suitable remedy. A fitting reward is given to the respective reporter.



# Supplier Development

Our relationships with our suppliers and supplier development are critical to our shared success. We work to build lasting supplier relationships that are founded on shared ethics, best practice, and a commitment to both the United Nations Global Compact (UNGC) and the Responsible Business Alliance (RBA) Code of Conduct.

Through open and transparent collaboration, continuous improvement, and capability-building initiatives, we nurture supplier development, and we work together to ensure that our products are manufactured in compliance with all applicable legal requirements, while also guaranteeing adherence to good practice sustainability and quality standards.

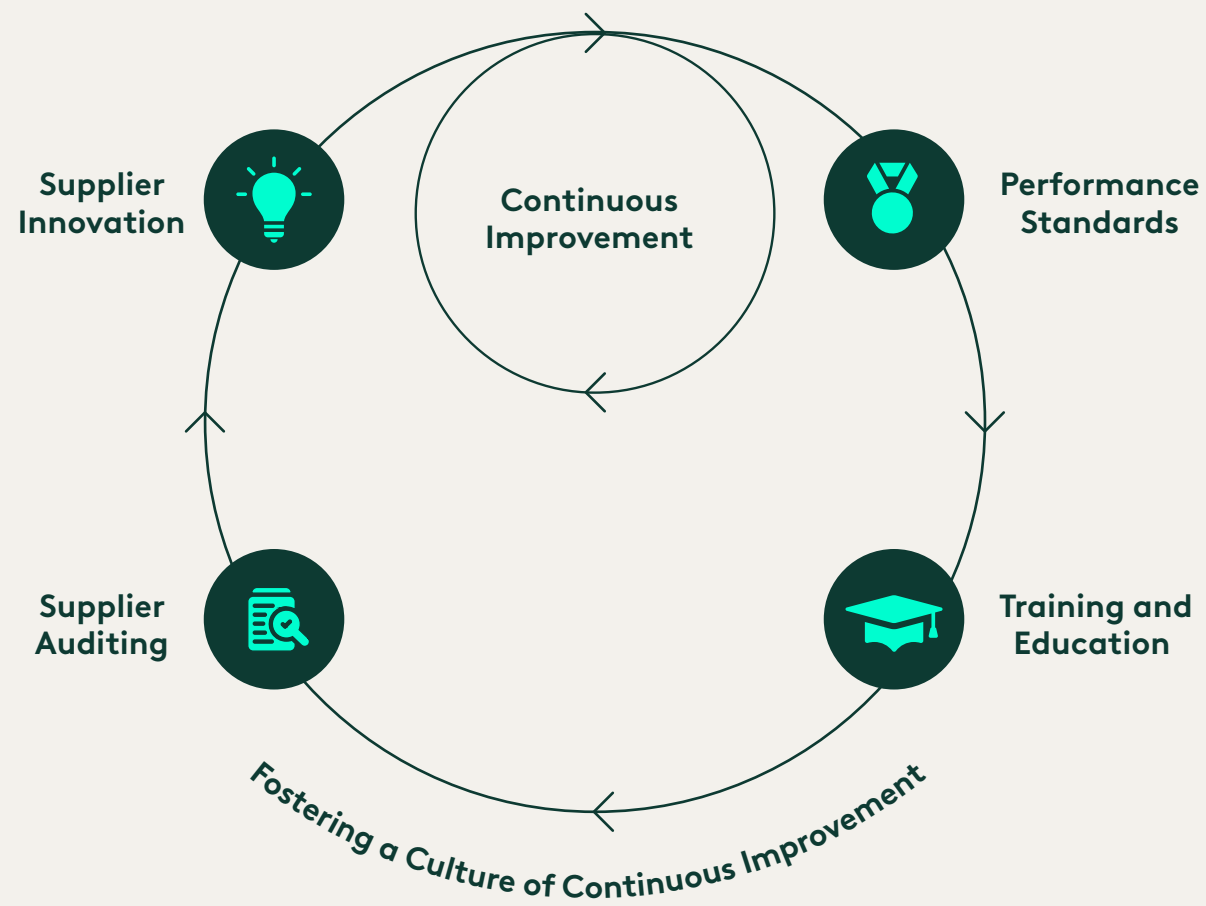
## Sustainable Development Goals





## Supplier Development Management Approach

### Our Supplier Development Program Key Elements and Guiding Principles



### Our supplier development program comprises the following key elements:

#### Clear Performance Standards

We establish clear performance standards and expectations for suppliers to ensure that they meet our requirements. These standards are communicated clearly to suppliers and regularly reviewed to ensure they are being met. Our RBA membership and use of the RBA Code of Conduct helps us ensure that our approach is consistent with our industry peers and magnifies the opportunity for suppliers to understand the importance and relevance of best practices both for and beyond Logitech.

#### Training and Education

We provide training to enable suppliers to meet our requirements and to develop further, and encourage them to leverage accessible RBA training programs and materials appropriate for our industry. We also develop our own capability-building programs to address specific needs and to supplement industry-wide training.

#### Supplier Innovation

Creative solutions, inputs, and ideas from suppliers often fuel the Logitech innovation engine. We always value supplier feedback and new thought. Our CIP Awards and Future Positive Challenge reach within and beyond Logitech by incentivizing and encouraging innovation, and inspiring individuals to rethink traditional ways of working.

#### Comprehensive Supplier Auditing

We conduct regular supplier due diligence audits using RBA auditing tools and auditors who understand local and cultural sensitivities, as well as the risk profile and business environment within which our suppliers are working.

#### Fostering Culture

We establish enduring relationships with our suppliers, emphasizing open and transparent communication and collaboration to promote a culture of ongoing improvement. We work with our suppliers to encourage transparency about performance challenges, and we actively share our own experience and insight. To us this approach is vital for delivering positive and transformative change over time.

## Supplier Development Management Approach

### Performance Standards

The RBA has an established Code of Conduct (the RBA Code), which is reflective of international norms and good practice, including the Universal Declaration of Human Rights, ILO International Labor Standards, OECD Guidelines for Multinational Enterprises, ISO 45001, ISO 14001, and SA 8000. We have adopted the RBA Code in full, as indicated in our [RBA Code Commitment Statement](#). It's fully reflected in our internal policy framework and is our framework for supplier management and environment, health and safety, labor, human rights, and ethical good practice. We have also established supplementary policies to the RBA Commitment Statement and standards around specific supply chain management topics of particular importance, which can be found on our [website](#).

### Supplier 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 RBA Code requirements and audit procedures. The audit includes a full process for supplier engagement, shared learnings, corrective actions, tracking, and reporting. RBA members commit to building in-house audit capability to follow the VAP

or commission third-party, independent VAP audits by RBA's preferred vendor to enhance in-house audit capability.

Our in-house auditing team comprises highly experienced auditors who replicate the RBA's VAP using RBA-endorsed audit protocol and tools. We carry out on-site inspections of supplier factories. Our audit teams meet with supplier management, examine the facility, review documents, and conduct private, confidential interviews. On occasion, we use independent, third-party auditors, to supplement our in-house capability. During COVID-19 for example, we used external auditors for supplier qualification audits in India due to visa restrictions.

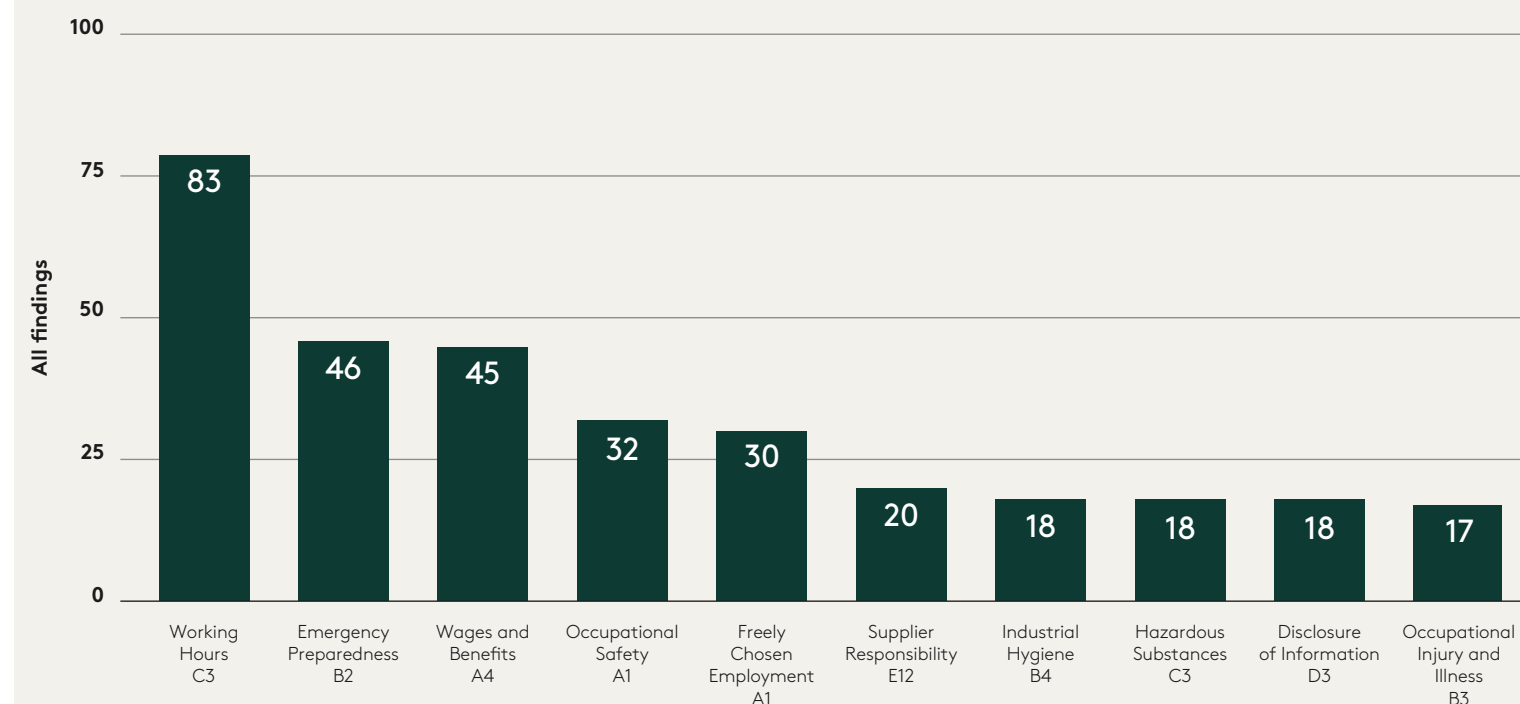
Our approach is to:

- audit 100% of Major Suppliers;
- audit 100% of Joint Design Manufacturers;
- audit 100% of new suppliers against Priority Aspects<sup>38</sup> of the RBA Code and legal requirements; and
- enforce RBA Code compliance, as well as supply chain management in accordance with the RBA Code, as a contractual requirement of doing business with Logitech.

In addition to carrying out audits, we support the implementation of effective corrective action plans (CAPs). Factories appoint a designated individual to oversee the CAP, assessing their qualifications and providing assistance as needed. We guide and support the process as necessary. We may involve local authorities for clarification on regulatory procedures and to share pertinent information with our suppliers in areas such as obtaining fire safety approval for new buildings. We also share applicable industry best practices.

We also analyze trends in audit findings to identify supplier performance hot spots, which helps us develop training programs and design future audit plans. An overview of the top ten categories of audit finding in CY23 is provided below. A corrective action plan is developed for every finding and we work with suppliers to address the underlying root cause of these findings through deep engagement and sharing of insights.

Top 10 RBA Categories of Findings for CY23





## Supplier Development Management Approach

### Quarterly Business Review

Our Quarterly Business Review (QBR) process considers sustainability performance as a key aspect of supplier performance. This involves conducting a desk-based audit to assess 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 Training and Education

We organize and facilitate supplier training events where we discuss Logitech’s sustainability expectations and standards, and international best practices. We have created forums for suppliers to share their experiences. In addition, we promote supplier participation in capability-building sessions, encouraging their involvement in training initiatives and assigning specific e-learning courses to enhance awareness and education.

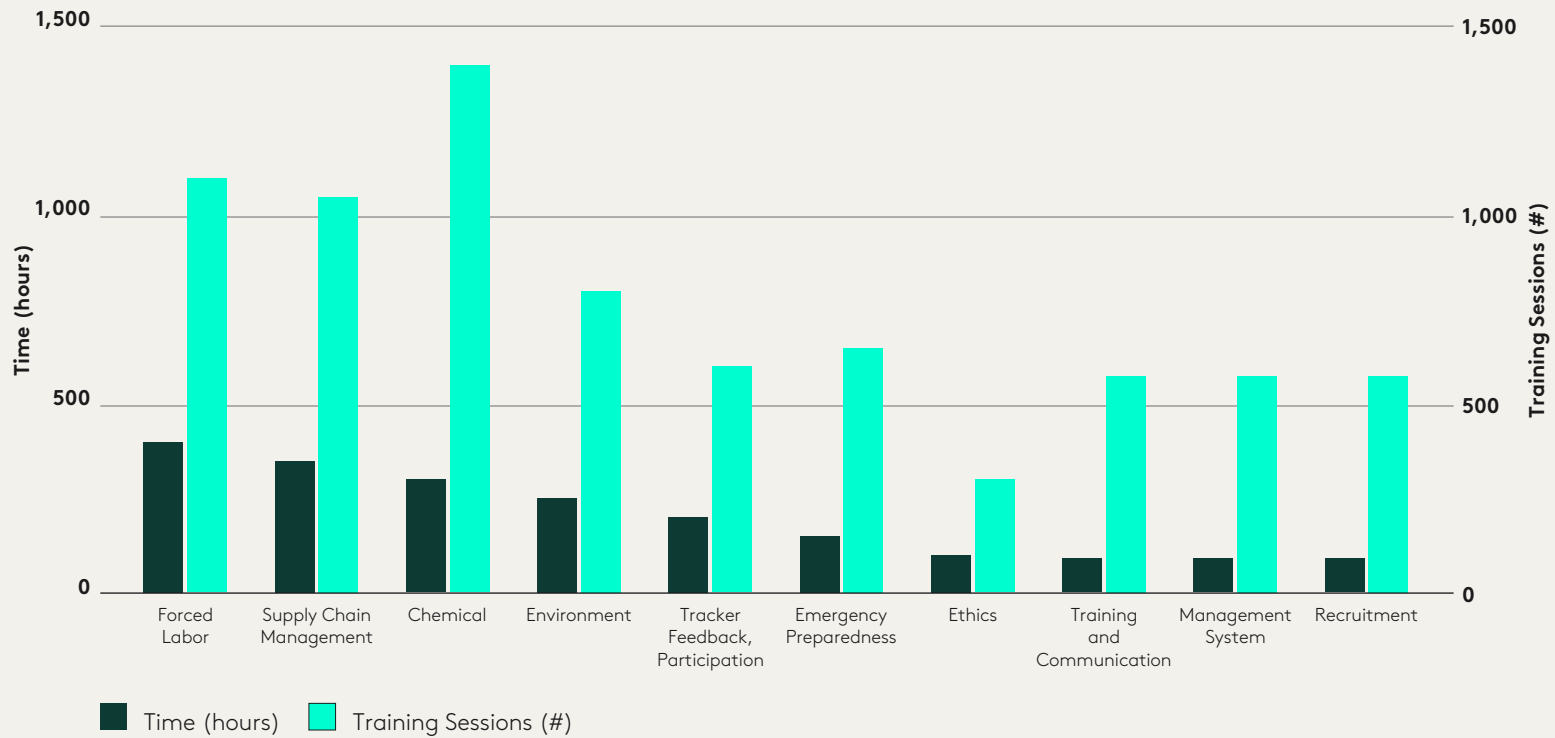
Our suppliers have access to e-learning courses on various sustainability topics, including forced labor, recruitment, migrant workers, ethics, human rights, discrimination, worker voice, worker participation, grievance management, supply chain management, working hours, and young workers.

### Addressing Challenges of a Post-COVID World

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 non-conformance rate of several suppliers, compared to other years. In response, we have introduced new policies to increase the frequency of unannounced audits, our supplier requirements for hosting third-party audits, and the introduction of specific penalties for inaccurate reporting during audit.

During FY24, we increased the number of tests during factory visits. These tests now consider local laws and RBA requirements, and enable us to better understand the effectiveness of supplier training programs. We plan to continue this approach and to compare data from factories in the same country to pinpoint trends and disparities that we can use to inform improvements to our supplier training and education initiatives.

Top 10 RBA Training Courses Accessed by Logitech Suppliers



## Supplier Development Management Approach

### Supplier Innovation

We encourage our Major Suppliers to explore innovative approaches to our business and manufacturing processes, and how we can enhance our products, services, and operations. We aim to speed up technology implementation across our value chain. We look for suppliers, hold meetings to understand their technology, and host initiatives like the Future Positive Challenge to accelerate the innovation process.

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. By engaging our suppliers in this way, Logitech is able to drive continuous improvement and stay at the forefront of the industry.

### Our Continuous Improvement Process (CIP) Award

Our Continuous Improvement Process (CIP) Awards are held twice a year. Employees and some of our Major Suppliers are invited to participate. Entrants are incentivized to find ways to innovate our business and manufacturing processes, and to look at how we can make our products, services, and operations more sustainable.

The awards are facilitated by Logitech’s Quality team and partner various teams across Logitech with suppliers to consolidate and report improvement projects that have been implemented in our supply chains. Each entry is assessed by a committee of technical specialists within Logitech. Benefits for the business are evaluated in terms of financial savings, quality or efficiency improvements, carbon and toxicity reductions, circularity benefits, social benefits, and innovation.





## Supplier Development Key Programs

**20  
24** FUTURE  
POSITIVE  
CHALLENGE

The Future Positive Challenge was initiated to foster collaboration with our supply chain and external parties, assessing and investigating the scalability of sustainability innovations that could be applied to our business.

In our Future Positive Challenge we prioritize technologies that are fundamental to advancing breakthrough innovations within the consumer electronics industry while also contributing significantly to economic development and job creation. Led by Logitech's Sustainability team, the program aims to involve disruptive companies, startups, and pioneering engineers who drive sustainable changes in consumer electronics and related supply chains. We seek supplier innovations that align with Logitech's Design for Sustainability principles, with participants able to submit applications through Logitech's Tech Tour Portal.

In FY24, we expanded the number of application categories from four to six, by including categories for IC and business model optimization.

### Printed Circuit Boards

We're looking for new solutions that use lower-impact materials and energy-efficient processes in the design and production of circuit boards, which have traditionally taken a toll on the environment.

### Batteries

Have an answer to safer, scalable, cost-effective electronics for high-capacity batteries and power management? We're looking for solutions featuring alternative materials to lithium or cobalt and techniques for battery recycling.

### Integrated Circuits

Do you have a way to reduce the environmental impact of Integrated Circuits (IC) throughout their lifecycle? Share how you are improving the wafer manufacturing process or improving on production yields.

### Materials

Our goal is to minimize energy use and reduce environmental impact while maximizing supply chains. We want to hear from you if you have a material alternative that reduces weight, increases strength, reduces carbon footprint, and is bio-based/biodegradable or renewable.

### Packaging

Share your packaging solutions that aim to protect products but minimize environmental impact. We're looking for moldable materials, renewable and recyclable materials, and alternatives to foil printing.

### Business Models

Business model innovation means reimagining how processes create value for all. Share your ideas for better structuring supply chains, or programs that encourage the circular economy or collaborative economy specific to the technology device industry.

## Supplier Development Key Programs

# Future Positive Challenge 2023 Winners

We encourage challenge winners to collaborate with Logitech, progressing from proof of concept to possible implementation of their innovations. We provide our interest, expertise, and brand support to aid their scaling efforts while maintaining a realistic outlook about each offering's potential. Our aim is that the Future Positive Challenge will be an idea-generating platform that identifies technologies that will allow for scaling of innovation. Examples of some of the winners from last year's challenge are listed here:



**Elephantech Inc,**  
Nagoya, Japan

### Big idea:

Elephantech's recent innovation is a new sustainable manufacturing method for printed circuit boards called Pure Additive™, which combines metal inkjet printing and copper plating. Whether it's a device that silently monitors vitals or a smartphone with an endless stream of notifications, most devices contain a printed circuit board at the heart of their design.

### Potential impact:

- Could reduce the carbon impact of PCB manufacturing methods by 50+%, compared to traditional manufacturing
- Contributes to the circular economy as it advances the reusability of power devices at the end of their service life
- Helps to overcome existing manufacturing issues

### Our role:

We are collaborating with Elephantech to develop a proof of concept.



**Highpower Technology Co. Ltd,**  
Shenzhen, China

### Big idea:

Highpower Technology supplies rechargeable batteries. They are building a carbon model and recycled cobalt supply chain to recycle end-of-life cobalt and supply lithium-ion batteries with recycled cobalt.

### Potential impact:

- Reduces waste and use of virgin materials
- Reduces the carbon impact of lithium-ion batteries
- Contributes to the circular economy

### Our role:

We are working with Highpower Technology to qualify lithium ion batteries with recycled cobalt.



**Ole Wolff Elektronik A/S,**  
Soroe, Denmark

### Big idea:

Ole Wolff's "Reduced Environmental Impact (REI) drivers" are a new range of headphone drivers developed to reduce environmental impact through a series of sustainable initiatives without compromising acoustic performance.

### Potential impact:

- Optimizes design to completely remove energy-intensive parts and reduce plastic usage
- Reduces usage of Neodymium by 30-40%, a rare earth element that is also very energy-intensive to mine. Neodymium mining requires large volumes of chemicals and is associated with environmental degradation

### Our role:

Logitech is working with Ole Wolff to support the development of a proof of concept.





# Human and Labor Rights

We believe that every worker deserves respect and compassion. We collaborate with other companies in our industry to raise awareness of human rights issues in supply chains and to uphold established human rights standards respecting the rights of all individuals.

We follow the RBA Code of Conduct and the United Nations Global Compact (UNGC) in our management of human rights and labor at our production facility and throughout our supply chain. These frameworks are based on international norms and standards such as 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. Our commitment to human rights and labor is demonstrated in the [Logitech Code of Conduct](#) which is applicable both to our own production facility and to our entire supply chain.

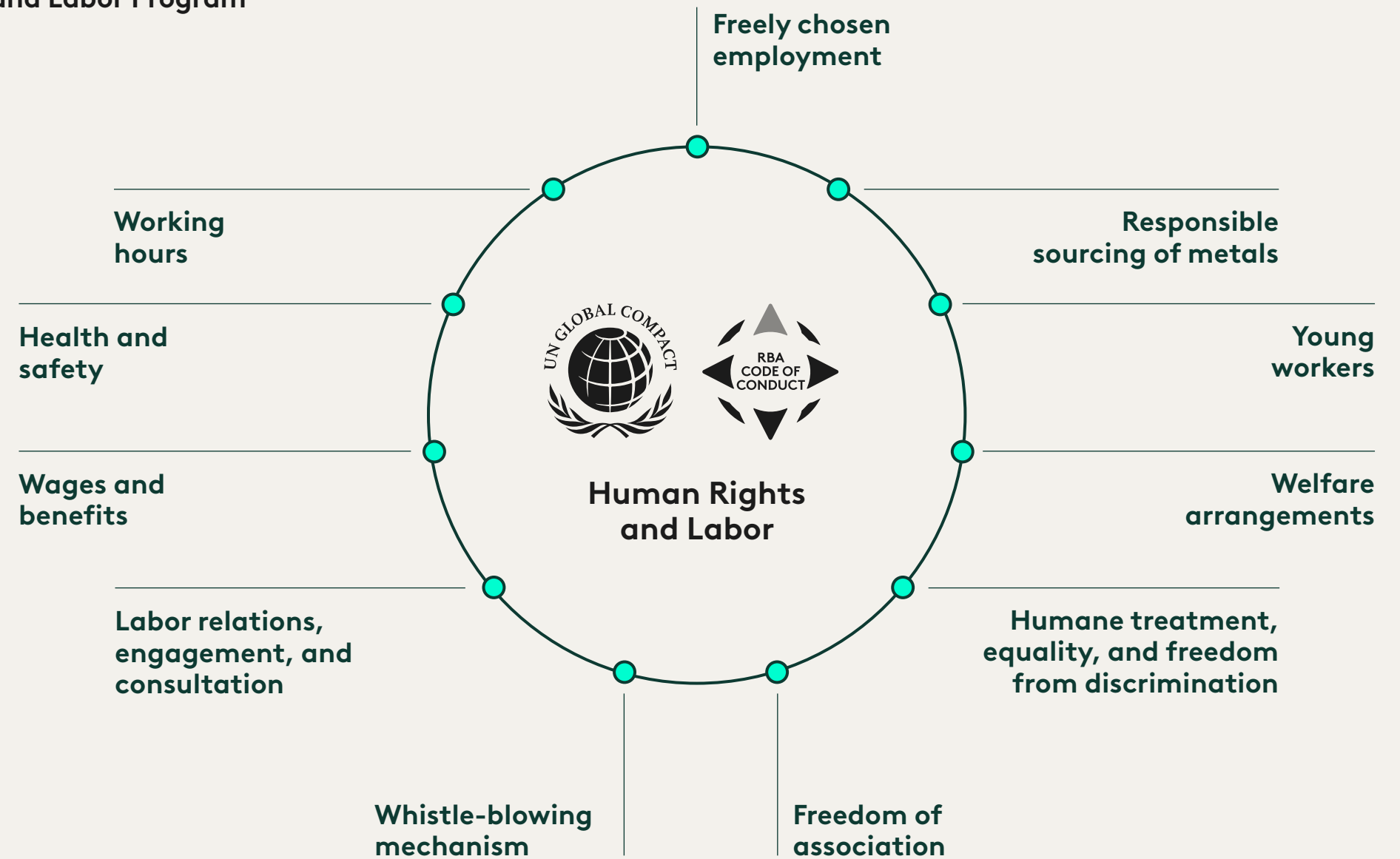
## Sustainable Development Goals



## Human and Labor Rights Management Approach

We conduct due diligence procedures to evaluate social performance and risks, including human rights compliance. We use RBA's Self-Assessment Questionnaire (SAQ) and Risk Assessment Tool to evaluate and communicate our performance. Our production facility undergoes periodic third-party audits conducted by RBA-approved auditors, to ensure adherence to the RBA Code, encompassing human rights and labor management criteria. Audit findings are reviewed and validated by an independent consulting firm, and Logitech must implement Corrective Action Plans (CAPs) to address and rectify issues. We prioritize the investigation and resolution of potential, perceived, or actual human rights violations.

### Our Human Rights and Labor Program





## Human and Labor Rights

### Key Programs

#### Freely Chosen Employment

To reflect our commitment to freely chosen employment and compliance with the California Transparency in Supply Chains Act, we release an annual Zero Tolerance Statement on Slavery and Human Trafficking. Our statement outlines measures to eliminate the risk of slavery and human trafficking and meets the requirements of the UK and Australian Modern Slavery Acts. Our Board of Directors reviews and approves the statement annually.

Our Freely Chosen Employment requirements include zero tolerance for forced, involuntary, or exploitative labor. In August 2022, we established a public-facing **Responsible Recruitment Policy**. We prohibit withholding employee documents, charge no recruitment fees, retain no wages, and ensure social insurance is paid. Workers have the right to a written employment agreement, can resign whenever they wish, and are given reasonable notice for termination.

At our production facility we collaborate with Dispatch Agencies for workforce management, subject to our supplier prequalification process and annual audits. Dispatch Agencies must sign a commitment letter to uphold the RBA Code of Conduct in addition to our standard contractual provisions for supply chain sustainability management. For more information, refer to the **Supplier Development** section of our report.

#### Young Workers

Our major suppliers are primarily located in countries such as China, Malaysia, Taiwan, Switzerland, Vietnam, Mexico, and Thailand, most of which are classified as having an “enhanced” risk for child labor according to the UNICEF Children’s Rights Index.

We maintain a zero-tolerance policy for child labor in our business and supply chain. Our policies and control measures reflect our commitment to good practice standards, including:

- ILO Conventions C138 and C182
- ILO-IOE Child Labor Guidance Tool for Business
- OECD Due Diligence Guidance for Responsible Business Conduct
- UN Guiding Principles on Business and Human Rights

We’re committed to protecting workers under 18 from hazardous jobs, night shifts, or excessive overtime. We hire apprentices, interns, and student workers, all of whom are employed in line with our **Responsible Recruitment Policy**. Through our internal and supplier audit programs, we regularly verify worker identification and interview employees to confirm their age. We also encourage suppliers to attend e-learning and training on relevant topics, such as Young Workers and Responsible Recruitment, and routinely enroll them in appropriate courses.

#### Working Hours

Our Company aims to eliminate excessive working hours and recognizes the challenges this poses for our industry. We understand the importance of addressing these issues for workers’ welfare and well-being. In our supply chain, managing working hours is an ongoing challenge. We encourage suppliers to participate in RBA training on working hours and we raise awareness and build capability to effectively manage and control this critical issue.

#### Wages and Benefits

We ensure compliance with all applicable local wage laws, including those relating to minimum wages, overtime hours, and legally mandated benefits. We pay compensation at rates higher than the regular hourly rate for overtime work, and prohibit the use of wage deductions as a disciplinary measure. Wage statements are provided and worker interviews are conducted to verify accurate compensation. Although there have been no findings on this topic for the last three years in third-party VAP audits, internal audits indicate managing this issue remains a challenge for the business.



## Human and Labor Rights

### Key Programs

#### Humane Treatment, Equality and Freedom From Discrimination

Our Company is dedicated to creating a safe and inclusive workplace, protecting workers from abuse and discrimination, and implementing policies and disciplinary procedures to address these risks. Our commitment to diversity, equity, and inclusion (DEI) covers both our internal operations and supply chain, prioritizing fairness and nondiscrimination in recruitment and employment practices.

We perform thorough audits and assessments of our facilities and suppliers, examining security and medical personnel practices, reviewing procedures and records, and conducting confidential employee interviews. We also analyze wages, rewards, and training records to detect any discriminatory practices, ensuring transparency and accountability throughout our supply chain.

Our due diligence process has been strengthened in response to concerns regarding the treatment of minorities in China and associated allegations of forced labor, by collaborating with industry experts to review problem areas and raise awareness. We have also implemented internal processes, like our Change Control Management Procedure, to manage factory locations and changes effectively.

No issues related to forced labor or mistreatment of workers have been identified in third-party VAP audits and internal audits conducted over the past three years. We remain vigilant and committed to continuous improvement, striving to foster an environment that respects the rights and dignity of all workers in our organization and global supply chain.

No issues related to forced labor or mistreatment of workers have been identified in third-party VAP audits and internal audits conducted over the past three years. We remain vigilant and committed to continuous improvement, striving to foster an environment that respects the rights and dignity of all workers in our organization and global supply chain.

#### Labor Relations, Engagement and Consultation

We promote open, two-way communication between managers and employees to build supportive, honest, and trusting relationships. This approach is part of employee induction and orientation. At our production facility, we hold regular team meetings, share updates through a mobile application for employees in local languages, conduct periodic worker interviews, and provide suggestion boxes and an anonymous whistleblowing mechanism for employees to submit confidential feedback.

#### Whistleblowing

Every employee has the right and responsibility to report any observations, concerns, grievances, or issues relevant to our Code of Conduct. We have an established Ethics Hotline, which is hosted by EthicsPoint, which can be used by employees as a whistleblowing mechanism to confidentially and anonymously report any issues they identify or observe. For more about our whistleblowing platform, EthicsPoint, please read the [Ethics](#) section.

#### Freedom of Association

In accordance with local laws, we respect the rights of all workers to form and join trade unions of their choice, engage in collective bargaining, and participate in peaceful assembly. We also acknowledge the right of workers to abstain from such activities. Workers and/or their representatives are free to openly communicate and discuss their ideas and concerns about working conditions and management practices without fear of discrimination, retaliation, intimidation, or harassment.

We uphold an open-door policy, allowing workers to openly communicate and express their ideas and concerns to management regarding working conditions and management practices without any fear of discrimination, reprisal, intimidation, or harassment.

#### Responsible Sourcing of Minerals

Managing human rights risks associated with mineral and metal sourcing is a crucial part of our human rights program. For more information on our sustainability performance in this area, please refer to our [Responsible Sourcing of Minerals Policy](#) and the [Responsible Sourcing of Minerals](#) section of this report.

#### Safety, Health, and Well-being

Please read more about our commitment to occupational safety in the [Safety, Health, and Well-being](#) section.

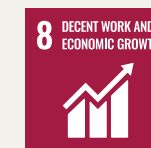




# Responsible Sourcing of Minerals

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

## Sustainable Development Goals



8 DECENT WORK AND ECONOMIC GROWTH



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



## Responsible Sourcing of Minerals Management Approach

Our Responsible Sourcing of Minerals Program aligns with all relevant legal requirements and industry best practices, including the OECD Due Diligence Guidance for Responsible Supply Chain of Minerals from Conflict-Affected and High-Risk Areas (CAHRAs). We continue to promote mineral sourcing transparency across our supply chain.

Since 2013, we have worked with our suppliers and other RBA members to exert the full influence of our industry on smelters or refiners (collectively known as “SORs”) and to ensure SORs participate in credible certification programs like the [Responsible Minerals Assurance Process](#) (RMAP). We leverage the best practice tools and processes of the [Responsible Minerals Initiative](#) (RMI), including the [Conflict Minerals Reporting Template](#) (CMRT) for 3TG, and the Extended Minerals Reporting Template (EMRT) for cobalt and mica, to ensure responsible sourcing of metals and avoid conflict minerals entering our supply chain. We also report on our due diligence measures and results to the U.S. Securities Exchange Commission, as required by the Dodd-Frank Act of 2010.

Our annual analysis systematically surveys and evaluates all information relating to smelters and refiners in our supply chain. We use this information to help identify potential risks to our mineral supply chain. We also provide refresher training material to all related suppliers and work closely with those not meeting our requirements, assisting them in developing Smelter Actions Plans and directing them towards credible certification programs.

We have developed risk management plans at SOR and supplier levels to mitigate or remediate identified risks from minerals in Covered Countries and CAHRAs, and we validate all SOR using the RMAP or equivalent programs<sup>39</sup>, and RMI Reasonable Country of Origin Inquiry (RCOI) data.

Additionally, we require suppliers who reported SORs not yet participating in an independent third-party audit program, to provide a Smelter Action Plan (SAP) aimed at 100% participation of SORs in a third-party audit program either by removing those Smelters from their supply chain or encouraging the SOR to participate.

We also monitor SOR SAP progress monthly. Where possible we engage an independent third-party to assess disclosed SORs, conduct Smelter RCOI, and identify risks in Smelters that have not yet undergone the RMAP or that have lost their RMAP conformant status.

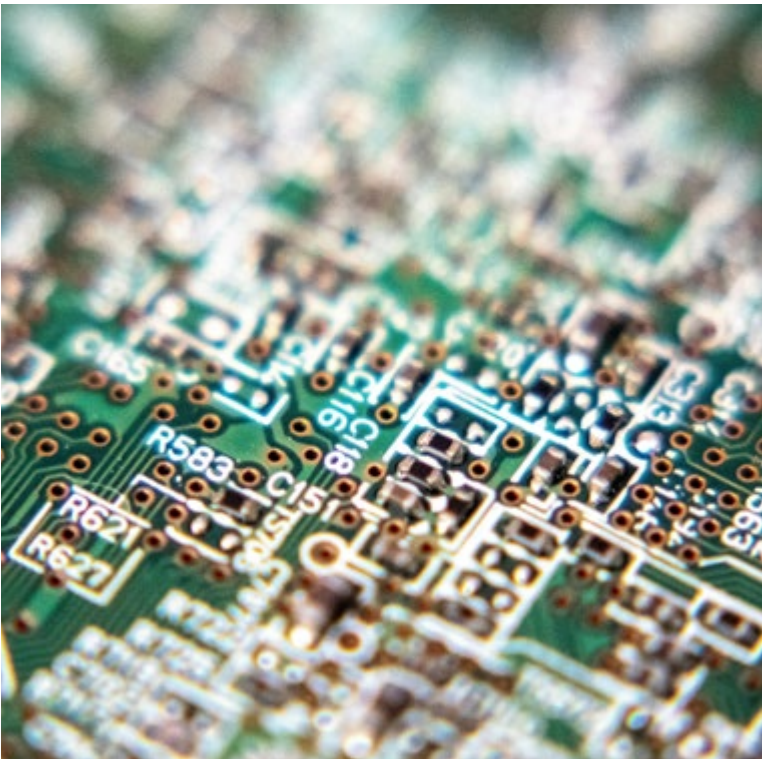
We support the RMI Responsible Minerals Assurance Process, and require relevant In-Scope Suppliers in our supply chain to encourage the facilities in their respective supply chain to participate in the RMAP. As a RMI member, we also support the refinement and expansion of the RMAP Conformant Smelters and Refiners list of participating Smelters through its membership in the RMI, as well as the Smelter engagement efforts in the RMI working group.

### Use of Metals and Minerals in Logitech Products

	Material		
	Tantalum, Tin, Tungsten, Gold (3TG)	Cobalt	Mica
Use in Our Products and Supply Chain	<ul style="list-style-type: none"><li>– Solder</li><li>– Gold plating</li><li>– Capacitors</li><li>– Integrated circuits</li><li>– Cables</li><li>– Other electronic parts</li></ul>	<ul style="list-style-type: none"><li>– Lithium ion batteries</li><li>– Magnet</li></ul>	<ul style="list-style-type: none"><li>– Paint</li><li>– Ink</li><li>– Plastics</li></ul>
Countries of Concern	<ul style="list-style-type: none"><li>– DRC or adjoining countries</li></ul>	<ul style="list-style-type: none"><li>– DRC</li></ul>	<ul style="list-style-type: none"><li>– India</li><li>– Madagascar</li></ul>

We are proactive and directly engage with particular Smelters that may be at risk of nonconformance to ensure their consistent participation in the RMAP program.

We will keep evolving our Responsible Sourcing of Minerals program to consider emerging legal and best practice requirements, including due diligence obligations associated with the new EU regulations.



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## Responsible Sourcing of Minerals

### Key Programs and Due Diligence Results

#### Tin, Tantalum, Tungsten and Gold (3TG)

Tin, tantalum, tungsten, and gold (3TG) are commonly found in solder, gold plating, capacitors, integrated circuits, cables, and other electronic parts, and are in Logitech products. Each year we conduct a review of our product portfolio and suppliers to identify Tier 1 Suppliers providing 3TG, engaging them to ensure their understanding of our due diligence and reporting criteria. We require these Tier 1 suppliers to identify and report 3TG smelters in their supply chain using the RMI's CMRT.

We assess the Smelter information that is submitted by the suppliers to identify Smelters in Covered Countries, and in 2022, we expanded our validation efforts to include CAHRAs. If a Smelter was located in the Covered Countries or CAHRA list, we worked to validate their involvement in third-party assured responsible minerals programs such as the RMAP or equivalent initiatives. We conduct the validation task using the RMI's RMAP Conformant Smelter and Refiner List, and RCOI data.

In 2023, for the fourth consecutive year, 100% of our 3TG SOR participated in a third-party audit program fulfilling our supply chain 3TG sourcing requirements. More information can be found on our Conflict Minerals Report on the [Reporting Page](#) of our website.

# 234

3TG Smelters in our supply chain, with 100% meeting our responsible sourcing requirements.

#### Cobalt

Logitech uses cobalt as a component of lithium ion batteries and magnets. In 2023, we surveyed 50 Cobalt Suppliers who then participated in training and due diligence initiatives to identify Cobalt refiners in Logitech supply chains. To achieve 100% responsible cobalt sourcing, we directly engage with cobalt refiners and encourage their participation in the RMAP.

In FY23, our supplier survey data identified 47 cobalt refiners as the source of cobalt for Logitech products. Of these, 96% (45 of 47) are now actively participating in RMAP or equivalent third-party audit programs and an additional 2% (1 of 47) were validated by a third-party assessment and RCOI. The remaining cobalt refiner was not yet participating in RMAP, but has committed to participating in the RMAP assessment in Q3 2024. We will continue to collaborate with suppliers to monitor the status closely.

# 47

Cobalt Refiners in our supply chain, with 98% meeting our responsible sourcing requirements.



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## Responsible Sourcing of Minerals

### Key Programs and Due Diligence Results

#### Mica

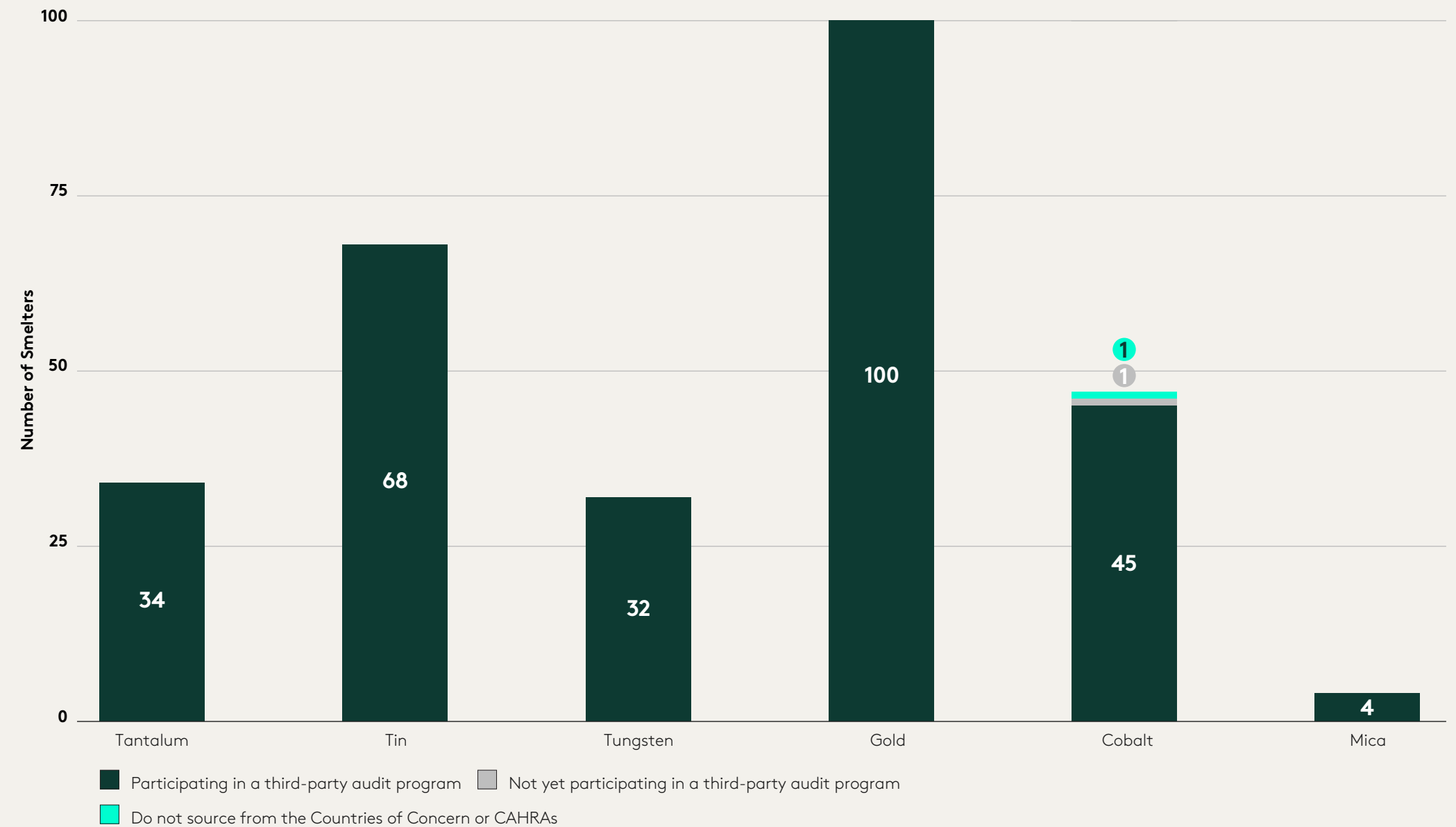
While mica is not classified as a “conflict mineral” under the Dodd-Frank Act, concerns about human rights violations are linked to its extraction in countries like India and Madagascar. Reports have highlighted issues such as child labor, illegal operations, and unsafe working conditions in the mica industry. In 2020, we made efforts to address these issues, including conducting risk assessments, identifying mica use in products, and collaborating with paint suppliers to promote responsible sourcing practices.

In 2023, out of 46 mica in-scope suppliers we identified four mica processors in our supply chain. On reviewing the information submitted by these suppliers regarding the mica processing facilities in their supply chain, we found that 100% of the reported processors are engaged with the RMAP.

4

Mica processors in our supply chain, with 100% meeting our responsible sourcing requirements.

#### 2023 Due Diligence Results





# About this Report

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- 130 Endnotes

## About this Report

### Sustainability Reporting

For us, the terms SER (social, environmental, responsibility) and ESG (environment, social, and governance) are synonymous with sustainability. SER is the term used by the Responsible Business Alliance (RBA). ESG is a term used by some investors, legislators, regulators, and other stakeholders. Our sustainability programs, as described in this report, address all material aspects of sustainability, both SER and ESG.

### Organizational Scope and Reporting Period For this Report

This Impact Report covers Logitech International S.A. and its subsidiaries.

The reporting period for this Impact Report is FY24 (i.e. April 01, 2023 to March 31, 2024), except where otherwise noted. In some cases, data in this report relate to CY23 (i.e. January 01, 2023 to December 31, 2023) to align with the reporting period of the industry initiative in which we are participating.

We follow an annual reporting cycle. Please access Impact Reports for previous years [here](#).

### Reporting Governance

This Impact Report was compiled by Logitech’s worldwide Sustainability team, incorporating contributions from essential functions throughout the Company and under the supervision and endorsement of Logitech’s leadership.

This Impact Report has developed in consideration of the following good practice reporting standards:

- The Global Reporting Initiative (GRI) Sustainability Reporting Standards
- United Nations Global Compact (UNGC) Communication on Progress Guidelines

### Contact Us

For any queries in relation to this report please contact [sustainability@logitech.com](mailto:sustainability@logitech.com)

### Corrections or Restatements of Information

None.



# UNGC Index

## United Nations Global Compact (UNGC)

Our [UNGC Commitment Letter](#) is available on our website. The scope of this Impact Report recognizes the Ten Principles of the UNGC as material aspects of our performance and provides our Communication on Progress (COP) with respect to each principle, as shown in the contents index on the following page. In the table on the following page, we have also mapped the UNGC Ten Principles to the RBA Code of Conduct, to show how the two management frameworks are aligned. Our Communication on Progress (COP) with respect to each principle can be found on the UNGC website [here](#).

### UNGC Content Index

COMMUNICATION ON PROGRESS (COP) REQUIREMENTS	REPORT SECTION
Statement by the Chief Executive Officer (CEO) expressing continued support for the Global Compact and renewing the Company’s ongoing commitment to the initiative and its principles.	<a href="#">Statement from our CEO</a>
A description of practical actions that the Company has taken to implement the Global Compact principles in each of the four issue areas (human rights, labor, environment, anti-corruption).	Various sections of the report as indicated below.
A measurement of outcomes	Various sections of the report as indicated below.

TEN PRINCIPLES	RBA CODE REQUIREMENTS	REPORT SECTION
<b>Human Rights</b> Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and Principle 2: make sure that they are not complicit in human rights abuses.	Labor standards including the following: – Working hours – Wages and benefits – Humane treatment	The <a href="#">Human Rights and Labor</a> section of this report provides an overview of the program and practical actions that we take at our production facility to ensure implementation of, and alignment with, the principles of the UNGC and the standards of the RBA Code of Conduct.  The <a href="#">Supplier Development</a> section of this report provides an overview of the program and practical actions that we take within our supply chain to ensure implementation of, and alignment with, the principles of the UNGC and the standards of the RBA Code of Conduct.
<b>Labor</b> Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; Principle 4: the elimination of all forms of forced and compulsory labor; Principle 5: the effective abolition of child labor; and Principle 6: the elimination of discrimination in respect of employment and occupation.	Labor standards including the following: – Freedom of association – Freely chosen employment – Young workers – Non-discrimination	The <a href="#">Responsible Sourcing of Minerals</a> section of this report provides an overview of the program and the initiatives we are implementing to ensure the responsible procurement of minerals.
<b>Environment</b> Principle 7: Businesses should support a precautionary approach to environmental challenges; Principle 8: undertake initiatives to promote greater environmental responsibility; and Principle 9: encourage the development and diffusion of environmentally friendly technologies.	Environmental standards including the following: – Environmental permits and reporting – Pollution prevention and resource reduction – Hazardous substances – Solid waste – Air emissions – Material restrictions – Water management – Energy consumption and greenhouse gas (GHG) emissions – Management systems	The <a href="#">Targeted Substances</a> section of this report provides an overview of our approach to the management of hazardous substances, being cognizant of the precautionary principle.  The <a href="#">Design for Sustainability</a> section, <a href="#">Climate Action</a> section, and <a href="#">Circularity</a> section of this report describes key programs from the last year, to promote greater environmental responsibility and encourage the development and diffusion of environmentally friendly technologies.
<b>Anti-Corruption</b> Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Ethics standards including the following: – Business integrity – No improper advantage – Disclosure of information – Intellectual property – Fair business, advertising and competition – Protection of identity and non-retaliation – Responsible sourcing of minerals and privacy	The <a href="#">Ethics</a> section of this report describes our commitment, policies, and actions to work against corruption in all its forms, including extortion and bribery.



# Data

ERM Certification and Verification Services Limited (ERM CVS) provided limited assurance on whether this Report is fairly presented in accordance with the Global Reporting Initiative (GRI) Standards and selected key performance indicators. See the ERM CVS independent assurance report published on our website ([Reporting webpage](#)) for further information.

For further information on how each of the following metrics are calculated, please refer to the Basis of Reporting document on our website ([Reporting webpage](#)).

## Climate Action

**TABLE 1** Fuel, Refrigerant, and Electricity Consumption at our Production Facility

	Units	CY23
Petrol	L	8145
Diesel	L	2,350
HCFC-22	kg	62
HFC-134a	kg	89
R-410a	kg	13
Electricity	kWh	18,852,779

**TABLE 2** Our Scope 1 and 2 Emissions/Carbon Footprint

	Units	CY23
Total Scope 1 GHG emissions	tCO <sub>2</sub> e	342
Total Scope 2 GHG emissions (location-based)	tCO <sub>2</sub> e	13,040
Total Scope 2 GHG emissions (market-based)	tCO <sub>2</sub> e	837
Total Scope 1 and 2 emissions <sup>40</sup>	tCO <sub>2</sub> e	1,179
Reduction in Scope 1 and 2 <sup>41</sup> GHG emissions from base year 2019 <sup>42</sup>	%	58



Data

TABLE 3Renewable 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 <sup>43</sup>	%	94

TABLE 4Carbon Reduction Programs

	Units	CY23
Renewable Electricity Buyers Club for suppliers <sup>44</sup>	tCO <sub>2</sub> e	79,267
Use of post-consumer recycled plastic	tCO <sub>2</sub> e	25,066
Use of low-carbon aluminum	tCO <sub>2</sub> e	13,049
Renewable electricity for our production facility <sup>44</sup>	tCO <sub>2</sub> e	10,729
Optimized printed circuit boards (PCB)	tCO <sub>2</sub> e	2,647
Steel plate removal	tCO <sub>2</sub> e	1,623
Renewable electricity for our offices <sup>44</sup>	tCO <sub>2</sub> e	1,474
Other reductions	tCO <sub>2</sub> e	4,942
TOTAL	tCO <sub>2</sub> e	138,797

TABLE 5Scope 3 Inventory

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

Data

TABLE 6Water Withdrawal

	Units	CY23
Total water withdrawal <sup>46</sup> at our production facility	t	284,780

Design for Sustainability

TABLE 7Design for Sustainability

	Units	FY20	FY21	FY22	FY23	FY24
Percentage of products with a Product Carbon Footprint study <sup>47</sup>	%	0	4	17	42	66
Percentage of products with FSC™-certified paper packaging <sup>48</sup>	%	1	3	8	11	19
Percentage of New Product Introductions with FSC™-certified packaging <sup>49</sup>	%	N/R <sup>50</sup>	N/R	N/R	51	73
Percentage of products with Next Life Plastics <sup>51</sup>	%	2	17	56	67	73
Percentage of products that are PVC-free <sup>52</sup>	%	28	32	39	40	43

Circularity

TABLE 8Materials

	Units	CY23
Total weight of materials used in products and packaging <sup>53</sup>	t	95,116
Total weight of materials with recycled content <sup>54</sup> 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 <sup>55</sup>	t	38,746
Weight of natural and renewable materials <sup>56</sup> used in products and packaging	t	24,574
Weight of natural and non-renewable materials <sup>57</sup> used in products and packaging	t	14,172
Percentage of natural materials used in products and packaging, which are considered renewable	%	63

Diversity, Equity, and Inclusion

Board of Diversity

TABLE 9Gender Diversity of the Board of Directors

	Units	FY22	FY23	FY24
Percentage of the Board of Directors who are male	%	64	67	60
Percentage of the Board of Directors who are female	%	36	33	40
Percentage of the Board of Directors who declined to state or not specified	%	0	0	0

TABLE 10Age Diversity of the Board of Directors

	Units	FY22	FY23	FY24
Percentage of the Board of Directors who are <30	%	0	0	0
Percentage of the Board of Directors who are 30-50	%	18	25	30
Percentage of the Board of Directors who are 51+	%	82	75	70

TABLE 11Racial Diversity of the Board of Directors<sup>58</sup>

	Units	FY22	FY23	FY24
Percentage of the Board of Directors who are Asian	%	18	25	30
Percentage of the Board of Directors who are Black or African American	%	0	0	0
Percentage of the Board of Directors who are Hispanic or Latino	%	0	0	0
Percentage of the Board of Directors who are White	%	82	75	60
Percentage of the Board of Directors who are Indigenous or Native American	%	0	0	0
Percentage of the Board of Directors who are Native Hawaiian or other Pacific Islander	%	0	0	0
Percentage of the Board of Directors who declined to state or not specified	%	0	0	10



Data

All Employees

TABLE 12Total Number of Employees

	Units	FY24
Total number of employees	#	6,500

TABLE 13Gender Diversity of all Employees

	Units	FY22	FY23	FY24
Percentage of all employees who are male	%	63	63	62
Percentage of all employees who are female	%	37	37	38
Percentage of employees who declined to state or not specified	%	0	0	0

TABLE 14Age Diversity of all Employees

	Units	FY22	FY23	FY24
Percentage of all employees who are <30	%	31	31	22
Percentage of all employees who are 30-50	%	61	61	67
Percentage of all employees who are 51+	%	8	9	12

TABLE 15Racial Diversity of all Employees<sup>58</sup>

	Units	FY22	FY23	FY24
Percentage of all employees who are Asian	%	34	32	33
Percentage of all employees who are Black or African American	%	4	5	5
Percentage of all employees who are Hispanic or Latino	%	5	8	9
Percentage of all employees who are White	%	49	50	49
Percentage of all employees who are Indigenous or Native American	%	0	0	0
Percentage of all employees who are Native Hawaiian or other Pacific Islander	%	2	1	1
Percentage of all employees who declined to state or not specified	%	6	4	4

TABLE 16Regional Diversity of all Employees

	Units	FY22	FY23	FY24
Percentage of all employees who are based in EMEA	%	17	17	17
Percentage of all employees who are based in Americas	%	24	22	21
Percentage of all employees who are based in Asia Pacific	%	58	60	62

TABLE 17Gender Diversity in Roles

	Units	FY21	FY22	FY23	FY24
Percentage of women in all management positions <sup>59</sup>	%	32	34	34	34
Percentage of women in junior management positions <sup>60</sup>	%	35	36	34	34
Percentage of women in top management positions <sup>61</sup>	%	26	29	32	33
Percentage of women managers in revenue-generating positions <sup>62</sup>	%	7	7	8	8
Percentage of women in STEM-related positions <sup>63</sup>	%	19	21	21	21

Data

TABLE 18 Gender Diversity by Contract Type<sup>64</sup>

	Total	Male	Female	N/A – Declined to state or not specified
Permanent	6,500	4,031	2,469	0
Temporary	1,134	803	331	0

TABLE 19 Regional Diversity by Contract Type<sup>65</sup>

	Total	EMEA	Americas	Asia-Pacific
Permanent	6,500	1125	1,348	4,027
Temporary	1,134	115	6	1,013

TABLE 20 Gender Diversity by Employment Type<sup>66</sup>

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

Breakdown by Employee Level

We capture data on racial diversity for our U.S. employees as of 31 March each year. All other data in the following table is for all employees globally.

Leadership Team

Logitech’s CEO and the CEO’s direct reports. A limited number of additional defined individuals may also be included, where requested by Logitech’s CEO.

TABLE 21 Gender Diversity of the Leadership Team

	Units	FY22	FY23	FY24
Percentage of the Leadership Team who are male	%	64	63	50
Percentage of the Leadership Team who are female	%	36	38	50
Percentage of the Leadership Team who declined to state or not specified	%	0	0	0

TABLE 22 Year on Year Diversity of the Leadership Team<sup>61</sup>

	Units	FY22	FY23	FY24
AGE				
Percentage of the Leadership Team who are <30	%	0	0	0
Percentage of the Leadership Team who are 30-50	%	44	38	29
Percentage of the Leadership Team who are 51+	%	56	63	71
RACE <sup>58</sup>				
Percentage of the Leadership Team who are Asian	%	24	20	25
Percentage of the Leadership Team who are Black or African American	%	6	0	0
Percentage of the Leadership Team who are Hispanic or Latino	%	0	0	0
Percentage of the Leadership Team who are White	%	71	80	75
Percentage of the Leadership Team who are Indigenous or Native American	%	0	0	0
Percentage of the Leadership Team who are Native Hawaiian or other Pacific Islander	%	0	0	0
Percentage of the Leadership Team who declined to state or not specified	%	0	0	0



Data

Extended Leadership

Our Extended Leadership comprises those directly employed by us at the Director level or above, not included in the Leadership Team category.

TABLE 23    Year on Year Diversity of Extended Leadership

	Units	FY22	FY23	FY24
GENDER				
Percentage of the Extended Leadership Team who are male	%	71	68	68
Percentage of the Extended Leadership Team who are female	%	29	32	32
Percentage of the Extended Leadership Team who declined to state or not specified	%	0	0	0
AGE				
Percentage of the Extended Leadership Team who are <30	%	0	0	0
Percentage of the Extended Leadership Team who are 30-50	%	67	65	60
Percentage of the Extended Leadership Team who are 51+	%	33	35	40
RACE <sup>58</sup>				
Percentage of the Extended Leadership Team who are Asian	%	28	32	36
Percentage of the Extended Leadership Team who are Black or African American	%	4	4	2
Percentage of the Extended Leadership Team who are Hispanic or Latino	%	3	4	5
Percentage of the Extended Leadership Team who are White	%	59	56	54
Percentage of the Extended Leadership Team who are Indigenous or Native American	%	1	1	0
Percentage of the Extended Leadership Team who are Native Hawaiian or other Pacific Islander	%	0	1	1
Percentage of the Extended Leadership Team who declined to state or not specified	%	6	3	2

People Managers

Individuals directly employed by us who have direct reports.

TABLE 24    Year on Year Diversity of our People Managers<sup>60</sup>

	Units	FY22	FY23	FY24
GENDER				
Percentage of our People Managers who are male	%	64	66	66
Percentage of our People Managers who are female	%	36	34	34
Percentage of our People Managers who declined to state or not specified	%	0	0	0
AGE				
Percentage of our People Managers who are <30	%	3	2	2
Percentage of our People Managers who are 30-50	%	81	81	80
Percentage of our People Managers who are 51+	%	15	17	18
RACE <sup>58</sup>				
Percentage of our People Managers who are Asian	%	34	35	34
Percentage of our People Managers who are Black or African American	%	4	3	3
Percentage of our People Managers who are Hispanic or Latino	%	5	8	8
Percentage of our People Managers who are White	%	49	49	47
Percentage of our People Managers who are Indigenous or Native American	%	0	0	1
Percentage of our People Managers who are Native Hawaiian or other Pacific Islander	%	2	1	1
Percentage of our People Managers who declined to state or not specified	%	6	4	7

Data

All Other Employees

All remaining individuals directly employed by us worldwide.

TABLE 25 Year on Year Diversity of all Other Employees

	Units	FY22	FY23	FY24
GENDER				
Percentage of all other employees who are male	%	62	62	61
Percentage of all other employees who are female	%	38	38	39
Percentage of all other employees who are declined to state or not specified	%	0	0	0
AGE				
Percentage of all other employees who are <30	%	28	29	26
Percentage of all other employees who are 30-50	%	64	63	65
Percentage of all other employees who are 51+	%	8	8	9
RACE <sup>58</sup>				
Percentage of all other employees who are Asian	%	32	32	32
Percentage of all other employees who are Black or African American	%	5	6	6
Percentage of all other employees who are Hispanic or Latino	%	9	9	9
Percentage of all other employees who are White	%	48	48	48
Percentage of all other employees who are Indigenous or Native American	%	0	0	0
Percentage of all other employees who are Native Hawaiian or other Pacific Islander	%	1	1	1
Percentage of other employees who declined to state or not specified	%	5	4	3

Health And Safety

TABLE 26 Health and Safety Metrics for our Production Facility

	Units	Category	CY23	
Number of fatalities, due to work-related injury	# cases	Direct contract <sup>67</sup>	0	0
		Indirect contract <sup>68</sup>	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 <sup>69</sup>	# 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 <sup>70</sup>	# cases	Direct contract	0.03	0.03
		Indirect contract	0	
Hours of health and safety training provided	# hours	Direct contract	28,824	114,480
		Indirect contract	85,656	
Percentage of workers covered by the health and safety management system	%	Direct and Indirect contract		100%



Data

Governance

TABLE 27 Ethics and Compliance

	Units	FY21	FY22	FY23	FY24
Number of noncompliances with product health and safety regulations resulting in a fine or penalty or regulatory warning	#	0	0	0	0
Number of confirmed incidents <sup>71</sup> of corruption	#	0	0	0	0
Number of confirmed incidents of corruption or bribery in which employees were dismissed or disciplined	#	0	0	1 <sup>72</sup>	0
Number of confirmed incidents where contracts with business partners were terminated or not renewed due to violations related to corruption	#	0	0	1 <sup>73</sup>	0
Number of legal cases brought against the organization or our employees for organizational corruption	#	0	0	0	0
Number of significant fines <sup>74</sup> and non-monetary sanctions for noncompliance with environmental laws and/or regulations in the last four years	#	0	0	0	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	0	0	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.	#	0	0	0	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	#	0	0	0	0
Legal actions (pending or completed) regarding anti-competitive behavior and violations of antitrust and monopoly legislation in which the organization has been identified as a participant	#	0	0	0	0

TABLE 28 Privacy And Security

	Units	FY21	FY22	FY23	FY24
Number of substantiated complaints concerning breaches of customer privacy	#	0	0	0	0
Number of identified leaks, thefts, or losses of customer data	#	0	0	0	0

RBA Code Compliance

TABLE 29 Supplier Development Activities

	Units	CY20	CY21	CY22	CY23
MAJOR SUPPLIERS					
Number of Major Supplier Facilities	#	57	57	60	58
Percentage of Major Supplier Facilities audited	%	100	100	100	100
NEW SUPPLIERS					
Number of New Supplier Facilities	#	59	41	25	30
Percentage of New Supplier Facilities audited	%	100	100	100%	100
TOTAL					
TOTAL NUMBER OF AUDITS COMPLETED	#	290	229	265	239

TABLE 30 Responsible Sourcing Of Minerals

	Units	CY20	CY21	CY22	CY23
Supplier participation in our program <sup>75</sup>	%	100	100	100	100

# Glossary and Acronyms

## Glossary and Acronyms

TERM	DEFINITION
<b>1.5 Degree Pledge</b>	This is our commitment to the <i>Paris Agreement</i> to take the necessary steps to reduce our corporate carbon footprint and to address any residuals in a manner that achieves net zero well before 2050, to limit global warming to 1.5°C.
<b>Bill of Materials</b>	A Bill of Materials is a list of the raw materials, assemblies, subassemblies, parts and components, as well as the quantities of each needed to manufacture a product.
<b>Carbon Clarity</b>	This Logitech program is our commitment to put Carbon Impact Labels on our products by 2025. We commit to doing this across our entire portfolio to help consumers make informed choices about the environmental impact of the products they choose to purchase.
<b>Carbon Footprint</b>	The total GHG emissions associated with a product, activity, or company due to the use of fossil fuels.
<b>Carbon Impact Labels</b>	In Logitech, Carbon Impact Labels are a means of communicating the total carbon impact of a product over its full life cycle. We provide Carbon Impact Labels for consumers on packaging and on our website. The LCA studies that support each Carbon Impact Label are carried out in partnership with third-party specialist consultants and are subject to an independent critical review.
<b>Child Labor</b>	Child labor is defined (by the RBA Code of Conduct) as any work done by individuals below the age of 15, below the age of compulsory education completion in their home country, or below the minimum employment age of their home country (whichever is higher).
<b>Circular Materials</b>	In Logitech, circular materials are Renewable Materials and recycled materials.
<b>Circularity</b>	In Logitech, circularity is the operationalization of a capability that empowers partners and consumers with simple and convenient ways to eliminate waste and contribute to a more circular world by giving products, components, and materials a next life, effectively converting waste to raw materials.
<b>Component Suppliers</b>	Component Suppliers provide components to our production facility in Suzhou, China.
<b>Conflict-Affected and High-Risk Areas</b>	Conflict-affected and high-risk areas are identified by the presence of armed conflict, widespread violence or other risks of harm to people. Armed conflict may take a variety of forms, such as a conflict of international or non-international character, which may involve two or more states, or may consist of wars of liberation, or insurgencies, civil wars, etc. High-risk areas may include areas of political instability or repression, institutional weakness, insecurity, the collapse of civil infrastructure, and widespread violence. Such areas are often characterized by widespread human rights abuses and violations of national or international law (OECD, 2016)
<b>Covered Countries</b>	The Democratic Republic of the Congo (DRC) and adjoining countries, as defined by “Section 1502 of the Dodd-Frank Act”.
<b>Design for Sustainability</b>	We believe products, companies, and business models should be designed for sustainability. We apply sustainable design thinking to our development processes and consider the full life-cycle impact of a product or process during the design process. Our goal is to design out adverse impacts on people and the environment and design in net positive environmental and social impact.
<b>Direct Suppliers</b>	See Tier 1 Suppliers.
<b>Dispatch Agencies</b>	Dispatch Agencies hire and manage workers on behalf of a business. The workers (known as “Dispatch Workers”) have an employment contract with the Dispatch Agency and the Dispatch Agency has a contractual agreement with the business. Dispatch Agencies tend to be highly specialized and are often used to supplement in-house capability to hire and manage a workforce.
<b>Do Nothing Design Scenario</b>	“Do nothing design scenario” refers to a theoretical equivalent design, which did not apply our Design for Sustainability (DfS) principles and thought leadership approach.

TERM	DEFINITION
<b>Global Reporting Initiative (GRI)</b>	An international independent standards organization that helps businesses, governments, and other organizations understand and communicate their impacts on issues, such as climate change, human rights, and corruption.
<b>Impact Report</b>	An annual report of Logitech’s sustainability impact, progress, and commitments.
<b>Joint Design Manufacturers</b>	We work with Joint Design Manufacturers (JDM) to supplement Logitech manufacturing capacity and to reduce volatility in production volumes. Our local and international teams maintain oversight of all supplier production activities, manufacturing know-how, quality process controls, social and environmental responsibilities, and intellectual property protection.
<b>Land-Use Change</b>	Anthropogenic changes in land use and natural environments to create human dominated environments, such as settlements, semi-natural and agricultural areas, leading to biodiversity change and loss.
<b>LCA Study</b>	A full Life-Cycle Assessment (LCA) Study is an assessment of the environmental impact, including the carbon impact, associated with the life cycle of a product or process, from cradle to grave. LCA studies conducted to international ISO standards consider the following life-cycle phases: sourcing and manufacturing, distribution, use, and end-of-life.
<b>Low-Carbon Aluminum</b>	Low-carbon aluminum is aluminum produced using renewable energy sources and reduces carbon impact by up to 80% compared to traditionally produced grades of aluminum.
<b>Major Offices</b>	Major Offices are the offices that account for 80% of Logitech’s floorspace of owned and leased offices in the calendar year.
<b>Major Product Line</b>	Major Product Lines are the product lines that account for 80% of Logitech’s revenue in the last calendar year.
<b>Major Suppliers</b>	Major Suppliers are the suppliers who account for 80% of Logitech’s direct spend in the calendar year.
<b>Net Zero</b>	Net zero is achieved when the carbon footprint of a company (Scope 1 GHG emissions, Scope 2 GHG emissions and Scope 3 GHG emissions) is reduced by at least 90% and the Company purchases high-quality carbon removals to address any residual carbon impact and remove more carbon than they create.
<b>Next Life Plastics</b>	Next Life Plastics is post-consumer recycled plastic that is made from items that consumers submit for recycling every day. The recycled plastic used in Logitech products typically comes from end-of-use consumer electronics, which could have otherwise ended up in landfill. Logitech uses Next Life Plastics to give a second life to this material.
<b>Ocean-Bound Plastic</b>	Ocean-bound plastic is plastic waste that is deemed to be at risk of leaking to waterways and the ocean.
<b>Product Carbon Footprint (PCF)</b>	The sum of GHG emissions and removals in a product system, expressed as CO <sub>2</sub> equivalents and based on a Life-Cycle Assessment (LCA Study) using the single impact category of climate change.
<b>Psychological Safety</b>	The belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes.
<b>RBA Code of Conduct</b>	The RBA Code of Conduct is maintained by the Responsible Business Alliance, in collaboration with its members to define best practice standards for the management of labor, ethics, environment, health and safety, and management systems. The RBA Code of Conduct focuses on priority issues for the RBA membership, including emerging issues that are not well understood. It is reflective of international norms and good practice, including the Universal Declaration of Human Rights (UDHR), the International Labor Organization (ILO)’s International Labor Standards, the Organisation for Economic Co-operation and Development (OECD), Guidelines for Multinational Enterprises, Occupational Health and Safety Assessment Standard (OHSAS) 18001, International Organization for Standardization, ISO 14001, and Social Accountability International, SA8000.



# Glossary and Acronyms

## Glossary and Acronyms continued

TERM	DEFINITION
Recycled Materials	In Logitech, recycled materials are materials that have independently certified recycled content. Those materials are typically made from post-consumer, end-of-life products.
Renewable Materials	Renewable materials are natural materials that can be replenished quickly and are recyclable at end-of-life. We recognize FSC™-certified paper and paper with high recycled content as a renewable material.
Scope 1 GHG emissions	GHG emissions associated with use of fossil fuels and refrigerants at our production facility and offices.
Scope 2 GHG emissions	GHG emissions associated with use of electricity at our production facility and offices.
Scope 3 GHG emissions	GHG emissions associated with our value chain. These emissions are not under our direct control but we can influence our suppliers, downstream distributors, and customers.
Smelters	Smelters and Refiners are collectively referred to as “Smelters” in the <a href="#">Responsible Sourcing of Minerals</a> section of this report.
Sustainability	We are often asked what we mean by sustainability at Logitech. Sustainability can mean different things to different people, depending on an individual’s priorities, experience, and perspective. Within Logitech, the terms SER (social, environmental, responsibility) and ESG (environment, social, and governance) are synonymous with sustainability. SER is a term used by the Responsible Business Alliance (RBA). ESG is a term used by some investors, legislators, regulators, and other stakeholders. Our Sustainability programs, as described in this report, address all material aspects of sustainability, SER and ESG. Our Social Impact programs are a crucial element of our sustainability agenda and address social challenges and injustice in culture, communities, and in wider society.
Stakeholder	Stakeholders are those groups who affect and/or could be affected by an organization’s activities, products, or services and associated performance. This does not include all those who may have knowledge of, or views about, an organization. Organizations will have many stakeholders, each with distinct types and levels of involvement, and often with diverse and sometimes conflicting interests and concerns. (AA1000 Stakeholder Engagement Standard)
Stakeholder Engagement	Stakeholder engagement is the process used by an organization to engage relevant stakeholders for a purpose to achieve agreed outcomes. (AA1000 Stakeholder Engagement Standard)
Targeted Substances	Hazardous and non-hazardous substances that are regulated by law or subject to Logitech preventative measures to eliminate, manage, and control their use in our manufacturing process and products.
Tier 1 Suppliers	Suppliers that have a direct contractual relationship with Logitech.

ACRONYM	MEANING
AI	Artificial Intelligence
AMR	North and South America
AP	Asia Pacific
CAHRA	Conflict-Affected and High-Risk Areas
CMRT	Conflict Minerals Report Template
CY	Calendar Year (In Logitech, this equates to 1 January to 31 December)
DfS	Design for Sustainability
DRC	The Democratic Republic of the Congo
EMEA	Europe, the Middle East and Africa
EMRT	Extended Minerals Reporting Template
FY	Financial Year (In Logitech, this equates to 1 April to 31 March)
GHG	Greenhouse gasses
ILO	International Labor Organization
IPCC	Intergovernmental Panel on Climate Change
ISO	International Organization for Standardization
LCA	Life-Cycle Assessment
LGBTQIA+	Lesbian, gay, bisexual, transgender, queer or questioning, intersex, asexual and more
MSDS	Material Safety Data Sheet
NPI	New Product Introduction
OBP	Ocean-Bound Plastic
OECD	Organization for Economic Co-operation and Development

ACRONYM	MEANING
PCB	Printed Circuit Board
PCF	Product Carbon Footprint
RBA	Responsible Business Alliance
RCOI	Reasonable Country of Origin Inquiry
RMAP	Responsible Minerals Assurance Process (RMAP)
RMI	Responsible Minerals Initiative
SAI	Social Accounting International
SAP	Smelter Action Plans
STEAM	Science, Technology, Engineering, Art, Mathematics
STEM	Science, Technology, Engineering, Mathematics
UNGC	United Nations Global Compact
U.S.	United States

# Endnotes

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 of MSCI.
2. Tier 1 suppliers that account for 80% of our direct spend.
3. Suppliers that have a direct contractual relationship with Logitech.
4. The offices that account for more than 80% of floorspace, worldwide, excluding our production facility.
5. Excludes printed wiring assembly, cables, and packaging.
6. Modelled based on a pre-production sample compared to the Logitech K350 Wave Keyboard (1st gen).
7. Modelled based on a black pre-production sample and compared to a “do nothing design scenario”.
8. Modelled on a pre-production sample compared to a “do nothing design scenario”.
9. Graphite keyboard and touchpad with classic chic book. Excludes plastic in printed wiring assembly and packaging.
10. More than 98% non-plastic packaging.
11. Modelled to evaluate a pre-production sample compared to the “do nothing design scenario”. 20% is the minimum reduction achieved.
12. Excludes plastic in receiver, battery, printed wiring assembly, and FFC cable.
13. More than 98% paper packaging to enable curb-side recycling where facilities exist.
14. Excludes electrical and electronic components, cables, capsule and packaging.
15. Graphite model. Excludes Electronic Components, cables, PWA and packaging.
16. Excludes printed circuit board plastics, and packaging.
17. More than 98% non-plastic packaging.
18. Our Net Zero Target is also recognized under the UNGC Forward Faster Initiative as a science-based net zero emissions target in line with a 1.5°C pathway.
19. The offices that account for more than 80% of floorspace, worldwide, excluding our production facility.
20. Scope 2 GHG emissions from our production facility and Major Offices.
21. Emission factor: 0.5691 kgCO<sub>2</sub>e/kWh (IEA 2023 database).
22. Carbon saving associated with units shipped from 1 January 2023 to 31 December 2023.
23. Measured as the number of product lines shipped from 1 March 2024 to 31 March 2024, which had low-carbon aluminum. Carbon saving is measured as the carbon saving from the use of low-carbon aluminum in units shipped from 1 January 2023 to 31 December 2023.
24. Aluminum with a footprint of <3 tCO<sub>2</sub>/t. Research by the First Movers Coalition indicates the production of near-zero primary aluminum at this threshold will require the adoption of at least one of many breakthrough technologies in the aluminum production process.
25. Measured as the percentage of units shipped from 1 March 2024 to 31 March 2024, for which Logitech had a third-party reviewed Product Carbon Footprint.
26. Renewable materials are natural materials that can be replenished as quickly as they are used and are recyclable at end-of-life. We recognize FSC™-certified paper and paper with high recycled content as a renewable material.
27. Modeled as the weight of materials placed on market from 1 January 2023 to 31 December 2023, using ex-Factory shipping records of the number of product units placed on market during this period and bill of materials data, which is collected as inputs for third-party reviewed Life-Cycle Assessments and internal Life-Cycle Assessments for a selection of products, and extrapolated to the full portfolio of products, using a proxy approach. Product-to-product data variation may affect chart accuracy.
28. Other materials include acoustic modules, composite packaging, connectors, consumables, electronic components, foams, glass, magnets, pallets, polyurethane, rubbers, tapes, glues, textiles, and wood.
29. Measured as the percentage of units shipped from 1 March 2024 to 31 March 2024, which incorporate post-consumer recycled plastic.
30. Measured as the carbon reduction achieved, compared to virgin plastic alternatives, for units shipped from 1 January 2023 to 31 December 2023.
31. Measured as the percentage of units shipped from 1 March 2024 to 31 March 2024, for which paper-based consumer packaging was FSC™-certified.
32. Measured as the percentage of New Product Introductions shipped from 1 March 2024 to 31 March 2024, for which 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.



# Endnotes

33. WWF (2009) Zero Net Deforestation 2020 – A WWF Briefing Paper.
34. Measured as the percentage of units shipped from 1 March 2024 to 31 March 2024, for which 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.
35. Data represents all permanent employees. Percentages may not add up to 100% due to rounding.
36. Measured from April 1, 2023 to March 31, 2024
37. A Donor Advised Fund is a philanthropic giving vehicle sponsored by a public charity, permitting donors to contribute to the fund and recommend grants.
38. The RBA term “Priority Aspects” is a nonconformance which has significant and immediate impact. RBA quotes the following examples: “Health and safety issues that can cause immediate danger to life or serious injury; environmental issues that can result in serious and immediate harm to the local environment or community.
39. On a case-by-case basis, we may accept a supplier’s use of an “equivalent program”, if the program is deemed to be credible and reputable, taking into account the specific materials and suppliers of interest (a number of other schemes are used and advocated by other RBA members, e.g. London Bullion Market Association, Responsible Jewellery Council), Responsible Jewellery Council (the “RJC”) Chain-of-Custody Certification Program, The Copper Mark Assurance Framework.
40. 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.
41. Market-based Scope 2 emissions.
42. Our baseline emissions for 2019 were 895 tCO<sub>2</sub>e (Scope 1) and 1,955 tCO<sub>2</sub>e (Scope 2) market-based.
43. 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.
44. Including green tariffs and Energy Attribute Certificates.
45. In our baseline year (2021), total Scope 3 GHG emissions were 1,634,424 tCO<sub>2</sub>e.
46. Withdrawal is the sum of all water drawn from surface water, groundwater, seawater, or a third party, for any use.
47. Measured as the percentage of units shipped from 1 March 2024 to 31 March 2024, for which Logitech had a third-party reviewed Product Carbon Footprint.
48. Measured as the percentage of units shipped from 1 March 2024 to 31 March 2024, for which all paper-based consumer packaging was FSC™-certified.
49. Measured as the percentage of New Product Introduction units shipped from 1 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 i.e. 1 April 2023 to 31 March 2024.
50. N/R: Not reported as Data was not available at the time of reporting.
51. Measured as the percentage of units shipped from 1 March 2024 to 31 March 2024, which incorporate post-consumer recycled plastic.
52. 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.
53. 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.
54. Modeled as the weight of post-consumer recycled plastic shipped ex-Factory in Logitech products from 1 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.
55. Natural materials are materials that are generated by ecological processes e.g. paper; not plastic.

# Endnotes

56. 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.
57. Non-renewable materials are natural materials that cannot be replenished quickly or are not recyclable at end-of-life.
58. 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 N/A – declined to state or not specified.
59. Women in the Logitech “People Managers” category, “Extended Leadership” category, and “Leadership Team” category, as a percentage of all individuals in those categories.
60. Women in the Logitech “People Managers” category, as a percentage of all individuals in that category.
61. Women in the Logitech “Extended Leadership” category and “Leadership Team” category, as a percentage of all individuals in these two categories.
62. 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.
63. 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.
64. Includes permanent and temporary direct and indirect workers from all regions worldwide.
65. Includes permanent and temporary direct and indirect workers from all regions worldwide.
66. Includes direct and indirect workers from all regions worldwide. Assembly line workers in our production facility are excluded.
67. Direct contract: Individuals with a direct employment contract with Logitech.
68. 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).
69. Incident categories comprised slip/trip/fall and hit/cut/bruise due to manual handling of materials, equipment or tools.
70. Total number of recordable injuries and illness cases per 200,000 hours worked.
71. A confirmed incident is a substantiated case.
72. We conducted a comprehensive investigation based on an anonymous tip, and the investigation found that an employee was receiving personal payments from one of Logitech’s sellers. There was no wrongdoing by any other Logitech employee or Logitech as a company. This was a Code of Conduct violation, and the employee was terminated and our relationship with the seller was not renewed.
73. This is the same incident that is described in the previous end note.
74. A fine of more than USD10,000.
75. 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.



