logitech®

FY23

IMPACT REPORT

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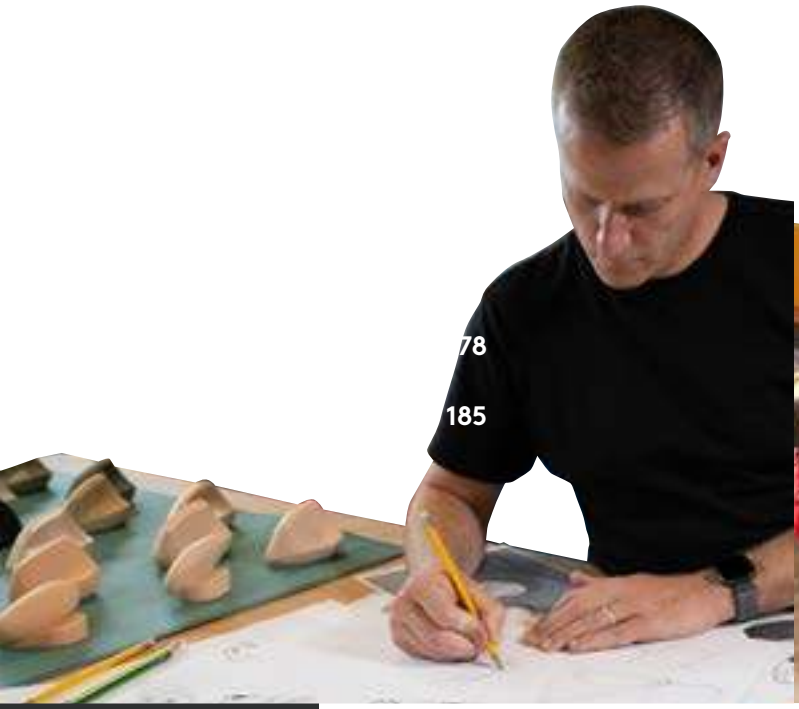


STATEMENT FROM OUR CHAIRPERSON OF THE BOARD

WENDY BECKER

Inequality and climate change are the challenges of our time. It will be through strength and courage that we can collectively drive the change needed to design a positive future.

At Logitech, our optimism for the future is focused on accelerating the pace and scale of efforts needed to tackle climate change, reduce inequality, and improve the well-being of diverse communities. We are acutely aware of the impact our activities can have on the planet and people. That awareness pushes us to pursue accountability and define specific goals to drive our performance.

DESIGNING A POSITIVE FUTURE

Logitech's transformational journey begins and ends with Designing a Positive Future, one that defies the logic of the past to create a more equitable and Climate Positive world. It's built around the company's core values of Environment and Equality and is wrapped around our mission and vision. Our sustainability priorities are focused around three key areas of impact: removing more carbon than we create, innovating for a circular world, and supporting thriving communities within a vibrant society.

Powerful frameworks guide our actions. The sustainability standards set forth in the Responsible Business Alliance (RBA) Code of Conduct have provided a pathway for well over a decade. We continue to hold ourselves accountable to the highest environmental, social, and governance standards in the industry, our goals adhere to the Science-Based Target Initiative (SBTi) and are aligned to the 1.5°C Paris Agreement. As a signatory to the United Nations Global Compact (UNGC), we are committed to the Sustainable Development Goals (SDGs). We reaffirm our support to the Ten Principles of the United Nations Global Compact in areas of Human Rights, Labor, Environment and Anti-Corruption. This Impact Report includes a description of our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

MOBILIZING FOR FUTURE GENERATIONS

Mobilizing for the future means we are moving beyond commitments and reporting on our actions and impacts we are making today with an eye to the future. Logitech is a substantially larger company than pre-pandemic and with it our responsibility has grown as well. Macroeconomic issues, geopolitical tension, and impacts of the COVID-19 pandemic have all

weighed heavily on us. Yet through it all, Logitech continues to plow steadfast ahead, committed to not only doing the right thing, but doing so in a way that gives more than we take.

We continue to prioritize absolute reductions in the carbon footprint of our products and we are tracking against our commitment to be climate positive by 2030. Achieving absolute reductions in carbon is the cornerstone and priority of our Climate Action Strategy and we are committed to maintaining carbon neutrality across the entire product portfolio and value chain year-on-year until we achieve our targets. Since 2019, we have reduced our global Scope 1 and 2 carbon emissions by more than 55 % and since 2021 we have reduced our Scope 3 emissions by more than 21 %.

PERSIST AND RESHAPE

Underrepresented minority groups, particularly in the technology sector, have been disadvantaged for too long. It's time to change the equation. We're cultivating a company culture that promotes inclusive leaders, hosting discussion topics to educate employees on issues faced by marginalized groups, supporting people with disabilities in partnership with AbleGamers, Adaptive Esports League and others, and continuing to close the gender gap in tech with our Women Who Master series.

Our Supplier Diversity program continues to gain traction. This year, not only did we adopt Gender Fair's Assessment Methodology to underpin our program, but we co-founded a new standard for gender equality — the Coalition for Gender Fair Procurement. This alliance of like-minded organizations seeks to inspire sustained positive progress towards UN SDG 5 and reflects the United Nations Women's Empowerment Principles. In addition to creating a mechanism for continuous improvement and tracking of our own performance, we are helping to shape an industry standard.

ACKNOWLEDGING OUR ACTIONS

From our early days as a hardware company, we've continued to invest and grow as a design-led company, innovating our core capabilities and actively refining and rethinking our competencies to meet the changing needs of stakeholders. Our humble but hungry attitude has kept us in check and our growth mindset has continued to challenge us along the way. Our people have been our backbone and it's their ingenuity that inspires ambitious progress.

We retained our listing on the Dow Jones Sustainability Index for Europe and EcoVadis ranked us in the top 1 % of sustainability rated companies earning us the highest distinction Platinum rating. We also were rated "AAA" by MSCI, representing the top 9 % in the technology, hardware and peripherals industry globally and were recognized for addressing climate change within the supply chain by ranking in the top 8 % of companies on the annual CDP Supplier Engagement Leaderboard. While I'm inspired by the progress that Logitech is making and grateful for the recognition achieved, there is still much more work to be done. The path forward continues to rely on the many partners and collaborators that will help us co-create next generation capabilities.

HARNESSING THE COLLECTIVE

Logitech is committed to helping everyone pursue their passions in a way that is good for people and the planet. Our commitment to this mission remains as strong as ever. Logitech is a company that is nimble and flexible enough for every person to take the initiative and scale the pace of action. That also means speaking up for climate and social justice policies. We were honored to receive an invitation to celebrate the passage of the Inflation Reduction Act at the White House this year. By increasingly making climate policy advocacy a focus, we are using our influence to accelerate change. What follows in this report is our community at its best, working together to design a more equitable and Climate Positive world.

Wendy Becker
Chairperson of the Board

OUR COMPANY

We design new possibilities that extend human capability. Our mission is to help ALL people pursue their passions ... in a way that is good for people and the planet.

Founded in 1981, and headquartered in Lausanne, Switzerland, Logitech International is a Swiss public company listed on the SIX Swiss Exchange (LOGN) and on the Nasdaq Global Select Market (LOGI). Logitech's website address is www.logitech.com.

Logitech's mission is to help all people pursue their passions in a way that is good for people and the planet. We design, manufacture, and sell products that help businesses thrive and bring people together when working, creating, gaming and streaming. We sell these products through a number of brands: Logitech, Logitech G (including ASTRO Gaming, Streamlabs, and Blue Microphones) and Ultimate Ears.

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

PRODUCTION FACILITY

Logitech's manufacturing operations consist principally of final assembly and testing. Since 1994, we have had our own manufacturing operations in Suzhou, China, which currently handles approximately 40 % of our total production of products. We continue to focus on ensuring the efficiency of the Suzhou facilities through the implementation of quality management, automation, process improvements, and employee involvement programs. We outsource the remaining production to contract manufacturers and Joint Design Manufacturers (JDM) located principally in Asia. Both our in-house and outsourced manufacturing operations are managed by our worldwide operations group. The worldwide operations group also supports the business units and marketing and sales organizations through the management of distribution centers and the supply chain and logistics networks.

We use Joint Design Manufacturers and Contract Manufacturers to supplement internal capacity and to reduce volatility in production volumes. Our local and international teams maintain oversight of all in-house and supplier production activities, manufacturing know-how, quality process controls, social and environmental responsibilities, and Intellectual Property protection.

Our hybrid model of in-house manufacturing and contract manufacturers allows us to effectively respond to rapidly changing demand and leverage economies of scale.

JOINT VENTURES

We do not operate Joint Ventures.

LOGITECH INTERNATIONAL S.A.

● Registered Office and Holding Company ● Major Office* ● Logitech Production Facility

*Our Major Offices are the offices that account for more than 80 % of our office floorspace worldwide, excluding our production facility.

OUR APPROACH

We design new possibilities that extend human capability. Our mission and purpose is to help ALL people pursue their passions ... in a way that is good for people and the planet. As a company, we commit to doing the right thing, behave ethically, and act with integrity. We live and breathe our values. We want to be part of global efforts to cocreate a more sustainable future.

As a company, we're small and flexible enough for every person to take the initiative and make things happen. But we're big enough in our portfolio and reach for those actions to have a global impact. That's a unique position to be in and we will always try to keep it that way.

We are acutely aware of the impact our activities can have on our planet and people. We create a sense of urgency around sustainability and we encourage all employees to work together to incorporate sustainability into day-to-day activities and decision-making. We are working to make sustainability pervasive across all our activities and a reflection of our culture. We have made a number of company commitments, which guide our approach and decision-making.

OUR COMMITMENTS

THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

In the face of growing environmental and societal challenges – from climate change to global inequality and injustice – we recognize the need to collaborate with others and unleash the full impact of our collective experience and capacity for sustainable innovation and social change.

In FY21, we mapped our existing sustainability programs with the United Nations Sustainable Development Goals (SDGs). Since then, we have continued and expanded this mapping process and highlighted the SDGs that are core areas of focus for us, as an organization. Each section of this report shares the SDGs that we are focused on, and a map of how our programs link to the SDG framework is included in the About this Report section of this report.

SUSTAINABLE DEVELOPMENT GOALS

Our key areas of focus

WE SUPPORT

UN GLOBAL COMPACT

THE UNITED NATIONS GLOBAL COMPACT

We support the Ten Principles of the United Nations Global Compact (UNGC) on human rights, labor, environment, and anti-corruption. We are committed to making the UNGC part of our strategy, culture, and manifested in our day-to-day activities. We aim to engage in collaborative projects that advance the broader development goals of the United Nations and particularly the Sustainable Development Goals.

We see significant areas of overlap and alignment between our existing commitment to the Responsible Business Alliance (RBA) Code of Conduct and our commitment to the UNGC. A map of how UNGC and RBA are linked to the sections of this report is included in the About this Report section of this report. This Impact Report addresses the UNGC's Communication on Progress reporting requirements.

THE RBA CODE OF CONDUCT

The RBA Code is a core element of our framework for sustainability management. We joined the RBA (formally known as the Electronics Industry Citizenship Coalition®, EICC®) in 2007 to collaborate with industry peers and competitors alike, to create, develop, and implement tools and programs to address the environmental and social risks associated with our sector's activities. RBA members are held accountable to the RBA Code of Conduct and our commitment to the Code is defined in our RBA Commitment Statement.

The Code focuses on priority issues for the RBA membership (as shown in the following figure), 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 Organization 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®.

RBA engages stakeholders from across business, governments, civil society, investors, and academia to gather the necessary range of perspectives and expertise to review and update the Code year on year. This forward-thinking approach helps us apply the precautionary principle, look beyond our legal obligations, deliver on our commitment to continually improve our performance, and ensure we live and breathe our company values. We implement the Code at our production facility and in our supply chain, using a range of RBA-supported training and assessment tools. The Code is reflected in our internal policy framework, standards, audit processes, and contractual agreements with suppliers. It drives our business and sustainability strategy and informs our decision-making.

THE RBA CODE OF CONDUCT

RBA CODE OF CONDUCT

Responsible Business Alliance

Advancing Sustainability Globally

LABOR

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

ETHICS

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

ENVIRONMENT

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

HEALTH AND SAFETY

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

MANAGEMENT SYSTEMS

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

OUR CLIMATE PLEDGE

In September 2022, we renewed our 1.5°C Climate Pledge and pledged to remove more carbon than we create, by 2030. This means we will remove more carbon than we create. It also means we will go beyond a 50 % reduction in our absolute carbon footprint, to deliver a 100 % shift to renewable electricity, and address the balance of our footprint with high-quality, certified offsets and carbon removals.

OUR PROGRAMS

We are often asked what we mean by sustainability at Logitech. Sustainability can mean different things to different people depending on your priorities, experience, and perspective. Within Logitech, 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.

We have environmental activities and programs which focus on reducing our impact on the planet.

- Climate action
- Carbon Clarity
- Design for sustainability
- Responsible packaging
- Targeted substances
- Responsible manufacturing
- Circularity

For these programs, we measure our impact in terms of carbon, circularity, and other environmental indicators.

We have social impact activities and programs which focus on enhancing our positive impact on people, communities, and society.

- Human rights and labor
- Ethics
- Privacy and security
- Responsible sourcing of minerals
- Supplier development
- Talent development
- Diversity, equity, and inclusion
- Supplier diversity
- Employee safety, health and well-being
- Charitable investments
- Impact reporting

Many of our management programs are cross-cutting, creating value in terms of a reduced environmental impact and positive social impact on people and society, e.g. our supplier development program.

OUR MANAGEMENT APPROACH

We want to make sustainability pervasive. We have one global sustainability team and one global social impact team, to help us adopt one global approach, but the role of both teams is to inform and empower all of our employees across all our brands and business groups, to champion sustainability and identify and action sustainability and social impact opportunities in every part 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.

BOARD OVERSIGHT

We believe that full Board of Directors' oversight is important to ensure that sustainability is part of, and aligned with, our overall company strategy. The Board, including our President and Chief Executive Officer, liaises with the Chief Operating Officer and the Head of People and Culture to oversee this strategy, advocate for sustainability and social impact, select projects to prioritize, sponsor, and finance, and drive strategy and execution, in collaboration with other business leaders.

To support the Board in its oversight efforts, the Nominating and Governance Committee evaluates and advises on the Board's process and cadence for oversight of the Company's ESG strategy. Sustainability is a regularly scheduled agenda item at Board meetings and at those meetings, our Chief Operating Officer and Head of People and Culture provide updates and recommendations to the Board, including in connection with our climate action priorities and goals or DEI (diversity, equity, and inclusion). The Board's oversight role encompasses reviewing those recommendations and guiding strategy.

Beginning in 2022, we introduced a sustainability scorecard as a metric that counts towards 10 % of the annual bonus incentive plan for our Group Management Team, comprising our President and Chief Executive Officer, our Chief Financial Officer, our Chief Operating Officer, and our Chief Legal Officer. This metric covers five dimensions including carbon reduction, carbon labeling of our products, renewable electricity, design for sustainability, and external reporting through the Carbon Disclosure Project (CDP) and the Dow Jones Sustainability Index (DJSI) Corporate Sustainability Assessment.

MANAGEMENT REVIEW

A minimum of once annually, we review the scope and performance of each of our programs in a more strategic way, and identify further opportunities for growth and program evolution in the forthcoming year. We perform this review within the context of the broader external sustainability landscape and incorporate our understanding of how mega-trends and macro-developments may impact our sector and activities. As part of this process, we review and refresh our policy framework in the light of any identified developments or opportunities for further improvement, and we strategically evaluate the need for new policies to establish new programs and strengthen our management approach.

SUSTAINABILITY AND SOCIAL IMPACT TEAMS

As mentioned above, Logitech has a corporate Sustainability team, led by our Chief Operating Officer, and a Social Impact team, led by our Head of People and Culture.

COLLABORATIVE FORUMS

The Sustainability Forum and the Social Impact Forum are open and cross-functional forums for business leaders and colleagues to share knowledge and ideas on proposals, projects, lessons learned, and emerging themes, and to establish internal capabilities. Sustainability and social impact opportunities can be identified by any individual in Logitech and channeled to these forums for further discussion.

Other examples of stakeholder engagement mechanisms across our employee base are provided in the Stakeholder Engagement section of this report.

The Sustainability and Social Impact teams routinely review the purpose, scope, and value of sustainability proposals and how they align with external factors, our overall commitments, and our values. Our Chief Executive Officer, Chief Operating Officer and Head of People and Culture are members of our Leadership Team, and they work with other business leaders to advocate for sustainability, select projects to prioritize, and sponsor, finance, and drive strategy and execution.

CONSIDERING EXTERNAL PERSPECTIVES

Our management approach also includes a number of mechanisms of feedback and connection with the outside world and objective, third-party assessment of our performance.

With our External Factors Review (EFR) process, we review publicly available sources of information – to evaluate external perspectives of our management approach and sustainability performance, and identify new or emerging expectations and opportunities for long-term reputational value or reputational risks. Insights from the EFR process inform decision-making with respect to our management approach, including our stakeholder engagement strategy, sustainability reporting, and sustainability strategy priorities.

We also participate in third-party audits, which evaluate our management approach and performance in relation to RBA Code requirements, ISO 14001, ISO 45001, ISO 9001, and our Climate Positive commitments. As part of these audits, third-party auditors evaluate our management approach and performance in relation to best practice expectations. We regularly benchmark our performance in relation to peer companies both within and outside our sector; we submit our Impact Report to a large number of third-party rating platforms who review and rate our performance and provide useful feedback, which informs our planning for the coming year.

OUR VALUES

As a company, we are small and flexible enough for every person to take initiative and make things happen. But we also have a big enough portfolio and reach for those actions to have a global impact. That's a pretty sweet spot to be in and we will always try to keep it that way. We are committed to doing the right thing, by behaving ethically and acting with integrity. We live and breathe our values.

Our culture and our values were articulated as an outcome of interactive roadshows conducted in 2016, which were initiated by our Chief Executive Officer and Head of People and Culture. More than 85 % of our employee base contributed their insights on four key aspects of our company culture: the most important elements of Logitech's culture, as identified by employees, the words and sentiments employees used when describing Logitech culture to others, the elements that are aspirational (and require us to keep working on them), and what elements we might need more of, (to keep us successful in the future). The values, mindset, and behaviors were articulated in English and translated into local languages by site leaders, where appropriate.

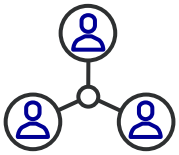
Our values, mindset, and behaviors are integrated in the hiring and onboarding processes, are discussed during orientation and underpin our employee recognition and awards program, talent and development programs and other initiatives. Site leaders regularly organize events, teamwork, and news based on the value sets, to raise awareness and communicate what we value to new and existing employees.

WE BELIEVE WE ARE AT OUR BEST WHEN WE:

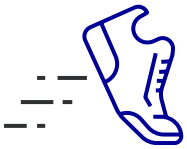
PRIORITIZE EQUALITY AND ENVIRONMENT

ARE OPEN AND OURSELVES

ARE HUMBLE BUT HUNGRY



COLLABORATE BUT CHALLENGE



DECIDE AND DO

"As a company, we want to leave our mark. Our commitment to shaping a better world is a core value that we care deeply about.

Kirsty Russell
Head of People and Culture

Equality and Environment was explicitly included as a values set in 2020. Our commitment to these were originally captured in the 2016 work plan with the articulation of our belief that as a global company, our people bring an array of diverse perspectives and unique experiences needed to innovate, understand different markets and pull together across the globe to make things happen locally and build a competitive advantage.
As a company, we care.

We're fully conscious of our connection to communities and the mark we can leave on our world. We're also committed to leaving as small a mark on the environment as we can.

We made the decision to explicitly recognize equality and environment as core values of our company for greater alignment and accountability internally, as well as to demonstrate leadership and raise stakeholder awareness externally.

EQUALITY AND ENVIRONMENT

We believe every individual should have equal access to opportunity. Within Logitech, we work to offer equitable opportunities for each individual, regardless of gender, race, religion, sexual orientation, and more. Externally we stand up for the rights of underrepresented groups, especially in the face of adversity, and will challenge systemic barriers. By doing this, we hope to level the playing field for everyone.

WE ADVOCATE FOR SUSTAINABILITY

We design for sustainability to reduce the environmental impact of our products, operations, and value chain. We drive ambitious uptake of renewable energy and invest in projects that support climate-impacted forestry and communities. We are developing more circular production and consumption models to meet the growing consumer demand for electronics, while also addressing the need to conserve natural resources, biodiversity, and carbon sinks.

OPEN AND OURSELVES

We want everyone to feel they can be themselves in every way, no pretense, no dress code, or other limitations.

We treat each other fairly and respectfully, and when mistakes are made they can be openly discussed.

We're also not interested in politics, just in doing what's right ethically and acting with integrity. That also means that if there's something wrong, speaking up in the moment is something we feel obliged to do.

HUNGRY BUT HUMBLE

Humility is something we associate with the quest to always learn. We continuously learn from all experiences including those that could be characterized as wins and losses, successes, and failures. Our hunger to do more, better, faster makes us hard to compete with.

COLLABORATE BUT CHALLENGE

We achieve more when we work together. It's that simple. It's always nice when someone agrees but we constantly seek challengers to our ideas. Working collaboratively with colleagues, customers, and partners raises possibilities that one person alone might not see.

We also need to collaborate on something bigger than our own interest, which means that sometimes we might feel like we're losing something but someone else is gaining. And that's just fine as long as the gain is a gain for the wider Logitech.

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.

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

When we are identifying key stakeholder groups, we leverage the guidance set out in the AA1000 Stakeholder Engagement Standard 2015 and consider five key attributes, which are defined in that standard and shown in the following box.

AA1000:

DEPENDENCY: groups or individuals who are directly or indirectly dependent on Logitech's activities, products or services and associated performance, or on whom Logitech is dependent in order to operate.

RESPONSIBILITY: groups or individuals to whom Logitech has, or in the future may have, legal, commercial, operational or ethical responsibilities.

TENSION: groups or individuals who need immediate attention from Logitech with regard to financial, wider economic, social or environmental issues.

INFLUENCE: groups or individuals who can have an impact on Logitech's or a stakeholder's strategic or operational decision-making.

DIVERSE PERSPECTIVES: groups or individuals whose different views can lead to a new understanding of relevant situations and the identification of opportunities for action that may not otherwise occur.

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, end consumers through our e-commerce platform, and indirect sales to end customers (end-users) through distributors. Our mission is to help ALL people pursue their passions, in a way that is good for people and the planet and deep engagement with customers and consumers is critical to understand and anticipate stakeholder needs and execute on that mission.
- **Employees:** Our employees develop and implement sustainability programs and are the driving force behind our innovation and success.
- **Regulators and Policymakers:** 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 policymakers.
- **Shareholders:** We value open and meaningful engagement with existing and potential shareholders. We also engage with rating agencies and advisors who work on behalf of 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 change, full value chain activation and engagement are needed.

HOW WE ENGAGE

Functions across Logitech manage stakeholder relationships and interact with key stakeholder groups in a variety of ways.

Some forms of stakeholder engagement follow a set frequency, such as our bi-annual employee Logi Pulse survey, supplier audits and our annual shareholder meeting. Other forms of engagement are more ongoing, such as engagement with customers about our sustainability performance, collaboration with industry peers on specific programs, and discussions with policymakers.

We also conduct an annual External Factors Review (EFR), which is a review of publicly available sources of information - to identify any reported concerns or perceptions regarding a company's approach to sustainability management, sustainability risks, and sustainability performance. Our EFR process includes consideration of market intelligence and key insights gathered by multiple functions across Logitech from direct engagement with each and all of the stakeholder groups over the course of the year.

The remainder of this section describes the key engagement activities in the last financial year, for each stakeholder group, along with a summary of the key insights or outcomes of our engagement activities.

STAKEHOLDER GROUP	MECHANISMS OF ENGAGEMENT	EXAMPLES OF FY23 ENGAGEMENT ACTIVITIES AND TOPICS OF ENGAGEMENT
Customers	• Direct engagement with strategic customers • Consumer insight surveys and other engagement activities with consumers • Press releases and email blasts • Website communications • Online communities, social media and blogging • Conference attendance and related engagements • Customer feedback surveys • Sharing of information on established platforms supporting sustainability procurement e.g. EcoVadis	**CONSUMERS:** • In October 2022, we carried out user research in the US, Germany and China in order to better understand the needs, strategies and barriers that users experience when they are trying to repair mice and keyboards. This research helped us understand opportunities in this area, which informed our strategies to advance the repairability of Logitech products and to the launch of our iFixit Partnership. • In November 2022, we conducted quantitative and qualitative testing of our e-tail communications on sustainability topics. The research was carried out in the U.S. and Germany to understand the effectiveness of our product-level sustainability communications, in terms of conversion metrics, content performance and brand perception, both through quantitative and qualitative research. • In March 2023, we engaged a third-party to analyze consumer discourse around topics of sustainability. Significant discourse around sustainability topics was not identified for our product categories (consumer peripherals) so we focused our second round of research on the discourse relating to an adjacent product category (smartphones). Insights from this research have helped to inform the direction and scope of our communication strategy around certain product categories. • Throughout the year, we monitor customer satisfaction ratings for customers who engage with our Customer Experience team, using Net Promoter Scores. This helps us understand the impact of our current processes for customer support and adapt our strategies to changing circumstances.

STAKEHOLDER GROUP	MECHANISMS OF ENGAGEMENT	EXAMPLES OF FY23 ENGAGEMENT ACTIVITIES AND TOPICS OF ENGAGEMENT
Customers (continued)		**CONSUMERS (CONTINUED):** • We engage, educate and activate consumers around sustainability-related topics and this includes consumer activation campaigns, which may be launched in partnership with other retailers. Examples from the last year include our Recycle and Save program with Best Buy our Women Who Master Campaign and our participation in the Amazon Climate Pledge Friendly Program to help customers discover the products that align more closely with their values and provide them with accurate, credible, and meaningful information on sustainability at the product level. • We continue to evolve the sustainability spaces on logitech.com to include educational assets and information. In the last year, we provided more information on how consumers can support Carbon Clarity and understand what it means to have a Carbon Impact Label on their product. We also added more information to our Recycling webpage, to help consumers find recycling opportunities for end-of-life electronics in their local areas. **ENTERPRISE CUSTOMERS:** • Throughout the year we regularly liaise with enterprise customers (including businesses, distributors, resellers and retailers), to understand customer needs and ensure products are brought to market in a manner that reflects our sustainability expectations and good practice requirements. • In the last year, we received more than 40 surveys and requests for information from enterprise customers looking to understand our sustainability performance and data. We also hosted a number of strategic engagements with enterprise customers to share our approach to sustainability performance and elicit feedback on our current strategy. • To celebrate Earth Day 2023, we launched the Logitech-ForestNation Tree-Planting Campaign and offered enterprise customers the opportunity to opt in and plant trees on behalf of their customers. More than 150 organizations opted in to participate and we financed the planting of more than 7,400 trees.
Employees	• Team, site and business group huddle meetings (weekly and monthly) • Company surveys (bi-annually) • Workshops on specific sustainability topics • Sustainability Forum sessions and Social Impact Forum sessions • All Hands events (quarterly) • Whistleblower hotline and mailbox	We endeavor to create an open-door environment, where employees feel they can interact at every level. Employee engagement across the company is supported in a number of ways • We host company-wide "All Hands" meetings on a quarterly basis, with weekly and monthly huddle sessions in specific sites and regions. • Our Leadership Team also hosts regular "Ask Anything" sessions, where no question is off-limits and questions can be raised by employees anonymously in real time. These sessions are used to share news, discuss our company priorities and ensure employees understand how their role aligns to company objectives. These sessions also empower employees to share their views, questions, and concerns directly with senior leaders. Videos of the sessions are added to our company intranet within days, to facilitate further employee views, comments and ongoing engagement.

STAKEHOLDER GROUP	MECHANISMS OF ENGAGEMENT	EXAMPLES OF FY23 ENGAGEMENT ACTIVITIES AND TOPICS OF ENGAGEMENT
Employees (continued)		• We conduct a bi-annual Logi Pulse employee survey to understand and measure employee insights. As part of the survey, employees provided weighted feedback on their experience at Logitech, on measures such as happiness, retention and their perspective on our current state of workplace inclusivity at Logitech. With an average 85% participation rate, employees actively engage and participate in these surveys. • At our production facility, we use a mobile chat platform to engage employees in the local language. We also carry out confidential or group interviews with employees on a periodic basis to further understand employee perspectives. • We have an established Ethics Hotline for whistleblowing, which employees can use to confidentially and anonymously report any issues they identify or observe in relation to our Code of Conduct and a suggestion box is available for anonymous suggestions. For sustainability-focused discussions, we have additional, dedicated forums. The Sustainability Forum and the Social Impact Forum are open and cross-functional forums for business leaders and colleagues to share knowledge and ideas on proposals, projects, lessons learned, and emerging themes. In the last year, we carried out a number of forum sessions covering topics ranging a range of topics (e.g.our approach to Carbon Clarity, Supporting Repair with iFixit, Printed Circuit Board (PCB) Optimization, strategies for Social Impact, Supplier Diversity, and Charitable Contributions. In addition, the Sustainability team piloted a series of Design for Sustainability (DfS) workshops with Logitech design teams to drive further adoption of sustainability mindsets and know-how across the company.
Regulators and policymakers	• Reporting • Regulator meetings • Official correspondence	• As a global company, we comply with laws and engage with regulators in the countries where we do business. We regularly interact with various government agencies to ensure compliance with trade, tax, safety, and design requirements for our business and our products. As industry leaders in nearly every line of business we are in, we frequently engage with regulators and policymakers across the globe to share our experience. We believe open and transparent sharing of our experience can help lawmakers craft effective and responsible regulations that govern our business and help our customers. • As responsible corporate citizens, we also choose to proactively engage on issues that align with our values. As a leader in our sector, we have proven that sustainability is a viable business practice and a sound strategy for growth on a finite planet. However, Logitech is just one small piece of a much larger global puzzle. We can and should use our experience and knowledge to help those wishing to adopt aligned strategies. Additionally, we can use our expertise to help inform effective policy on a global scale; establishing standards that can promote action, clarity, and stability as we all move toward a more sustainable world. We conduct our engagement activities in line with the goals of the Paris Agreement.

STAKEHOLDER GROUP	MECHANISMS OF ENGAGEMENT	EXAMPLES OF FY23 ENGAGEMENT ACTIVITIES AND TOPICS OF ENGAGEMENT
Shareholders	• Quarterly earnings calls • Annual General Meeting (AGM) • Analyst and Investor Day (AID) • Other direct engagements (meetings) with specific shareholders or their representatives • Participation in benchmarking exercises conducted by rating agencies on behalf of shareholders	• We meet with shareholders at quarterly meetings, as well as at our AGM, AID, and other direct and smaller engagements. At our 2023 AID, we presented the acceleration of Logitech's sustainability commitments and activities, to a global audience. • We proactively participate in a number of industry benchmarking exercises that rating agencies run on behalf of investors to assess and report on the sustainability performance of our sector. For example, in the last year, we participated in more than ten rating exercises, including the Dow Jones Sustainability Index (DJSI), Morgan Stanley Capital Index (MSCI), Carbon Disclosure Project (CDP) and FTSE4Good. Where possible, we also meet with rating groups to ascertain new insights on investor expectations and how our performance will potentially be perceived, by current and potential shareholders.
Special Interest Groups	• Engagement via our RBA membership • Participation in benchmarking exercises • Direct engagements with meetings or calls	• We are members of the Responsible Business Alliance (RBA). From time to time, RBA identifies special interest groups of relevance to our sector and helps guide the engagement with these stakeholder groups via mechanisms that are governed by Chatham House Rules and we participate or leverage the learnings that arise from these engagements. • We also participate in benchmarking surveys for our industry, where these are organized by established and reputable Special Interest Groups. – In the last year we engaged with the World Benchmarking Alliances (WBA) Digital Inclusion Benchmark. This benchmark takes place every two years and assesses the extent to which influential technology companies are taking action to reduce the global divides around access to technology, digital skills, inclusive technology development and exposure to online risks and harms that persist around the world, slowing the potential to achieve the SDGs. Our participation in the benchmarking exercise and direct engagement with the WBA team generated useful insight into best practice expectations from Special Interest Groups, which is helping to inform the direction of our emerging programs in this area. – In the last year, we also participated in the KnowtheChain ICT Sector Benchmark, which examines how companies understand forced labor risks within global supply chains and the extent to which companies are operating in a transparent and responsible manner. Our engagement with the benchmark provided fresh insight on current expectations around supply chain transparency and the need for companies to share their experience of human rights and labor challenges in their supply chain, and the actions that companies are taking to remedy any issues that are identified in auditing programs. The Supplier Development section and Human Rights and Labor section of this report have expanded this year to share more insight on our experience, policies, strategies and current programs in this area.

STAKEHOLDER GROUP	MECHANISMS OF ENGAGEMENT	EXAMPLES OF FY23 ENGAGEMENT ACTIVITIES AND TOPICS OF ENGAGEMENT
Our Industry	• Activation campaigns and engagements around our flagship programs for sustainability • We issue supplier surveys and we respond to customer and partner surveys • Capability-building programs and training • Supplier and value chain audits, meetings and conferences	We engage with companies within and outside our value chain to share our learnings and catalyze the adoption of positive change across our industry. • We believe we have initiated an industry-first, Carbon Clarity commitment by pledging to provide a Carbon Impact Label on product packaging across our entire portfolio, to enable consumers to make more informed purchasing decisions by taking into account the carbon impact of their purchase and to hold ourselves accountable for our own carbon impact. During FY23, we engaged with more than 30 brands, advocacy bodies and companies, to share our approach to carbon impact modeling and encourage others in their own journeys to Carbon Clarity. • We co-founded the Coalition for Gender Fair Procurement with Gender Fair. As co-founding members, we actively participate in speaking events and forums to seek support and buy-in to promote Gender Fairness across our industry. We have also contributed to industry forums to share our experience and insights on supplier diversity and drive progress on closing the gender gap in global supply chains. • In FY21, we launched the Future Positive Challenge, a technology and engineering challenge for startups and pioneers who seek sponsorship and support, to scale their sustainability innovations. • In addition to the above, we had a number of supplier capability events and training events, which are further discussed in the Supplier Development section of this report. Our capability-building sessions include deep engagement and collective brainstorming to co-develop sustainable solutions and innovations. We work in partnership with our suppliers to share our expectations, monitor sustainability performance and discuss sustainability performance expectations.

STAKEHOLDER INTERESTS

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

Customers

- Product performance
- Product (technical) features
- Logitech's unique selling points, with respect to sustainability
- Design for sustainability and product sustainability (features)
- Packaging sustainability (materials)
- Responsible manufacturing
- Supply chain transparency
- Repairability and spare parts
- End-of-life recycling and trade-in for reuse
- Hazardous materials compliance (RoHS, REACH)
- Conflict minerals
- Product energy efficiency
- Diversity, equity, and inclusion
- Climate action

Shareholders

- Financial performance
- Preparedness for upcoming reporting regulations
- Corporate governance
- Greenhouse gas reporting
- Climate risk reporting
- Responsible supply chain management
- Talent development
- Conflict minerals

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 philanthropy and individual/team charitable opportunities
- Employee benefit and compensation offerings

Our Industry

- Supply chain management
- Innovation and co-development of solutions
- Responsible manufacturing
- Hazardous substances (RoHS, REACH)
- Product takeback and circular supply chains

Special Interest Groups

- Human rights and labor
- Supply chain management
- Sustainability performance at our production facility
- Worker safety, health and well-being

Regulators and Policymakers

- Ecodesign, including packaging
- Environmental claims and product sustainability information
- Circular economy and repairability
- Regulatory reporting
- Conflict minerals
- Recycling information for consumers
- Hazardous substances (RoHS, REACH)

EXTERNAL INITIATIVES AND MEMBERSHIPS

We believe collaboration across our sector and multi-stakeholder engagement is required to catalyze society's transition to a more sustainable future.

In recent years we have taken a more overt approach to demonstrating our commitment to sustainability. We have strengthened our existing involvement in external initiatives and membership associations and adopted a number of new membership initiatives and reporting standards. A full description of the initiatives and associations we currently participate in and some of our key reporting standards are provided below.

WHAT THESE PARTNERSHIPS MEAN FOR US

The Carbon Disclosure Project (CDP) is an international organization providing a global, standardized system for companies to disclose and share carbon, energy, and environmental information.

We leverage the CDP platform to report our energy and climate performance publicly, through the Climate Change questionnaire and to respond to customers via the CDP Supply Chain questionnaire.

By sharing our performance in this best practice way, we work to galvanize sector-wide transparency and credibility.

The Coalition for Gender Fair Procurement

The Coalition for Gender Fair Procurement launched in June 2022 and is an alliance of like-minded organizations seeking to promote gender fairness. It is based on the UN Women's Empowerment Principles and members are asked to inspire sustained positive progress towards UN Sustainable Development Goal 5—Gender Equality in their own organization and across all industries and organizations.

Our goal is to contribute to an industry-wide change in procurement practices whereby all organizations assess all their high-impact suppliers for gender fairness and make spend decisions accordingly. To provoke this industry-wide change, we need allies. We are therefore advocating for other like-minded organizations to join us in creating the "Coalition for Gender Fair Procurement".

INITIATIVES AND MEMBERSHIPS		WHAT THIS PARTNERSHIP MEANS FOR US
DESIGN FOR GOOD	Design for Good is a nonprofit alliance of leading global organizations that will directly harness the creative talent of thousands of designers to design and deliver positive impact towards the United Nations' Sustainable Development Goals, on a scale only possible through global collaboration.	Logitech became a cofounding member in April 2022, sharing the mission to harness design as a way of enacting measurable positive change in support of the United Nations' Sustainable Development Goals (UN SDGs).
	The U.S. Environmental Protection Agency (EPA) established the Green Power Partnership (GPP) in 2001 to protect human health and the environment by increasing organizations' voluntary green power use, to advance the American market for green power and the development of renewable electricity sources. Find out more about the benefits of green power: www.epa.gov/greenpower	Using 100 % renewable electricity for our U.S. offices helps reduce air pollution and lower our carbon footprint, while also sending a message to others across the country that green power is an affordable, accessible choice. See more about our partnership with the U.S. EPA Green Partnership program here.
Forest NATION	ForestNation helps companies, organizations and individuals engage with, and participate in, reforestation activities. ForestNation also helps companies communicate the impact of their activities.	We partner with ForestNation to activate employees around tree planting and celebrate Earth Day. This partnership has created a Logitech forest of trees in Tanzania, which is represented virtually online here.
girls who code	Girls Who Code is a nonprofit organization that aims to support and increase the number of women in computer science by equipping young women with the necessary computing skills to pursue 21st-century opportunities.	In FY23 we continued our partnership with Girls Who Code, in support of their mission to help young girls discover a passion for engineering and creativity through a series of collaborative actions. In addition to financial donations, we will again host a Girls Who Code Summer Immersion Program, virtual sessions, events for students, and provide internship opportunities, and more. See the Charitable Contributions section for more information.
GRI	The Global Reporting Initiative (GRI) is a nonprofit organization that promotes one of the world's most prevalent standards for sustainability reporting—the GRI Standards.	We use GRI standards to ensure our reporting is transparent, credible, and reflective of good practice reporting standards.

INITIATIVES AND MEMBERSHIPS		WHAT THIS PARTNERSHIP MEANS FOR US
ITI	The Information Technology Industry Council (ITI) is an advocacy and policy organization for the technology sector. Through its regional and topic-specific committees, ITI provides members with information, insights, and diverse perspectives on developing policy frameworks and regulatory changes around the world.	We participate in ITI's regional committees and topic-specific committees on Environmental Policy, Environment and Sustainability, Privacy and Cybersecurity, Energy Efficiency, Procurement, Product Stewardship and Regulatory Policy.
NaVOBA	The mission of the National Veteran-Owned Business Association (NaVOBA) is to create opportunities for companies to connect with Veteran Business Enterprises (VBEs) and Service-Disabled Veteran Business Enterprises (SDVBEs). NaVOBA provides VBEs and SDVBEs with tools, support and connections, to help them access the business world through networking and training events, certification, advocacy, outreach, recognition and education.	Our NaVOBA membership creates opportunities for us to connect with Veteran Business Enterprises and Service-Disabled Veteran Business Enterprises that are equipped to support our business strategies and create opportunities for collaboration and diverse supplier engagement.
nextwave	NextWave Plastics is a member-led, collaborative and open-source initiative of leading multinational companies who are working to develop the first global network for socially responsible ocean-bound plastic supply chains.	In 2022 Logitech joined NextWave Plastic to contribute our perspective and help drive transformational change towards next life and circular supply chains.
	The National LGBT Chamber of Commerce (NGLCC) is an advocacy organization dedicated to expanding economic opportunities and advancements for LGBTQ people, and a certifying body for LGBTQ-owned businesses.	Our membership helps us reach LGBTQ-owned businesses that can support us, as well as those that need assistance to get their businesses to the next growth level.
	The National Minority Supplier Development Council (NMSDC) matches certified minority-owned business enterprises in the United States with corporate member companies and builds minority business enterprise (MBE) capacity and capabilities through programs and other educational offerings.	Through our membership of the NMSDC, we connect with minority-owned business enterprises across the U.S. to diversify our supplier base.

INITIATIVES AND MEMBERSHIPS		WHAT THIS PARTNERSHIP MEANS FOR US
OECD	The Organization for Economic Co-operation and Development (OECD) is an international economic body of 37 countries dedicated to stimulating economic progress and world trade. The OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas sets out best practice guidance for companies to respect human rights and avoid contributing to conflict through their mineral purchasing decisions and practices.	We follow the OECD due diligence guidelines for supply chain due diligence specifically around minerals from conflict-affected and high-risk areas.
	The Responsible Business Alliance (RBA) (formerly The Electronic Industry Citizenship Coalition (EICC)), is a nonprofit coalition of companies committed to improving social, environmental, and ethical conditions in their global supply chain. The RBA Code focuses on priority issues for the RBA membership including labor, environment, health and safety, ethics, management systems and human rights.	We joined the RBA in 2007 and our commitment to the RBA Code drives our business, sustainability, and supply chain strategy. It informs decision-making and is reflected in our internal policy framework, standards, audit processes, and contractual agreements with suppliers.
	The Responsible Factory Initiative (RFI) provides a framework for factories to advance their performance beyond RBA code compliance and establish their facility as a Factory of Choice.	Through our membership of the RFI, we look to advance our own production facility and supplier facilities to achieve RFI certification through RBA Code Compliance, leadership training, and employee engagement.
RESPONSIBLE LABOR INITIATIVE	The Responsible Labor Initiative (RLI) is a multi-stakeholder initiative launched by the RBA which is focused on ensuring that the rights of workers vulnerable to forced labor in global supply chains are consistently respected and promoted.	Through our membership of the RLI, we gained access to the RLI Responsible Recruitment Due Diligence Toolkit to drive and inform responsible recruitment across Logitech and our supply chain.
	The Responsible Minerals Initiative (RMI) is an industry initiative focused on responsible mineral supply chain of conformant smelters and refiners for tin, tungsten, tantalum, and gold. The RMI developed the Responsible Minerals Assurance Process (RMAP), which includes tools for members to use and leverages independent, third-party audit processes to identify conflict-free smelters and refiners.	Through our membership of the RMI, we gained access to tools and resources for our Responsible Sourcing of Minerals Due Diligence program, including the Conflict Minerals Reporting Template, Reasonable Country of Origin Inquiry data, and a range of guidance documents supporting responsible minerals sourcing.

INITIATIVES AND MEMBERSHIPS		WHAT THIS PARTNERSHIP MEANS FOR US
	Renewable Energy 100 (RE100) is a global initiative led by The Climate Group in partnership with the Carbon Disclosure Project (CDP). RE100's mission is to accelerate a global shift to clean energy and zero carbon grids — delivering a cleaner, healthier future for all. RE100 membership comprises the world's largest businesses who work together to advocate for 100 % renewable electricity worldwide, in the shortest time line possible. They work in partnership with others to address policy and market challenges.	We joined the RE100 initiative in November 2019 to collaborate with other industry leaders in pursuit of the global movement to catalyze the uptake of 100 % renewable electricity.
SCIENCE BASED TARGETS	The Science Based Targets Initiative (SBTi) is a partnership between CDP, the United Nations Global Compact (UNGC), World Resources Institute (WRI) and the World Wide Fund for Nature (WWF). SBTi defines and promotes best practice in science-based target setting with the support of a Technical Advisory Group. Signatories are required to set ambitious and meaningful carbon reduction targets, which are independently assessed to verify alignment with the newest science and recommendations from the Intergovernmental Panel on Climate Change (IPCC).	By joining SBTi, we commit to a science-based approach to climate action and ambitious, best-practice reduction targets for our Scope 1, 2 and 3 emissions. In our specific case, we have committed to the ambitious 1.5 degree pathway.
SB BRANDS FOR GOOD+	SB Brands for Good is a movement initiated by Sustainable Brands that uses the voices of brands and companies to demonstrate and encourage sustainable behavior.	We joined the Brands for Good Initiative within the Sustainable Brands community in August 2021 with the aim of harnessing the power of our collective brand influence to make sustainable living accessible, inspirational and rewarding. We are also committed to working with consumers to drive behavioral change at scale.
VALUE REPORTING FOUNDATION SASB STANDARDS	The mission of the Sustainability Accounting Standards Board (SASB) is to establish and improve industry-specific disclosure standards across financially material environmental, social, and governance topics that facilitate communication between companies and investors about decision-useful information.	We are working towards full alignment with SASB standards to enable transparency, credibility, and accountability in reporting for our U.S. investors, in particular. Our commitment to SASB Standards is evidenced on the SASB website.

INITIATIVES AND MEMBERSHIPS		WHAT THIS PARTNERSHIP MEANS FOR US
SB	Sustainable Brands is a global community of brand leaders who are tapping environmental and social challenges to drive innovation, business and brand value.	We joined the Sustainable Brands community in August 2021 to help support awareness of today's pressing social and environmental issues, drive engagement and collaborate in the co-creation of solutions.
SUSTAINABLE DEVELOPMENT GOALS	The United Nations Sustainable Development Goals (SDGs) are a call to action for bold breakthroughs across 17 development areas, by the year 2030. The aim of the SDGs is to push multi-stakeholder collaboration to improve quality of life, protect the environment and foster equitable growth.	In FY19, we pledged to support the SDGs and recognize their strategic importance to our business and to the world. 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.
TCFD	The aim of the Task Force on Climate-Related Financial Disclosures (TCFD) is to develop voluntary, consistent, climate-related financial risk disclosures for use by companies in providing information to investors, lenders, insurers and other stakeholders. The Task Force will consider the physical, liability and transition risks associated with climate change and what constitutes effective financial disclosures across industries.	We are working towards full alignment with TCFD guidance, with the disclosure of relevant information in our annual CDP Report and Sustainability Report. Our commitment to TCFD is evidenced on the TCFD website.
UN GLOBAL COMPACT	The United Nations Global Compact (UNGC) is a nonbinding United Nations pact to encourage businesses worldwide to adopt sustainable and socially responsible policies and to report on their implementation. The Ten Principles of the UNGC cover human rights, labor, environment, and anti-corruption.	Our UNGC Commitment Letter is available on our website. The Ten Principles of the UNGC are also reflected in the RBA Code of Conduct, which we are already a signatory to (RBA Commitment Statement). With our annual Impact Report, we provide a Communication on Progress with respect to human rights, labor, environment and anti-corruption. Please refer to the About this Report section of our Sustainability Report to review our UNGC Content Index.

INITIATIVES AND MEMBERSHIPS		WHAT THIS PARTNERSHIP MEANS FOR US
	The U.S. Pan Asian American Chamber of Commerce (USPAACC) is a large nonprofit organization representing Pan Asian Americans and their related groups in business, sciences, the arts, sports, education, public and community services. USPAACC aims to create a single unified voice for equal opportunity for Asian American businesses and to collaborate with other large, medium and small businesses for mutually beneficial growth in the domestic and global economy.	Partnering with USPAACC gives us the opportunity to tap into the Asian American business community and their unique expertise in IT, research, advertising, media and a plethora of programs designed to support their members and corporations, like Logitech. Logitech currently is a Corporate Brain Trust member of this organization and sits on the board of its SouthEast Region. Last year, Logitech was a contributor to this organization's scholarship program.
Valuable 500	The Valuable 500 was launched in Davos in 2019 as a campaign to get 500 national and multinational, private-sector corporations to be the tipping point for change and help unlock the social and economic value of people living with disabilities across the world.	We joined The Valuable 500 in 2020. Being a member means that we have committed to having disability inclusion on our business leadership agenda. Our commitment to the Valuable 500 is evidenced on their website.
WEConnect INTERNATIONAL	WEConnect International is a global network that connects women-owned businesses to qualified buyers around the world.	Through our membership of WEConnect, we are working to develop our Supplier Diversity Program and connect with women-owned businesses across the globe to diversify our supplier base.
WBENC	The Women's Business Enterprise National Council (WBENC) is the largest certifier of women-owned businesses in the U.S. and a leading advocate for women business owners and entrepreneurs.	Through our membership of WBENC, we are working to develop our Supplier Diversity Program and connect with women-owned businesses across the US to diversify our supplier base.

MATERIALITY ASSESSMENT

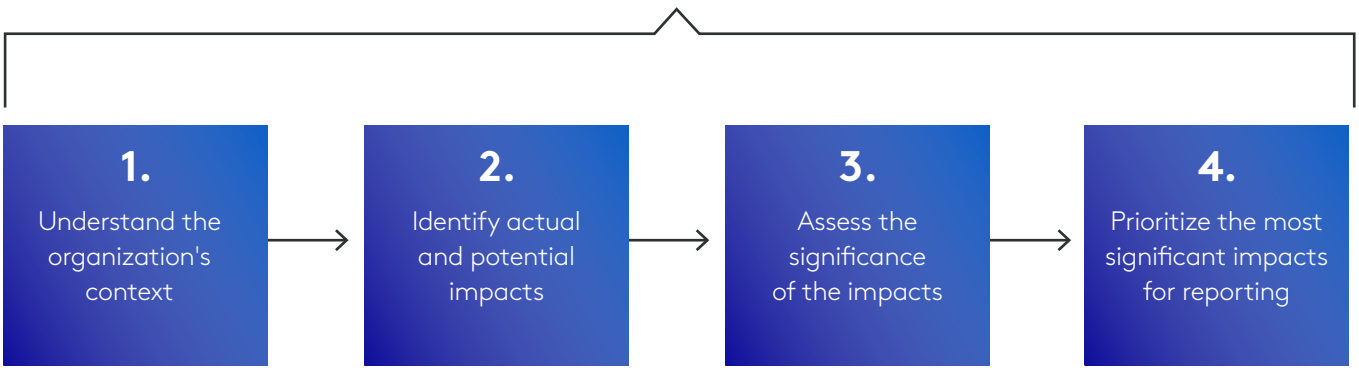
We focus on the sustainability issues that really matter. Our materiality assessment process helps us prioritize reporting on the topics that represent our most significant impacts on people and the planet.

We follow the Global Reporting Initiative (GRI) guidelines and throughout this section, we use the GRI definition of material topics.

Material topics are topics that represent an organization's most significant impacts on the economy, environment, and people, including impacts on their human rights.[1]

An outline of the key elements of our materiality assessment process is provided in the following figure.

OUR MATERIALITY ASSESSMENT PROCESS



Materiality assessment is an ongoing process that occurs throughout the year in collaboration with relevant stakeholder groups and experts.

The first three steps in the process relate to the ongoing identification and assessment of impacts. As part of these steps, we maintain a high-level overview of company activities and business relationships and we identify and assess our impacts on an ongoing basis, over the course of the year and as part of day-to-day management of our operations and sustainability programs. We work with industry experts and third-party consultants to model and understand the life-cycle impact of our activities and we engage with relevant stakeholders, to ensure stakeholder views and insights are taken into account. For example, we have an established process for External Factors Review (EFR), which involves monitoring and analysis of publicly available data sources, good practice standards and media reports, to understand current and evolving impact assessment techniques and third-party insights on impact.

We also engage with our key stakeholder groups in a variety of ways to gain insight into their perceptions (as described in the Stakeholder Engagement section of this report). We review relevant materiality assessments and standards, which have been compiled by independent third-parties, following multi-stakeholder engagement exercises e.g. materiality standards compiled by the Sustainability Accounting Standards Board (SASB) and the Global Reporting Initiative (GRI). In addition, we review a sample of Sustainability Reports of peer companies, to identify emerging trends, stakeholder expectations, and material issues, which have been identified by peer companies in our sector or comparable sectors.

In 2019, the European Commission was the first to formally describe the concept of double materiality in the context of sustainability reporting, and GRI fully supports this concept.[2] Double materiality expands the traditional understanding of materiality in sustainability reporting by considering a company's impacts on people and the planet ("inside-out impacts") and the external environmental and social factors that influence a company ("outside-in impacts"). The concept was recently 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.

This impact assessment process is conducted independently of the impact reporting process and occurs throughout the year. A systematic review of learnings and new insights from the reporting period is carried out towards the end of each financial year, when we review our material topics from the previous reporting period to identify any changes that have occurred. This process helps us proactively identify areas where our impact has evolved or new impacts have arisen and allows us the opportunity to adjust the scope and boundaries of our Impact Report, to reflect any such changes.

As an outcome of this process, we typically identify a wide range of sustainability issues, which warrant further consideration. The key issues are clustered into groups ("Sustainability Topics"), to ensure the meaning can be broadly understood and resonates with our stakeholders. Each topic is then allocated a dedicated section in the Impact Report to discuss the material impacts of importance.

The following table outlines the scope and boundaries of each section of the report and explains why certain aspects are considered to be material and focus areas for reporting. Where our reporting aligns with GRI's assessment of material topics for reporting, we have included the relevant GRI mapping number as an additional reference. References to SASB and RBA materiality assessments are also included, where relevant.

SUSTAINABILITY TOPICS AND KEY ISSUES OR PRIORITY IMPORTANCE FOR REPORTING

SUSTAINABILITY TOPIC (REPORT SECTION)	KEY ISSUES (GRI REFERENCE NUMBERS)	EXPLANATORY NOTES ON THE SCOPE AND BOUNDARY OF THIS TOPIC, AND THE PRIORITIZATION OF MATERIAL ASPECT FOR REPORTING
Climate action	Impacts associated with the following issues. • Energy consumption within Logitech (GRI 302-1) • Energy consumption in our value chain (GRI 302-2) • Reduction of energy consumption (GRI 302-4) • Scope 1 and 2 GHG emissions (GRI 305-1, GRI 305-2) • Scope 3 GHG emissions (GRI 305-3) • GHG emissions intensity (GRI 305-4) • Reduction of GHG emissions (GRI 305-5)	• We work with third-party experts to model the life-cycle impact of our products and activities and we focus our reporting on material aspects of our carbon footprint and associated programs of work. • Our carbon models indicate scope 3 emissions from our value chain make up more than 99% of our impact, compared to the <1% that comes from our own operations. Taking action on our Scope 1 and 2 emissions demonstrates leadership and gives us license to influence across our value chain. Taking action on Scope 3 emissions and reporting on these programs focuses attention on our areas of greatest impact. • The impact metrics that we use are reflective of those that have been identified as materially important, by GRI and SASB. The scope and boundary of our reporting is defined by good practice standards to enable like-for-life comparison of impact across companies. This section focuses on a number of strategic programs of importance, which we have established to address our impact and we share the lessons learned from the reporting period. We quantify our impact on the climate in terms of tons of carbon equivalent (tCO2e) and we prioritize the reporting of programs where we have made significant carbon savings. • Additional information is reported in the Design for Sustainability section, where we prioritize the reporting of the design elements and know-how that is helping us to achieve our goals.
Design for sustainability (DfS)	Impacts associated with the following issues. • The impact of our product designs on the environment • Scope 3 GHG emissions (GRI 305-3) • Reduction of GHG emissions (GRI 305-5) • Materials used (GRI 301-1), recycled input materials (GRI 301-2) and circular materials	• As a product design and manufacturing company, we are acutely aware of the life-cycle impact of our products and we consider this aspect of our performance to be material, in light of the large proportion of our scope 3 emissions, which come from this source. • The scope and boundary of the DfS section reports on the full life-cycle impact of our products. We prioritize the reporting of material developments from the last year (updates to our portfolio, new product introductions and new frontiers of breakthrough innovation). • We focus our reporting on material programs that have generated material reductions in our carbon impact during the reporting period.

SUSTAINABILITY TOPIC (REPORT SECTION)	KEY ISSUES (GRI REFERENCE NUMBERS)	EXPLANATORY NOTES ON THE SCOPE AND BOUNDARY OF THIS TOPIC, AND THE PRIORITIZATION OF MATERIAL ASPECT FOR REPORTING
Diversity, equity and inclusion (DEI)	Impacts associated with the following issues. • Diversity of governance bodies and employees (GRI 405-1) • Diversity in management • Diversity in our supply chain	• We identify material aspects of our DEI performance by engaging stakeholders and thought leaders to identify the areas where we can have the greatest impact and champion the changes that are needed in society. • The scope of this section includes reporting on standardized impact metrics for DEI representation, which GRI and SASB have identified as material areas of potential impact for the private sector. We also report on areas where we have significant voluntary programs in place to deliver on our social impact strategy and commitments. • This section of the report prioritizes reporting of our key programs within Logitech. Additional reporting on our supply chain is provided in the Supplier Diversity section and Supplier Development section.
Ethics	Impacts associated with the following issues. • Our policies and Code of Conduct (GRI 2-24) • Anti-corruption risks, policies, training and procedures (GRI 205-1, 205-2, 205-3) • Anti-competitive behaviors (GRI 206-1) • Non-discrimination (GRI 406-1) • Our whistleblowing and remediation provisions (GRI 2-25, GRI 2-26) • Regulatory compliance (GRI 2-27) • Marketing and labeling compliance (GRI: 417-2) and marketing communication compliance (GRI 417-3)	• The topics that are reported on in this section are of material importance to our business. Our reporting focuses on aspects links to regulatory compliance, business ethics, stakeholder expectations and brand reputation and brand image. • We recognize the material importance of operating in accordance with an established Code of Conduct and the leadership opportunity that we have, when we are working across our value chain to establish good practice norms. • In this section of the report, we prioritize the reporting of a number of aspects, which are recognized to be of material importance to all companies worldwide e.g. regulatory compliance, internal audit, good governance and policy frameworks and our approach to philanthropic contributions and product sustainability claims and communications.
Circularity	Impacts associated with the following issues. • Circular business models • Repair services and refurbishment • Recycled input materials (GRI 301-2) and circular materials • E-waste and end-of-life recycling • Circularity in manufacturing • Scope 3 GHG emissions (GRI 305-3) • Reduction of GHG emissions (GRI 305-5)	• We consider and model the full life-cycle impact of our products, including the end-of-life phase. As a global producer of small consumer devices, we recognize the current and legacy impact that our products can have on people and planet and the material positive impact we can have for our business, value chain and the planet, when we adopt more circular business models. • In this section, we prioritize the reporting of our overall strategy and the strategically important programs that we are developing to embrace circular materials at scale and support more circular business models, to reduce our impact on the environment and respond to changing availability of raw materials and components.

SUSTAINABILITY TOPIC (REPORT SECTION)	KEY ISSUES (GRI REFERENCE NUMBERS)	EXPLANATORY NOTES ON THE SCOPE AND BOUNDARY OF THIS TOPIC, AND THE PRIORITIZATION OF MATERIAL ASPECT FOR REPORTING
Supplier development	Impacts associated with the following issues. • Young workers, child labor, (GRI 408-1) and forced or compulsory labor (GRI 409-1) • Working hours, wages and benefits. • Freedom of association and collective bargaining (GRI 407-1) • Audit protocols and assessments of supplier social and environmental performance (GRI 414-1, GRI 308-1) and safety (SASB), including actions taken (GRI 414-2, GRI 308-2) • Supplier training, education and capability-building • Supplier innovation	• Our continued success is coupled with the continued success of our suppliers. As a member of the Responsible Business Alliance (RBA), we work with other companies in our sector to support the development of global supply chains. With our own suppliers, our goal is to lead the way and demonstrate the good practices we require suppliers to uphold. • We recognize the impact that we can have on performance when we invest in programs to address material aspects of supplier performance (as identified by the RBA Code of Conduct). • We drive sustainable procurement strategies and encourage and incentivize suppliers to uphold good practice expectations for social and environmental performance, as well as ethical behavior. This section prioritizes reporting of material programs of significance and the areas where we are actively engaging with suppliers to support and impact their development.
Carbon Clarity	Impacts associated with the following issues. • Thought leadership and advocacy opportunities • Marketing and labeling information for consumers (GRI 417-1)	• We believe we have initiated an industry-first, Carbon Clarity commitment by pledging to provide a Carbon Impact Label on product packaging across our entire portfolio by 2025. • With the life-cycle analysis (LCA) capability that we have developed in-house over many years, we have identified a material opportunity to drive more informed purchase decisions among our consumers and lead change in our industry by sharing our know-how. • Our reporting on this topic focuses on areas where we have advanced life-cycle assessment methodologies and impacted our industry by engaging in advocacy and thought leadership activities to empower others to take the same steps toward transparency.
Targeted substances	Impacts associated with the following issues. • Health and safety of product and services (GRI 416-1) • Customer Health and Safety (GRI 416-2) • Supply chain management of hazardous materials • Sustainable procurement components and materials • Products that contain IEC62474 declarable substances (SASB)	• Targeted substances are priority substances, which have the potential to have material impacts on the planet and people. Manufacturing of electronics products requires a diverse mix of parts, materials, and components. In some cases, certain substances have been identified by regulators and subject to restriction thresholds for many years, because there is a recognition of their potential to have a material impact on the environment. • In other cases, we have gone beyond regulatory requirements and used life-cycle analysis to identify material opportunities to implement voluntary programs and transition to lower-impact alternatives. • In this section of the report, we identify substances that we have categorized as Targeted Substances and we report on the programs, targets and safeguarding measures that we have in place to manage the impact of these substances.

SUSTAINABILITY TOPIC (REPORT SECTION)	KEY ISSUES (GRI REFERENCE NUMBERS)	EXPLANATORY NOTES ON THE SCOPE AND BOUNDARY OF THIS TOPIC, AND THE PRIORITIZATION OF MATERIAL ASPECT FOR REPORTING
Safety, health and well-being	Impacts associated with the following issues. • Occupational health and safety management (GRI 403-2) • Hazard identification, risk assessment, and incident investigation (GRI 403-2) • Worker training on occupational health and safety (GRI 403-5) • Safety incident rates and audits (SASB)	• Our success is fueled by creative, resourceful and innovative people across the globe, both within Logitech, and in our supply chain. We want to ensure individuals feel cared for, and employees and supply chain workers can respond safely and creatively to the fast-paced environment of our sector and the challenges of a competitive marketplace. • Management of safety, health and well-being is recognized as a material aspect of every company's performance because of the employer's onus and opportunity to safeguard and support the safety, health and well-being of all employees. • As members of the Responsible Business Alliance (RBA), we also recognize our potential to have a material impact on global supply chains by communicating and upholding common standards of responsible good practice to safeguard worker safety, health and well-being. This section of the report prioritizes reporting of our key programs for employees, with additional reporting of performance in our supply chain being provided in the Supplier Development section of the report.
Human rights and labor	Impacts associated with the following issues. • Freely chosen employment, young workers, and child labor, including supply chain impacts (GRI 408-1) and forced or compulsory labor (GRI 409-1) • Working hours, wages and benefits. • Freedom of association and collective bargaining (GRI 407-1)	• As a member of the Responsible Business Alliance (RBA), we work with other companies in our sector to raise awareness of human rights issues in supply chains and uphold established human rights standards. • In this section, we have prioritized reporting on the material topics of concern for the electronics sector, which are those that have been identified through multi-stakeholder dialogue and reflected in the RBA Code of Conduct. This section reports on our experience and performance at our own production facility in Suzhou, China. • Further reporting on performance in our supply chain is provided in the Supplier Development section of this report.
Talent development	Impacts associated with the following issues. • Talent attraction and retention • Career development programs including personal development (GRI 404-2) • Training and development activities (GRI 404-1) • Performance appraisal and development reviews (GRI 404-3) • Employee benefits (GRI 401-2)	• We want to bring out the best in our employees and embed a learning culture where employees feel empowered to nurture their own minds, challenge ideas and make things better. We cannot expect to meet growing business aspirations unless our people also see opportunities to meet their personal aspirations and we prosper when we develop our people. • In this section our reporting focuses on the material aspects of talent development, which we believe to be critical to our business success and directly influence our ability to implement our sustainability programs and goals.

SUSTAINABILITY TOPIC (REPORT SECTION)	KEY ISSUES (GRI REFERENCE NUMBERS)	EXPLANATORY NOTES ON THE SCOPE AND BOUNDARY OF THIS TOPIC, AND THE PRIORITIZATION OF MATERIAL ASPECT FOR REPORTING
Responsible packaging	Impacts associated with the following issues. • The impact of our product designs on the environment • Materials used (GRI 301-1) • Use of recycled materials (GRI 301-2) and circular materials • Scope 3 GHG emissions (GRI 305-3) • Reduction of GHG emissions (GRI 305-5)	• As a products company, we are acutely aware of the life-cycle impact of our packaging designs and the extent to which consumers are impacted by those designs. The majority of our scope 3 emissions are associated with the life cycle of our products (including packaging), and most notably from the sourcing manufacturing phase. • The scope and boundary of this section reports on the full life-cycle impact of our products. We prioritize the reporting of material developments from the last year (updates to our portfolio, new product introductions and new frontiers of breakthrough innovation). We focus our reporting on material programs that have generated material reductions in our carbon impact during the reporting period.
Responsible sourcing of minerals	Impacts associated with the following issues. • 3TG, cobalt and mica • Supplier social assessment (GRI 414) and social performance of new suppliers (GRI 414-1), including social impacts in the supply chain and actions taken (GRI 414-2) • Freely chosen employment, young workers, and child labor, including supply chain impacts (GRI 408-1) and forced or compulsory labor (GRI 409-1) • Sourcing of critical materials (SASB)	• Tin, tantalum, tungsten, and gold (3TG) are commonly used in electronic components, including those used in Logitech products. These minerals have traditionally been referred to as "conflict minerals" because of risks associated with their extraction and trade in the Democratic Republic of the Congo (DRC) and adjacent countries where associated revenues can contribute to armed conflict and human rights abuses. Sourcing of 3TG has been recognized as a material topic of concern for our sector by both U.S. regulators and the RBA. • This section reports on our use of these minerals and the responsible sourcing strategies that we have in place to eliminate any direct or indirect support of conflict and human rights impacts. • In recent years, we have expanded our existing programs to consider additional Conflict-Affected and High-Risk Areas (CAHRAs) and report on mica and cobalt, since we recognize the opportunity to expand the scope of our programs and our sphere of positive impact.
Responsible manufacturing	Impacts associated with the following issues. • Environmental management at our own production facility • Good practice standards we uphold • Compliance and hazardous materials management at our production facility. • Water and waste management at our production facility (SASB).	• We operate one production facility in Suzhou, China where our activities are primarily limited to assembly and testing. In this section, we prioritize the reporting of environmental aspects of our performance, which are of interest to our customers. • Many of these aspects are not material aspects of our overall performance, because of the nature and scale of our operations and the limited potential for adverse impacts. • As such, this section provides explanation of those internal factors and outlines the impact management plans and management systems that we have put in place. • In this section, we prioritize reporting of our experience and performance at our own production facility in Suzhou, China. Further reporting on performance in our supply chain is provided in the Supplier Development section of this report.

SUSTAINABILITY TOPIC (REPORT SECTION)	KEY ISSUES (GRI REFERENCE NUMBERS)	EXPLANATORY NOTES ON THE SCOPE AND BOUNDARY OF THIS TOPIC, AND THE PRIORITIZATION OF MATERIAL ASPECT FOR REPORTING
Supplier Diversity	Impacts associated with the following issues. • Equity throughout our supply base • Our Supplier Diversity Academy • Diverse Supplier Development Programs	• As co-founding members of the Coalition for Gender Fair Procurement, we feel we can have a material impact on supplier diversity over the coming years. • We see a material opportunity to address social injustice by enabling companies owned by underrepresented groups to gain a more equal share in markets they were long excluded from. • We also believe we can help to ensure our supply chain is more resilient and agile by widening our pool of potential suppliers, promoting competition in the supply base, and improving product quality.
Biodiversity	Impacts associated with the following issues. • Our production facility, office locations and value chain • Our management strategies for responsible sourcing, restoration of climate-impacted forestry and ecosystems and partnerships for forestry development	• Biodiversity has not been identified as a material impact of concern for our own facilities, but we are working to quantify and assess the potential life-cycle impact of our products on biodiversity and expect to have further insight on this topic in the coming year. • This section focuses on reporting of our current insights on this topic, including the investments that we are making in carbon offset and carbon removal projects that focus on safeguarding and restoring climate-impacted forestry and ecosystems.
Privacy and security	Impacts associated with the following issues. • Customer Privacy (GRI 418-1) • Cyber security • Product security	• As a hardware and technology company, we are aware of employee and customer concerns in relation to privacy and security. The (Sustainability Accounting Standards Board (SASB) has also identified "Product Security" as a potentially material impact for our sector because of the potential for risks to impact brand equity and consumer trust. • This section reports on the policies that we have in place to ensure stakeholder trust when interacting with Logitech systems, products and services. and provisions to safeguard personal data and customer privacy, as well as our cybersecurity. We occasionally receive queries in relation to our activities in this area and potential impacts that would arise if our systems were not in place.
Charitable contributions	Impacts associated with the following issues. • Community engagement • Philanthropic activities • Promoting digital inclusion	• We empower our employees to deepen their relationships with their communities; we are leveraging our monetary resources, employee skills, and business products to promote change and drive positive social impact. In this section, we focus our reporting on the areas where we are empowering our people to make a meaningful contribution to communities and promoting digital inclusion e.g. creating safe, inclusive, accessible digital spaces, and supporting STEAM education.

VALUE CHAIN BOUNDARIES FOR MATERIAL ASPECTS

The value chain boundaries for each section of the report (and associated Sustainability Topics) are summarized in the following graphic. A comprehensive GRI Index is available on the Resources page of our website to show where specific GRI metrics are reported. A SASB matrix and UNGC matrix are included in the About this Report section of this report, to indicate where SASB metrics are reported.

MATERIAL ASPECTS	VALUE CHAIN				
	Supply Chain	Logitech Production	Sales and Distribution	Product Use	Product End-Of-Life
Ethics	✓	✓	✓		
Safety, Health and Well-being	✓	✓			
Human Rights and Labor	✓	✓			
Diversity, Equity and Inclusion	✓	✓		✓	
Supplier Development	✓				
Talent Development		✓			
Circularity					✓
Climate Action	✓	✓	✓	✓	✓
Responsible Sourcing of Minerals	✓	✓			
Privacy and Security		✓			
Design for Sustainability (DfS)	✓	✓	✓	✓	✓
Responsible Production	✓	✓			
Charitable Contributions		✓			
Carbon Clarity	✓	✓	✓	✓	✓
Responsible Packaging	✓	✓	✓	✓	✓
Targeted Substances	✓	✓			

PLANET

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STATEMENT FROM OUR CHIEF OPERATING OFFICER

PRAKASH ARUNKUNDRUM

Our transformational journey started nearly 15 years ago when we committed to protecting the environment and the health and safety of our employees, customers, and communities around the globe.

Since then, Logitech has evolved not only our approach to sustainability, but set ambitious goals and targets to drive innovation, strengthened measurement and reporting against those targets, and aligned with global frameworks and disclosure standards to ensure the rigor and transparency of our methods. This year, our near term reduction targets and net zero target which take into account the consequence of our footprint, due to the emergence of hybrid work, were submitted to SBTi.

CLIMATE POSITIVE APPROACH

Our comprehensive approach to addressing the climate crisis starts with our strategy centered on 4 pillars: Reduce, Renew, Restore, Rethink. The heart of that strategy is deeply rooted in reducing our life-cycle carbon footprint using Design for Sustainability (DfS) capabilities and principles. Since 2019, we have reduced our Scope 1 and 2 emissions by more than 55 % and our carbon intensity has decreased by 73 %. Our Scope 3 value chain emissions have reduced by more than 21 % since 2021 and we remain on track to achieve our 2030 target.

As part of our RE100 pledge, we're driving our Tier 1 and Tier 2 suppliers to convert to renewables and transition away from fossil fuels. Across the globe, we have matched 95 % of our electricity footprint with renewable electricity purchases, creating carbon savings of more than 75k tCO_2e. Our ranking in the top 8 % of companies on the annual CDP Supplier Engagement Leaderboard shows our carbon reduction goals go well beyond our factory doors. They are interdependent on the success of our suppliers, and only by working together with them will we be able to drive environmental action at scale.

We are also dedicated to large scale restorative efforts that have humbly enabled us to demonstrate 100 % certified carbon neutral across our entire value chain. This is a bridge to address the urgency needed while we build our Climate Positive pathway.

DESIGN FOR SUSTAINABILITY

We continue to accelerate our DfS capabilities, searching for innovative materials, technologies and processes that reduce carbon emissions and elevate circular solutions. Scaling lower-impact design activities helps to move the needle forward. Post-consumer recycled plastics are now implemented across 58 % of our products. Low-carbon aluminum was used across 43 product lines,

resulting in the elimination of more than 9,600 tCO_2. During the same period, we eliminated more than 500 tons of plastic packaging. Of course, our long-term goal is to eliminate plastic from packaging completely.

Our DfS philosophy has become a catalyst for innovation in new product development. Sight, our AI-powered meeting room camera launched with recycled plastic parts, PVC-free cables, FSC-certified paper packaging, and Low-carbon Aluminum resulting in a 21 % reduction in carbon footprint compared to a 'do nothing' scenario. The new compact-sized version of our popular MX Mechanical keyboard achieved a 40 % reduction in carbon footprint after implementing similar DfS design principles.

The energy-intensive manufacturing process required to create printed circuit boards (PCBs) continues to challenge us, but we strive for innovation. We have identified ways to optimize the PCB design in existing products to reduce carbon impact by an estimated 30 %, delivering an estimated carbon saving of more than 2,900 tCO2 in 2022. We're also scaling up efforts to optimize cables. This year we introduced a Future Positive Challenge to attract other businesses to collaborate with us on cleaner PCBs and power management technologies.

We continue to evolve business models in search of circular solutions. We are actively investing in scaling refurbishment programs, B2B trade-in and recycling incentives, and partnering with retailers for evergreen consumer trade-in programs. We also placed a stake in the ground by forming a partnership with iFixit to support OEM component supply and enable repair capabilities in several top products.

CARBON CLARITY

Measuring and fully understanding our carbon footprint is the first step to managing our impact. The majority of our carbon emissions come from manufacturing our products. It's important to us to be clear with everyone about how these emissions are generated and share ways in which we are working hard to improve and reduce them.

We now have carbon impact studies for more than 45 product lines, approximately 42 % of our volume. As I continue to say — "Carbon is the New Calorie". Consumers should know how much carbon they are consuming and we are continuing to provide life cycle carbon information openly and transparently. We are committed to sharing our methodology and measurement process for others to use and this year we actively engaged with many peer companies and industry think tanks to do exactly that.

CLIMATE ADVOCACY

It's clear that companies will not be able to meet their climate action goals at the speed and scale needed without advocating for climate policy. Logitech was honored to join U.S. congressional leaders in Washington DC to celebrate the passage of the Inflation Reduction Act, the most significant piece of climate legislation in United States history. Additionally, Logitech stepped in to support the Ecodesign for Sustainable Products Regulation in the EU, particularly welcoming the inclusion of environmental impacts and carbon footprint labeling of products as part of the future ecodesign requirements.

HARNESSING COLLABORATIVE POWER

Partnerships and the sharing of diverse knowledge remain key to solving technical challenges. It is by sharing not only the benefits and burdens that we will begin to scale the solutions needed to address the adverse impacts of climate change. There is much work to be done, but the future we want is possible and the path forward is clear. Our teams are gaining traction. We are working more closely with our suppliers and stakeholders. We have renewed our commitments and accelerated our pace. It is our responsibility to act as leaders, mentors, and life-long learners if we are going to drive the change needed to co-create a more equitable and climate positive world. I invite you to share comments or suggestions by emailing sustainability@logitech.com.

Prakash Arunkundrum
Chief Operating Officer

CLIMATE ACTION

Climate change caused by human activity is one of the biggest challenges of our generation. The scale of change demands collective action. We pledge to reduce our carbon footprint across our value chain by more than half and neutralize all residual emissions to remove more carbon than we create by 2030.

RELEVANT SDGs

OUR CLIMATE PLEDGE

In FY19, Logitech committed to the Paris Agreement to limit global warming to 1.5°C by 2050. We support international agreements and science-based approaches to support a 'net-zero' future, well before 2050. The 2022 report from the Intergovernmental Panel on Climate Change (IPCC) makes it abundantly clear that we need to do more to reduce our carbon footprint and do it sooner. It also highlights the need to adapt to the changes that are already happening and support the conservation and regeneration of communities and ecosystems that are already feeling the impacts of climate change. Being acutely aware of this context, we prioritize absolute reductions across our value chain, while simultaneously neutralizing any residual greenhouse gas emissions year-on-year with investments in independently-certified carbon offsets and carbon removals. By 2030, we pledge to reduce our carbon footprint by more than half and neutralize all residual emissions, to remove more carbon than we create.

Our 2030 climate action targets are as follows.

- 85% reduction of Scope 1 and 2 emissions compared to a 2019 baseline, with 100% of our electricity footprint addressed by purchasing renewable energy by 2030.
- >50% reduction in our Scope 3 emissions by 2030, compared to a 2021 baseline.
- 100% removal of any residual Scope 1, 2 and 3 emissions that we cannot eliminate by 2030, through investment in carbon removal projects.By 2030, we will remove more greenhouse gases than we create by continuing our focus on absolute reduction of our carbon footprint.
- >90% reduction of our Scope 1, 2 and 3 emissions well before 2050, compared to a 2021 baseline, with the removal of any residual emissions to achieve net-zero.

To achieve ambitious carbon reduction targets within this decade, we recognize the essential need to transform our business:

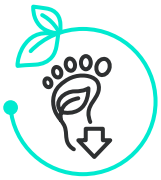
- Designing products for sustainability so that every generation is better than the last;
- Transitioning our manufacturing and supply chain away from fossil fuels to embrace renewable energy;
- Developing new business models to eliminate waste and extend the life of products;
- Embracing recycled materials, component recovery for reuse and product repair and recycling; and
- Creating entirely new and low-carbon consumer solutions.

The achievement of these transformation changes will take time and the effects of climate change are already being felt worldwide. In recognition of that fact, we also invest in high-quality carbon offsets and carbon removals to address the residual greenhouse gas emissions that we cannot yet reduce and support the projects and teams who are working to conserve and create new carbon sinks, while helping climate-impacted communities and ecosystems. Our support of carbon offsetting and carbon removal projects is additional to our absolute reduction targets. We purchase carbon offsets to maintain carbon neutrality across our entire corporate carbon footprint year-on-year and by 2030, we will transition away from offsetting to only invest in carbon removal projects and remove more carbon than we create.

In addition to the above, we recognize the importance of an industry-wide shift to carbon transparency and we advocate for consumer and industry action to raise awareness around the importance of climate change. We are the first consumer electronics company to put Carbon Impact Labels on our products and we pledge to do this across our entire portfolio by 2025. Our goal is to empower consumers to make more informed purchasing decisions and to catalyze an industry-wide shift towards Carbon Clarity.

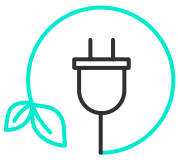
OUR STRATEGY

To achieve our Climate Pledge, we have adopted a climate strategy, which is centered on four pillars:



REDUCE:

This is the heart of our strategy. We design for sustainability – to ensure every generation of Logitech product, and service is better than the last, with a reduced carbon impact. We prioritize ambitious programs for climate action, which drive absolute reductions in our corporate carbon footprint.



RENEW:

We purchase renewable electricity to match our electricity footprint and we work in partnership with our suppliers to catalyze the purchase of renewable electricity to match energy demand and support the transition away from fossil fuels.

RESTORE:

We address the full residual impact of our corporate carbon footprint through the purchase of certified quality carbon offsets and carbon removals. We invest in these instruments to support the people and the projects who are working to conserve and create carbon sinks, while helping climate-impacted communities and ecosystems.

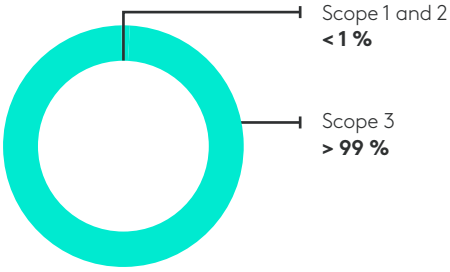
RETHINK:

We are rethinking how we do business, innovating our materials, supply chains, and go-to-market opportunities. We are changing our business model while continuing to deliver aggressive, science-based, absolute reduction targets and renewable electricity on existing and new business models.

OUR PERFORMANCE

OUR PRODUCTION FACILITY AND OFFICES (SCOPE 1 AND 2)

INTRODUCTION
Scope 1 and 2 greenhouse gas emissions quantify the carbon impact of a company's own business. In Logitech, this means our production facility and offices. Our Scope 1 and 2 emissions constitute less than 1% of our corporate carbon footprint but we take action on Scope 1 and 2 emissions to demonstrate leadership and accountability, meet stakeholder expectations, manage risk and foster innovation.



CASE STUDY

SHARING OUR EXPERIENCE:

MODELING SCOPE 1 AND 2 GREENHOUSE GAS EMISSIONS

Modeling the carbon impact of a production facility and global portfolio of office facilities can be complex because of the challenges associated with primary data collection year-on-year and the complexity associated with evolving emission factors for electricity use in different countries world wide. We have established procedures to ensure appropriate data accuracy, validation and credibility, prior to reporting.

AT OUR PRODUCTION FACILITY

We have reported Scope 1 and 2 greenhouse gas performance at our production facility since 2010. Primary data is gathered and recorded by the Environmental, Health and Safety (EHS) team on the ground in the production facility, through review of electricity bills and consumption records for the calendar year. These data are then checked and validated by an independent sustainability data and analytics team who apply emission factors to transform the consumption data into a carbon impact model. We have established processes in place for identifying, benchmarking and agreeing the emission factors that we use in our model each year and we only use emission factors from established and third-party verified data sources. We also ensure that our emissions factors are used on a consistent basis to ensure a harmonized baseline and to make a 'like for like' comparison possible. Our calculations and model are checked by industry experts, including third-party consultants. Since 2019, we have achieved year-on-year third-party certification of the carbon model for our production facility.

FOR OUR OFFICES

In addition to our production facility, we maintain a global presence of offices across the world. All but one of our offices are leased and many of our office spaces are relatively small or located in shared buildings. We choose to include all of our office floorspace in our carbon model and we have established survey protocols and reporting templates for gathering primary data on fuel and electricity consumption from landlords and facility managers across the globe. Each year, we gather floor space data for all of our offices worldwide, with the help of our facilities management team. We then survey the largest offices that account for 80% of our floor space worldwide to obtain primary data on energy consumption for those offices. The energy consumption of the remaining 20% of floorspace is then modeled, by extrapolation and using emission factors for each country to create the carbon model of our offices. Our model and way of working has co-developed and evolved over many years of partnership and collaboration with third-party specialists. Since 2020, we have sought and achieved third-party certification of the carbon model for our offices.

OUR STRATEGY

REDUCE

Logitech's 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. Our commitment to continuous improvement of environmental performance includes a strong focus on energy efficiency, and we have implemented many energy efficiency programs over the lifespan of our responsible management of this facility.

CONTINUOUS IMPROVEMENT OF ENERGY PERFORMANCE AT OUR PRODUCTION FACILITY

2005 Established our production facility in Suzhou, China.

2011 Started purchasing hot wastewater from a neighboring plant, for reuse as a heat source for heating water on-site.

2012 Started reporting to the Carbon Disclosure Project (CDP) and set targets to reduce 2010 greenhouse gas emissions by 20% by 2018. Upgraded chillers and compressors.

2013 Improved AC efficiency.

2014 Upgraded and replaced lighting.

2015 Introduced an electric bus on-site. Purchased certified renewable electricity.

2017 Third-party energy efficiency audit to identify opportunities. Purchased certified renewable electricity.

2018 Installation of large scale metering program. Purchased certified renewable electricity.

2019 Transitioned to high-efficiency LED lighting. Installed a small compressor in the IQC Lab to avoid inefficient use of the main factory compressor. Installed time controllers for drinking water fountains, stairwells and lighting in public areas. Automated working hour power down at the weekend.

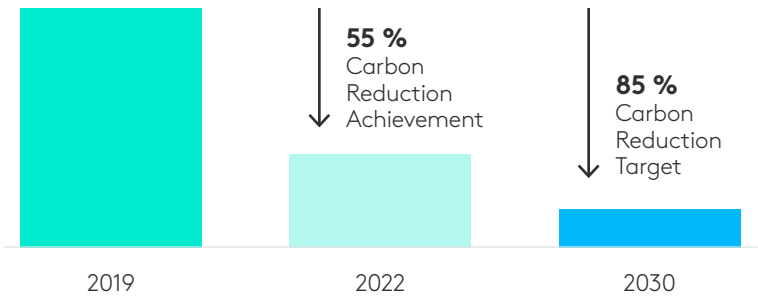
2020 Replaced an old compressor with a more efficient double-stage air compressor.

2021 Upgraded our existing chillers and heat pumps to improve energy efficiency and reduce the use of certain refrigerants.

2022 Installed frequency converters for motorized fans in our HVAC system to boost the energy efficiency of this aspect of our facility management.

Our current forward-looking target is to achieve an 85% reduction in our Scope 1 and 2 emissions by 2030 compared to a 2019 baseline. Since 2019, we have achieved a 55 % reduction in our Scope 1 and 2 emissions and we are on track to achieve our 2030 target.

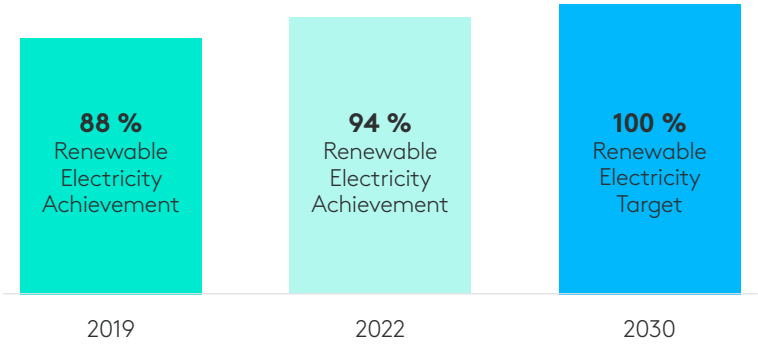
SCOPE 1 AND 2 CARBON REDUCTION 2022 ACHIEVEMENT AND 2030 TARGET



RENEW

Our target is to achieve 100% renewable electricity (RE) in our own business by 2030 by purchasing renewable electricity to match our electricity demand. In 2022, we purchased renewable electricity, where available, to match the electricity footprint of our production facility and all of our offices, except Taiwan. We did not purchase in Taiwan in 2022 because renewable electricity continues to be in very short supply in Taiwan and is not yet accessible at a reasonable price so we are waiting for a more open and cost-effective solution to emerge. In all other office locations, we have achieved our RE goals. We continue to be recognized by the Environmental Protection Agency (EPA) in the United States, as a Green Power Partner because we match the renewable electricity footprint of our offices in the United States with renewable electricity purchases. Across the globe, we have matched 94 % of our own electricity footprint (Scope 2 greenhouse gas emissions) with direct and indirect renewable electricity purchases.

RENEWABLE ELECTRICITY 2022 ACHIEVEMENTS AND 2030 TARGET



RESTORE

Reducing our absolute footprint and transitioning to renewable electricity is our focus and priority. But we believe reduce-renew initiatives are not enough. Our reduce-renew targets are ambitious and will require transformational change in our business over the next decade. In the meantime, the effects of climate change are already being felt worldwide. In consideration of these facts, we go beyond reduce-renew strategies already and at this stage purchase carbon instruments to compensate for any Scope 1 and 2 emissions that we cannot eliminate. We support projects who are creating renewable energy, developing additional carbon sinks for carbon capture and removal; and supporting community co-benefits.

In 2018 and 2019 we purchased offsets, to compensate for the residual emissions that we could not address with reduce-renew strategies and achieved a certified carbon neutral production site, for the first time. In 2020, we transitioned to purchasing carbon removals, rather than offsets, to focus our strategy and financial support towards the projects that are developing new carbon sinks and supporting the journey to net zero. At that stage, we were still only considering our production facility but by 2021, we had extended our strategy to include our offices for the first time and considered our full Scope 1 and 2 inventory. In 2022, we continued this strategy with the reduce-renew efforts described above and purchase of carbon removals from the Qianbei Afforestation Project, to address any emissions that could not be addressed within the calendar year.

SPOTLIGHT

INVESTMENT IN CARBON REMOVAL PROJECTS TO SUPPORT THE CREATION OF NEW CARBON SINKS

The Qianbei Afforestation Project comprises 50,061 ha of forestry in Zunyi City, Guizhou Province of China. The project site was originally a barren hill, which has now been planted with China fir, Cypresses, Yunnan pine and Masson pine, which are native species, according to the baseline ecological survey. This project aims to:

- sequester greenhouse gas and mitigate climate change;
- enhance biodiversity conservation by increasing the connectivity of forests;
- improve soil and water conservation in a Karst region; and
- generate income and job opportunities for local communities.

The project sequesters carbon through biomass growth while also providing native habitat for numerous species. Livelihood opportunities have been created in local communities where more than 16,000 individuals are now engaged in forest management activities, among which 70 % are women. Recognizing the environmental and social impact of the project, the project is certified to the verified Carbon Standard (VCS) as well as the Climate Community and Biodiversity Standard (CCBS). Our due diligence process identified this project as a good opportunity for Logitech to support the creation of additional carbon sinks, with associated benefits for both people and planet.

OUR VALUE CHAIN (SCOPE 3)

INTRODUCTION

Scope 3 greenhouse gas emissions quantify the carbon impact associated with a company's value chain, from sourcing of materials and supply chain manufacturing, through to distribution, consumer use of products, end-of-life treatment of products and ancillary activities. More than 99% of our corporate carbon footprint comprises scope 3 greenhouse gas emissions and we have ambitious targets to reduce those emissions by half, by 2030.

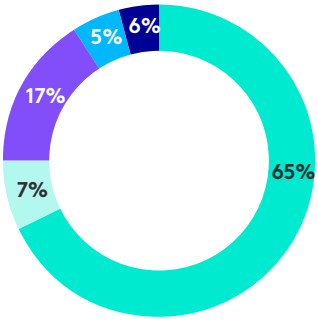
As a products company, we are acutely aware of the life-cycle impact of our products. The majority of our scope 3 emissions come from the four life-cycle stages of our products.

- Sourcing and manufacture
- Distribution
- Consumer use
- End-of-life

These four categories of life-cycle impact align with eight of the 14 Greenhouse Gas Protocol categories, as shown in the following figure.

OUR SCOPE 3 EMISSIONS

LCA CATEGORIES AND GHG PROTOCOL CATEGORIES



The majority of our Scope 3 emissions come from the sourcing and manufacture of materials, components and Logitech products. Other important sources of impact include the emissions associated with the Consumer Use phase (17%). Distribution (7%) and End-of-life (5%).

LIFE CYCLE ASSESSMENT PHASE	GHG PROTOCOL CATEGORY
Sourcing and Manufacturing (65 %)	01. Purchased goods and services 02. Capital Goods 03. Fuel and energy related activities (not included in Scopes 1 or 2) 05. Waste generated in operations
Distribution (7 %)	04. Upstream transportation and distribution 09. Downstream transportation and distribution
Consumer Use (17 %)	11. Use of sold products
End-of-life (5 %)	12. End-of-life treatment of sold products
Other (6 %)	02. Capital goods 06. Business travel 07. Employee commuting

CASE STUDY

SHARING OUR EXPERIENCE

THOUGHT LEADERSHIP IN CARBON MODELING

Many aspects of the carbon impact of electronics are not well understood worldwide. Our model of our Scope 3 emissions is evolving year-on-year as we work with thought leaders and value chain actors to gather more primary data and insights to model the carbon impact of our products and our goal is to share our insights and learnings with the world.

We maintain a live and dynamic model of our carbon impact and this model is updated regularly with new information and insights as they arise. For example, during 2022 the following areas of new insight led to notable differences in how we model and have understood the carbon impact of our products to date.

- We identified industry studies that shed new light on the typical duration of consumer use (in hours per week) for gaming products, including most notably, simulators.
- We worked with third-parties to refine our sub-models for batteries, polymers and thermoplastic elastomers. Most notably, this led to us formulating new protocols on how to consider the carbon impact of the batteries that are sometimes provided with our products and sometimes purchased separately by consumers.
- We refined our modeling of several materials (Glues, PU leather, Gloss oil, Gliding, mesh adhesives), to reflect new insights from manufacturer specifications and supplier data.
- We reworked our carbon model for indirect spend in 2022, following recommendations from external consultants, to use emission factors from US Environmental Protection Agency Supply Chain Greenhouse Gas Emission Factors v1.2.

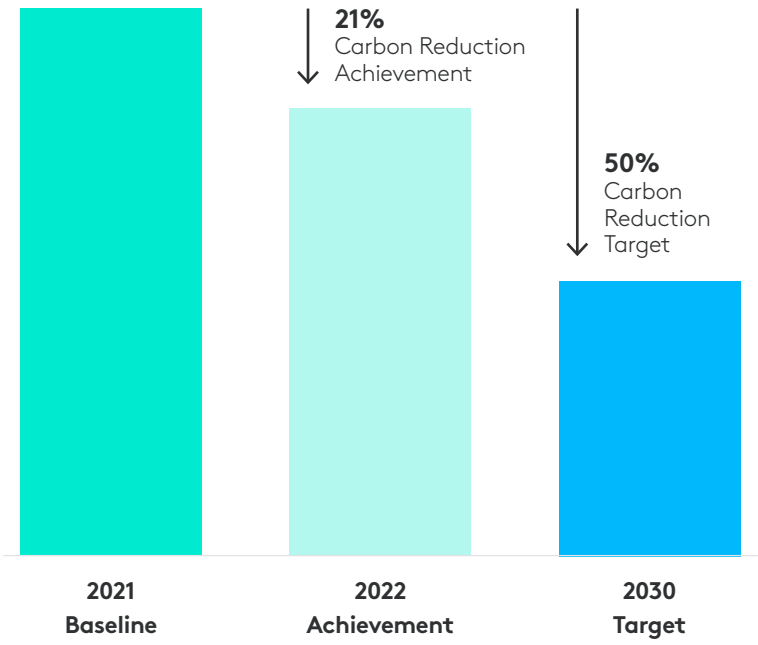
These new insights were co-developed with third-party expert support and informed a number of key adjustments to our carbon model, to generate a new and better understanding of our carbon impact in 2022 and in previous years. Where we develop a new understanding of how carbon impact should have been modeled in the past, we update our carbon model for historic years.

On the basis of the evolving nature of carbon modeling data and the progress that supply chains are making in achieving greater granularity and accuracy on their impact, going forward, this process of continual refinements will continue. We will review our carbon model of indirect spend in previous years to reflect our newest learnings from 2022. And we have identified the following opportunities for additional research and innovation to refine our modeling further and develop new insights for the sector.

- We will gather more real-world data on how different user groups interact with our products, to further refine our modeling of the consumer use phase and inform the identification of carbon reduction opportunities and related decision-making.
- Our Carbon Clarity program will continue to generate refined insights into the Product Carbon Footprint of certain product categories such as webcams and video conferencing solutions.
- We will prepare and gain third-party review of sub-models for Printed Circuit Boards, Integrated Circuits, Cables and PBT polymers.

We have been taking action on various elements of our Scope 3 emissions since 2019 and our current target is to reduce our 2021 emissions by half, by 2030. We take 2021 as our baseline year because that was the first year that we achieved a full scope 3 greenhouse gas inventory, which was third-party certified by SCS Global Services. Since 2021, we have reduced our Scope 3 emissions by more than 21%. With that level of progress, we are on track to achieve our 2030 target. We implemented a number of reduce-renew strategies that are summarized in this section. In addition, we purchased carbon offsets and removals to address any residual emissions that we could not eliminate by other means and achieve carbon neutrality.

SCOPE 3 CARBON REDUCTION 2022 ACHIEVEMENT AND 2030 TARGET



REDUCE

We prioritize programs to reduce our absolute carbon footprint year-on-year. As described previously, the majority of our scope 3 emissions come from the sourcing and manufacturing of our products and we recognize that the biggest opportunities to reduce our environmental impact therefore arise early in the design process when key decisions about a product are made and carbon emissions can be avoided or designed out. We have a mature Design for Sustainability program, which is accelerating our transition to Low-carbon alternative materials and designs across our portfolio. Our goal is to reduce the environmental impact of our existing portfolio and drive an ambitious program of design, materials and process optimizations. Our program and progress is described in full in the Design for Sustainability and the following table provides an overview of the carbon savings we estimate we have achieved from three of our many programs in 2021.

TABLE 8 CARBON REDUCTION PROGRAMS

PROGRAM	DESCRIPTION	REDUCTIONS ACHIEVED
Next Life Plastics	We have introduced post-consumer recycled plastic across a broad range of our products to give end-of-life plastic a second life and help reduce their carbon footprint. Our capability has grown rapidly as we have partnered with resin suppliers and molders to develop new and stronger resins in a range of colors and grades, while expanding our supply chain and refining their molding processes. Recycled plastic is now used at scale across Logitech, and is contributing meaningfully to our carbon reduction pathway.	27,000+ tCO_2
Low-carbon aluminum	Manufacturing aluminum is very energy-intensive and up to 80% of the carbon footprint associated with manufacturing comes from the smelting process where large quantities of heat and energy are needed and fossil fuels are often used. Low-carbon aluminum is made in a smelter that uses renewable energy (e.g. hydropower) instead of traditional fossil-fuel energy. Using renewable energy enables the manufacture of the same aluminum product, with a lower carbon footprint. By March 2023, we were using low-carbon aluminum in 43 product lines[1] and we estimate our use of low-carbon aluminum eliminated more than 9,600 tCO_2 in CY22.	9,600+ tCO_2
PCB Optimization	Printed circuit boards are a critical technology for us, but they are also an environmental hotspot due to the energy-intensive manufacturing process that is required to create the board and some of the large components mounted on the board. Towards the end of 2020, we initiated a study to evaluate the carbon impact of more than 50 PCB panel designs. We developed a carbon model, using primary data from our PCB suppliers, and this model helped us to identify opportunities to modify our designs to deliver carbon reductions. The relevant changes were made during 2021 and 2022, to give an estimated carbon saving of more than 2,900 tCO_2 in 2022. The relevant changes were made during 2021 and 2022 and the knowledge and know-how that was gained as part of that work is now reflected in updated PCB design guidelines, which are used for new product introductions.	2,900+ tCO_2

RENEW

Our Tier 1 Suppliers are the factory suppliers who accounted for 80% of our direct spend on manufacturing in the calendar year. We survey our Tier 1 Suppliers each year to understand and assess their electricity footprint and share current methodologies for modeling the carbon impact of manufacturing facilities. We also support and enable suppliers to access renewable electricity products and participate in our Renewable Electricity Buyers Club, to purchase high quality and third-party certified renewable electricity instruments to reduce our allocation of their Scope 2 emissions.

In 2022, we launched version 2.0 of our Renewable Energy Portal (REP) for suppliers and increased our capability-building an engagement with suppliers to help suppliers understand the value of supporting renewable energy and the importance of obtaining high-quality instruments that are third-party certified. We also supported suppliers with awareness-raising sessions, information blasts and the development and sharing of Frequently Asked Questions (FAQs). As an outcome of our combined efforts, suppliers and Logitech purchased renewable electricity instruments addressing more than 75,000 tCO_2 in 2022. We are currently exploring options to engage upstream suppliers and downstream vendors beyond Tier 1 in the program and drive greater adoption of renewable energy across our full value chain, from the electricity consumed in the production of raw materials used in our products to the energy consumed by users of our products. We will continue to advocate for the transition away from fossil fuels and the adoption of renewables as part of our membership of the RE100 Initiative and our work to accelerate change towards zero carbon grids at scale.

>75,000

tCO_2 CARBON ADDRESSED BY SUPPLIER RENEW PROGRAM

RESTORE

Having reduced our Scope 3 emissions by more than 21 %, we decided to purchase offsets and removals to address our residual Scope 3 emissions and achieve carbon neutrality across all our products and operations. In 2022, we purchased carbon offsets and removals to address more than 1.2 million tCO_2 and our achievement of carbon neutrality was certified by SCS Global Services. When searching for projects to finance, we work with established partners with a history and reputation for best practice and we selectively procure high-quality projects, which are certified to established verification standards, and we check and verify the credentials of each project prior to investing. A sample of our project investments is shown in this report and all of the projects that we invest in are disclosed on our Climate Action webpage.

CLIMATE ACTION

RELEVANT SDGs

RESTORATION STRATEGY FOCUS AREAS

Forestry | Renewables | Climate-impacted communities

INSTRUMENT TYPE

Carbon offsets | **Carbon removals**

CECIC HKC GANSU CHANGMA WIND POWER PROJECT,
CHINA
(Verra Reg: V1686)

AGROCORTEX REDD PROJECT,
BRAZIL
(Verra Reg: V1686)

QIANBEI AFFORESTATION PROJECT,
CHINA
(VSC Reg: 2082)

ENVIRA AMAZONIA TROPICAL RAINFOREST CONSERVATION PROJECT,
BRAZIL
(Verra Reg: 1382)

KEYIHE FOREST CONSERVATION,
CHINA
(Verra Reg: 1718)

HENAN SOLAR COOKSTOVES PROJECT PHASE 1
CHINA
(Gold Standard Reg: 7433)

DARAJAT UNIT III GEOTHERMAL PROJECT,
INDONESIA
(CDM Reg: 673)

MY SON SOLAR POWER PROJECT,
VIETNAM
(Verra Reg: 1382)

RETHINKING BUSINESS AS USUAL

NEW BUSINESS MODELS

Our Reduce-Renew programs are catalyzing innovation within the construct of our current business model and product portfolios. Implementing the current programs "at scale" requires radical changes to our existing product designs and is transformational in that context. However, we recognize the need to rethink our current business model as well. Incremental changes to our existing products will not get us to net zero by 2050 and a more transformation shift to new business models with lower and near-zero carbon footprint is also needed. We are working to find new ways to create value for people and society while reducing our absolute carbon impact on the planet. Our priority goal for the longer-term future needs to be to focus on "Zero Carbon Growth" and with this approach in mind, we expanded our Reduce-Renew-Restore strategy to include a Rethink pillar last year and we accelerated our efforts to develop new business models and low-carbon revenue streams. Examples include new software and services offerings, new repair services, and take-back and refurbishment models. This new focus is in an early-stage of development and will require more time to evolve and implement at scale but we feel it will promote change in the right strategic direction and secure a longer-term, more sustainable future for all.

CASE STUDY

SHARING OUR EXPERIENCE

SUPPORTING REFURBISHMENT

Refurbished products first became available for purchase in 2021 and over the last 12 months, we have continued to develop our capability and new business model in this area.

At this time, we are working with third-parties to develop new processes for receiving, inspecting, functionality testing, and selling refurbishing returned devices at scale.

In FY23, we refurbished more than 17,000 devices, mainly from Logitech G, Ultimate Ears and Blue. Over the course of the coming year, we will be working to expand our own (i.e. Logitech-managed) refurbishment programs, as well as working with key partners to support their refurbishment journey and goals for our product portfolio. For more information, please refer to the Circularity section of this report.

CASE STUDY

SHARING OUR EXPERIENCE

CARBON CLARITY

We believe carbon is the new calorie—everyone should know what they're consuming.

Similar to nutritional labels on food packaging, Carbon Impact Labels enable consumers to make more informed purchasing decisions by taking into account the carbon impact of their purchase. We believe they also help us hold ourselves accountable for our target of reducing the carbon impact of our product portfolio by designing for sustainability and delivering on our commitments to climate action.

We are the first consumer electronics company to put Carbon Impact Labels on our products and we pledge to do this across our entire portfolio by 2025. We are working with our value chain partners to develop and share new levels of transparency across our business model - from sourcing through to end-of-life and beyond. For more information, please refer to the Carbon Clarity section of this report.

CASE STUDY

SHARING OUR EXPERIENCE

SUPPORTING REPAIR

In 2021, we partnered with iFixit to advance our circularity goals by facilitating the availability of spare parts, beyond-warranty repair, and repair guides for select products.

Simple and easy-to-follow Repair Guides are now available for customers to repair or extend the life of Logitech MX Master and Anywhere mice on the Logitech – iFixit Repair Hub and the following products are now supported with Original Equipment Manufacturer (OEM) Logitech parts including batteries, feet, and replacement screws. For more information, please refer to the Circularity section of this report.

BIODIVERSITY

We recognize the need to safeguard biodiversity as one of the critical Earth system processes that is essential for continued human development. We also believe biodiversity conservation is an important part of climate action and we support global efforts to halt and reverse deforestation and understand biodiversity impacts.

OUR COMMITMENT

RELEVANT SDGs

Safeguarding biodiversity for future generations is an important part of climate action because almost 20 % of global greenhouse gas emissions are believed to come from deforestation activities.[1] However, sustainability and climate action also mean more than simply reducing our carbon footprint. We also recognize the need to safeguard biodiversity as one of the critical Earth system processes that is essential for continued human development.

We believe we can help to lead the way by considering the full life-cycle impact of our operations and activities and by developing programs to reduce negative impacts on biodiversity and create positive change. With our climate action strategy, we want to deliver Climate Positive outcomes for the planet and this includes a net positive gain for biodiversity. We are working to reduce all aspects of our product and operational footprint and look to create a positive impact by financing forestry projects in areas and communities, which may be already experiencing the effects of climate change.

> **"Our commitments and actions are informed by an understanding of our impact. We continue to broaden our knowledge and capability to ensure we account for the entire scope of that impact — climate, biodiversity, social, and more. With this dynamic approach can we truly know and address our entire impact.**
>
> **Robert O'Mahony**
> Head of Sustainability

UNDERSTANDING OUR IMPACT

We have begun to analyze the life-cycle impact of our business on biodiversity and the natural world in a more systematic way.

OUR PRODUCTION FACILITY LOCATION

To evaluate the biodiversity risks associated with our production facility in Suzhou, China, we evaluated the risks arising from the facility location with respect to the following protected areas.

U.N. World Heritage Sites — landmark areas designated by the United Nations Educational, Scientific and Cultural Organization (UNESCO) as having cultural, scientific, historical, or other significant value. Natural or mixed sites are recognized for their natural beauty, outstanding biodiversity, ecosystem, or ecological value.

Ramsar Site Boundaries — wetlands of international importance identified under The Convention on Wetlands, an intergovernmental environmental treaty in force since 1975.

U.N. Environment Programme Biodiversity Hotspots 2016 — defines biodiversity hotspots as Earth's most biologically rich—yet threatened—terrestrial regions.

As part of the risk assessment, we evaluated the potential for biodiversity risks due to water stress on any designations outlined above and mapped the location of our production facility using the World Resources Institute's Aqueduct 3.0 database. Our production facility is located in Jiangsu province, China. This is an area of high baseline water stress, which is forecasted to remain high over the next 20 years. Our analysis shows that our facility is not in, or adjacent to, a natural or mixed U.N. World Heritage site, Ramsar site, or biodiversity hotspot. Our facility is in an area classified as urban land use and with low mean species abundance. Being conscious of this environmental context, we manage water consumption in accordance with the RBA Code, and all relevant local legal requirements and good practice standards. Please refer to the Responsible Manufacturing section of this report for further information on water usage at our production facility.

OUR OFFICE LOCATIONS

In the last year, we have completed a similar mapping exercise for our global network for leased offices. The preliminary mapping indicates our facilities are not located within, or in proximity to, any areas identified in the datasets described above, with the exception of a small number of leased offices located within very large U.N. Environment Programme-designated biodiversity hotspots. Considering the nature of those leased facilities and office activities, significant adverse impacts on biodiversity are not expected. In addition, nine of our leased offices are located in areas of Extremely High baseline water stress.[2] Our preliminary review indicates that our offices are typically located in built-up areas and obtain water from public mains supplies, and therefore no significant adverse impacts are expected. We plan to expand our office survey efforts next year to further our understanding of any potential impacts.

OUR VALUE CHAIN

Our value chain is global and highly dynamic, and climate change and land-use change are recognized as two key drivers of biodiversity impacts. Our Life-Cycle Assessment (LCA) capability gives us a mechanism for modeling, evaluating, and recognizing the impact potential of our products and supply chain in these terms.

Our analysis of the carbon impact of our products and operations is presented in the Climate Action section of this report, which includes an overview of our key programs to address those impacts. In the last year, we completed an additional analysis of the results of the LCA studies undertaken for our Carbon Clarity program to understand the proportion of product carbon impact, which is due to land-use change. This category of impact was found to be very low (<0.12 % of the total carbon impact of the sourcing and manufacturing phase). The impacts that arise are typically associated with our use of, for example, paper-based materials in our packaging. These insights are helping us to develop more effective management strategies and areas of focus for our business.

MANAGEMENT STRATEGIES

To date we have identified two key areas where we believe we can have a significant positive impact on forestry and biodiversity:

Responsible sourcing:
Expanding our existing responsible sourcing programs to ensure materials are responsibly sourced in a manner that safeguards against negative impacts on forestry and biodiversity.

Investment in forestry and biodiversity projects:
Investing in nature-based projects to address legacy impacts on forestry and biodiversity, conserve habitats, and create or conserve carbon sinks.

RESPONSIBLE SOURCING

We recognize the impact potential of our sourcing strategies and supply chain for certain materials and have implemented a number of responsible sourcing policies and strategies to promote our use of second-life materials (circular materials) and certified responsible supply chains. Circular materials consist of renewable[3] and recycled materials. Our long-term goal is to use only renewable or recycled materials and we will do this by adapting and finding new sources, developing new applications for existing materials, and developing new materials.

As an example, we estimate more than 70 % of our portfolio, by weight, is made up of paper and plastic (see Materials Analysis). Our Next Life Plastics Program continues to grow from strength to strength. It is helping us to reduce the use of virgin plastic materials in our products, and the associated negative potential biodiversity impacts associated with fossil fuel exploitation for plastic manufacturing. In addition, plastic debris constitutes one of the most serious threats to ocean ecosystems and we are carrying out a number of discovery projects to explore potential use cases for Ocean-bound Plastic (OBP) in various Logitech accessories (e.g. headset straps, carry bags, mouse pads, etc.). Our plan is to first test the application of OBP with a small number of accessories and internal usage items, perhaps in combination with post-consumer recycled plastic, and then expand the usage to other products. For more information on our circularity programs, please refer to the Circularity section of this report.

At the same time as we continue our work to implement our Single-Use Plastic Packaging Policy, we expect our use of alternative paper and other nature-based materials to increase. To manage the associated potential impacts on biodiversity and forestry, we established our Forest Stewardship Council (FSC™)-Certified Packaging Program in

2019. We recognize FSC™-certified packaging as a renewable material and we believe the use of FSC-certified packaging (and other equivalent forestry stewardship certification schemes) helps us to ensure that our packaging materials are sourced from sustainably managed forests, which are managed in accordance with a certified biodiversity management plan. In FY23 more than half of our New Product Introductions (NPI) had FSC™-certified packaging and 11 % of all products now have FSC™-certified packaging. Where we choose to support and show the FSC label on our website and packaging, we do so to visibly demonstrate our support for responsible management of forestry resources. This approach also empowers our consumers by providing them with a way of demonstrating their support for biodiversity and forestry conservation by buying our FSC-certified products.

RESTORING CLIMATE-IMPACTED FORESTRY AND ECOSYSTEMS

With our commitment to carbon neutrality and a Climate Positive Approach, we have scaled up our investment in carbon offsets and started to invest in carbon removals. Our current portfolio includes purchases from a number of forestry projects that conserve existing forestry, create new forested areas and support climate-impacted communities.

Our largest forestry investment to date is the Henan Fangcheng and Tanghe Afforestation Project, Henan Province, China (Verra Registry: 2249), where our financial support has enabled the planting of native tree species on lands that were barren for at least 10 years, due to deforestation for intensive farming. The program aims to restore the land in this area to its original forest coverage. Activities such as intensive farming, grazing, or timber harvesting are now no longer allowed in the project area and have been replaced with tree planting and forest management activities. By the end of 2022, this project removed more than half a million tons of carbon from the atmosphere, with additional benefits for biodiversity conservation and reduced soil erosion. The project also helps local communities transition towards more sustainable livelihoods by helping individuals acquire the necessary skills in forest planting and management through vocational training.

OUR PROGRAMS

A selection of the biodiversity programs that Logitech has financed to date

RELEVANT SDGs

HENAN FANGCHENG AND TANGHE AFFORESTATION

Tree planting on lands that were barren for at least 10 years

ENVIRA AMAZONIA TROPICAL FOREST

Tackling deforestation and enabling sustainable and community-based livelihoods

QINGHAI AFFORESTATION

Restoring natural habitat for rare species and a resilient mix of native trees

ZHANGYE AFFORESTATION

Afforestation of barren lands

QIANBEI AFFORESTATION PROJECT

Planting native trees on barren hills for carbon sequestration and creating a native habitat for numerous species of wildlife

KEYIHE IFM PROJECT

Deliver improved forest management (IFM) through the conversion of logged forest to protected forest

24,005

trees financed by Logitech to date

DEVELOPING FORESTRY IN PARTNERSHIP WITH COMMUNITIES

ForestNation partners with companies to engage people in tree planting in areas of community need in the developing world. As part of celebrating Earth Day 2020 and Earth Day 2021, we partnered with ForestNation to activate employees in local environmental activities and finance the planting of 16,400 trees in a 16-ha plantation near Kwekanga Village in Tanzania. To celebrate Earth Day 2023, Logitech for Business offered to plant trees on behalf of customers who opted in to plant trees with us. More than 150 organizations opted in and we are now financing the plantation of 7,480 additional trees as a result of this campaign. Further information on the additionality and impact of this plantation is communicated in the rest of this section.

From 2016 to 2018, a large area of the land around Kwekanga Village was deforested due to illegal logging. This destruction of forestry resources had a severe adverse impact on local biodiversity and consequently on the livelihoods of local low-income communities, which were dependent on forestry-based livelihoods.

During 2020 and 2021, with the help of Logitech funding, 16,000 tree seedlings were cultivated by local community groups working in ForestNation's nursery, to help restore local forestry, biodiversity, and ecosystem services. Approximately 70 % of the tree seedlings that were planted were fruit trees (such as avocado, peach, and plum) for local communities. The remaining 30 % were tree species that were selected for their forestry and biodiversity value, such as silky oak, which is fast growing and helps to improve the fertility of the soil. By 2022, the survival rate of trees in the plantation was 90 % and management of the plantation created jobs in the local community, with 80 % of those employed being female. The plantation continues to help local communities develop livelihoods based on fruit harvesting and trade, while helping to restore a thriving forested and biodiverse plantation in an area that had been prone to illegal deforestation in the past. We are currently working with ForestNation to finance the plantation of 7,480 additional trees, from our 2023 Earth Day campaign with partners.

CARBON CLARITY

We believe carbon is the new calorie — everyone should know what they're consuming. By being open and transparent about our impact, we believe we can drive better design decisions in our teams and more informed purchase decisions among our consumers. We also want to lead change in our industry by sharing our know-how and empowering others to take the same steps toward transparency.

OUR COMMITMENT TO CARBON CLARITY

RELEVANT SDGs

We believe we have initiated an industry-first, Carbon Clarity commitment by pledging to provide a Carbon Impact Label on product packaging across our entire portfolio.

Similar to nutritional labels on food packaging, Carbon Impact Labels enable consumers to make more informed purchasing decisions by taking into account the carbon impact of their purchase. We believe they also help us hold ourselves accountable for our target of reducing the carbon impact of our product portfolio by designing for sustainability and delivering on our commitments to climate action.

In 2021, pilot products from our Logitech G gaming portfolio debuted their product Carbon Impact Label and we launched our Carbon Clarity webpage, to provide additional insight and information for consumers. By 2025, we pledge to have Carbon Impact Labels on product packaging and web pages across our entire portfolio.

We invite other companies to join us in driving positive change by providing full transparency with respect to the carbon impact of consumer electronics. We are willing to share (royalty-free) the best practice methodology that we have developed, to magnify the potential impact of our research and innovation efforts to date. Our hope is that by opening up the learnings and expertise we have developed, it will encourage others to follow and build on our consumer engagement efforts. During FY23 we encouraged others in their own journeys to Carbon Clarity by hosting a webinar for 16 organizations, to share the details of our approach.

> **"By communicating our product carbon impact we are empowering and collaborating with our consumers to better the world. Carbon is the new calorie—we need to know what we're consuming.**
>
> **Prakash Arunkundrum**
> Chief Operating Officer

LEADING CARBON CLARITY

First consumer electronics company to commit to providing detailed Carbon Impact Labeling on product packaging across the entire portfolio

Helping people make **informed choices**

Holding ourselves **accountable for reductions**

PROGRESS IN THE LAST YEAR

To support the integrity of carbon calculations, we worked with third-party, independent experts, iPoint Group, to develop our Product Carbon Footprint (PCF) methodology (to meet ISO 14067 and ISO 14044 best practice standards). The PCF study for each product also undergoes an independent critical review by DEKRA. We share an outline of the calculation methodology and further information on our Carbon Clarity webpage on logitech.com and call other brands to action to adopt this approach. By March 2023, 42 % of our products had a Product Carbon Footprint.[1]

As we continue to roll out Carbon Impact Labels we will target high-volume (and consequential high-carbon-using) product lines and product categories. We are on track to achieve our 2025 target while recognizing that our approach will continue to evolve, especially as we transition to addressing an increasing number and diversity of lower volume product lines.

BY MARCH 2023

42 %

OF OUR PRODUCTS HAD A PRODUCT CARBON FOOTPRINT[1]

2025 GOAL

CARBON IMPACT LABEL ON EVERY PRODUCT BY 2025

CASE STUDY

AMAZON CASE STUDY:

WORKING WITH AMAZON TO RAISE CONSUMER AWARENESS

Over the last number of years, we have been working with Amazon to help consumers make more informed purchasing decisions, by sharing relevant information on our sustainability performance and product sustainability attributes.

Our entire portfolio is included in Amazon's Climate Pledge Friendly Program, which highlights products with sustainability certifications, to engage consumers with sustainability information across their purchasing journey.

We overtly include sustainability information and insights in our Amazon Brand Store and on individual product pages. And we leverage Amazon Ads campaigns to bring that information to the attention of the consumer and raise awareness of key product features for sustainability.

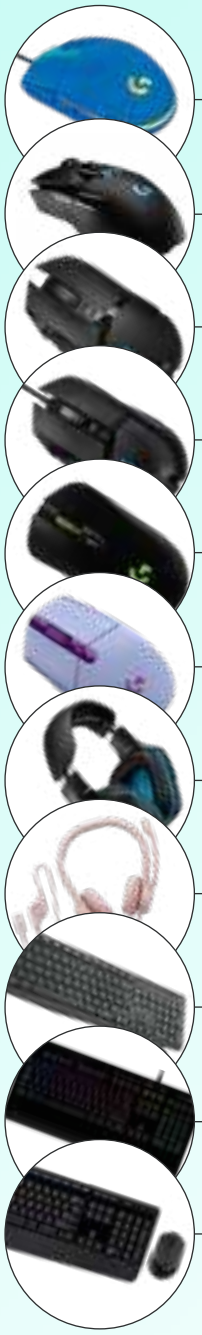
Our approach is also informed by consumer insights. In 2022, we worked with Amazon to test and understand the extent to which consumers would be influenced by our carbon impact communications and be motivated to purchase a product that featured a carbon footprint, compared to one without.

We were motivated to undertake this test because we not only believe consumers are looking for products that help them live a more healthy and sustainable lifestyle, but that they also appreciate information that helps them identify more sustainable options when making purchase decisions.

Our experiment ran for 10 weeks between October and December of 2022 across 11 Logitech and Logitech G product web pages on Amazon.com with more than 1.18 M unique visits during that time. Consumers who visited the pages were randomly directed, on an equivalent basis, to one of the following two versions of each page.

- Version A: no carbon footprint information provided; or
- Version B: carbon footprint information provided.

The high level takeaway was that customers generally responded positively to finding the carbon footprint information on the product page. The data for 8 out of 11 products showed statistically significant wins in terms of the number of units sold, when the information was displayed. While the test was limited in its scope, geography and level of engagement, it did validate that these types of consumer insights are helping us to understand what consumers wish to know and what information we should provide for our products. We are at the very beginning of our test and learning efforts in this area and there is much more work to do but initial consumer reaction indicates a direct correlation between consumer engagement and product carbon footprint labeling.



> **"Our intent is to do the right thing because we care. We work with Amazon Ads to bring that information to the consumer.**
>
> **Robert O'Mahony**
> Head of Sustainability

CARBON CLARITY — EMPOWERING CONSUMER CHOICE

6.38
kg CO_2e
G703 Lightspeed Mouse

5.50
kg CO_2e
MX Anywhere 2S Mouse

4.42
kg CO_2e
M310 Mouse

8.76
kg CO_2e
Logitech G304 Lightspeed Gaming Mouse

22.0
kg CO_2e
Logitech G213 RGB Prodigy Gaming Keyboard

8.64
kg CO_2e
Logitech G903 Lightspeed Gaming Mouse

4.07
kg CO_2e
M220 Mouse

5.08
kg CO_2e
M720 Mouse

3.97
kg CO_2e
M185 Mouse

7.10
kg CO_2e
Logitech G502 Hero Gaming Mouse

1.62
kg CO_2e
H111 Multi-Device Headset

2.11
kg CO_2e
H151 Stereo Headset

7.86
kg CO_2e
Pro X Superlight Mouse

4.25
kg CO_2e
M705 Marathon Mouse

3.97
kg CO_2e
M330 Mouse

5.51
kg CO_2e
Logitech G102 Lightsync Gaming Mouse

7.84
kg CO_2e
Logitech G PRO Wireless Gaming Mouse

8.69
kg CO_2e
Logitech G502 Lightspeed Gaming Mouse

4.16
kg CO_2e
M190 Mouse

4.05
kg CO_2e
M170 Mouse

3.94
kg CO_2e
M280 Mouse

1.73
kg CO_2e
M100 Corded Mouse

5.35
kg CO_2e
H390 USB Computer Headset

7.14
kg CO_2e
G432 Surrounded Sound Wired Gaming Headset

8.05
kg CO_2e
MK235 Wireless Combo

5.72
kg CO_2e
MK220 Wireless Combo

5.03
kg CO_2e
MK120 Combo

4.02
kg CO_2e
K120 Keyboard

5.00
kg CO_2e
G300 Mouse

16.92
kg CO_2e
MX Keys Keyboard

8.71
kg CO_2e
MK470 Combo

10.78
kg CO_2e
MX Keys Mini Keyboard

8.72
kg CO_2e
MK345 Wireless Combo

6.24
kg CO_2e
G403 Hero Mouse

Represents a sample of our products with Carbon Impact Labels.

"

Carbon is the new calorie. The power to decide the future is in the hands of the consumer.

Robert O'Mahony
Head of Sustainability

CARBON NEUTRALITY

We hold ourselves to account for driving carbon reduction targets across our portfolio of products and operations, but that process takes time and the effects of climate change are already being felt worldwide. In 2021, we committed to full-scope carbon neutrality. Since 2021, we have been using our Carbon Neutral Label for new product introductions and product refreshes that are carbon neutral. In our two-step approach, we apply our Carbon Neutral Label on products that qualify as such, until the products have passed a third-party critical review resulting in a Carbon Impact study, at which point we can apply our Carbon Impact Label. For information on our investments in carbon offsets and removals to restore climate-impacted communities and ecosystems, please refer to the Climate Action section of this report.

MEET THE LABELS

We've begun placing product Carbon Impact Labels on packaging and throughout the website. Today, there are two types (shown above)—both labels feature a 'Certified Carbon Neutral' statement because we have offset the remaining emissions across our entire company and product portfolio. Products with a number have undergone a detailed analysis to determine the total amount of carbon emitted during manufacturing, transportation, use, and end-of-life. Eventually, all of our products will feature a Carbon Impact Label.

1. THE CARBON NEUTRAL LABEL

Highlights how we have offset the carbon across our entire company and product portfolio.

2. THE CARBON IMPACT LABEL

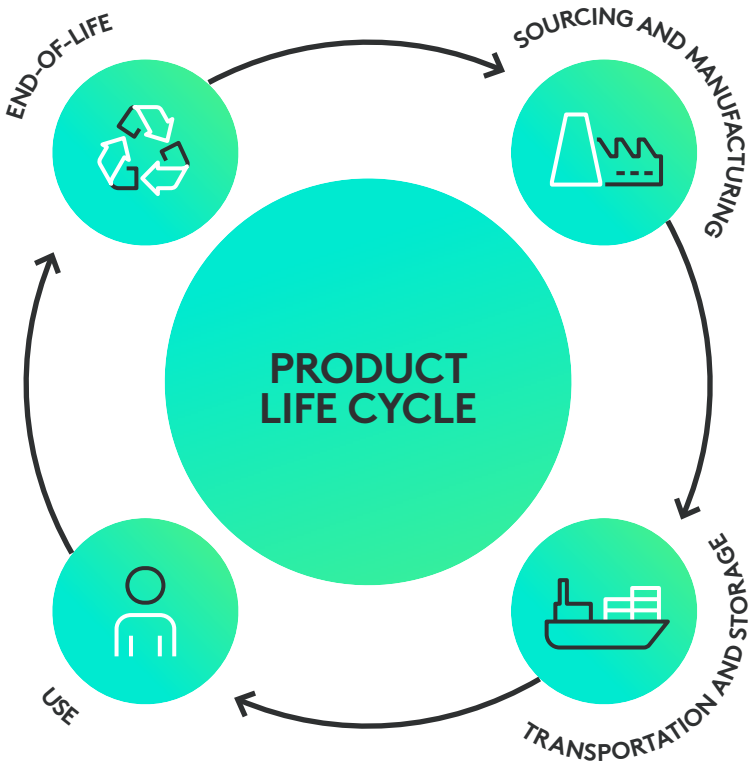
Shows the total amount of carbon emitted during manufacturing, transportation, use, and end-of-life.

OUR COMMITMENT TO LIFE-CYCLE ASSESSMENT (LCA)

Our commitment to life-cycle assessment (LCA) predates and goes beyond calculating the carbon impact for our Carbon Clarity label. In fact, a truly sustainable design approach considers the environmental and social impacts from the moment raw materials are sourced through to the end-of-life of a product. These impact insights are necessary to inform the design for sustainability at a product — and supply chain-level, and catalyze our sustainability commitments. Our labeling is layered over this work and allows us to engage our consumers in this commitment.

To make more sustainable design decisions, we first need to understand the environmental impacts of those decisions. We use LCA to build this understanding, categorizing the impact of our design decisions in terms of carbon, toxicity, circularity, and other key environmental indicators. Tracking these indicators across our product portfolio allows us to set meaningful targets for environmental impact reduction and to track our progress, product by product, and year by year. We have developed our LCA capability so that we can quantify the carbon footprint of our products across their full life cycle, from sourcing of raw materials through to manufacturing, distribution, consumer use, and product end-of-life. We take a full life-cycle approach to the environmental impact of our products, dividing the product life cycle into four stages as shown below.

From the weight of plastics, to the size of the printed circuit boards, from the recycled content of materials, to the end-of-life recycling of a product, carbon footprinting helps us to quantify the environmental impacts of our design decisions. Data sources and methodologies for capturing the full complexity of environmental impacts evolve year on year. We continue to invest time and resources to ensure we're at the forefront of innovation in this space.



ENHANCING OUR LIFE-CYCLE ASSESSMENT CAPABILITY

In 2022, we continued to improve our LCA processes and to perform our own industry-leading research into components, materials, and processes central to consumer electronics. This research is highlighted below. We continue to partner externally with internationally recognized leaders in LCA to support our ambition to advance this capability even further by:

- developing focused material or component type models that give us access to high-quality assessments of the impact of specific parts of our products;
- investigating specific focus areas to rapidly and reliably assess the environmental impact of new technologies for which published LCA data may not already exist;
- developing protocols to better handle LCA data supplied from within our own supply chain; and
- continuing to enhance our approach to life-cycle modeling of our products to bring further efficiency to our LCA capability.

Our LCA and research activities draw on a combination of primary data from our supply chain, secondary research based on previously performed investigations and advanced LCA modeling techniques. The outputs of these studies inform technology developments and our design for sustainability decisions. Research activities in the last year focused on areas as diverse as the following.

TOPIC	RESEARCH ACTIVITY
Colors, materials, and finish	• Developing a model for the assessment of eco-impact of paint processes on our products
Manufacturing process	• Assessment of product energy measurement standards • Assessment of mass-balance approaches in LCA
Battery technologies	• Eco-impact assessment of rechargeable and single-use batteries
Business models	• Eco-impact assessment of leasing and refurbing products
New mechanical materials and components	• Eco-impact assessment of post-consumer recycled steel • Eco-impact assessment of post-consumer recycled and post-industrial recycled magnets • Eco-impact assessment of solar cells

DESIGN FOR SUSTAINABILITY

We want to design experiences so everyone can create, achieve and enjoy more and help all people pursue their passions, in a way that is good for people and the planet. For us, this means sustainability needs to be considered as part of every design decision.

Sustainability touches every aspect of product development. From developing low-impact product solutions to piloting future business models, to product marketing and design and engineering, the development of new products requires a wide range of technical, creative, and business expertise.

The environmental impact of a Logitech product is affected by everyone who works on that product. We have Design for Sustainability (DfS) Principles, which we are embedding into our design process and design decision-making by considering sustainability alongside cost, schedule, and experience.

OUR DESIGN FOR SUSTAINABILITY (DfS) PRINCIPLES

Integrating sustainability into product development requires consideration of technical performance, user experience, and business viability alongside environmental and social impacts. Design for sustainability is a complex and principle-based process. It goes beyond surface-level considerations, to incorporate multi-stakeholder collaboration and ideation, to create space for designers, engineers, and other stakeholders to tap into diverse perspectives, deep thinking, and life-cycle assessment data.

Our DfS Principles guide our product development teams. These principles act as 'levers', and help us to translate Logitech's DfS vision into tangible product innovations and product features.

DESIGN FOR SUSTAINABILITY (DfS) PRINCIPLES

DESIGN PRODUCTS THAT LAST

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

CREATE EMOTIONAL DURABILITY

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

GRANT RIGHT TO REPAIR

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

CLOSE THE LOOP

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

GO BEYOND HARDWARE

Exploring new and innovative service models around software, servicing, leasing and upgrade

CHEMICAL CONTROL

Eliminating targeted substances which are harmful to health and the environment

ENABLE RECYCLABILITY

Choosing materials and components that are easily separated and commonly recycled

CHOOSE LOWER IMPACT COMPONENTS

Selecting high efficiency components, batteries and PCBs with minimized weight and impact

OPTIMIZE ARCHITECTURE

Designing for optimal technical performance with reduced weight

CHOOSE BETTER MATERIALS

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

USE CLEAN AND EFFICIENT MANUFACTURING

Favoring efficient manufacturing with renewable energy

USE EFFICIENT DISTRIBUTION

Optimizing product and packaging weight and avoiding air shipment

DESIGN LOW-IMPACT PACKAGING

Responsibly sourced and efficient, with non-plastic and commonly recycled materials

ENABLE EFFICIENT USE

Maximizing the energy efficiency of our products for consumers

MAKE A POSITIVE CONTRIBUTION

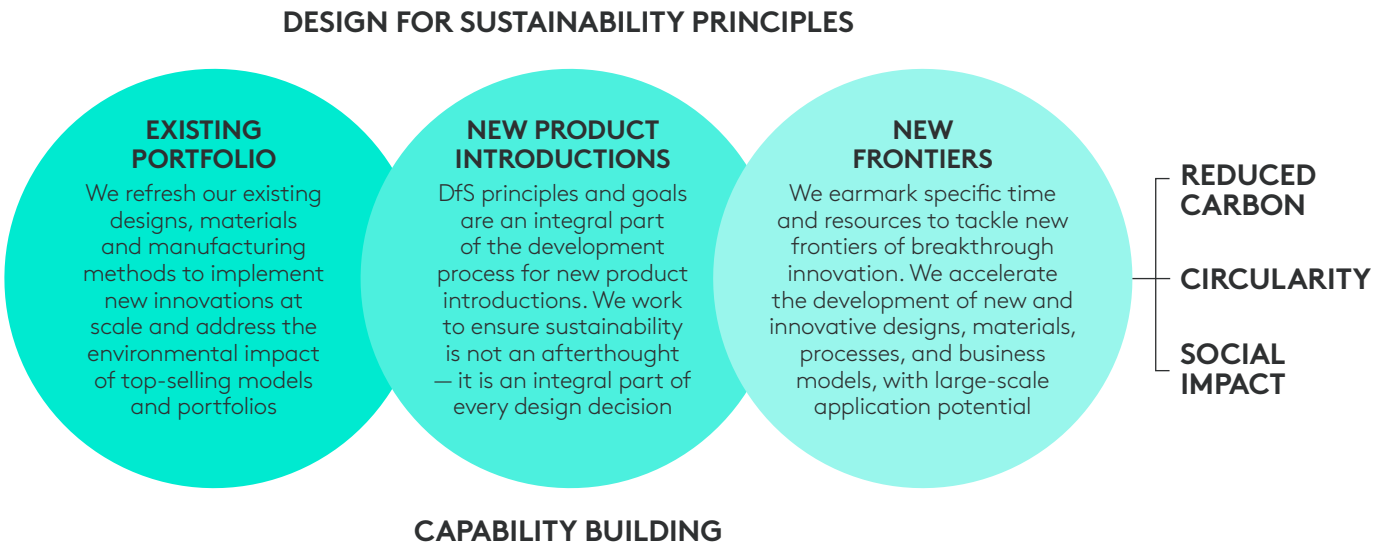
Focusing on products that enable joyful, inclusive experiences and positively influence behaviors and attitudes

Our consideration of these principles is informed by deep insights from our research activities, which are focused on evolving our Life-Cycle Assessment (LCA) modeling capabilities. This combination of a principle-based approach, and a data-driven foundation enables us to make better design decisions by helping us to understand how our products, technologies, and business models affect the environment and how we can best reduce this impact.

OUR FRAMEWORK FOR ACTION

We take action to implement our DfS Principles in a number of ways across our business. We focus on three key areas to drive progress: our existing portfolio, new product introductions, and new frontiers of breakthrough innovation.

OUR FRAMEWORK FOR ACTION



EXISTING PORTFOLIO

In any given year, our existing portfolio causes the majority of our impact. Rather than relying solely on the organic process of portfolio replenishment with lower-carbon, new product introductions, we also review, refresh, and retrofit our existing portfolio of products to incorporate new innovations at scale.

NEW PRODUCT INTRODUCTIONS

As a company, we focus a lot of our resources and innovative thinking on our newest generation of products ("new product introductions"). These products will grow in significance and replace older products over time and when these new generations of products are lower impact, this organic process of portfolio replenishment reduces our carbon impact over time.

NEW FRONTIERS

The breakthrough innovation that is required to tackle new frontiers of sustainability requires particular focus, as well as dedicated energy, resources, time, and space. We have dedicated teams who focus on innovation and work to create space for thought leaders and innovators across the company to anticipate and overcome future challenges and opportunities on the long-term horizon.

CAPABILITY-BUILDING

We believe sustainability should be pervasive – a core part of every function and decision-making process across Logitech. Our approach is to educate, empower, and enable product teams across the company to apply Logitech's DfS Principles.

To make more sustainable design decisions, we first need to understand the environmental impacts of those decisions. We use Life Cycle Assessment (LCA) to model design options and ensure our decision-making is informed by a clear understanding of how our products, technologies, and business models impact the environment and how carbon impact can be reduced, while circularity and social impact are embraced. We have developed our LCA capability so that we can quantify the carbon footprint of our products across their full life cycle, from sourcing raw materials through to manufacturing, distribution, consumer use, and product end-of-life. For further information on our LCA capability and current areas of thought leadership, please refer to the Carbon Clarity section of this report.

We are building capability across our organization with a range of tools, expertise, and know-how being shared across teams. We have developed internal guidelines, tools, and calculators to support decision-making by designers, engineers, product managers, and other stakeholders during the design process.

CARBON IMPACT CALCULATOR

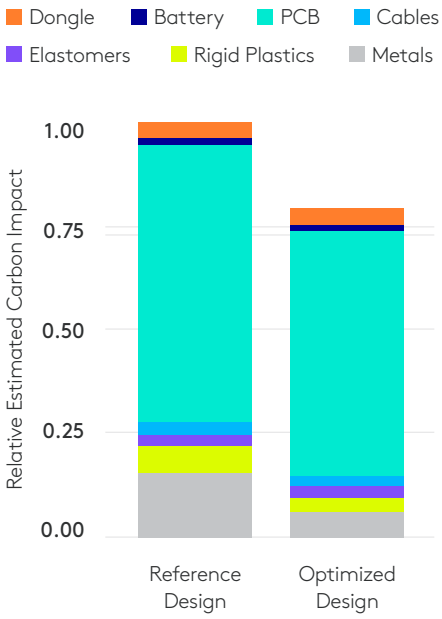
In FY23, we further refined our Product Impact Calculator tool by evolving our carbon impact datasets to enable more granular consideration of manufacturing processes and regions of production. We also developed more detailed insights on specific components and materials, such as integrated circuits (ICs) and different types of aluminum. This tool gives teams a snapshot of the carbon impact of competing design directions very early in the design process and it can be used at any time during the design development process. It empowers design teams with the capability to rapidly assess product architectures and make choices to improve a product's environmental performance.

CIRCULARITY ASSESSMENT TOOL

Our Circularity Assessment Tool is a semi-quantitative scoring system used to measure the circularity of our products. It captures how a product is likely to perform in terms of longevity, reuse, and recyclability. The tool was developed to reflect stakeholder views, legal megatrends, good practice standards such as IEEE 1680.1, ECMA 341, and international eco-labeling systems such as Blue Angel, EPEAT, and others.

CARBON IMPACT ASSESSMENT

A carbon impact assessment example between two competing design directions.

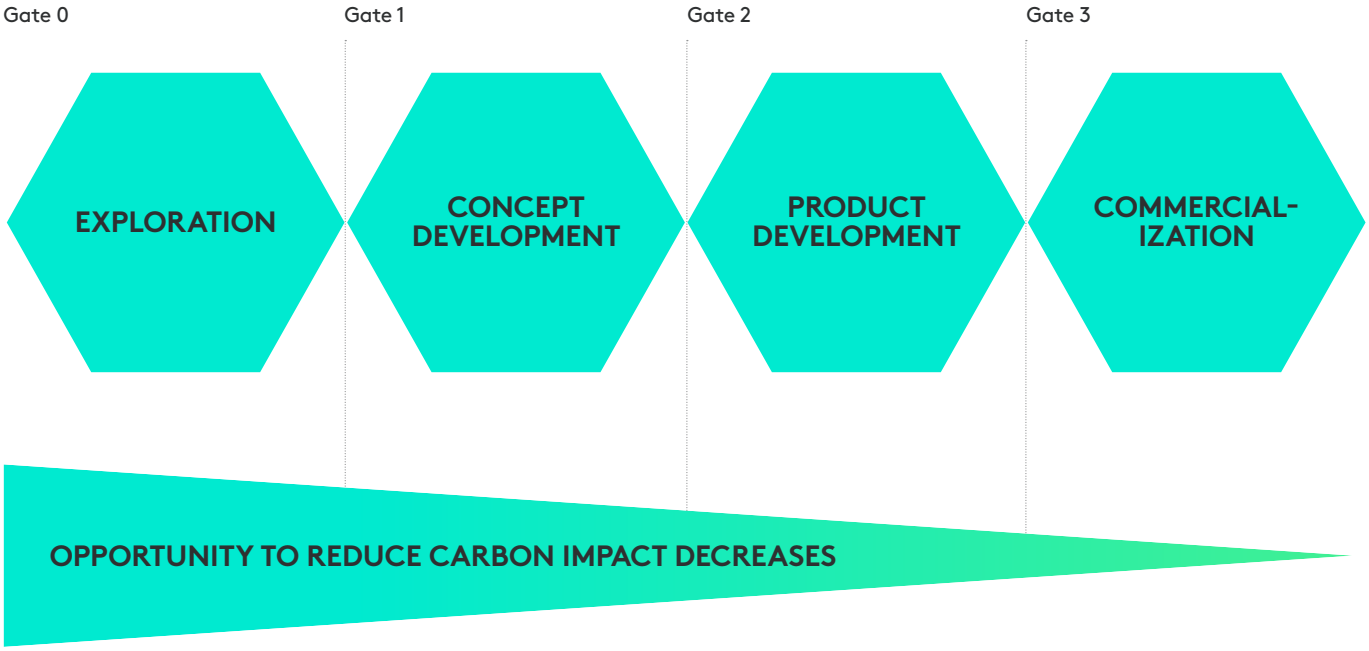


CARBON, CIRCULARITY AND SOCIAL IMPACT

The biggest opportunities to reduce the environmental impact of a product arise early in the design process when critical decisions about a product are being made. Being mindful of that, we establish sustainability goals early in the project development process and review progress at critical milestones or "gates".

Our sustainability ambitions for a product are a reflection of our DfS Principles and often focus on reducing carbon impact, driving greater circularity and increasing our positive social impact. Progress against these goals is reviewed and reported as part of various gates in the product development process, alongside reporting cost, schedule, and experience.

SUSTAINABILITY IS TRACKED AT PROJECT GATES



DESIGN FOR SUSTAINABILITY (DfS) FEATURES

When we educate and empower product teams across Logitech about DfS Principles, we often achieve a number of visible DfS Features, which are tangible and appreciated by customers and consumers. Those features can reduce carbon, and create greater circularity or social impact. But those features represent only a fraction of the broader philosophy and mindset that we are working to embed across our company. Designing for sustainability is a process, rather than a destination. It requires and catalyzes organizational growth, design rigor, and a transformative journey that transcends the immediate product features that are achieved, and opens doors to wider innovation to create joyful product experiences, in a way that is good for people and planet.

CLEAN MANUFACTURING

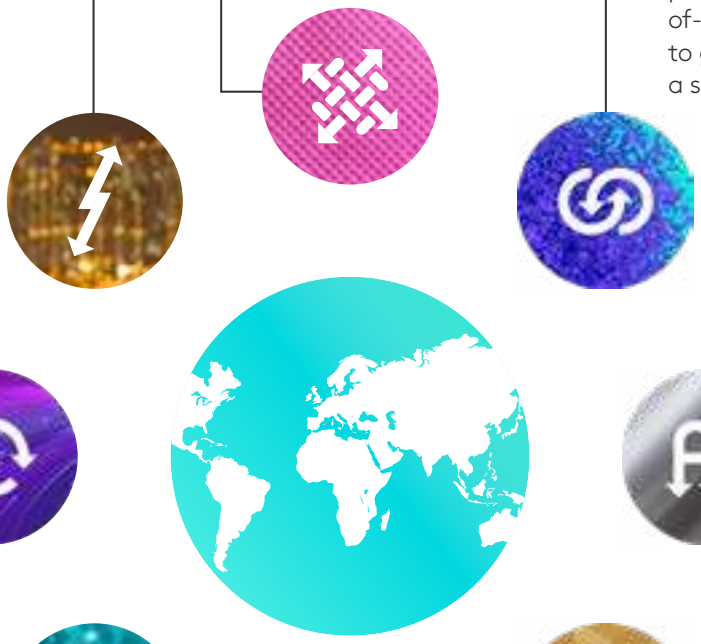
Manufacturing by factories that purchase renewable electricity and operate in accordance with a code of conduct, to avoid adverse impacts on people and the planet and ensure responsible management of resources and waste

RECYCLED FABRICS

Using recycled fabric where possible, in our newest designs

RECYCLED PLASTIC

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



RECYCLED ALUMINUM

Using recycled aluminum to reduce our carbon impact

LOW CARBON ALUMINUM

Using aluminum produced with renewable energy, for lower carbon impact

SMART BATTERY EFFICIENCY

Incorporating smart features to lower battery consumption and optimize product use

OPTIMIZED PCB

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

PVC-FREE CABLES

Eliminating PVC cables, to transition to better materials

RESPONSIBLE PACKAGING

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

PROGRESS

INTRODUCTION

As indicated above, we focus on three key areas to drive progress: our existing portfolio, new product introductions, and exploring new frontiers of breakthrough innovation. The remainder of this section provides an overview of progress in relation to each pillar of this framework for action.

EXISTING PORTFOLIO
We refresh our existing designs, materials and manufacturing methods to implement new innovations at scale and address the environmental impact of top-selling models and portfolios

NEW PRODUCT INTRODUCTIONS
DfS principles and goals are an integral part of the development process for new product introductions. We work to ensure sustainability is not an afterthought - it is an integral part of every design decision

NEW FRONTIERS
We earmark specific time and resources to tackle new frontiers of breakthrough innovation. We accelerate the development of new and innovative designs, materials, processes, and business models, with large-scale application potential

EXISTING PORTFOLIO

Next Life Plastics

We use Next Life Plastics to reduce our carbon impact and give a second life to end-of-life plastic from old products. Next Life Plastics is post-consumer recycled plastic made from end-of-life electronics. Our goal is to use Next Life Plastics across our entire portfolio and we are making significant progress towards that goal. By March 2023, 58 % of Logitech products already included Next Life Plastics,[1] and Next Life Plastics is used across all our product categories, including mice, keyboards, headsets, webcams, speakers, and video-conference systems. We do not only implement Next Life Plastics in our newest generation of products; we also refresh existing product lines that are already in mass production. For more information on our Next Life Plastics program, please refer to the Circularity section of this report.

Low-Carbon Aluminum

Aluminum is used in several Logitech products and components including keyboard top-cases, cases, headsets, gaming steering wheels, and video-conferencing devices. Manufacturing aluminum is very energy-intensive and up to 80% of the carbon footprint associated with manufacturing comes from the smelting process where large quantities of heat and energy are needed and fossil fuels are often used.

Low-carbon aluminum is made in a smelter that uses renewable energy (e.g. hydropower) instead of traditional fossil-fuel energy. Using renewable energy enables the manufacture of the same aluminum product, with a lower carbon footprint.

By March 2023, we were using low-carbon aluminum in 43 product lines[2] and we estimate our use of low-carbon aluminum eliminated more than 9,600 tCO_2e in CY22.[3] We are working to develop internal systems to track and report progress towards our goal of always using low-carbon aluminum (where aluminum is needed).

LOW-CARBON ALUMINUM

SLIM FOLIO
Personal Workspace

G29
Gaming

G512
Gaming

LOGITECH PEN
Personal Workspace

MX MECHANICAL MINI FOR MAC
Personal Workspace

MX KEYS MINI
Personal Workspace

G413
Gaming

COMBO TOUCH 4
Personal Workspace

K580
Personal Workspace

MK470
Personal Workspace

SIGHT WEBCAM
B2B

G715
Gaming

G815
Gaming

G413 TKL
Gaming

G923
Gaming

K835 TKL MECHANICAL
Personal Workspace

G920
Gaming

G913 LIGHTSPEED
Gaming

G713
Gaming

G915
Gaming

A10
Gaming

ERGO K860
Personal Workspace

K855
Personal Workspace

PRO GAMING

LOGITECH PEN
Personal Workspace

G813
Gaming

48

PRODUCT LINES WITH LOW-CARBON ALUMINUM

USING LOW-CARBON ALUMINUM AT SCALE TO LOWER OUR CARBON IMPACT

9,600+ tCO_2e

ELIMINATED IN CALENDAR YEAR 2022

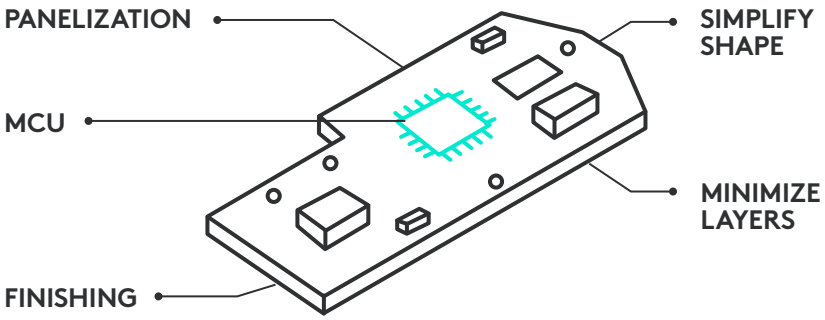
PCB Optimization

The printed circuit board (PCB) is the brain and nervous system of any electronic product. It comprises an MCU (the brain) and a laminated sandwich structure of conductive and insulating layers with electrical components (the nervous system). Printed circuit boards are a critical technology for us, but they are also an environmental hotspot due to the energy-intensive manufacturing process that is required to create the board and some of the large components mounted on the board.

PCBs are manufactured as a panel array of multiple individual boards. The shape and size of the PCB dictate how many boards can fit into the panel and sometimes minor modifications to the PCB design can allow extra boards to fit into the panel, with an associated reduction in carbon, waste, and cost.

Towards the end of 2020, we initiated a study to evaluate more than 50 PCB panel designs from our existing portfolio, to find ways to reduce their carbon impact. We developed an in-house model, using primary data from our PCB suppliers, and this model helped us better understand the impact of our design decisions and identify opportunities to modify our designs.

As an outcome of the initial study, we identified 15 high-impact designs in our existing portfolio, where we could optimize the PCB design to reduce the carbon impact by circa 30% and deliver an estimated carbon saving of more than 2,900 tCO_2e in 2022.[4] The relevant changes were made during 2021 and 2022 and the knowledge and know-how that was gained as part of that work is now reflected in updated PCB design guidelines, which are used for new product introductions.



Responsible Packaging

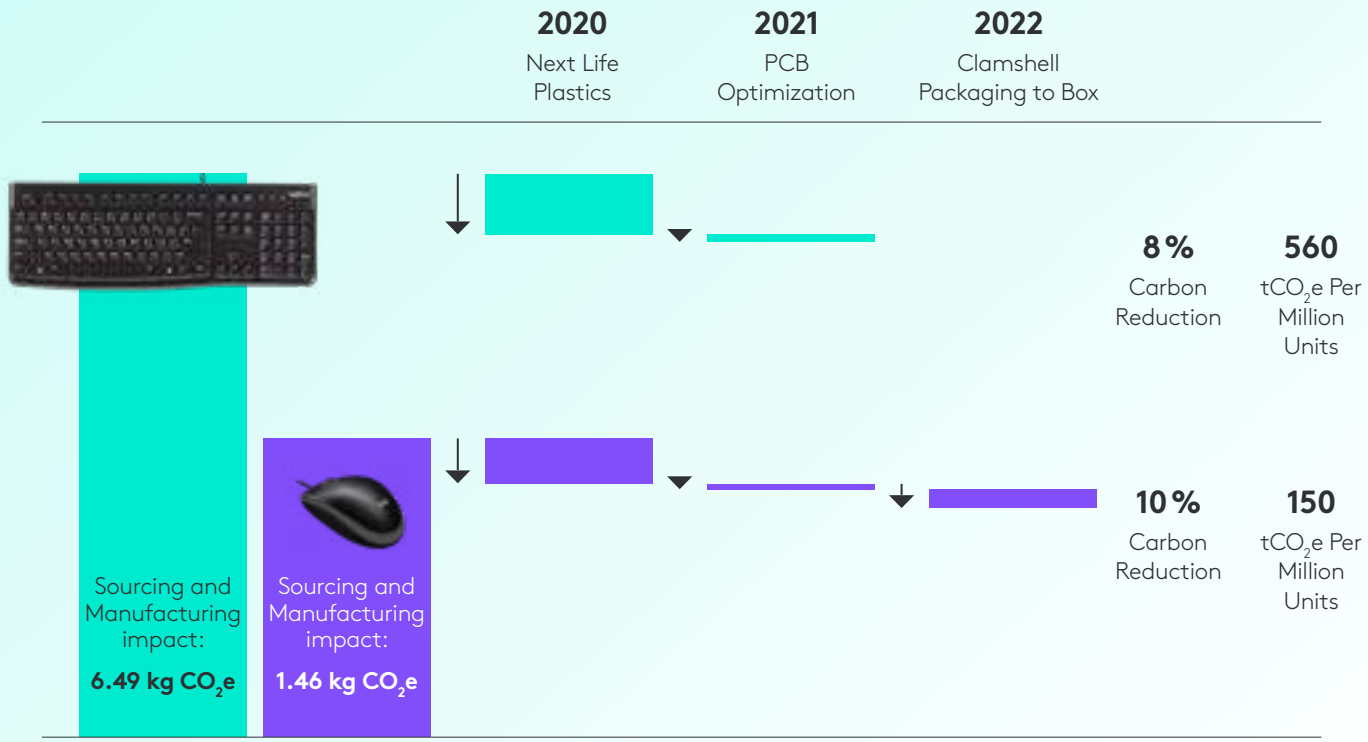
In FY21, we launched our Single-Use Plastics Policy to formalize our commitment to eliminating single-use plastic packaging as much as possible across all product ranges. As we transition away from single-use plastic and embrace more recyclable, paper-based packaging solutions, we have also improved the efficiency of packaging across our portfolio and introduced our FSC program, to ensure paper packaging is certified from responsibly managed sources. Our DfS Principles also guide the design of packaging for new product introductions and we regularly revisit our existing packaging systems, to refresh and improve our designs to optimize for cost and sustainability. For more information on our packaging programs, please refer to the Responsible Packaging section of this Impact Report.

CASE STUDY

SHARING OUR EXPERIENCE:
MK270 AND M100

We regularly review our existing portfolio of top-selling products to identify opportunities to apply our newest thinking and innovations. For example, the MK270 combo and M100 mouse are two top-selling Logitech products. Both products were launched several years ago and continue to sell well worldwide. Since 2020, we have implemented a number of continuous improvement projects to reduce the carbon impact of both product lines.

In 2020, we introduced Next Life Plastics to both products. For the MK270 combo, we achieved 49% for the plastic part in the mouse, and 54% for the keyboard.[5] For the M100 mouse, we achieved plastic parts with 72% post-consumer recycled plastic.[6] After that, these products were identified as high-impact opportunities as part of our **PCB Optimization** program and in 2021, we optimized the PCB of both products, modifying the shape and size of the PCB design, to allow extra boards to fit into the panel, with an associated reduction in carbon, waste, and cost. We also transitioned a number of our clamshell packaged models to brown box, to transition away from single-use plastic, as per our Single Use Plastics Policy. Our current model indicates the implementation of these design updates has reduced the carbon footprint of the sourcing and manufacturing phase of the MK270 by 8%, with an associated carbon saving of 560 tCO_2e per 1,000,000 units. For the M100, our model indicates our efforts have reduced the carbon footprint of the sourcing and manufacturing phase by 10%, with an associated carbon saving of 150 tCO_2e per 1,000,000 units.



NEW PRODUCT INTRODUCTIONS

INTRODUCTION

Design for Sustainability as a philosophy, has become a catalyst for innovation across the company and constantly challenges us to rethink and improve our legacy approaches to product development. We look closely at the sustainability performance of our products and all new product development teams evaluate carbon reduction and circularity improvement opportunities.

The DfS group is a specialist division of our global sustainability team and is tasked with a mission to empower, enable, educate, and inspire product development teams on DfS Principles and approaches.

This specialist team works directly with a number of our product development teams to advance DfS thought leadership. The newest tools and best practices that emerge as an outcome of these deep engagements are shared across the business. Our strategy is to make sustainability pervasive—a crucial part of everyone's role. We empower teams to make better design decisions, with an understanding of the environmental impact of their design decisions at an early stage. Significant capability-building is already underway across our company with a variety of efforts to develop product road maps and plans to reflect our DfS ambitions.

We introduced more than 50 new product introductions in FY23. Product teams from across the company worked together to bring our DfS Principles and learnings to life, drive advancements in circular design and unlock opportunities to reduce the carbon footprint of our product designs. The remainder of this section provides some examples from the last year.

SIGHT

AI-POWERED MEETING ROOM CAMERA WITH INTELLIGENT, MULTI-PARTICIPANT FRAMING

21 %
REDUCTION IN CARBON FOOTPRINT**

1,400tCO_2e
AVOIDED CARBON PER 100,000 UNITS***

CASE STUDY

DESIGN FOR SUSTAINABILITY

OPTIMIZE ARCHITECTURE

The design of the aluminum heat sink was modified to combine extruded and die-cast aluminum and create a more efficient design that uses less aluminum with a lower potential for manufacturing waste.

USE 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.

CHOOSE BETTER MATERIALS

Plastic parts made with post-consumer recycled plastic — 50 % for white, 59% for graphite* — to give a second life to end-of-life plastic from old consumer electronics and help to reduce our carbon footprint. Sight also uses 65% recycled aluminum in the heat sink for lower carbon impact.

ENSURE CHEMICAL CONTROL

PVC-free cables and water-based paint, for reduced solvent emissions in manufacturing.

DESIGN LOW-IMPACT PACKAGING

Paper packaging comes from FSC-certified forests and other controlled sources.

*Excludes plastic in receiver, battery, printed wiring assembly (PWA), and FFC cable.
* * Modelled to evaluate a pre-production sample compared to the "do nothing design scenario".
* * * Compared to the "do nothing design scenario".

LIFT

VERTICAL ERGONOMIC MOUSE

20 %
REDUCTION IN CARBON FOOTPRINT***

53 tCO_2e
AVOIDED CARBON PER 100,000 UNITS****

CASE STUDY

DESIGN FOR SUSTAINABILITY

DESIGN LOW-IMPACT PACKAGING

Single-use plastic packaging eliminated where possible, with a paper-based primary box and protective insert, as well as a pulp hang-tab and cellulose (bio-based) seal labels to eliminate the need for PET plastic. Single-use plastic accounts for less than 2 % of the total packaging weight and the paper is responsibly sourced from FSC™–certified forests and other controlled sources. Due to this paper-based design, along with the use of soy ink and water-soluble glue, the Logitech Lift packaging is commonly recyclable** where recycling facilities exist.

ENSURE CHEMICAL CONTROL

Paint is only used in a very small area (the side of the mouse scroll wheel) and is water-based paint, for reduced solvent emissions in manufacturing.

MAKE 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 this underserved audience. A vertical design puts the user's wrist in a more natural position (e.g., "handshake" like position).

CHOOSE BETTER MATERIALS

Plastic parts made with post-consumer recycled plastic — 70 % for graphite and 54 % for off-white and rose* — to reduce the product's carbon footprint and give a second life to end-of-life plastic from old consumer electronics.

CHOOSE LOWER IMPACT COMPONENTS

PCB optimization to reduce the overall size of the main PCB by an estimated 32%, which results in a reduction in manufacturing waste potential and carbon impact.

USE 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.

*Excludes plastic in receiver, battery, printed wiring assembly (PWA), and FFC cable.
**We use the term "commonly recyclable" to denote packaging that is easily disassembled and predominantly paper-based because paper is typically recyclable, worldwide. Exceptions may arise in cases where recycling facilities or recycling capability is not available in a consumer's area.
***Modelled to evaluate a pre-production sample compared to the "do nothing design scenario". 16% is the minimum reduction achieved. Some SKUs in this product line achieved up to 40%.
****Compared to the "do nothing design scenario".

ZONE LEARN

WIRED HEADSETS FOR LEARNING

CASE STUDY

DESIGN FOR SUSTAINABILITY

MAKE A POSITIVE CONTRIBUTION

Designed for students and built for school. This family of headsets gets kids into the Learning Zone. Optimized for younger learners with ultra-soft padded headband, micro-adjustable slider arms for optimal fit and exceptional sound quality for students to engage in deeper, more sustained focus and learning. Made to fit better, sound better, and last longer so kids can dive in, learn deeper, and focus longer.

CREATE EMOTIONAL DURABILITY

Designed for day-to-day school use; durable, wipe-tested, and exceeding military standards of drop protection (4foot); flexibility reduces breakage, along with a rigid mic. Easy to repair, upgrade and customize with optional, swappable and replaceable ear pads and cables.

CHOOSE BETTER MATERIALS

Plastic parts made with post-consumer recycled plastic — 22 %* — to give a second life to end-of-life plastic from old consumer electronics and help to reduce our carbon footprint. Shipped in bulk, to minimize individual packaging. Paper packaging comes from FSC-certified forests and other controlled sources.

ENSURE CHEMICAL CONTROL

PVC-free cables and no paint to reduce solvent emissions during manufacturing.

USE 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.

*Excludes plastic in electronic components, cables, and packaging.

MX MECHANICAL MINI KEYBOARD

THE NEWEST GENERATION OF OUR POPULAR MX MECHANICAL KEYBOARD.

NOW AVAILABLE IN COMPACT SIZE AND FOR MAC

40 %
REDUCTION IN CARBON FOOTPRINT**

600 tCO_2e
AVOIDED CARBON PER 100,000 UNITS * * *

CASE STUDY

DESIGN FOR SUSTAINABILITY

OPTIMIZE ARCHITECTURE

Optimized chassis strength and stiffness to avoid the need for additional steel for structural rigidity and weight. Low profile keycaps requiring less materials****, to minimize carbon impact.

USE 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.

CHOOSE BETTER MATERIALS

Plastic parts made with post-consumer recycled plastic — 47% for graphite and 36 % for pale grey* — to reduce the product's carbon footprint and give a second life to end-of-life plastic from old consumer electronics. Top case made from Low-carbon aluminum.

DESIGN LOW-IMPACT PACKAGING

Paper packaging comes from FSC-certified forests and other controlled sources.

ENSURE CHEMICAL CONTROL

PVC-free cables and water-based paint to reduce solvent emissions during manufacturing.

*Excludes plastic in printed wiring assembly (PWA), receiver, wire, FFC cable, and packaging.
* * Based on a pre-production sample evaluation and compared to the "do nothing design scenario".
* * * Compared to the "do nothing design scenario".
* * * * Compared to full size keycaps.

BRIO 500

WEBCAM SERIES

9.8 tCO_2e
AVOIDED CARBON PER 100,000 UNITS**

CASE STUDY

DESIGN FOR SUSTAINABILITY

CHOOSE BETTER MATERIALS

Plastic parts made with post-consumer recycled plastic - 68 % for black and graphite; 52 % for off-white, rose, and eucalyptus* — to reduce the product's carbon footprint and give a second life to end-of-life plastic from old consumer electronics.

USE 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.

ENSURE CHEMICAL CONTROL

Water-based paint and PVC-free cables, to reduce solvent emissions during manufacturing.

DESIGN LOW-IMPACT PACKAGING

Paper packaging comes from FSC-certified forests and other controlled sources.

*Excludes packaging.
* * Compared to the "do nothing design scenario".

G705 AND G713

WIRELESS GAMING MOUSE AND KEYBOARD

12 % (G705)
15 % (G713)
REDUCTION IN CARBON FOOTPRINT**

40 tCO_2e (G705)
290 tCO_2e (G713)
AVOIDED CARBON PER 100,000 UNITS***

CASE STUDY

DESIGN FOR SUSTAINABILITY

DESIGN LOW-IMPACT PACKAGING

Paper packaging comes from FSC-certified forests and other controlled sources. Inclusive packaging and artwork to appeal to a diverse range of underserved audiences.

CHOOSE BETTER MATERIALS

The G705 mouse has plastic parts made with 23% post-consumer recycled plastic* to reduce the product's carbon footprint and give a second life to end-of-life plastic from old consumer electronics. The keyplate of the keyboard uses low-carbon aluminum.

USE 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.

ENSURE CHEMICAL CONTROL

The keyboard and mouse have PVC free cables. The mouse has no paint and the keyboard has water-based paint to reduce solvent emissions during manufacturing.

*Excludes microphone, printed wiring assembly, cable, and packaging.
* * Based on a pre-production sample evaluation and compared to the "do nothing design scenario".
* * * Compared to the "do nothing design scenario".

NEW FRONTIERS

Our DfS breakthrough goals focus on accelerating the use of innovative materials, components, processes, and business models needed to make our products more sustainable.

NEXT LIFE PLASTICS

Our goal is to use Next Life Plastics across our entire portfolio. We are making significant progress towards that goal. We now use Next Life Plastics across all our product categories, including mice, keyboards, headsets, webcams, speakers, and video-conferences systems. In the last year, we have made several breakthroughs, which have solved technical challenges that were previously considered to be potential barriers to progress.

Our first keyboard with recycled plastic (K400 Plus) was launched in 2019. However, before now, it was not possible to use recycled plastic in the keycaps of a Logitech keyboard because recycled plastic could not meet our cosmetic, quality, and durability standards because of challenges associated with how ink adheres to recycled plastic and how recycled plastic responds to abrasion and wears away over time.

In FY23, the team tackled this issue by creating a new ink recipe with suppliers and modifying the printing process. This innovation has made Next Life Plastics keycaps possible. It opens the door to significant new opportunities to use recycled plastic and achieve carbon reductions without compromising on durability and user experience. This breakthrough innovation will be leveraged in our latest generation of New Product Introductions. Over the coming year, we will be reviewing our portfolio to identify additional opportunities to roll out this innovation on many of our most popular keyboards, e.g. K120.

With the use of Next Life Plastics at scale, our focus has now turned to refining the use of this material in mass production to optimize the use of this material and minimize waste. In our experience, yield rates for recycled plastic were sometimes lower than virgin plastic because of cosmetic blemishes (e.g. gas/oil marks, discoloration) and reduced resistance to abrasion. In FY23, we carried out a root cause analysis to understand how this issue could be tackled to reduce the potential for defect waste. Our team analyzed the performance characteristics of our recycled plastic resins and molding conditions and developed new quality control procedures for our recycled plastic suppliers and molders. These new specs helped us control gas content and discoloration and improve process control to reduce the defect rate by an average of 50%, with an associated reduction in waste arising, carbon impact, and cost.

In FY23, we also introduced several new color options for our Next Life Plastics. Our color pallet has now expanded to an exciting range of more than 40 colors, including Sand, Lavender, and Blueberry, which were used in the Logi Pebble M350 mouse.

For further insights on our Next Life Plastics program, please refer to the Circularity section of this report.

DfS IN EARLY DESIGN

Focusing teams on our DfS Principles has nurtured and empowered sustainability champions across the company and helped us to move towards a truly pervasive approach to sustainable design. However, we continue to see opportunities to embed a DfS mindset earlier in the design process. In the last year, we piloted a series of DfS training workshops, to further our efforts to drive sustainability expertise across the company. These workshops were a platform for introducing the latest DfS know-how and contributed to the evolution of our DfS approach by encouraging cross-functional collaboration and contributions. Initiatives like these are critical to moving us closer to achieving a pervasive sustainability mindset across the organization.

THE LOGI PEBBLE M350 MOUSE

SAND | LAVENDER LEMONADE | BLUEBERRY

RESPONSIBLE PACKAGING

Well-designed packaging is key to the product experience — it ensures that out-of-box setup is seamless and that products are well protected. We are constantly innovating to reduce the environmental impact of our packaging designs.

OUR APPROACH

The biggest opportunities to reduce the environmental impact of a product arise early in the design process when key decisions about a product and its packaging are being made. When we are developing the packaging for new product introductions, or revisiting existing packaging systems, we are guided by sustainable design for sustainability (DfS) principles. These principles act as 'levers', translating our DfS ambitions into tangible packaging innovations. We review the sustainability impact of each packaging system and work to ensure the final design solution balances a lower environmental impact with a range of competing requirements. These include excellent product protection, an ambitious cost target, and a considered out-of-box experience. Our DfS principles for packaging design are helping us to how we have traditionally used materials, as well as the impact of different concepts and architectures, from a consumer and ecological perspective.

DfS PRINCIPLES FOR PACKAGING DESIGN

OPTIMIZE ARCHITECTURE
Designing for optimal technical performance and out-of-box experience, while minimizing size and weight.

CHOOSE BETTER MATERIALS
Using lower impact materials from recycled and renewable sources, which are responsibly sourced, commonly recycled and light-weight. Avoiding single-use plastic. Using FSC-certified paper. Avoiding PVC.

ENABLE RECYCLABILITY
Designing structures and components that are easily separated and using materials that are commonly recycled. Reducing end-of-life waste and increasing circularity potential.

USE CLEAN AND EFFICIENT MANUFACTURING
Design for manufacturing. Favoring efficient manufacturing practices with renewable energy.

USE EFFICIENT DISTRIBUTION
Optimizing the distribution chain and taking into consideration packaging weight, shipper packaging, and pallet efficiency. Avoiding air shipment.

MAKE A POSITIVE IMPACT
Using graphic designs and imagery that promotes inclusivity and appeals to diverse audiences, including nontraditional users.

When we are considering packaging design options, we evaluate our options in terms of weight reduction and plastic reduction, and we use Life Cycle Assessment techniques to evaluate opportunities to reduce our carbon, toxicity, and water footprint. The remainder of this section provides examples and case studies from the last year, where we believe our commitment to these principles has generated positive impacts for people and the planet.

THE AURORA COLLECTION

The Aurora Collection is a collection of devices, which are designed to appeal to environmentally-conscious individuals. The collection includes a headset, mouse, keyboard as well as a number of accessories, which are sold individually and only available online.

Early in the design process, we established the goal of appealing to environmentally-conscious individuals and this created new opportunities to explore new packaging styles and materials. This exploration process resulted in a number of sustainable design features being incorporated into the collection. The headset packaging is shown as an example below.

In addition, because the Aurora collection accessories are packaged individually and only available online, we identified a good opportunity to review our more traditional master shipper packaging for large-scale shipping and develop a custom solution, with lower environmental impact. Four concepts were developed and evaluated in terms of sustainability, cost, and unboxing experience. The final design that was developed was a SIOC design (Ship In Own Container), which eliminated the need for a master shipper outer box.

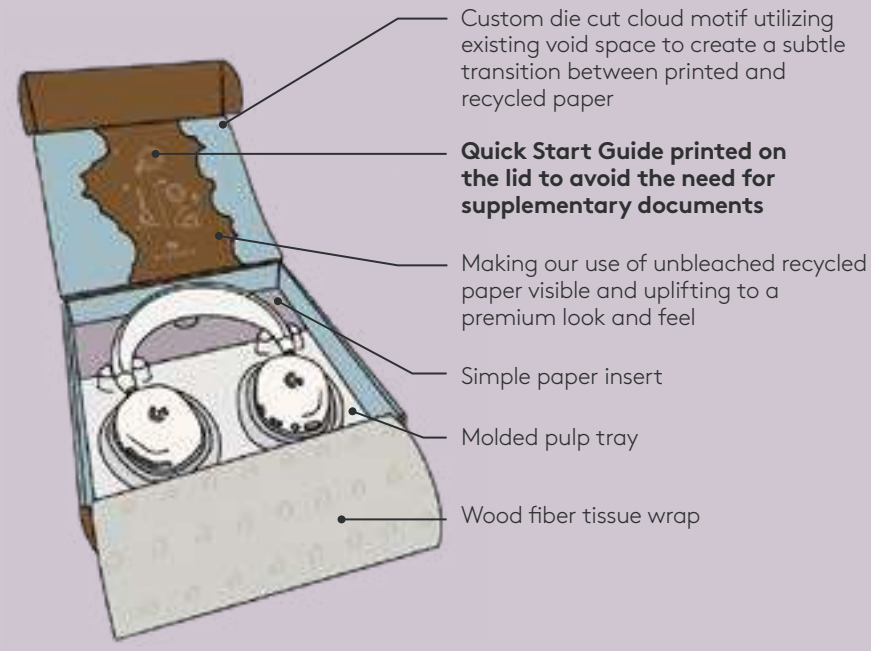
FSC-CERTIFIED PAPER PACKAGING

NEAR ZERO*

PLASTIC PACKAGING SUPPORTING CURBSIDE RECYCLING**

36 %

RECYCLED CONTENT



* More than 99% of the packaging, by weight is paper. The packaging comprises a wood fiber bag, pulp hang tab and cardboard box. We say "near zero" because the box is laminated to protect the premium look and feel. The laminate detaches from the box during recycling and therefore does not inhibit the recycling process for the box.
**Where recycling facilities for paper exist.

CASE STUDY

ELIMINATING SINGLE-USE PLASTIC

In FY21 we launched our Single-Use Plastics Policy to formalize our commitment to reducing single-use plastic packaging as much as possible across all product ranges and catalyze our transition to paper-based alternatives. The Design for Sustainability section reports on a number of cases where we introduced new product introductions with substantially less plastic. In FY23, we continued our efforts to transition away from plastic clamshells and utilize paper boxes, where possible.

DESIGNING FOR SUSTAINABILITY: THE H390 HEADSET

BEFORE

AFTER

22 % weight reduction

99 % plastic reduction

75 % toxicity reduction

51 % carbon reduction

58 % water depletion reduction

BEFORE	AFTER
Plastic trays with a paper insert	Paper bag inside a cardboard box
Traditional graphic designs	Modern, uplifted graphic design
More than 70% plastic, by weight	More than 99% paper, by weight
	Near-zero* plastic

MOLDED PULP HANG-TAGS

We also refreshed many of our existing designs to eliminate 39 million plastic labels (by transitioning to bio-based cellulose labels), 40 million plastic components (e.g. hang-tabs and plastic bags) across 50+ products lines, and 1 million square meters of polypropylene laminate.

The combined outcome of those efforts amounted to the elimination of an estimated 500 tons of plastic packaging through redesign of existing packaging systems, and elimination of single-use packaging components.

*More than 99% of the packaging, by weight, is paper. The packaging comprises a wood fiber bag, pulp hangtab and cardboard box. We say "near zero", because the box is laminated to protect the premium look and feel. The laminate detaches from the box during recycling and therefore does not inhibit the recycling process for the box.

FSC™ - CERTIFIED PAPER PACKAGING

As we transition away from single-use plastic packaging, we continue to expand our commitment to responsible sourcing of paper, with our FSC-certified packaging program.

The Forest Stewardship Council (FSC) is a global, not-for-profit organization that works to promote responsible management of forests worldwide. 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 they only source materials from FSC-certified forests and other controlled sources.

We consider FSC-certified paper to be a renewable and more circular alternative to virgin paper. By sourcing paper packaging materials from FSC-certified suppliers, we are supporting responsible management of the world's forests and working to ensure no net impact on forestry and biodiversity. For further information, please refer to the Circularity section of this report.

CASE STUDY

GAMING MATS

This year, we also refreshed the packaging of our five gaming mat products, including G640. For several of these products, we transitioned from a tube or rigid box construction to a lighter-weight paper carton and reduced the paper weight of the packaging as well as eliminating the plastic end caps. We estimate the refresh of the G640 packaging alone resulted in 29 tCO_2e savings, In addition to the sustainability improvement that this refresh delivered, it also gave the opportunity to improve consistency from a consumer perspective within the product range as well as create a more integrated solution with the rest of the gaming product portfolio.

BEFORE **AFTER**

Transitioned from rigid tube construction to a lighter-weight paper carton

Reducing the paper weight

Eliminating the plastic end caps

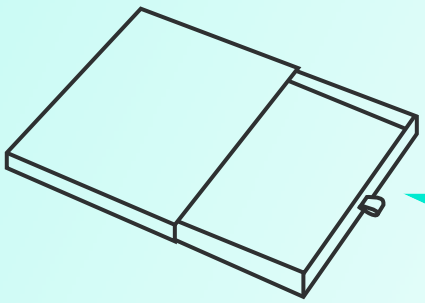
CASE STUDY

SLIM FOLIO

In FY23, we also updated the traditional design of our Slim Folio package. In this case, we replaced our sliding drawer package design with a lighter-weight front load box. This transition reduced the weight of the packaging by 150g per unit, reducing the carbon impact by 60% (165 tons tCO_2e).

REDESIGNING FOR SUSTAINABILITY:

BEFORE



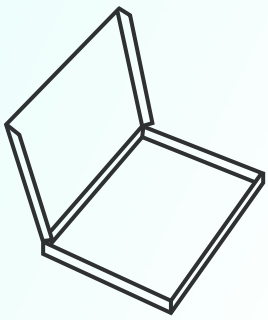
60 % weight reduction

65 % toxicity reduction

60 % carbon reduction

55 % water depletion reduction

AFTER



CASE STUDY

LIGHTWEIGHTING FOR EFFICIENT DISTRIBUTION

Where possible, we lightweight our consumer and shipping packaging to reduce the carbon impact of shipping packaged products around the world.

These types of packages, commonly known as shippers, often hold multiple retail packages or bulk products.

With the Rugged Folio bulk packaging, after detailed feasibility testing, we were able to remove internal dividers separating products in order to eliminate 50 g per unit, saving 50 tCO_2e per year.

In addition to structural changes, seemingly simple changes such as reducing the thickness of materials can have significant savings. With the G915 keyboard, we reduced the packaging wall thickness by 0.5 mm which in turn reduced the weight by more than 100 g a unit. This small change eliminated almost 10 tons of paper a year and 43 tCO_2e, not including the transportation emissions savings from shipping a lighter package.

Reduced the packaging wall thickness by 0.5 mm, which in turn reduced the weight of the packaging by more than 100 g/unit

Eliminated almost 10 tons of paper a year

Eliminated 43 tCO_2e

Not including the transportation emissions savings from shipping a lighter package

TARGETED SUBSTANCES

Manufacturing of electronics products requires a diverse mix of parts, materials, and components. As a responsible company, we consider the full life-cycle impact of our products and materials. We work with our suppliers to review material specifications, test products and components, and avoid potential risks to human health or the environment.

RELEVANT SDGs

Product compliance is critical to our success as a company. Any noncompliance with legal requirements worldwide could delay market access, or damage our relationships with our suppliers and customers. And in reality, our commitment to safe and nontoxic electronics extends beyond simply considering the legal requirements.

We monitor legal developments worldwide and proactively adopt policy positions that reflect our commitment to the precautionary principle[1] we take preventative measures to eliminate, manage, and control the use of certain targeted substances in our manufacturing process and products.

OUR GLOBAL SPECIFICATION FOR THE ENVIRONMENT (GSE) OR "GREEN PROCUREMENT" STANDARDS

We formalized the prohibition and restriction of chemicals, materials, and substances in 2002 with the introduction of our Global Specification for the Environment (GSE) (i.e. green procurement) standards. These standards identify the substances that we prohibit, restrict, or require declarations for, as well as our labeling requirements. Compliance with our GSE is an explicit requirement in our supplier (contract) agreements for the direct procurement of goods and services.

Since 2002, our GSE standards have been developed to incorporate any evolving legal requirements, regulatory megatrends, benchmarking of peer company approaches, review of stakeholder concerns, and international good practice, including IEC 62474 and the RBA Code of Conduct.

A summary of some of the key milestones in our GSE's evolution is shown in the following figure. As shown, we regularly expand and evolve our GSE to drive the reduction of our supply-chain environmental footprint and drive the use of alternative materials that are safer and have lower environmental impact.

100 %
OF PRODUCTS COMPLY WITH LOGITECH GSE STANDARDS

GLOBAL SPECIFICATION FOR THE ENVIRONMENT (GSE) DEVELOPMENTS

2002

Banned asbestos, restricted ozone–depleting substances, organic tin, AZO compounds, Cd, Pb, Hg, Cr6+, PBB, PBDE
Legal developments: EU RoHS

2003

Banned PVC in rigid plastic
Voluntary

2007

Added REACH SVHC substances and China RoHS substances
Legal developments: EU REACH, China RoHS

2008

Updated GSE to reflect international good practice e.g. EIA, JEDEC, JIG-101. Banned PVC in packaging
Voluntary

2009

Restricted formaldehyde in composite wood
Legal developments: ATCM

2011

Introduced requirements for declarations of compliance and CE markings. Introduced Phthalate Restriction Policy
Legal developments: EU RoHS Recast

2014

Introduced Restriction Policy for PolyAromatic Hydrocarbons (PAHs)
Voluntary

Restriction of PVC in external parts of New Product Introductions
Voluntary

2015

Updated GSE to align with EU RoHS 2015
Legal developments: EU RoHS

2018

Updated GSE to reflect Prop 65 restrictions
Legal developments: California Proposition 65

2020

Introduced a new GSE Standard for past-consumer recycled plastic
Voluntary

2021

GSE disclosed on logitech.com for first time
Legal developments: REACH, TSCA, China VOC

2022

Updated GSE to align with POPs Regulation (EU) 2019/1021
Legal developments: POPs Regulation

2023

Update GSE to reflect additional regulated substances.
Legal Developments: Mineral oil, Phenol, isopropylated phosphate (PIP 3:1) and Per/poly-fluoroalkylated substances (PFAS)

All references to years refer to Calendar Year.

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 all materials /products comply with all related regulations

THE GSE STANDARDS:

PRODUCT SUBSTANCES AND MATERIALS	RECYCLING	PACKAGING	WORKPLACE EMISSIONS

IEC 62474

Logitech products may contain small amounts of some of the chemicals on the IEC 62474 Declarable Substance List. All electronic companies still have products that claim Restriction of Hazardous Substance (RoHS) exemptions because electronic products still contain some amount of lead used in specialized applications that are allowed under RoHS exemptions, for which no viable alternative is currently available.

A number of EU Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) candidate substances are also used in our sector. For example, ethylene glycol dimethyl ether (EGDME), for which there is no known replacement, is used in coin cell batteries. We use and declare REACH candidate substances, (as shown in our REACH Declaration), when there are no current, viable and commercialized alternatives.

TESTING AND AUDITING STANDARDS

We have an established and systematic testing program, which includes regular sampling of Logitech products, components, and manufacturing consumables to check and verify compliance with GSE requirements.

The scope of our testing program includes products, components, and consumables produced at our production facility and at our supplier manufacturing facilities.

Products and components are mechanically disjointed to the homogeneous level and tested in accordance with good laboratory practice methods, including x-ray fluorescence (XRF) and laboratory-based chemical analysis. Our approach allows us to demonstrate and declare single component traceability, full legal compliance, and produce test reports for the homogeneous level, where appropriate.

In addition, we carry out periodic surveys of our suppliers to investigate material use where relevant e.g. when significant changes to the Substances of Very High Concern (SVHCs) Candidate List for REACH are introduced.

We have a robust supplier audit and validation program, which includes auditing of supplier facilities to check compliance with the Responsible Business Alliance (RBA) Code requirements for materials management, compliance with hazmat legislation, and compliance with our green procurement standards. Both our product testing program and supplier facility auditing program include verification of on-site hazardous substance testing and tracing capability, along with a corrective action reporting and remedy process aligned with the RBA good practice requirements.

Where safer and less toxic alternatives are available, we drive voluntary phaseout of certain targeted substances of concern, such as PVC, phthalates, and associated flame retardants. These substances are widely used in our sector but they have a toxic life cycle and can contribute to adverse impacts on the environment, recycling, and occupational health during their manufacture, processing, and at end-of-life.

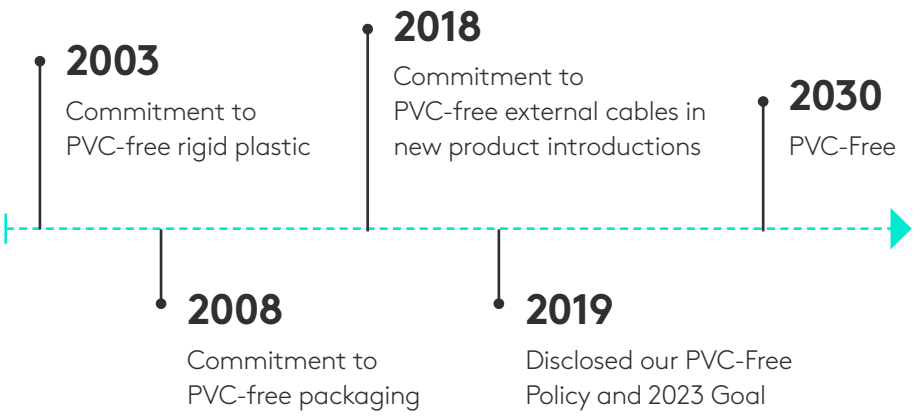
As a result of these policies and this program, we have substantially reduced our use of targeted substances year on year, through systematic testing of product samples, corrective actions processes, and follow-up collaboration with suppliers.

PVC-FREE PROGRAM

In 2003, we made a voluntary commitment to phase out the use of PVC in rigid plastic. This was followed by a ban on PVC in product packaging in 2008. In 2018, we expanded our PVC-Free Policy to include all feasible external parts of new product introductions, e.g. cables, adaptors, chargers. We disclosed our PVC-Free Policy for the first time in 2019. The current version is available on our website here: PVC-Free Policy.

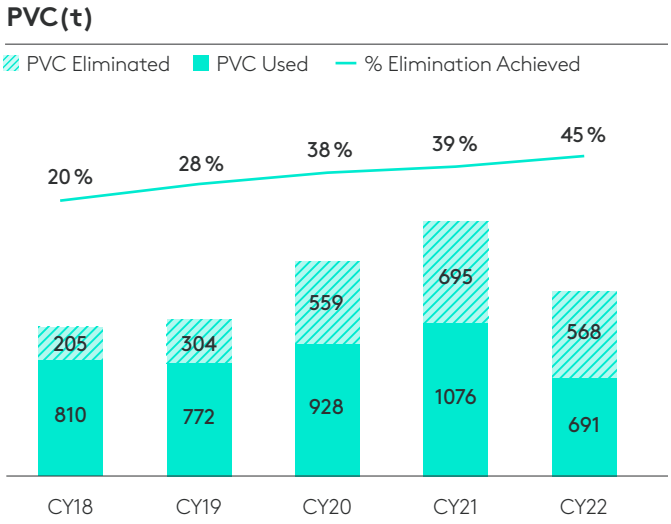
Thermoplastic elastomer (TPE) is a low-toxicity alternative to PVC. In 2018 we introduced a new innovation program to phase out the use of PVC in cables by transitioning to TPE alternatives. We achieved a 20 % reduction in our use of PVC in year 1 and our program has continued to grow year on year to achieve a 45 % reduction in the last year.

EVOLUTION OF OUR PVC-FREE POLICY



Currently, 38 % of product lines are PVC-free, including packaging, rigid plastic, external cables, and internal wire components. Some of our product lines are already PVC-free, including gaming headsets, earphones, digital pencils, lighting devices, and presenters. We are proud of our achievements to date but we also know there is a lot more work to do. We remain committed to achieving our ambition of Zero PVC by 2030.

ELIMINATING PVC CABLES



ZERO PVC ACHIEVEMENTS

LOGITECH PRODUCT CATEGORIES, WHICH ARE PVC-FREE

100 %
GAMING HEADSETS
(43 Zero PVC Products)

100 %
DIGITAL PENCILS
(5 Zero PVC Products)

100 %
EARBUDS
(7 Zero PVC Products)

100 %
PRESENTERS
(5 Zero PVC Products)

100 %
STREAMCAMS
(5 Zero PVC Products)

100 %
LIGHTING DEVICES
(2 Zero PVC Products)

100 %
SECURITY CAMERAS
(2 Zero PVC Products)

100 %
GAMEPADS
(3 Zero PVC Products)

ELIMINATION OF SOLVENT-BASED PAINTS

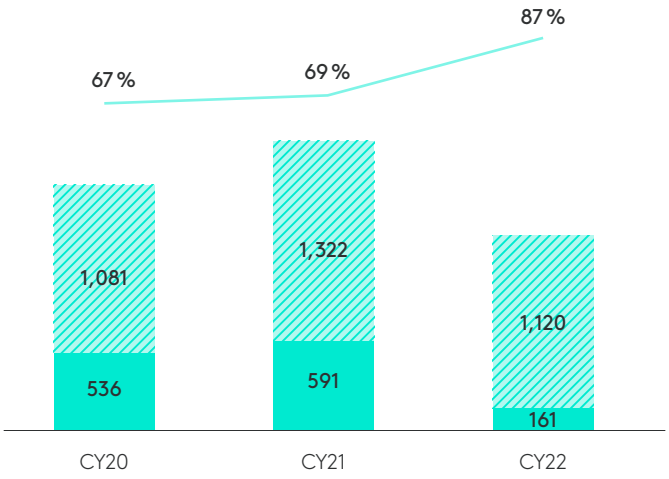
Volatile organic compounds (VOCs) are organic chemicals that can quickly evaporate into air due to their high vapor pressure and low boiling point. Certain VOCs are harmful when inhaled and contribute to the formation of ground-level ozone and particulate matter—the two main components of smog. In 2020, the Chinese Ministry of Environment and Ecology (MEE) launched a comprehensive plan to reduce volatile organic compounds (VOCs), as part of China's 'Blue Sky Protection Campaign' strategy, which aimed to reduce VOC emissions by 10 % by the end of 2020.

As part of this strategy, a new standard was introduced in March 2020, prohibiting the production and use of a number of solvent-based paints, inks, adhesives, cleaning agents, and other coatings with high VOC content. We were not using any of the relevant high VOC-containing solvents in our supply chain but we took the opportunity to introduce a new, voluntary Paint Policy in 2021, to catalyze our transition away from solvent-based paints entirely and use water-based paints as a substitute.

Our goal is to eliminate solvent-based paints wherever possible. For manufacturing facilities based in China, our target is to transition all paint to water-based alternatives by the end of 2023. By the end of last year (CY22), we had already achieved an 87 % reduction so we are on track to achieve our goal. Over the last 3 years, this innovation program has eliminated c. 3,523 tons of solvent-based paint that would have otherwise been used, and an estimated 1,607 tons of associated VOCs over the same period.[1] We have now expanded our program to cover manufacturing facilities outside of China, where additional time is needed to build the required capability—our goal is to transition to water-based paint by 2025.

ELIMINATING SOLVENT-BASED PAINT

VOLUNTARY PROGRAM—BEYOND LEGAL COMPLIANCE



87 %
WATER-BASED PAINT IN 2022

3,523t
OF SOLVENT-BASED PAINT ELIMINATED IN THE LAST THREE YEARS

1,607t
OF VOLATILE ORGANIC COMPOUNDS ELIMINATED IN THE LAST THREE YEARS

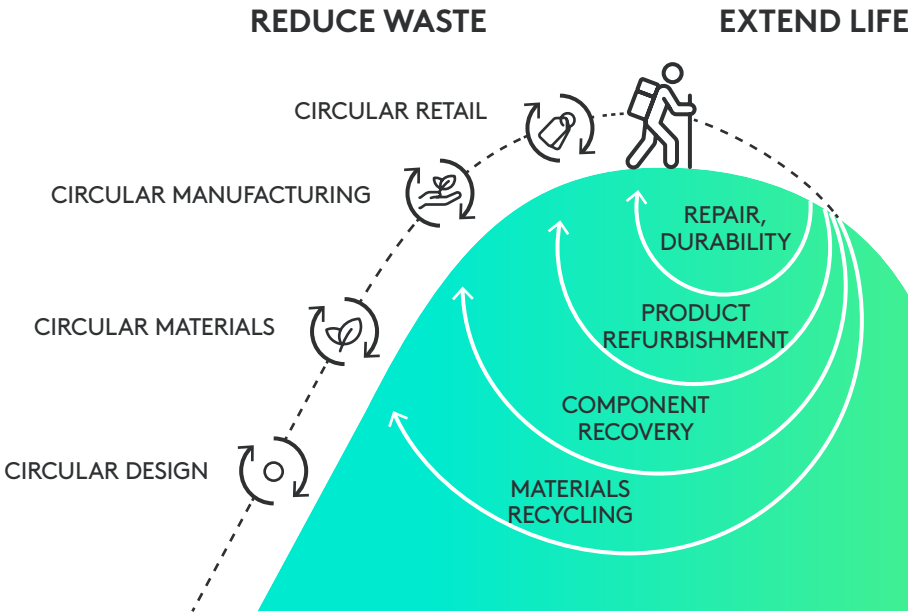
CIRCULARITY

Our ambition is to reduce waste and extend the life of products, components, and materials. We want to empower consumers with simple and convenient ways to give products, components, and materials a next life, and to contribute to a more circular world.

Our consumer insight studies show people's attitudes and behaviors are changing. More consumers are looking for ways to live more sustainably, reduce waste and protect biodiversity. We believe more needs to be done by brands and by broader value chains to make circularity a core business imperative.

Consumer electronics products have traditionally been produced by linear manufacturing models that put significant pressure on the planet's resources, as well as adversely impacting society's collective potential to deliver on the UN Sustainable Development Goals. We want to transition to more circular business models. Our ambition is to empower individuals with simple and convenient opportunities to play an active role and help to create a more circular economy. Creating a shared understanding of the opportunities to move towards circularity is critical. We engage and partner with organizations across our value chain to find new ways to extend the life of electronics devices, components, and materials beyond single use.

RELEVANT SDGs



OUR STRATEGY

REDUCING WASTE

We want to reduce waste at every stage of the product development process. We do that in a number of key ways.

- **Circular design** focuses on the development of longer-lasting, more energy-efficient products with a particular emphasis on extending the useful life of products through design for repair, reuse, disassembly, and eventual recycling at end-of-life.
- **Circular materials** are renewable[1] and recycled materials. Our long-term goal is to transition away from virgin materials to use only renewable or recycled materials. We will do this by adapting and finding more sustainable sources and applications for existing materials, eliminating targeted substances that impact recyclability and innovate to develop new materials and their application in consumer electronics.
- **Clean manufacturing** is 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.

EXTENDING LIFE

In addition to reducing waste and optimizing our current business models, we are exploring and developing new business models to support the extended lifetime of electronic products, components, and materials. To that end, we are developing the following strategies.

- **Offering software and services** to support and enhance our hardware and customer experiences.
- **Extending product life** with durable and energy-efficient designs, repair services, secondary market sales, and product donation programs.
- **Recovering products:** we offer trade-in programs for Logitech branded product returns, to refurbish them to "like-new" condition for warranty support and sale on e-commerce platforms, while exploring opportunities for component recovery and reuse.
- **Recycling materials:** we ensure that products and parts that cannot be refurbished or recovered are sent for recycling, to avoid landfill and recover raw materials.

In the last year, we've stepped up our efforts to identify opportunities and execute pilot programs across the full scope of our strategy. A snapshot of some of the work from the last year is provided below.

OUR PROGRAMS

CIRCULAR DESIGN

Circular design focuses on the development of longer lasting, more energy-efficient products with a particular emphasis on extending the useful life of products, components, and materials through design for repair, reuse, and recycling at end-of-life.

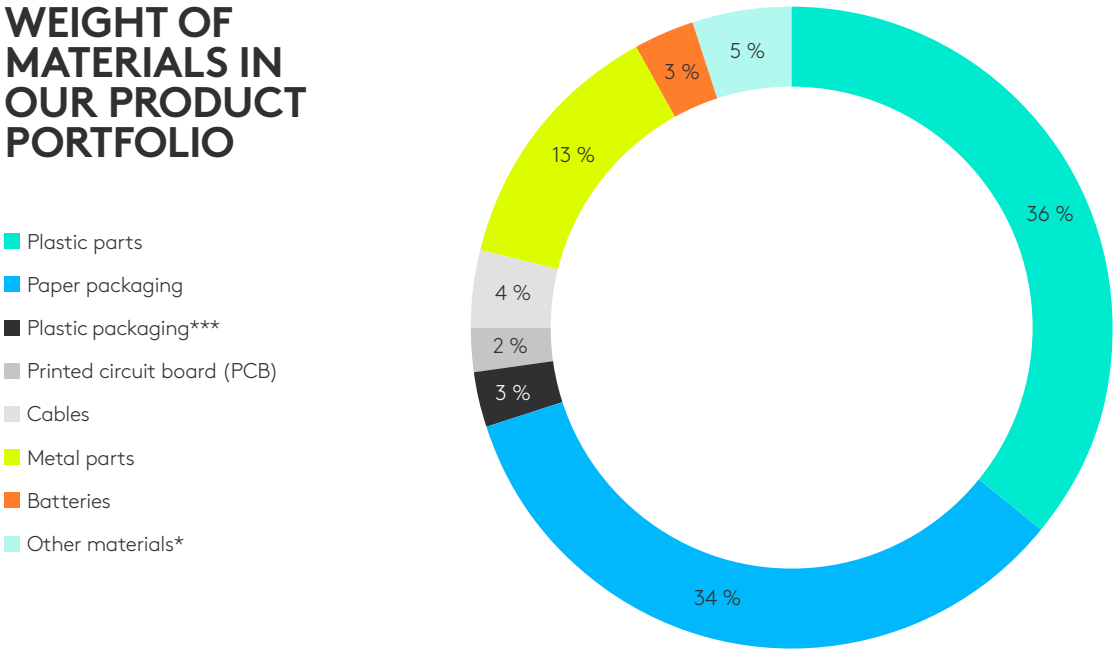
To help us make more informed design decisions, we have developed a Circularity Assessment Tool, which can be used to measure the circularity of our product designs. We developed the tool in-house, to reflect stakeholder views, legal megatrends, and relevant good practice standards. The tool is used as an educational asset within Logitech to help teams understand the implications of design decisions and priority items to focus on when they are assessing circularity.

CIRCULAR MATERIALS

At Logitech, the selection of materials for a product is informed by an analysis of a material's environmental impact alongside the traditional considerations of cost, technical performance, and user experience. Our model of the key components and materials in our portfolio last year is shown in the following chart.**

Our top three materials are plastic, paper packaging, and metals and this insight has informed the prioritization of strategic programs to develop more circular alternatives for all three material categories (Next Life Plastics, FSC-certified paper packaging and Low-carbon aluminum). More information on our Next Life Plastics program, and FSC-certified paper packaging program is provided below. More information on our Low-carbon aluminum program can be found in the Design for Sustainability section of this Impact Report.

WEIGHT OF MATERIALS IN OUR PRODUCT PORTFOLIO



*Other materials include acoustic modules, composite packaging, connectors, consumables, electronic components, foams, glass, magnets, pallets, polyurethane, rubbers, tapes, glues, textiles, and wood.
**Modeled as the weight of materials placed on market from 01 January 2022 to 31 December 2022, 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.
***Includes master shipper.

NEXT LIFE PLASTICS

We use recycled plastic ("Next Life Plastic") at scale to give a second life to end-of-life plastic, reduce our carbon footprint and transition away from virgin resources to adopt more circular solutions. As much as 58 % of Logitech products are made with Next Life Plastics and we now offer a diverse selection of products with Next Life Plastics across all of our major business groups.

We continue to forge new frontiers and overcome product design challenges in achieving our circularity goals. In the last year alone, we developed an enhanced range of new and exciting colors, as well as solving technical challenges associated with keycaps and increasing the efficiency of our manufacturing operations. For more information on these breakthrough areas of innovation, please refer to the Design for Sustainability section of this report.

"

We are on a journey to design products for the future. The most significant way that we can reduce carbon emissions is by applying design for sustainability principles across the product development process. We're investing in the circular economy to maximize the potential of recycled plastic since it's one of our most used materials.

Prakash Arunkundrum
Chief Operating Officer

INNOVATING WITH RECYCLED PLASTIC

USING RECYCLED PLASTIC AT SCALE TO REDUCE CARBON FOOTPRINT AND EMBRACE CIRCULARITY

58 %
of Logitech products are made with Next Life Plastics* to give a second life to end-of-life electronics

27,000+ tCO_2e
Carbon reduction due to Next Life Plastics**

MORE DESIGNS MORE COLORS

No compromise on quality

46 %
POP
Blast

64 %
SIGNATURE M650
Graphite

75 %
PEBBLE M350
Graphite

54 %
LIFT
Rose

22 %
MX MASTER 3S
Pale Grey

57 %
SIGNATURE M650 L
Red

31 %
WONDER BOOM
Off-White

25 %
ZONE VIBE 100
Graphite

19 %
ASTRO A10
White

59 %
BRIO 500
Off-White

45 %
MX MECHANICAL
Graphite

12 %
MX KEYS MINI
Rose

20 %
POP KEYS
Daydream

*Measured as the percentage of products shipped in March 2023, which incorporate post-consumer recycled plastic.
**Measured as the carbon reduction achieved, compared to a virgin plastic alternative, for product shipped in Calendar Year 2022.

OCEAN-BOUND PLASTIC (OBP)

In June 2022, we joined NextWave Plastics, a consortium of multinational technology and consumer brands that are collaborating on ocean clean-up and introducing next life opportunities for OBP by developing the first global, ocean-bound plastic supply chain. NextWave Plastics is convened by The Circulate Initiative and cofounded and amplified by Lonely Whale.

We recognize real change is driven by partnerships and collaboration. With this membership, we will contribute to the existing knowledge, experience, and perspectives of consortium members, to drive transformational change and the transition to next life and circular supply chains. In FY23, we carried out a number of discovery projects to explore potential use cases for Ocean-Bound Plastic (OBP) in various Logitech accessories such as headset straps, carry bags, mouse pads). Our plan is to first test the application of OBP with a small number of such accessories and internal usage items and then expand the usage to other products.

FSC™-CERTIFIED PAPER PACKAGING

We continue to expand our commitment to responsible sourcing of paper, with our FSC-certified packaging program. Almost 20 % of global greenhouse gas emissions are believed to come from deforestation activities.[2] The Forest Stewardship Council (FSC) is a global, not-for-profit organization that works to promote responsible management of forests worldwide.

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 they only source materials from FSC-certified forests and other controlled sources. We consider FSC-certified paper to be a renewable material and a more circular alternative to virgin paper. Sourcing paper packaging materials from FSC-certified suppliers is one way to overtly support responsible management of the world's forests and help to ensure no net negative impact on forestry and biodiversity.

We established our FSC program in 2019 with the launch of 3 product lines with FSC-certified packaging. Since that time the program has grown from strength to strength and expanded to encompass all our business divisions and product categories. In FY23 more than half of our New Product Introductions (NPI) had FSC-certified packaging[3] and 11% of all products now have FSC-certified packaging.[4] We are delighted to see this level of adoption and will continue to promote responsible sourcing of renewable and recycled materials instead of virgin natural resources.

AVOIDING TARGETED SUBSTANCES

To eliminate the risk of hazardous substances accumulating in recycling streams, we review and evolve our Global Specification for the Environment (GSE, or green procurement standards) year-on-year. Our GSE has developed to reflect the strictest standards of hazmat control worldwide including EU ROHS and EU REACH. These laws take into account the precautionary principle and the EU's ambition to promote greater recycling and recovery of materials and to develop a circular economy.

We are also working to reduce our use of halogenated flame retardants and eliminate polyvinyl chloride (PVC) by 2030. These substances can be a barrier to end-of-life recycling and we are working to transition to more recyclable alternatives. For more information on this aspect of our strategy, please refer to the Avoiding Targeted Substances section of this report.

FSC™ N003028

OUR FSC PROGRAM

A SAMPLE OF LOGITECH PRODUCTS WITH FSC-CERTIFIED PACKAGING

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

LIFT

M750

G705

MX MASTER 3S B2B

ZONE VIBE 125

BRIO 300

BRIO 305

BRIO 505

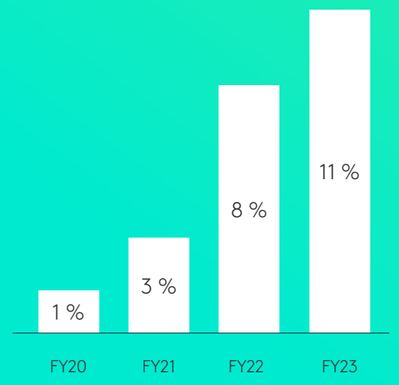
MX KEYS MINI B2B

MX KEYS COMBO B2B

MK370 KEYS COMBO B2B

50 %+
OF NEW PRODUCT INTRODUCTIONS HAVE FSC™-CERTIFIED PACKAGING*

11 %
OF LOGITECH PRODUCTS USE FSC™-CERTIFIED RENEWABLE SOURCES OF PACKAGING**



*Measured as the percentage of New Product Introduction (NPI) units shipped in March 2023, for which all paper-based consumer packaging was FSC™-certified.
**Measured as the percentage of products shipped in March 2023, for which all paper-based consumer packaging was FSC™-certified.

Photo by Katie Musial on Unsplash

ENABLING PRODUCT LIFE EXTENSION

This part of our strategy is relatively new, but teams across Logitech are working to develop new business models promoting lower carbon alternatives to traditional hardware, including new offerings supporting product life extension and second-life opportunities for products and supporting services.

REFURBISHED PRODUCTS

Over the last 12 months, we have continued to develop our refurbishment business. We have worked with our partners to develop a process for receiving, inspecting, functionality testing, and refurbishing returned devices to "like-new" for warranty replacements and sale on our e-commerce platforms and other channels. In FY23, we refurbished more than 17,000 devices,[5] mainly from Logitech G, Ultimate Ears and Blue. Over the course of the coming year, we will be working to expand our own (i.e. Logitech-managed) refurbishment programs, as well as working with key partners to support their refurbishment journey and goals for our product portfolio.

REFURBISHED PRODUCTS FROM LOGITECH

Offering refurbished products, to reduce our carbon footprint and give a second life to returned products.

A50 WIRELESS HEADSET+BASE STATION

G920

A40 TR

G923

C40 TR

G29

ULTIMATE EARS

HYPERBOOM

YETI

YETI X

PRODUCT DONATION FOR REUSE

World Vision International is a humanitarian organization with 70 years of experience helping children, families, and communities around the world. The organization operates a Teacher Resource Center in Chicago, where teachers can collect educational devices that companies have donated free of charge for use in their schools.

In FY22, we committed to work in partnership with World Vision International to donate more than USD1 million worth of open box returned products to educational institutions in the United States. In FY23, we donated over 14,500 devices, including mice, keyboards, webcams, headsets, and speakers. More than 98% of the devices that we donated were reused and the remaining devices were responsibly recycled.

REPAIR

Logitech has partnered with iFixit to advance our circularity goals by facilitating the availability of spare parts, beyond-warranty repair, and repair guides for select products. Simple and easy-to-follow Repair Guides are now available for customers to repair or extend the life of Logitech MX Master and Anywhere mice on the Logitech - iFixit Repair Hub and the following products are now supported with Original Equipment Manufacturer (OEM) Logitech parts including batteries, feet, and replacement screws.

logitech × IFIXIT

REPAIR GUIDES AND SPARE PARTS NOW AVAILABLE FOR:

- MX Master
- MX Master 2S
- MX Master 3
- MX Master 3 for Business
- MX Master 3 for Mac
- MX Master 3S
- MX Anywhere 2
- MX Anywhere 2S
- MX Anywhere 3
- MX Anywhere 3 for Mac

"

Logitech supports a consumer's right to repair and is taking action to remove barriers that deny customers the ability to repair their devices. By supporting the extended lifetime of our products, including opportunities to access original manufacturer replacement parts and batteries, we are empowering consumers with simple and convenient opportunities to reduce waste and extend the life of devices.

Robert O'Mahony
Head of Sustainability

"

Our community has long been motivated to enable repair of Logitech products, publishing over 300 guides over the years. Now, we're going to take that to the next level and work directly with Logitech to get people the parts and tools they need. No mouse or keyboard left behind!

Kyle Wiens
Chief Executive Officer at iFixit

RESPONSIBLE RECYCLING

E-waste is the fastest growing waste stream in the world. More than 50 million tons of e-waste are produced each year and that figure is forecasted to more than double by 2050. Only about 20 % of e-waste is currently collected and recycled worldwide and the remainder is thought to end up in landfill.

Our ambition is to support **Zero Product to Landfill** and we are working with Producer Responsibility Organizations (PROs), as well as our downstream distribution partners and retailers, to ensure Logitech products are responsibly recycled across various touchpoints and channels. As a responsible producer, we monitor evolving recycling laws and where possible we provide financial support to enable and support the development of recycling infrastructure and capability in the countries in which we operate. In many countries worldwide, we leverage a network of in-country, third-party distributors, who are required to support in-country recycling programs on our behalf as a contractual requirement of doing business with Logitech. In FY21, we established our global Recycling Standard, which sets out our requirements for good practice recycling and adherence to the RBA Code of Conduct requirements for appropriate labor, health, safety, and environmental good practice. That standard is a contractual requirement for doing business with Logitech and we have a due diligence program in place for our downstream partners.

In FY23, we made a concerted effort to develop a number of voluntary recycling schemes in a select number of countries where we operate where there are limited or underdeveloped regulatory regimes or infrastructure for recycling.

TECHCOLLECT (NEW ZEALAND)

In FY23, we partnered with TechCollect to finance and support the development of an e-waste collection and recycling network in New Zealand. Regulators in New Zealand are currently working with stakeholders to co-design mandatory recycling regulations, which are expected to become effective around 2024. In the interim, and in advance of any regulatory requirements, TechCollect provides a free collection and recycling service for e-waste through a network of collection points across the country. Logitech has now joined with a number of peer company leaders to help finance the development of this network and scheme and as a result, we can now offer a recycling solution to consumers in New Zealand. Any brand of computer peripheral can be dropped to one of the collection points across New Zealand and will be responsibly recycled.

TECH COLLECT RECYCLING LOCATIONS IN NEW ZEALAND

V CYCLE (HONG KONG)

In October 2022, we partnered with V Cycle to offer recycling opportunities to consumers in Hong Kong. V Cycle is a social enterprise, which enables recycling while offering elderly and disadvantaged people a livelihood opportunity.

As an outcome of our partnership with V Cycle, consumers can now drop off Logitech mice and keyboards at our outlet stores in Hong Kong for recycling. V Cycle collects the devices and sorts them at their depots where they employ elderly and disadvantaged people, before the devices are then collected by licensed recyclers for materials recovery. The goal is to ensure zero product to landfill and create an online community of citizen recyclers who engage in recycling, while supporting livelihood opportunities and social change for elderly and disadvantaged people.

In the first 6 months, the program enabled the responsible recycling of 721 devices, while supporting meaningful job opportunities and fair employment conditions.

ACTIVATING CONSUMERS TO RECYCLE

In the last year, we carried out a consumer insights survey and pilot project to explore and analyze consumer appetite for electronic recycling in the United States and the impact that different types of incentives can have on recycling behaviors. Our initial surveys indicated only 8 % of survey participants in the U.S. were aware of e-waste recycling facilities in their area and 62 % of participants had an end-of-life headset and 91 % would be interested to recycle it. However, less than 1.5 % of survey participants returned their headset for recycling, when we offered a range of different incentives to activate recycling including, free mailback, free pickup from the home, product giveaway rewards and other incentives.

The survey highlighted a number of the challenges associated with activating consumer recycling. Thanks to our partnership with the Electronic Manufacturers Recycling Management (MRM) Company, consumers in the U.S. can find their local drop-off point for recycling and/or avail of a free mailback option via the Logitech-MRM Recycling Webpage, but our surveys indicate a significant need to raise awareness around the importance and value of recycling and find better ways to deploy incentives and convenient opportunities to recycle at scale.

We continue to build out our Recycling Webpage to provide information for consumers and every Logitech product manual currently includes a link to this webpage, to help customers learn more about recycling and find drop-off locations in their local area.

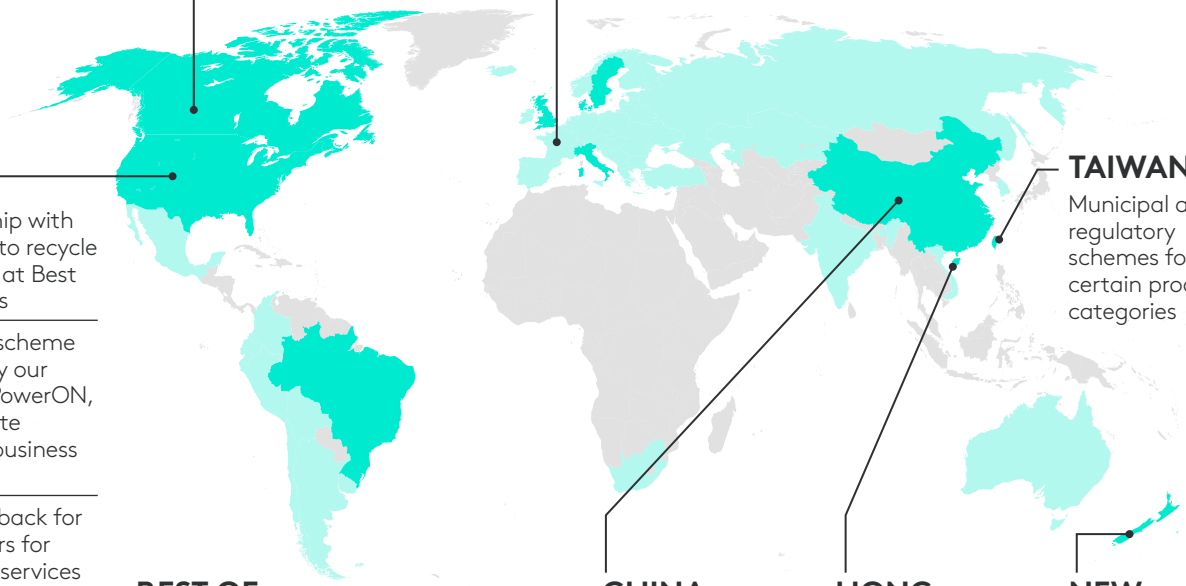
BEST BUY RECYCLING PARTNERSHIP

For Earth Month 2023 (April), we partnered with Best Buy in the US to offer a "Recycle and Save" program to encourage and incentivize shoppers to recycle their old device when buying a new one.

Customers were encouraged to drop off any end-of-life mouse, keyboard, headset, or webcam of any brand at their nearest Best Buy store to receive a 20 % off voucher, which could be used to purchase a new Logitech or Logitech G device of the same category, subject to certain conditions. The campaign was advertised online and in-store by both Best Buy and Logitech to raise consumer awareness of the offer and encourage recycling. Over the course of Earth Month 2023, more than 3,300 devices were brought for recycling. Encouraged by the shoppers' response, we have now decided to make the program "evergreen" (i.e. always on).

GLOBAL RECYCLING PROGRAMS

- Operated or Financed by Logitech
- Operated or Financed by Distributors on Our Behalf
- No Recycling Infrastructure or Regulatory Schemes for Logitech Product Categories



CANADA

E-waste recycling via municipal recycling centers and Producer Responsibility Organizations

EUROPE

E-waste recycling via municipal recycling centers and our partners (Der Grüne Punkt, El-Kretsen, ERP, GRS Stibat, Stichting Afvalfonds Verpakkingen, Stichting OPEN)

USA

Partnership with Best Buy to recycle and save at Best Buy stores

Trade-in scheme offered by our partner PowerON, to promote reuse of business devices

Free mailback for consumers for recycling services offered by our partner MRM

E-waste recycling via municipal recycling centers and Producer Responsibility Organizations

REST OF WORLD

Take-back for recycling schemes where available, operated by local recycling authorities

CHINA

E-waste recycling at Logitech warranty centers

HONG KONG

E-waste recycling at Logitech retail outlets with our partner V-cycle

TAIWAN

Municipal and regulatory schemes for certain product categories

NEW ZEALAND

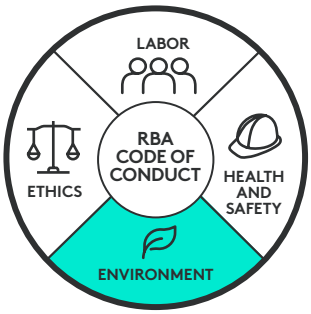
E-waste recycling at major population centers across the country with our partner TechCollect NZ

RESPONSIBLE MANUFACTURING

Our products have an everyday place in people's lives and connect people to the digital experiences that they care about. We constantly challenge ourselves to eliminate excess waste and non-value-added steps at our production facility and minimize our environmental impact.

A significant proportion of our revenue comes from the products that we produce at our production facility, where our activities comprise assembly and testing. This section provides an overview of key environmental programs and performance at that facility and in supplier factories. Further information on other aspects of sustainability performance at our production facility is provided in the Safety, Health and Well-being section and Human Rights and Labor section of this report.

RELEVANT SDGs



35+
YEARS PRODUCTION EXPERIENCE

ISO 14001
SINCE 1999

OUR FRAMEWORK

Our governance framework for responsible production is founded on our commitment to comply with all relevant legal requirements, the Responsible Business Alliance (RBA) Code of Conduct, and the International Organization for Standardization (ISO) ISO 14001.

We have more than 35 years of manufacturing experience, and we are constantly challenging ourselves to eliminate waste and non-value-added steps and reduce any adverse environmental impacts. At our production facility, we are always looking for ways to use new technology to create better products, reduce manual labor, improve the workplace, and be more productive and sustainable in the long term. With this goal in mind, we have introduced automation and robotic technology to deliver efficient, time-saving and waste-eliminating production of some of our most popular products. The introduction of automation enables real-time adjustments for optimal efficiency and is helping us to shift worker responsibilities from low-skilled manual labor to monitoring, calibrating, and maintaining equipment, with associated soft skills development.

Our production facility is subject to the RBA's third-party Validated Audit Process (VAP) and third-party ISO 14001 audits each year. These audits help to ensure our management system, activities, and

approach aligns with international good practice ISO standards and we drive continuous improvement year on year. We achieved ISO 14001 certification of our production facility for the first time in 1999 and we have maintained our certification each year since then. Our production facility is currently VAP-rated Silver, indicating high levels of sustainability performance, including environmental performance.

For our supply chain, we require all our direct suppliers to maintain ISO 14001 certification management systems addressing all aspects of the RBA Code requirements for management systems and environmental good practice.

MANAGEMENT SYSTEMS

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

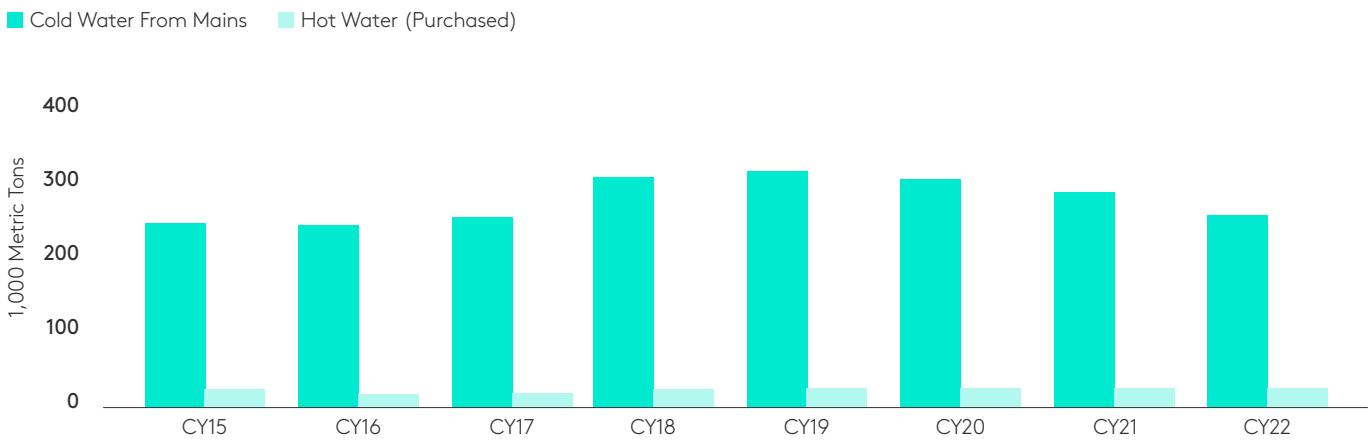
WATER

Our production facility is located in Jiangsu province, China. This is an area of high baseline water stress, which is forecasted to remain high over the next 20 years. Being conscious of this environmental context, we manage water consumption in accordance with the RBA Code and all relevant local legal requirements and good practice standards.

Approximately 95 % of the water that is used at our production facility is obtained from a public mains supply connection provided by the local authorities. We also source a small amount of hot water for our heating system from a nearby third-party facility, where this water is produced as a by-product. This approach helps us reduce the energy, water and environmental footprint of our facility and the neighboring facility at the same time.

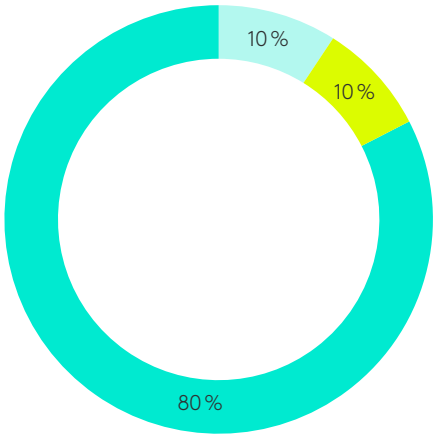
We have monitored water consumption on a monthly basis since our baseline year of 2010 (CY10). Summary results are shown on the following graph. Work activities at our production facility are not water intensive. We are primarily involved in final assembly and testing and the water that we consume is primarily used for drinking water, catering, showers, washrooms, and other welfare facilities. As a general trend, consumption levels are indirectly linked to production activities. When on-site production increases, the size of our workforce increases, leading to increased demand for drinking water and the use of welfare facilities. Water use decreased for the second year running between CY21 and CY22 due to reduced manufacturing activities and related reduction in the use of employee welfare facilities.

WATER USE AT OUR PRODUCTION FACILITY



WATER USE

- Production (e.g. humidifying the automation area)
- Fire extinguishing system and green areas
- Welfare facilities (e.g. canteen, showers, toilets, etc.)



As indicated above, water use at our production facility is not a material issue of environmental concern. We do not significantly or adversely impact local water bodies. Our water is sourced from public mains (low risk), is not significantly used in production (low volume), and is primarily used for welfare facilities (high priority). We have an established Resource Management Procedure, which includes a process for defining annual reduction plans and objectives, but the scale of opportunity associated with water-saving initiatives is small. Our commitment to lean manufacturing drives ongoing efforts to identify water-saving initiatives of benefit for the environment and our workforce.

Water-saving initiatives typically relate to control systems for toilets and preventative maintenance procedures to avoid water leaks and repair any leaks that do occur. In the last number of years, we have replaced valves and water pipes to reduce water loss and installed additional systems to enable monitoring, tracking, and reporting of water use in our plant and dormitory. Our internal audit programs include regular monitoring to ensure the welfare facilities we provide align with good practice expectations and provide fair working conditions for workers. Additional performance data for water use is provided in the Data section of this report.

Wastewater emissions from our facility are limited to municipal wastewater and rainwater. We do not produce or discharge industrial wastewater. Municipal wastewater from on-site welfare facilities is discharged via the local authority network, in accordance with all relevant conditions of our environmental permit. We have annual third-party testing to verify that there is no significant adverse impact on local wastewater systems, and we carry out annual wastewater monitoring in accordance with local permit requirements. We do not track municipal wastewater discharge directly, as this is not required under our current permit because our discharge volumes are very low. Municipal wastewater discharge levels are assumed to match water consumption levels, which are tracked as described previously, since rainwater is captured and segregated from municipal wastewater discharge, per good practice.

In our supply chain, we drive good practice water management with our RBA Code 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 solution at source, control potential channels of contamination and implement appropriate monitoring and treatment systems (where required by local permitting requirements), to ensure optimal performance and regulatory compliance.

HAZARDOUS MATERIALS

Our use of hazardous materials is limited to the use of small quantities of consumables, which are necessary for final assembly activities (e.g. lubricant oils, glue, cleaning solvent).

Hazardous materials are managed in accordance with the Responsible Business Alliance (RBA) Code of Conduct requirements and legal requirements. Any materials that may pose a risk to human health or the environment are identified and managed in a way that ensures their safe handling, movement, storage, use, recycling or reuse, and disposal. Safety Data Sheets (SDSs) are maintained and communicated on noticeboards in employee areas and are checked by our auditors when auditing for compliance with the RBA Code of Conduct.

We also have a corporate standard establishing our expectations for environmental good practices and appropriate management of workplace emissions and air quality. We have had no reports of incidents relating to our use of hazardous materials, and in light of the nature and scale of materials used, incidents are not likely to occur.

We follow the same approach for hazardous materials management in our supply chain and audit suppliers to check compliance with RBA Code requirements.

WASTE

Waste from our production facility is limited to food waste, paper, waste packaging (e.g. paper/cardboard and timber), printed circuit boards (PCBs), and small quantities of other waste (e.g. oils, solvent, light bulbs, etc.). A full inventory is provided in the Data section of this report.

We follow the waste hierarchy of reduce-reuse-recycle, i.e. we avoid the production of waste where possible and encourage reuse, recycling, and other recovery options over disposal. The weight of waste arising over the year is monitored and subject to internal reporting.

The EHS team at our production facility carry out a due diligence process prior to contracting any third-party waste management supplier and verify the contractor has all the required licenses and permits. After initial contracting, checks are carried out routinely and at least annually as part of day-to-day management of the vendors and of an annual review process. Hazardous waste is collected by licensed contractors and transported to licensed waste management facilities. The team also checks samples of waste consignments. We track and report the end-of-life treatment pathway for all waste streams generated at our facility and visit recycling and disposal sites, where necessary, to verify end-of-life treatment.

In our supply chain, we drive good practice waste management with our RBA Code auditing and supplier development activities. Suppliers are required to implement a systematic approach to identify, manage, eliminate waste at source, and responsibly treat, recycle, and dispose of waste at end-of-life. The use of natural resources, including water, fossil fuels, minerals, and virgin forest products is conserved by practices such as modifying production, maintenance of facility processes, materials substitution, reuse, conservation, or recycling.

STATEMENT FROM HEAD OF PEOPLE AND CULTURE

KIRSTY RUSSELL

Together we can drive big change. It's been another year of progress toward executing our social impact commitments and holding ourselves accountable to driving meaningful change in our world and within our company.

We've continued to mature in our approach to setting our strategic direction, identifying priorities, establishing benchmark metrics, and learning from our actions, despite the global challenges. Forward has no finish line. While at times our small steps may feel ordinary, we know over time they will make a meaningful difference.

Our programs aim to advance the positive impact we can have on individuals, communities, and society. Activating both inside and outside our company, we align our strategy with the core social impact pillars that drive engagement to enabling and supporting underrepresented employees and communities, cultivating inclusivity and belonging, and changing the way we do business to better connect with our stakeholders.

DIVERSITY, EQUITY AND INCLUSION (DEI)

Psychological safety within Logitech has been an integral part of our DEI efforts. Ensuring the shared belief by all teams that it is okay to take informed risks, express individual ideas, and admit mistakes without the fear of negative consequences is the backbone of eliminating bias. This provides a foundation for an innovative and diverse culture where everyone will thrive.

Guided by our DEI road map, we continue to see an incremental rise in female representation in our leadership team and in STEM roles, with a particular improvement in representation at our broader leadership level. We are also making strides in our renewed investment in employee resource groups (ERGs). This year, we hosted a variety of global discussions on DEI topics to educate our employees, champion diverse leadership, and celebrate the rich contributions that diverse teams bring to our culture and community. We are reimagining how we come together and how we respect each other's identities, remaining cognizant of the roles we play both inside and outside of work.

DIGITAL INCLUSION

We have taken an accelerated approach to addressing the barriers that keep people from accessing inclusive technology. Having access to tools and resources is just the beginning. When all people are included and have opportunities to use advanced digital technologies, it provides an experience that not only helps meet their needs, but allows them to create and enjoy life, setting them up for success.

Women remain underrepresented in engineering, computer science, and physical science occupations, but we believe changing the environment for women in tech is possible.

Celebrating, amplifying, and enabling the rise of phenomenal women in STEM supports our values of global gender balance, diversity, and equality.

PEOPLE OVER ALL

Fulfilling our purpose begins with our employees who make all that we do possible and who are living examples of the change we hope to achieve. In these times of economic and political uncertainty and instability across cultures and geographies, overall health and wellness must take precedence. As the world evolves and companies are defining how to best utilize their offices, we are embracing hybrid work and the potential it holds for increasing inclusion and well-being.

Not only have we strengthened our LogiWellness program by providing mental wellness resources for employees and their families, but we continue to provide a global employee assistance program (EAP), which is designed to support employees in a crisis and provide healthy habit resources. To reinforce Logitech leadership principles, we also developed a series of internal workshops to equip managers with the skills and insights needed to effectively manage their teams.

Continuous growth and development is at the heart of our social impact strategy. I am motivated by our collaborative partnerships and the progress we are collectively making toward fulfilling our mission to help ALL people pursue their passions in a way that is good for people and for the planet. I hope our bold, deliberate actions inspire others to break down barriers and unleash opportunities for everyone to thrive in inclusive communities within our vibrant society.

Kirsty Russell
Head of People and Culture

SOCIAL IMPACT

Our mission is to help ALL people pursue their passions in a way that is good for people and the planet. Led by our foundational values of Equality and Environment, our Social Impact ambition is to drive big change and enable people to design more fulfilling lives and a better planet.

We are working to deliberately integrate this ambition throughout our business, to influence decision-making across all of our operations and activities. Our Social Impact strategy is founded on three key pillars: Culture, Community, and Customer, which are in turn committed into action by our Seven Commitments. We foster collaborative dialogue across our teams, from functional and leadership sessions, to cross-business group forums that promote engagement and innovation on Social Impact topics.

OUR SOCIAL IMPACT STRATEGY

SOCIAL IMPACT

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

1. We will Speak Up, Speak Out; we will be a voice for change, even as we change ourselves
2. We will support other advocates for this change
3. We will support our communities: Personal, local and professional
4. We will always support suppliers and partners who are Black, women, and minority-owned
5. We will transparently measure and report our improvement
6. We will support education at every level
7. We will never stop. We will make mistakes, and we will learn from them and evolve

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.**

GUIDED BY, AND CHALLENGED THROUGH, A SOCIAL IMPACT COUNCIL

Our commitment to Diversity, Equity and Inclusion (DEI) remains steadfast. In FY23 we continued our work towards creating a more equitable work culture that strives for fair representation, access, and opportunity for advancement at all levels of Logitech. A culture that values **all**, supporting underrepresented communities, internally and externally, and continues to keep ourselves accountable for our commitments. Similarly, in FY23 we ramped up our charitable activities, supporting those advocates and nonprofit organizations that are making a difference, by providing them with financial contributions through our Donor Advised Fund, as well as our internal donation-matching and employee volunteering programs.

Our Social Impact program continues to be led by our Community and Advocacy group — a diverse, global team consisting of subject matter experts across DEI and Community Relations. This team works closely with a network of champions, employee resource groups (ERGs), and functional teams across the business, to foster alignment with our company values and purpose, drive collaboration and enable visibility and reporting of our impact.

In the following sections you will find more information about our social impact efforts, with spotlights on the programs, organizations, and individual heroes helping to drive us towards our ambition. We also hope that this report represents another step towards improved transparency, by communicating our progress to our stakeholders and holding us accountable for areas of improvement.

"This year we continued to build on the momentum we've generated over the past years, and I'm proud to say FY23 was our most impactful year to date. Together with our partners, our ambition is to take this even further in the future.

Elaine Laird
Head of Community and Advocacy

DIVERSITY, EQUITY AND INCLUSION

Diversity, Equity and Inclusion (DEI) is at the heart of the way we work and think. We believe the diversity in Logitech should reflect the diversity that we see and appreciate in the world today. This provides us with the foundation that is needed to create products and experiences that help all people to pursue their passions.

OUR APPROACH

RELEVANT SDGs

We are deeply committed to creating a more equitable work culture that strives for fair representation, access, and opportunity for advancement at all levels of Logitech.

We value **all** people, regardless of their gender identity, race, ethnicity, age, disability, sexual orientation, or other characteristics. We believe that an inclusive culture enables an innovative and collaborative work environment, which enhances our capability to recognize and serve increasingly diverse customers, and fosters an environment where employees feel valued and engaged, have equal opportunities, and a tangible sense of belonging.

Fundamental to this sense of belonging is psychological safety—the belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes. In FY23, psychological safety continued to be a core focus of our internal DEI efforts. We facilitated group workshops with our executive and functional leadership teams, and we plan to use the same approach with other groups in Logitech with the aim of improving belonging, fostering team and individual learning, and promoting a trusting and candid organizational climate. We will build on this foundation in the coming year by rolling out an inclusive behavior and leadership program.

> **"If you're not actively including, you're probably accidentally excluding. At Logitech, diversity is the destination, inclusion is the journey.**
>
> **Adam Travis**
> Head of DEI

In 2023, through our LogiTalks speaker series and in our employee resource groups (ERGs), we hosted a variety of global discussions on DEI topics to educate employees, to champion diverse leadership, and to celebrate the rich contributions that diverse groups bring to our culture and community.

Our ERGs continue to be a core element of our DEI strategy. These employee-led groups work to facilitate an inclusive workplace by building solidarity, promoting allyship and celebrating all identities. Our ERGs also act as a critical feedback loop, highlighting issues faced by marginalized groups and helping to foster understanding and stimulate action.

- **LogiPride** provides a safe and supportive space for LGBTQIA+ employees and allies
- **LogiWomen** promotes the success, health, and confidence of women at Logitech
- **LogiBE** unites Black employees and allies across the globe in promoting Black excellence
- **LogiNeuro** is an empowering community for Logitech people with neurodivergent traits
- **LogiAmigos** is dedicated to sharing cultural knowledge and raising awareness about the Hispanic and Latino community at Logitech
- **LogiVoices** aims to help employees develop a sense of purpose and belonging while navigating their career journeys

SPOTLIGHT

"LogiBE is a powerful community of changemakers, innovators and leaders who define Black excellence. Not only is LogiBE a safe place to keep it real, but a platform for amplifying the unique issues Black employees face in the workplace. I am inspired by those alongside me, and strive to do my part in creating a more equitable future for generations to come.

Jason Whitcomb
Co-Lead LogiBE

LOGI**BE**

SPOTLIGHT

"One of my jobs, as a mother, is to bang the drum and advocate for future generations to be able to enter the workforce as their true, genuine selves, on an equal playing field, that we normalize difference and that employment opportunities are equal and inclusive.

Working for an organization that recognizes and supports this gives us all more purpose — employee and employer alike.

Rosie Frost
Co-Lead LogiNeuro

LOGI**NEURO**

PAY EQUITY

We are committed to paying fairly and equitably. To promote dialogue and action with regard to pay equity, we conduct an annual review of compensation worldwide to help ensure we pay fairly and to eliminate gender, racial, and other discrimination in the workplace. During this review process, the executive leadership team is given an analysis of their organization's pay positions by gender (globally) and ethnicity (where data is provided).

Where needed, we make salary adjustments during our annual review process to ensure wages are market competitive and fair. In countries like Ireland and Switzerland, where legislation requires pay equity analyses and reporting, we participate and disclose our results, in compliance with relevant reporting requirements.

TALENT

Our efforts towards building an inclusive culture also extends to our hiring process. We actively seek to build diverse teams with multiple perspectives and work towards closing representation gaps at all levels.

As part of our organization and talent reviews, every member of our Leadership Team has formulated their organizational DEI commitments and these commitments are reviewed annually to ensure accountability. Our approach to hiring is similarly inclusive and equitable, aiming to create diverse, intersectional talent slates, with a fair and transparent experience for every candidate.

We are building capability across our talent attraction and hiring teams to mitigate bias and develop a comprehensive approach to inclusive hiring, which is particularly focused on inviting people with nontraditional backgrounds to apply to us.

We develop our talent through inclusive and equitable practices focused on advancement, professional development, and retention, including a focus on sponsorship.

MARKETING

Whether it be our #WomenWhoMaster program or our game-changing Defy Logic campaign, our marketing strategy is to cultivate a strong identity that is reflective of our values across all of our brands.

In FY23, our company and our Chief Marketing Officer were recognized in the annual Adweek 2022 Brand Genius awards, celebrating the incredible work being done to deliver ethical leadership and marketing campaigns that are reflective of our values and commitment to DEI.

Our #WomenWhoMaster program comprises a range of initiatives that celebrate, amplify, and enable the rise of phenomenal women in STEM. With the Logitech Master Series of products, we seek to equip all people with the tools they need for peak performance and success. With the #WomenWhoMaster program, our mission is to ignite an industry-wide movement that addresses the gender gap and unequal access to opportunities in tech and IT. In 2022, Logitech MX and Girls Who Code surveyed 400 Tech and IT workers, revealing the most influential breakthrough factors for women working as developers. And we are now undertaking a number of initiatives to tackle the identified issues.

Our Defy Logic campaign received particular praise with AdWeek recognizing the diversity of "digital creators, hustling and gaming in backlit neon rooms scattered across the globe" and our commitment to championing diversity.

MEET THE MASTERS

You can't be what you can't see. To give girls more real-life role models in STEM, Logitech MX is putting the spotlight on women who have mastered their fields. Our featured #WomenWhoMaster program provides aspiring girls and women with powerful stories about overcoming barriers and priceless career tips.

GIRLS WHO CREATE, MAKE AND DO

Did you know fewer women are entering tech than ever? In partnership with Girls Who Code, Logitech is committing to a series of educational initiatives and donating a percentage of all MX product sales to the cause.

MENTORSHIP

Early influences matter. Through involvement in a series of mentorship opportunities, including sponsoring Girls Who Code's Summer Immersion Program and webinars, we aim to connect young girls with more real-life role models who can support and encourage their interest in tech.

PRODUCTS

Logitech has started our journey of designing more inclusive products; last year Logitech G pursued their mission to Advance Play For All by focusing on a new gender-inclusive collection.

AURORA COLLECTION

Logitech G's Aurora Collection is a gender-inclusive collection centered around comfort, approachability, and playfulness that supports our long-term commitment to enabling everyone to experience the joy of play. In setting out to design principally for women gamers, a team led by women gamers achieved not only that, but created a collection that is meaningful for an even larger segment of gamers beyond stereotypes.

"As we look at the landscape of gamers, we want to make sure that we are a catalyst for change and a champion for Good Gaming for All. This means challenging the status quo of gaming to create enjoyable experiences for everyone.

Tiffany Beers
Head of Audio Engineering,
Innovation and Sustainability, Gaming

SUPPLIERS

In FY23 we doubled down on our commitment to support suppliers that are Black, women, and minority-owned. We recognize the value of having a supplier base that reflects our communities and customers around the world. The cultivation and growth of minority and diverse-owned suppliers is a crucial part of our continued success and evolution. For more insight on how we manage and promote diversity in our supply chain, please refer to the Supplier Diversity section of this report.

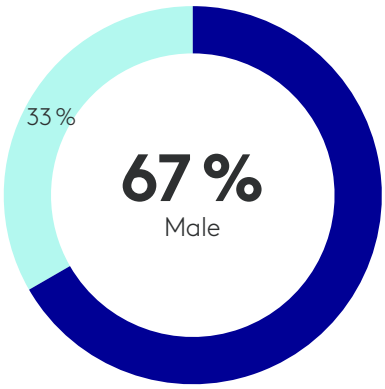
REPRESENTATION

We know that representation matters. Improving the representation of marginalized groups in our company enables us to build a business that serves everyone and helps ALL people pursue their passions. In FY23, we continued working to achieve real representation in our workforce, which reflects the communities where we operate and ensure we have more intersectional voices heard, including in our leadership teams. One of the most important ways we can support underrepresented employees is to build workplaces that are inclusive, foster belonging, and are psychologically safe. Listening is also fundamental—our leadership teams leveraged insights from our employee surveys and directly engaged with our ERGs to identify and eliminate the barriers that might prevent the full participation and hamper the success of individuals from underrepresented backgrounds in our company. Transparency and accountability are central to achieving our representation ambition.

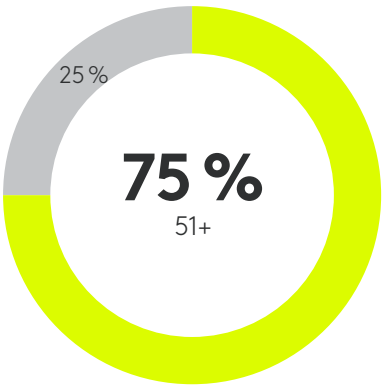
BOARD-LEVEL REPRESENTATION

As of March 31, 2023 we had a 12-person Board, including a female Chairperson. Six of our Board members are located in the Americas and six are in the EMEA (Europe, the Middle East and Africa) region. You can learn more about our Board members here.

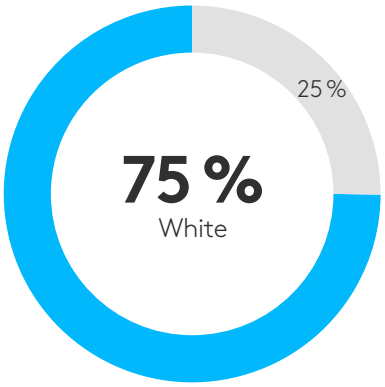
Gender



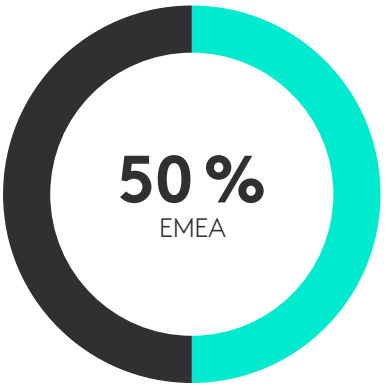
Age



Race



Region



WORKFORCE REPRESENTATION

As of March 31, 2023, we employed approximately 7,400 people. This includes people employed directly by us, or indirectly through contingent workforce arrangements.

REPRESENTATION DATA IS INCLUDED BELOW FOR THE FOLLOWING DEFINED CATEGORIES

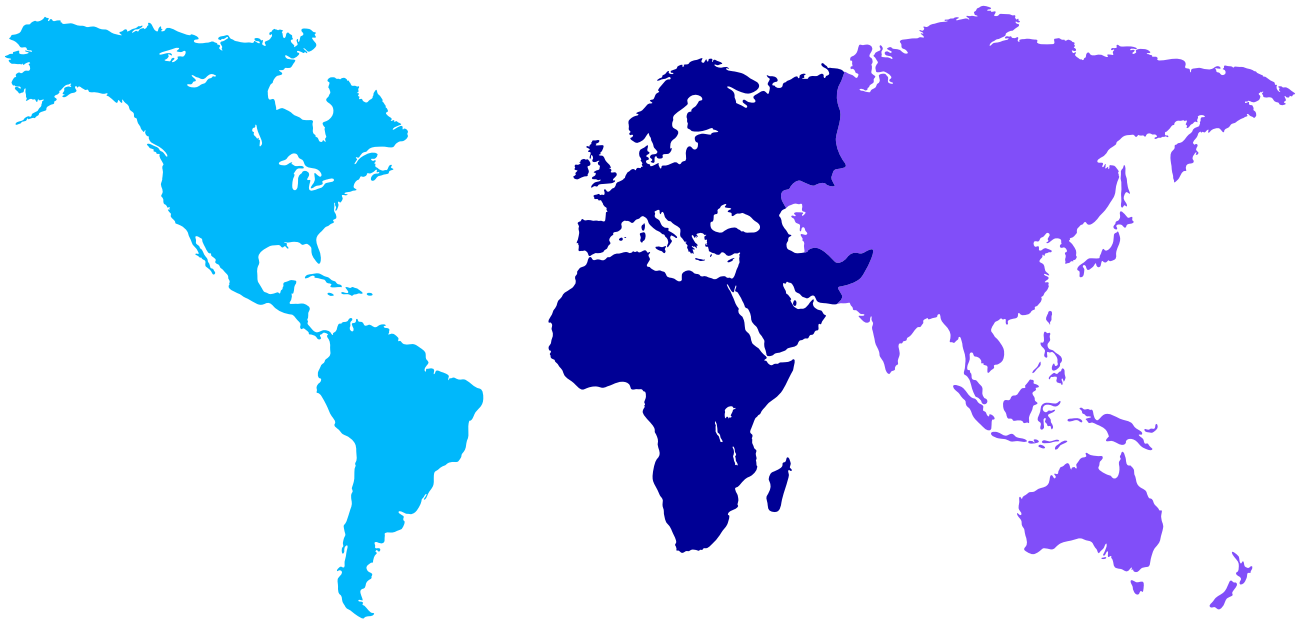
- **Leadership Team** — our President and Chief Executive Officer's direct reports and a number of additional individuals as defined by our President and Chief Executive Officer
- **Extended Leadership** — individuals who are directly employed by us and are at Director level and above, not included in the Leadership Team category above
- **People Managers** — individuals who are directly employed by us and have line reports
- **Other employees** — all other individuals who are directly employed by us worldwide

WE FURTHER INCLUDE DATA FOR STEM ROLES AND REVENUE-GENERATING ROLES, DEFINED AS FOLLOWS:

- **STEM** — roles in the area of science, technology, engineering and mathematics, including data science roles, engineering, information technology and supply chain business intelligence roles. This excludes design roles, marketing, finance, interns, legal, etc.
- **Revenue-generating roles** — individuals in the sales job family or on any type of sales commission

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

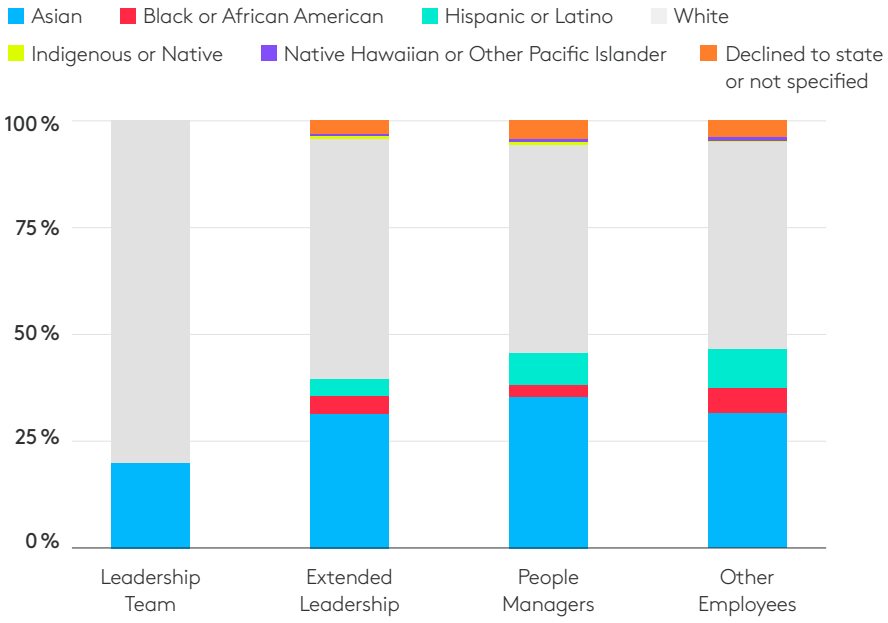


RACE AND ETHNIC DIVERSITY

We gather and report race and ethnicity data for our U.S. permanent employees only. In the U.S., although our representation is predominantly composed of White and Asian demographic groups, we have seen areas of improvement in underrepresented groups across the broader organization. In FY23, 47 % of U.S. roles (versus 45 % in FY22) were occupied by underrepresented groups. In our leadership and management populations we have seen particular improvement in the representation of Hispanic and Latino employees in our extended leadership roles (3 % to 4 %) and people manager groups (5 % to 8 %). We have also seen improved representation in STEM roles by Black or African American and Hispanic and Latino groups.

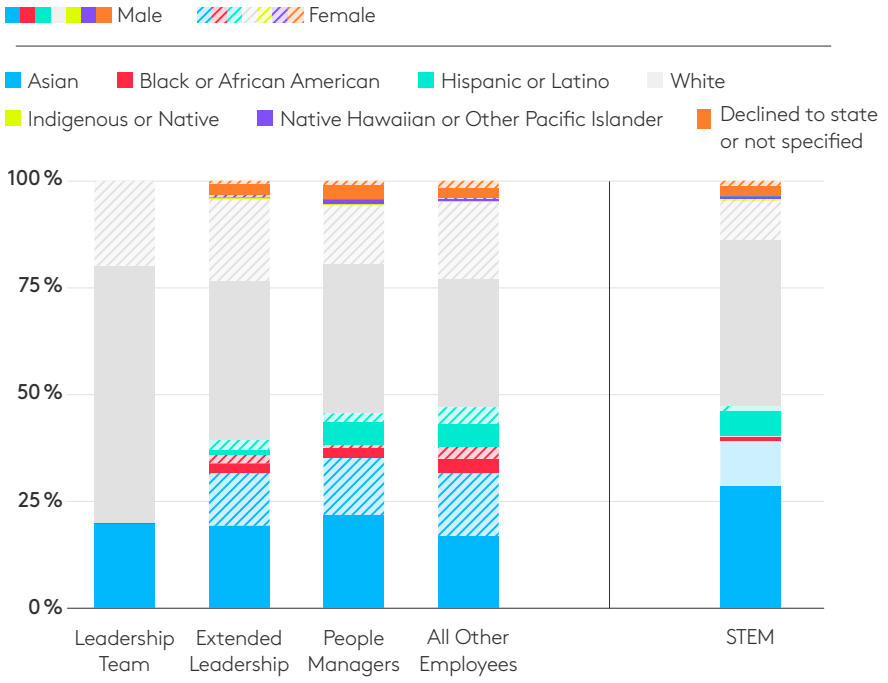
While these improvements are encouraging, we recognize that this is just the start. There is still much to do to achieve fair and equitable representation at all levels of our company, and we remain dedicated to effecting change in our business and in our industry.

RACIAL AND ETHNIC DIVERSITY IN THE U.S.



Note: Data represents all permanent U.S. employees.

INTERSECTIONALITY: REPRESENTATION BY LEVEL, GENDER, RACE, AND ETHNICITY IN THE U.S.



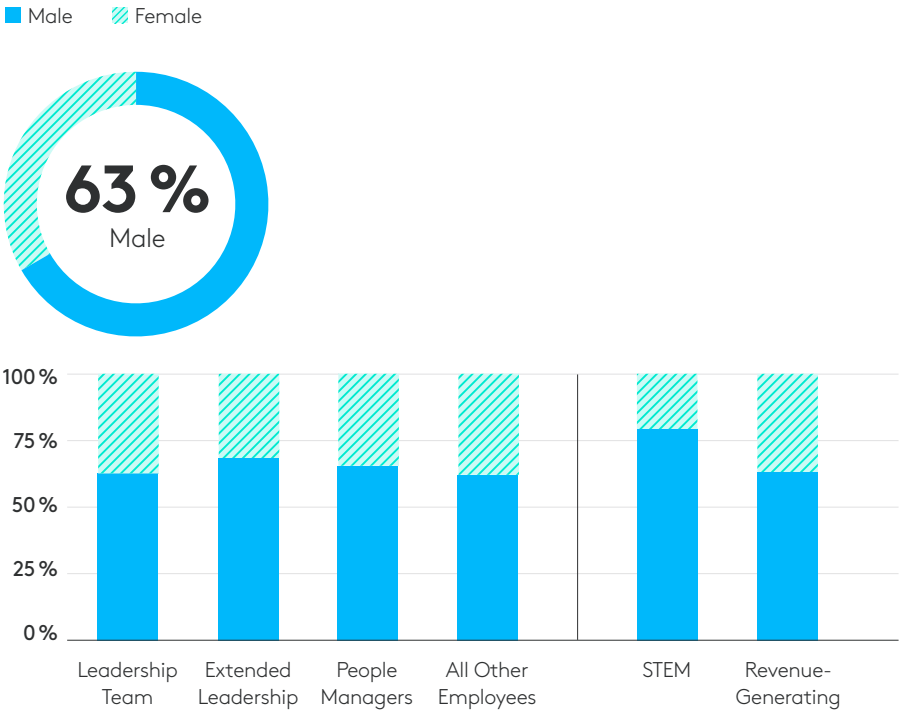
Note: Data represents all permanent U.S. employees.

GENDER DIVERSITY

Addressing gender parity is a central focus at Logitech. FY23 saw increases across most indicators, including a rise in female representation in our leadership team (36 % to 38 %) with a particular improvement in representation at the extended leadership level (29 % to 32 %). However, in line with the general tech and design industry, male representation continues to be higher at every organizational level of our company globally. We are working to address the gender imbalance and to improve the gender representation gap at Logitech by level as well as in STEM and in revenue-generating roles, (i.e. sales and other roles earning commission).

GENDER DIVERSITY

ALL EMPLOYEES



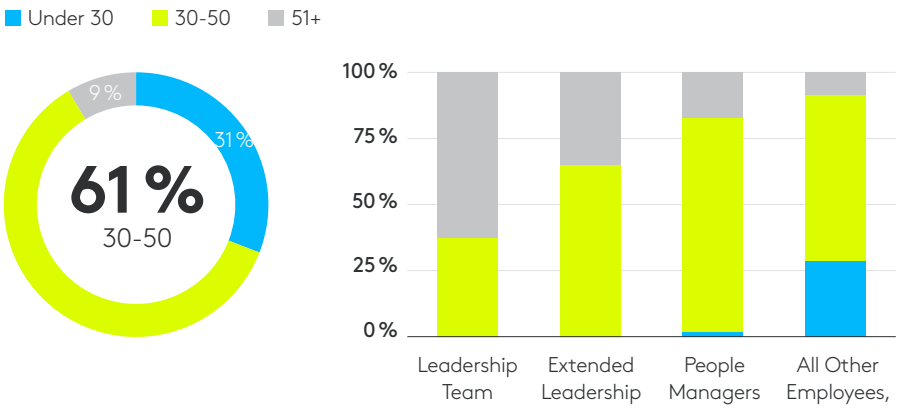
Note: Data represents all permanent employees.

AGE DIVERSITY

At the leadership team level and extended leadership level, we saw an increase in representation in the 51+ age band from 56 % to 63 %, and from 33 % to 35 %, respectively, between FY22 and FY23. Across all other employees, we saw an increase in representation at the under 30-level, from 28 % to 29 % and a decrease from 64 % to 63 % at the 30-50 age band.

AGE DIVERSITY

ALL EMPLOYEES[1]



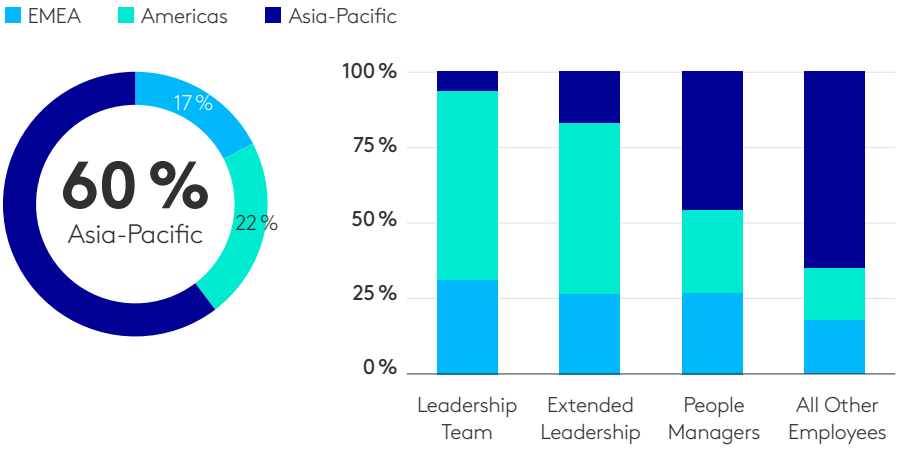
Note: Data represents all permanent employees.
[1]Percentages may not add up to 100 % due to rounding.

REGIONAL DIVERSITY

The geographic distribution of the majority of our employee base has remained consistent year on year. As an international company, maintaining a global worldview that encourages cross-cultural awareness, communication, and an appreciation of the diversity we are fortunate to share across our teams is critically important. Our goal is to integrate DEI into all areas of the company, and in FY23 we continued to grow our DEI capability, recruiting and identifying regional specialists to support our DEI efforts across our major sites.

REGIONAL DIVERSITY

ALL EMPLOYEES*



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

OPPORTUNITY AREAS

Improving gender representation across all levels and improving the participation of underrepresented groups, particularly at the leadership team and extended leadership levels remains our priority. Guided by our DEI road map, we continue to work on improving representation by supporting pipeline initiatives in our industry, and making targeted talent acquisition, retention, and referral efforts.

SUPPLIER DIVERSITY

We make diversity a priority, including building an inclusive and diverse supplier base that is representative of our communities. We are working to address social injustice by enabling companies owned by underrepresented groups to gain a more equal share in markets they were long excluded from.

We are also making our supply chain more resilient and agile by widening our pool of potential suppliers, promoting competition in the supply base, and improving product quality.

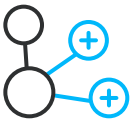
RELEVANT SDGs

SUPPLIER DIVERSITY PLEDGE

We established our Supplier Diversity Pledge in August 2020 to formalize and communicate our support of suppliers and partners that are minority-owned, woman-owned, or diversity-owned.

TO ACTUALIZE THIS PLEDGE, WE ESTABLISHED THREE PRIORITY GOALS:

Increase spending with diverse suppliers



Increase the percentage of diverse suppliers in our supply base

Expand outreach to diverse business communities

The following sections describe our progress and key programs over the last year.

EQUITY THROUGHOUT OUR SUPPLY BASE

OUR GENDER FAIRNESS INITIATIVE

In June 2022, we cofounded the Coalition for Gender Fair Procurement with an organization called Gender Fair. The coalition is an alliance of like-minded organizations seeking to promote gender fairness. The Gender Fair standard is based on the United Nations (UN) Women's Empowerment Principles and the coalition is working to inspire sustained positive progress toward UN Sustainable Development Goal 5 (for Gender Equality). Members of the coalition are asked to promote gender fairness in their own organization and across other industries and organizations.

Our goal is to contribute to an industry-wide shift in procurement practices where every organization assesses their high-impact suppliers for gender fairness, requiring their suppliers to report and improve on gender equality year-on-year and preferentially procure from suppliers who are certified as gender fair. We want to establish a new industry standard for gender fair procurement—a standard that will advance gender equality by leveraging the power of corporate procurement as a lever for change. To provoke this industry-wide change, we will need allies. We are therefore advocating for other like-minded organizations to join us in the Coalition for Gender Fair Procurement. As a coalition, we have the power to influence large companies with our consolidated spending power.

In 2021, we adopted Gender Fair's Assessment Methodology, which has been developed to reflect the United Nations Women's Empowerment Principles. The methodology was established in 2016 and has continued to evolve year-on-year to reflect emerging best practice and thought leadership. All too few companies satisfy the standard, with only around 12% of the companies that were assessed being considered gender fair. By adopting the Gender Fair framework, we have a mechanism for continuous improvement and for tracking our performance against emerging best practice.

However, our vision does not stop there. We spend significant amounts of money with our large suppliers that employ millions of people across tens of countries and accrue trillions of dollars of revenue each year. These influential companies have the power to shape a gender fair future and in turn we have the power to influence them. In coalition with Gender Fair, we have now made the commitment to assess our high-impact (i.e. large employee base and/or revenue) suppliers each year for gender fairness and request that Gender Fair Progress Plans are put in place by each supplier, to drive progress and continual improvement year-on-year. We have also incorporated the Gender Fair assessment into our new supplier requirements and we continue to advocate for other organizations (e.g. Gender Fair and founding partners Andela and Zoetis), to join the coalition alongside Logitech.

OUTREACH TO A DIVERSE BUSINESS COMMUNITY

OUR SUPPLIER DIVERSITY ACADEMY

In FY23, we hosted our annual Supplier Diversity Academy (SDA). This is a 1-day, intensive training session where potential diverse suppliers that satisfy our procurement criteria are given the opportunity to meet Logitech executives and learn about our sourcing strategies, emerging business opportunities, and how to do business with Logitech. This year, the training and networking event was focused on marketing business operations and was attended by representatives from 12 diverse companies. The sessions ended with one-on-one sessions between Logitech executives and each of the diverse suppliers.

OUR DIVERSE SUPPLIER DEVELOPMENT PROGRAM

Our other flagship program, the Diverse Supplier Development program aims to develop, promote, and build the capability of women in STEAM businesses that could support Logitech's future business requirements. We kicked off this initiative by identifying 30 women working in STEAM (outside of the U.S.) who would receive training in business development skills, to enable them to quickly ramp up their skill sets and capacities in a STEAM-related field.

This 7-month-long program of training sessions is designed to cover a variety of topics.

- Scaling or pivoting or growing an existing business
- Sustainability
- Improving company culture
- Human resources
- Personal and business branding
- Customer service excellence
- Project management
- Using technology as an enabler
- Improving business performance

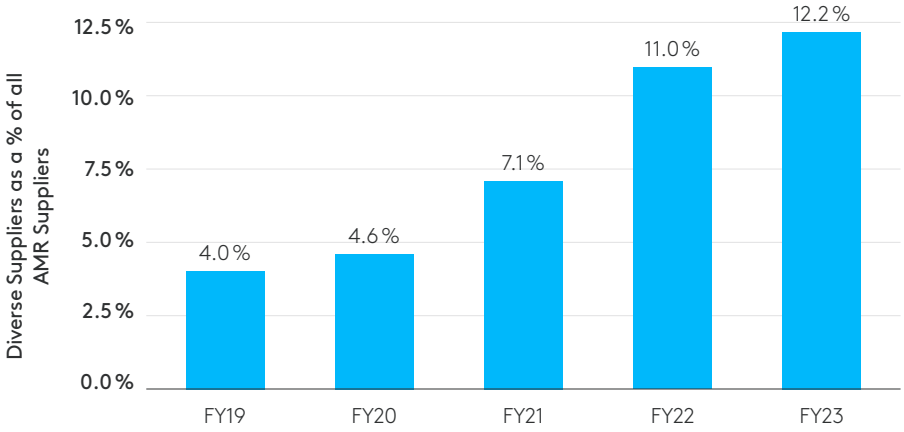
In recognition of Logitech's support of the diverse business communities, Logitech was delighted to be offered the opportunity to cochair the Supplier Diversity Championship program hosted by the U.S. Pan Asian American Chamber of Commerce. This Championship recognizes and honors unsung heroes of supplier diversity.

PERFORMANCE OUTCOMES

TIER 1 INCREASE THE PERCENTAGE OF DIVERSE SUPPLIERS IN OUR SUPPLY BASE

We have grown our diverse supplier base in the United States and Canada from 36 suppliers (in FY19) to 139 (in FY23), representing 12.2 % of our supplier base in those countries, by count. Globally, 4.6 % of our supply base is now diverse, by count.

DIVERSE SUPPLIERS

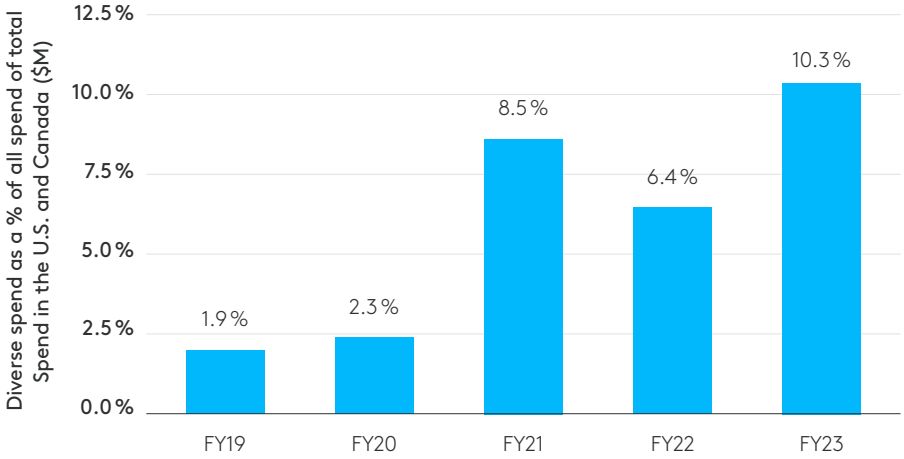


INCREASE IN SPEND WITH DIVERSE SUPPLIERS

Our FY23 reported spend with Diverse Suppliers[1] in the United States and Canada stands at 10.3 % of total negotiable spend in those countries, registering a Compound Annual Growth Rate (CAGR) of 79.8 % from FY19.[2] Globally, our reported diverse spend in FY23 increased to 5.6%.[3]

Launched in FY21, our Supplier Diversity Second-Tier Initiative encourages Logitech Prime Partners to support our supplier diversity goals by subcontracting or ceding a portion of their contracts with Logitech to capable, diverse-owned suppliers. The number of Prime Partners supporting this initiative grew from 8 (in FY21) to 13 (in FY23), contributing 15.2 % to our total reported diverse spend in FY23.

TOTAL DIVERSE SPEND (AMR)



CHARITABLE CONTRIBUTIONS

TOGETHER WE CAN DRIVE BIG CHANGE

We know that we can bring about positive social change by joining with others and investing to help build thriving communities and reduce our environmental footprint

Guided by our key pillars of Culture, Community, and Customer, we are committed to empowering our employees to deepen their relationships with their communities we are leveraging our monetary resources, employee skills, and business products to promote change and drive impact.

To facilitate our charitable giving, we use the Logitech Cares fund, a donor-advised fund (DAF) held at the Tides Foundation—an organization that strives to accelerate the pace of social change, and works with innovative partners to solve society's challenges. A DAF is a charitable -giving vehicle sponsored by a public charity that allows donors to make charitable contributions to a fund and recommends charitable activities.

RELEVANT SDGs

EMPOWERING OUR PEOPLE

LogiCares embodies a culture of giving among our employees. Empowering our employees to deepen their relationships with their local communities is fundamental to this culture. Whether it is through paid volunteer time off, the donations-matching program, or the Dollars for Doers program, we encourage our people to contribute to the people, places, and causes they are passionate about.

DONATIONS MATCHING	Logitech matches our employee's charitable contribution up to USD500 per employee per year to charities of their choice.
DOLLARS FOR DOERS	Logitech turns approved employee volunteer hours into dollars that the employee can then designate to a charity of their choice.
VOLUNTEER TIME OFF (VTO)	Logitech employees can take up to four paid days off work to volunteer at local charities of their choosing.
SPEAK UP SPEAK OUT DAY	Logitech employees can take up to one full day off work for advocacy work and other activities that support the causes they care about.

Activations are led by our incredible LogiCares Ambassadors, a network of employee volunteers who work tirelessly to engage colleagues in transformational volunteer opportunities.

In FY23, we participated in several skills-based volunteering initiatives, enabling our employees to deploy their specialist skill sets to support problem solving and capacity building in nonprofit organizations.

As part of our work with CyberPeace Builders, we provided expert guidance and support for their program that offers nonprofit organizations resources to strengthen their capabilities against cyberattacks. We also hosted "Design for Impact" (D4I) workshops with Team4Tech, an organization committed to bridging digital equity gaps in education. The D4I workshops are fast-paced, 3-day workshops where participants learn about the human-centered design process and work in small teams to iterate a solution for nonprofit organizations.

SPOTLIGHT

"We feel very fortunate at Logitech to have the opportunity to organize and participate in LogiCares events. These events offer every employee the chance to support incredible local or even global causes. In our very busy lives and schedules it's so rewarding to carve out a little time, get involved and "Give Back". Our company culture values human experiences, diversity and equality beyond our business impact and LogiCares is one way that helps us create a positive societal impact

Aisling Connolly | Abhay Aiya
Logicares Leads: Cork, Ireland

EMPLOYEE MATCHING AND DOLLARS FOR DOERS DATA

NUMBER OF EMPLOYEES WHO DONATED

2,934

EMPLOYEE VOLUNTEERING HOURS

1,235

NUMBER OF CAUSES SUPPORTED

1,438

TOTAL CONTRIBUTIONS

USD2,725,523

LOGITECH BUSINESS GIVING*

USD2,354,418

USD1,640,125
From the Logitech Cares Fund at the Tides Foundation

USD714,293
From Logitech

EMPLOYEE GIVING

USD128,770

LOGITECH MATCHING AND REWARDS**

USD242,335

* A detailed breakdown of business giving causes and donations is provided in the Data section.

** Employee giving to eligible organizations is typically matched by Logitech 1:1 up to a cap of USD500 per donation. In exceptional circumstances (e.g. in disaster response situations), Logitech may increase the matching rate, the default cap, or both. This category of giving also includes employee rewards such as giving cards e.g. USD20 was given to each employee in their Benevity accounts during May Month of Giving.

PROMOTING DIGITAL INCLUSION

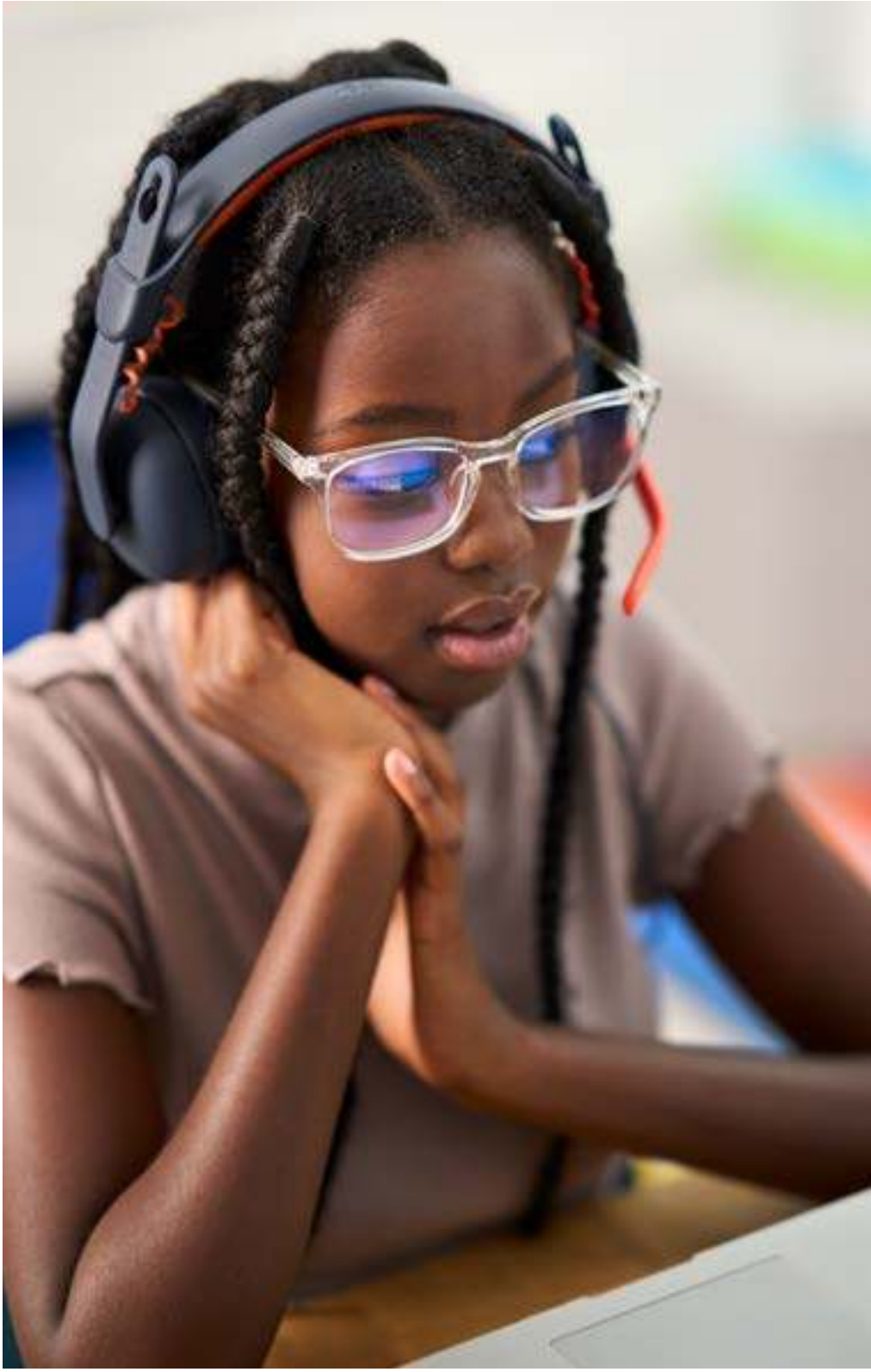
Equality is a core value of our company, and we have made great strides to ensure this pursuit is at the center of everything we do. This includes ensuring that we play a role in making the digital landscape fairer, more accessible, and more inclusive for all.

In FY23, we focused on partnerships and charitable investments that promote digital inclusion through:

- creating safe, inclusive, accessible digital spaces;
- supporting STEAM education;
- amplifying diverse creators.

CREATING SAFE, INCLUSIVE, ACCESSIBLE DIGITAL SPACES

In FY23, we focused on ensuring that online spaces and communities were accessible to all, including those with disabilities and those who historically had not had access. One example of this is our Adaptive Esports Tournament.



SPOTLIGHT

LOGITECH G ADAPTIVE ESPORTS TOURNAMENT

Together with the AbleGamers Charity, Adaptive Action Sports and Mount Sinai, Logitech G provides gamers with disabilities with a professional series of esports tournaments featuring high stakes, bragging rights and USD50,000 in cash and prizes.

In continuation of the inaugural season, the Adaptive Esports Tournament (AET) series returned in FY23 with a new series of Rocket League 2v2 tournaments, events, and broadcasts. After each broadcast, Logitech G also invited our AET Discord members to continue the party by playing games together in our new AET Community Game Nights, hosting a variety of titles and lobbies for the community to connect, chat about esports, and win prizes.

Adaptive Esports Tournaments are an example of how Logitech G is supporting its purpose by serving the needs of gamers and creators, helping them pursue their passions regardless of the challenges they face. We aim to grow the size and reach of AET together with our partners, continuously seeking new opportunities to get more people playing. Adaptive Esports Tournaments are one of many ways that Logitech G uses its impact as a global brand to help people experience the joy of play.

"

I'm incredibly proud of the work we've done with our Adaptive Esports Tournament. We've always believed that life is more fun when you play, so whenever we have the opportunity to bring the joy of play to more people, it's something we're extremely passionate about.

Ujesh Desai
General Manager, Logitech G

SPOTLIGHT

GLAAD SOCIAL MEDIA SAFETY PROGRAM (SMSP)

GLAAD – the world's largest LGBTQIA+ media advocacy organization – works to increase media accountability and community engagement that ensures authentic LGBTQIA+ stories are seen, heard, and actualized.

Logitech partnered to support GLAAD's Social Media Safety Program (SMSP), a world's first initiative to protect LGBTQIA+ people on social media. The program's Social Media Safety Index (SMSI) is creating and sustaining a standard for tackling online hate and intolerance and increasing safety for LGBTQIA+ social media users. The 50-page index provides targeted industry recommendations and reports on LGBTQIA+ user safety across all five major social media platforms.

With those findings publicly communicated and robust advocacy for change in place, this initiative has worked with platforms to create spaces where LGBTQIA+ people can find community and affirmation.

The partnership also extends to supporting GLAAD Gaming, which is driving equity and acceptance across the gaming industry, with particular emphasis on the development of safe and inclusive environments for LGBTQIA+ users on gaming platforms. This partnership will also support the development of the GLAAD gaming report modeled after the SMSI to drive industry-wide change in content policy across gaming platforms.

"

Corporate allyship is integral to GLAAD's mission. We are grateful for partners like Logitech, who understand that Pride is more than just a celebration in June — it is a year-round conversation to advance inclusion, representation, and acceptance of the LGBTQIA+ community. In the current social climate, moving the needle requires more than passion or passing commitments. This challenge requires thoughtful support from industry leaders who are intentional about changing culture, dignifying LGBTQIA+ lives, and amplifying our voices. Logitech has linked arms with our GLAAD Gaming and Social Media Safety Programs to do just that, and I am excited about the future of both initiatives. We can go so much further, together.

Melissa Harris
Vice President of Strategic Partnerships, GLAAD

SUPPORTING STEAM EDUCATION

We look to support educational opportunities wherever possible and in particular, STEAM Education. STEAM is an integrated approach to learning that combines the Arts with traditional STEM (science, technology, engineering and mathematics). This multidisciplinary approach also promotes gender-inclusive learning and uses it as an access point for guiding student inquiry, creativity, and problem-solving.

Together with organizations such as Girls Who Code, Pensole Lewis College, the Royal College of the Arts, We Bloom, and Empowerment Labs, we have been working to ensure we address exclusion and create pathways from secondary education through to higher learning platforms. In FY23, we worked to support STEAM-focused educational programs for historically underrepresented communities in tech, such as girls and women, and the Black, Indigenous, and People of Color (BIPOC) community.

SPOTLIGHT

WOMEN WHO MASTER

In STEM fields such as software engineering, systemic issues continue to prevent women from rising to the top. The Logitech Master Series seeks to equip both men and women with the tools they need for peak performance and success—strengthening our company-wide values of global gender balance, diversity, and equality.

With #WomenWhoMaster, our mission is to ignite an industry-wide movement that addresses the gender gap and unequal access for women to opportunities in tech and IT.

In partnership with Girls Who Code, Logitech MX surveyed 400 people currently working in tech and IT, providing a fresh look at the current barriers for women working as developers. The report revealed the most influential breakthrough factors for women pursuing STEM careers and the key barriers women face. The report provides Logitech, its partners and all organizations with clear insights on how to equip women with the right tools to support their success in STEM.

Early cheerleaders and real-life role models matter.

Passion is a key driver for entering the tech sector.

Once hired, a job that makes a meaningful contribution to society is very important.

Access to women-friendly communities of support help them persist.

Meaningful action from men makes a difference.

Continued next page ...

SPOTLIGHT

WOMEN WHO MASTER Continued ...

HOW IS LOGITECH MX TAKING ACTION?

Spotlighting real-life role models

You can't be what you can't see. To give girls more real-life role models in STEM, Logitech MX is spotlighting women who have mastered their fields. Our featured #WomenWhoMaster series provides aspiring girls and women with powerful stories about overcoming barriers and priceless career tips.

Widening access to coding

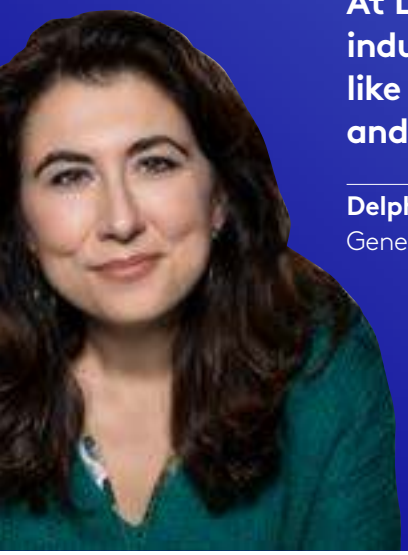
In partnership with Girls Who Code, Logitech is committing to a series of educational initiatives and programs dedicated to closing the gender gap in technology and computer science, while inspiring more girls to become computer scientists and engineers.

Increasing access to early influences

Through sponsoring Girls Who Code's Summer Immersion Program and webinars, we aim to connect young girls with more real-life role models who can support and encourage their interest in tech.

"

It's vital that companies "walk the walk" with gender inclusion. At Logitech we are committed to drive change beyond the tech industry. This means building long-term programs and taking action like we do with our long-standing partnership with Girls Who Code and our #WomenWhoMaster Series.



Delphine Donne
General Manager, Creativity and Productivity

AMPLIFYING DIVERSE CREATORS

All year round we work to celebrate and amplify the voices of the incredibly diverse creators, artists, entrepreneurs, advocators, and changemakers that are bringing about positive social change in our communities.

FY23 saw engagements with organizations such as the Jaquel Knight Foundation, who are dedicated to putting a spotlight on diversity and helping creators of all backgrounds achieve equity, and WeXL , a collective that empowers youth to become creative and compassionate leaders.

We recognize that online media is a powerful tool that shapes and changes lives, and have been working to support platforms that give underrepresented voices a stage to tell their stories and share their journeys.

Logitech G recognizes that an important part of creating a community is highlighting, amplifying, and celebrating the voices in that community on their social channels and platforms. Their #CreatorSpotlight streams are a monthly series that serves to highlight creators around a particular diversity, equity, and inclusion (DEI) topic or theme, while raising money for charity.

Each month, Logitech G invites content creators to stream on their Twitch channel to promote relevant DEI themes. Since they started with Pride in 2018, they have grown the program into a year-long campaign that allows the broader Logitech G community to get to know creators from communities that they might not have the chance to see otherwise.

In FY23, we grew the program by highlighting more DEI topics, added additional charities, and celebrated over 80+ diverse voices on the Logitech G social channels. Topics included the following.

- Black History Month
- International Women's Day
- Women's History Month
- Earth Day
- Asian, Asian American and Pacific Islander (AAPI) Heritage Month
- Global Accessibility Awareness Day
- LGBTQIA+ Pride Month
- Logitech G Interns
- World Humanitarian Day
- National Hispanic Heritage Month
- Global Diversity Awareness Month
- Veterans Day

"

This is an incredible opportunity for Logitech to give back in a meaningful and sustainable way, with hundreds of students benefiting by using high performance learning products in the classroom.

Prakash Arunkundrum
Chief Operating Officer

PRODUCT DONATION

Last year, Logitech made a commitment to donate more than USD1 million dollars worth of products to World Vision International (a nonprofit organization that helps children and families in developing countries).

These products are "open-box"[1] products , from Logitech G, ASTRO Gaming and our personal workspace and streaming products. They are usually fully functional but might otherwise be recycled before the end of their working life cycle. With this program, we are extending the life span of the product in a way that benefits schoolchildren in underserved areas.

In FY23, teachers from Chicago Public Schools had the opportunity to collect free Logitech products for their classrooms from this program, to provide thousands of students with the latest computer accessories, ranging from keyboards and mice, to speakers and headphones, equipping them with the resources they need for class and remote learning.

SPOTLIGHT

STREAMING FOR CHARITY

Streamlabs enables creators to build instant communities, with their all-in-one software, and through the Streamlabs Charity platform, creators can livestream to Twitch, YouTube, Facebook Live, and more, to fundraise for charities that are doing important work. Streamlabs Charity is a 100 %-free charity streaming platform that takes no annual fees and take 0 % cut of donations.

TOTAL DONATIONS FACILITATED IN 2022
USD15,659,791

TOTAL TRANSACTIONS 2022
507,500

TOTAL NUMBER OF CHARITY STREAMS
11,949

streamlabscharity

TALENT DEVELOPMENT

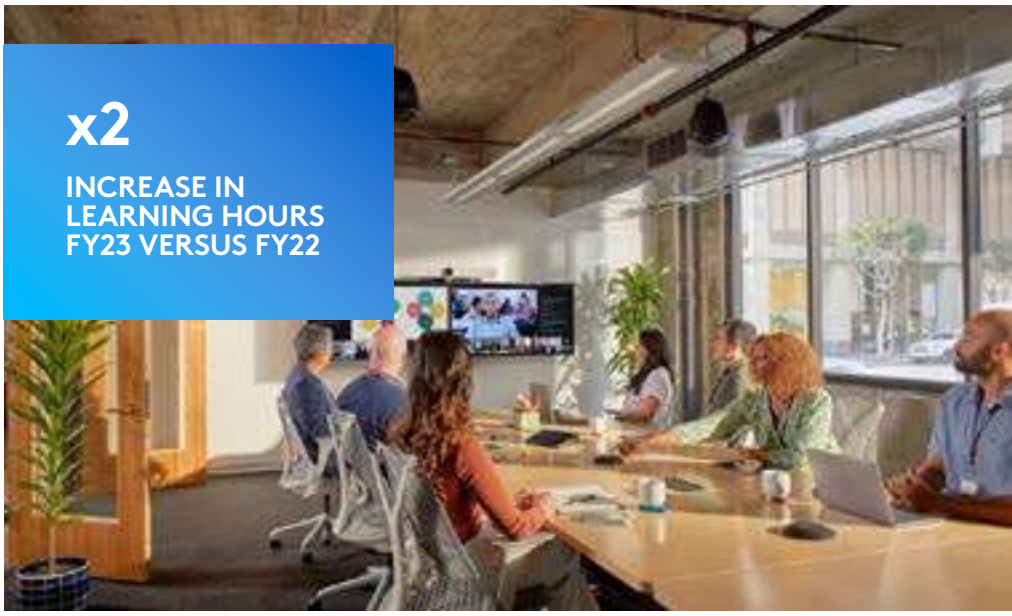
We prosper when we develop our people. We aim to embed a learning culture where employees feel empowered to nurture their own minds, challenge ideas, and make things better.

MANY COMPANIES AIM TO GET THE MOST OUT OF THEIR EMPLOYEES. NOT US.

Many companies aim to get the most out of their employees. Not us. We cannot expect to meet growing business aspirations unless our people also see opportunities to meet their personal aspirations.

We want to bring out the best in our employees. We believe there is no real value in separating an individual's work skills from their character, and their life experience and opportunities.

Our talent development programs are dedicated to providing support to Logitech individuals across the globe through guidance and offerings that strengthen our Logitech culture and help to develop the whole person. Our LogiLearner portfolio provides a wealth of curated development opportunities so employees can learn in a way that fits their schedule. From short, on-demand videos to extended, interactive programs, there is something for everyone's preferred learning style. Total training hours increased from 3,857 hours (in FY22), to 7,893 hours (in FY23), indicating a 105 % increase in learning hours in the last year.



TALENT ATTRACTION

We attract candidates with diverse backgrounds and experiences and provide an experience in which we share our values and culture. We actively advertise our open roles in locations that promote diversity and inclusion around the world. We promote our company as a great place for everyone to work through local site gatherings and via emails and posts on social media.

Throughout the world, we also offer local and community-based programs for interns and apprentices to further our new talent attraction. In Lausanne we run apprenticeship programs twice a year; in Silicon Valley, we host around 30 unique internship projects each year and in Hsinchu, we partner closely with the top universities to run two seasons of internship programming. For all of these programs, we advertise our opportunities widely to attract a diverse pool of interns. We partner with our business groups on hiring from the intern pool and have a successful track record of interns and apprentices returning to Logitech as full-time employees.

Our talent attraction process is built to align with our values and includes a bias-reducing recruitment process that starts as soon as a new role is opened. We want to bring out the best in the people we attract to work with us and give them opportunities to share their character and life experience with us as well as their professional experience. We are looking for more than a resume, and work to share our values and culture in the talent attraction process, while we ensure applicants can bring their authentic selves to the process. At Logitech, it starts with a diverse and inclusive global team of internal Talent Acquisition (TA) professionals, trained in our Diversity, Equity and Inclusion (DEI) methodology, and connected with our leaders and our values. We also use technology and our own processes to limit bias where we can; we have developed a bias-reducing process that we follow globally when we open jobs internally and to the public; we use a software tool to ensure our job descriptions are inclusive and non-biased before they are published.

When it comes to attracting people to join us, we actively advertise our open roles in locations that promote diversity and inclusion around the world. Platforms and sites that specialize in attracting the underrepresented are prioritized. So too are events that specifically target professionals and future professionals who are often marginalized or overlooked.

Our commitment to inclusion as a company extends to the companies with which we partner to find our talent. We use the criteria our Supplier Diversity team developed to prioritize the use of partner companies who are owned and operated by Asian Americans, Black Americans, Hispanic Americans, Native Americans, women, veterans, service-disabled veterans, disabled, or members of the LGBTQIA+ community, to connect even deeper into their networks.

LOGI LEADER ESSENTIALS

Through global internal focus groups, interviews, thorough research into leadership, and an examination of Logitech's vision for the future, we identified core Leadership Principles that will serve as a foundation for how we aspire to show up as leaders when "we are at our best". 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 behaviors (as well as our values) at all times. At Logitech, we believe leaders are at our best when we Inspire Through Vision, Take and Create Accountability, Lead through Coaching, Communicate Effectively, and all while we Appreciate and Include the Whole Person.

Our introductory workshop for managers, Logi Leader Essentials, grounds leaders in our leadership principles and people cycles to help new managers quickly adapt to their new roles. The two-session, facilitator-led, interactive workshop serves as the foundation in a leader's journey as a people manager at Logitech by equipping people managers with the skills and insights needed to effectively manage their teams at Logitech. The first session focuses on our Logi Leadership Principles, which is the basis for how we aspire to show up as leaders when "we are at our best." The second section reviews our business, people, and fiscal cycle to prepare managers for the responsibilities they will have each quarter.

Over the past year, we hosted 22 sessions of Logi Leader Essentials with a focus on leaders with two or fewer years of experience. Over 260 managers have gone through the comprehensive training, with the feedback being overwhelmingly positive. As we continue to saturate our current leadership population, we will continue to expand the program by including the course as a part of the manager onboarding process for all new people managers. Through the evolution of learning preferences, we will shift to using bite-size learning paths that allow learners to engage with content at their own pace over a 4-6 week period versus doing so in multiple, multi-hour workshops.

LEADER HUDDLES

In an effort to increase cross-functional collaboration and togetherness among our people leader population, we launched the Leader Huddles series. Each quarter, we invite all people leaders to come together on a variety of relevant topic areas. This series is designed to bring our people leadership community together on a recurring basis to share knowledge and become familiar with the resources available at meaningful times throughout the year. We have covered topics such as managing change for your team, holding development conversations, setting team goals, and actioning our employee engagement survey. Huddles are open to any employee with at least one direct report, and over 1,000 people managers attended and interacted in the Huddles.

PERFORMANCE APPRAISALS

Logi Impact is our framework for goal setting, action planning, personal and professional development, and connecting with one another. It comprises four performance dimensions—Align, Act, Develop, and Connect—together are designed to support and boost an individual's impact at Logitech.

Logitech is committed to sharing the vision, purpose, and strategic direction of the company as well as fostering a culture that places the whole person at its core. With that said, we believe it is up to each employee to understand how their individual contributions connect and ultimately drive personal and team achievement. Our core belief is that each employee is responsible for the impact that they have, both in their current role and in how they develop.

Logitech does not use annual performance ratings as a backward-looking assessment. Instead, we focus on forward-looking planning and a development mindset, and provide tools and guidance for how individuals and managers can leverage the Logi Impact framework. Our process is not a heavily managed process, nor do we audit dialogues. Instead, we view our activities around the Logi Impact framework as an ongoing conversation, aligned with the appropriate business/project cycle for the specific team/individual.

Logitech employees are given the opportunity to provide feedback on areas closely correlated to performance management and development through the Logi Pulse survey which is run twice a year. The Logi Pulse is anonymous and each item is scored out of a possible 100 using a Net Promoter Score methodology. Scores over 70 are considered good and scores over 80 are considered very good. Typically, any item scoring below 65 would be classed as needing attention.

In December 2022, some relevant Logi Pulse items and scores were as follows.

- I am able to use my personal initiative or judgment in carrying out my work (79).
- Through my work, I often learn new skills or develop new abilities (73).
- I have clear, achievable goals for my work (71).
- My performance at my job is fairly evaluated (71).
- I feel the work I do is recognized and appreciated (71).
- At work, I receive feedback that helps me grow and develop over time (70).

PERSONAL DEVELOPMENT

At Logitech, we want each individual to grow their capabilities, wisdom, behaviors, skills, and potential. Everyone's talent development journey looks a little different; each of us is ultimately responsible for the impact we have, both in our current role and in how we develop ourselves. For this purpose, we redesigned and relaunched globally our Personal Development program, integrating the specificities of remote and hybrid working. The program aims not only to reinforce the momentum of development at Logitech but also to share a common methodology to think about, plan, discuss, and act on, career development for our new joiners.

During the Personal Development @ Logi program, run using facilitator-led, interactive workshops, we encourage all employees to reflect on their careers and to design an engaging personal development plan for themselves. Our employees who manage direct reports are also trained on how to have empowering development conversations with their team in a second session, Effective Development Conversations. Although personal development is a journey that starts within, we believe it is one that can only be achieved with the help of others.

Offered at the regional and site level, both in person and virtually, we hosted more than 70 sessions of our Personal Development program in FY23. Development continues to be a focus area for employees and the company alike; as a result, we will continue to provide resources for individuals to drive their development. In the coming year, we will explore other learning avenues to encourage and prioritize development at Logitech.

LOGILEARN

In response to feedback from our employees, we launched 'LogiLearn' powered by Coursera. This 1-year pilot program is offered to a full-time Logitech people working across key capability areas to support them with personal development resources in a robust learning platform.

We reported immediate and strong participation on the platform, with hundreds of individuals logging on weekly to take courses on a variety of topics. The most popular courses were Foundations of Project Management, High-Performance Collaboration, Foundations: Data, Data, Everywhere, and Write Professional Emails in English. The initial cohort of individuals has accessed more than 3,000 hours of training and development through the LogiLearn pilot. We are set to expand this program company-wide in the coming fiscal year and include new programs with more courses and more curated content.

LOGI LEARNING NETWORKS

22 %
INCREASE IN LEARNING NETWORK HOURS

The Learning Networks at Logitech introduce various opportunities to learn with and from others using tools like cross-functional feedback, 360-degree assessments, coaching, and mentoring. By connecting more, we believe individuals can more easily share ideas and resources to identify best practices and introduce their passions to others.

In FY23, we saw the highest number of hours of participation in our Learning Network programs to date, with the number of learning network hours increasing by 22 % (427.56 hours in FY22 versus 522.25 hours in FY23), highlighting the value and importance of connection in our hybrid working world.

At Logitech, Learning Networks are used for individual development, i.e. intrapersonal, not interpersonal evaluation, and the results assist the individual in their development journey. With truly global partners, our coaching and 360-degree assessments are offered in a range of languages, with world-class coaches located around the globe, ready to support individuals on a variety of development needs.

Our efforts across these programs are already delivering great outcomes. Feedback from employees indicates the offerings are being well received and are having a meaningful impact.

We believe this work helps create a shared purpose and values through meaningful and memorable experiences that have opened our employees' minds and hearts to new ways of leading and living. We continue to be ranked as an Attractive Employer by Universum Global Switzerland and we look to continue that trend and position as an Employer of Choice.

> **"I am forever grateful for [My Coach]'s guidance and inspiration. I've left with a lot of confidence, a strong foundation, and a new box of tools to take forward with me as I progress in my immediate role and career. THANK YOU!**
>
> **Coaching Program Participant**

TRAINING ACROSS LOGITECH

We provide relevant training opportunities to help achieve the goals of all employees. Therefore, we work closely with leaders across the organization to offer training opportunities that meet each department's specific needs. This has resulted in a variety of courses and development opportunities becoming available to our people working at all levels throughout Logitech.

Many business groups use external resources to drive development in their teams. For example, the Operations organization offers a Program and Project Management Essentials program that covers the process and priorities of managing a project. The Design team participated in IDEO's Storytelling for Influence course in an online cohort to refine their design thinking process through improved storytelling. Several teams throughout our Asian-Pacific region have participated in various English language courses to improve their competencies and confidence in their English business interactions.

Additionally, business groups work to create their own development programs to familiarize employees with Logitech's policies and practices. This includes our People Services team, who offers a management training program that introduces new leaders and managers to our essential internal processes and procedures.

ENGLISH TRAINING PROGRAM

Following feedback from our employees for more English language learning opportunities, our AP region has introduced extensive programming to prioritize this need. At our Hsinchu site, employees were offered a 21-hour English Public Presentation course to improve their confidence in presenting to a global audience in English. We also spearheaded a Business English program, consisting of four sessions of English training covering small talk, meetings, emails, and other topics essential for conducting business in English. Hundreds of employees throughout our Asian-Pacific region have opted for such programs with more opportunities to follow in the upcoming fiscal year.

T-SHAPE

T-SHAPE PEOPLE is an employee-led program within the Logitech Operations organization. The aim is to bring people closer together while broadening learning and knowledge of other functions within operations. The thinking is that if you understand better **WHO** and **WHAT** your colleagues do, you can collaborate more effectively on business challenges and projects.

The group comprises four pillars, each with two leaders who drive their respective teams and vision through fun, engaging initiatives and content. Some of the highlights achieved in the last year are summarized here.

As the world continues to adapt and change, we will continue to prioritize connecting employees with learning and development opportunities that match their needs.

SHAPE INITIATIVES FY23

ONBOARDING

- **Did U Know?** Monthly content highlighting our products
- **LogiPal** Program that links new hires to a local "Pal"
- **Onboarding Guidebook** The operations' go-to resource

NETWORKING AND KNOWLEDGE SHARING

- **Knowledge Sharing Sessions** Sharing knowledge across departments
- **Buddy Up Program** Networking

PERSONAL GROWTH

- **Monthly Well-being Newsletter**
- **Interview Series** Personal growth of our colleagues/ leaders
- **Inspiring Speakers**

TRAINING AND PROFESSIONAL DEVELOPMENT

- **Business English** Four interactive English courses
- **Resource Library** Training compilation
- **External Speakers**

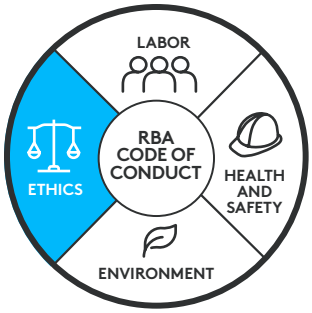
ETHICS

We aim to exemplify integrity in everything we do. We help employees and business partners understand our ethical obligations and reinforce the positive behaviors that make Logitech a great place to work.

As a public company with securities listed in the U.S. and Switzerland, we comply with the laws and rules of the U.S. Security Exchange Commission (SEC), as well as the laws and rules governing the SIX Swiss Exchange.

As RBA members, we commit to upholding the highest standards of integrity in our business and in all business interactions, with zero tolerance for any and all forms of bribery, corruption, extortion, and embezzlement.

RELEVANT SDGs



LEADERSHIP

Our Leadership Team (including the Management Team and Board of Directors) can be viewed on our website here. We have four Board-level committees (Audit, Compensation, Nominating and Governance, and Technology and Innovation), and the charters for these committees can be found here. Every member of the Board of Directors is required to sign and acknowledge our Code of Conduct.

In addition, the Company's Chief Legal Officer, Chief Financial Officer, Chief Compliance Officer, and Heads of Internal Audit and People and Culture all meet regularly and review compliance-related issues and communications, and each of them regularly report directly to the Board-level Audit Committee on compliance related topics.

We also undertake an Annual Risk Assessment, which takes into account country-level risks, and risks associated with various functional responsibilities across Logitech. The risk assessment process is facilitated by our Internal Audit team and informs the development of an Annual Audit Plan for operational audits and Sarbanes-Oxley (SOX) Assessments. The result of the risk assessment is presented to our Board of Directors and the Internal Audit annual audit plan is approved by the Audit Committee.

"

Our code of conduct is not just another set of rules, but 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

POLICY FRAMEWORK

The Logitech Code of Conduct is our framework for business ethics. We have tried to make it easy to read and understand. It is available in multiple languages, reflecting our geographically diverse workforce and communicated across the globe to our employees, as part of induction training and annual refresher training. The Code applies to our global operations and business relationships, including new suppliers. Our suppliers are contractually required to comply with the Logitech Code of Code, and their compliance can be audited by Logitech. Our commitment to the Logitech Code of Conduct drives us to look beyond compliance and identify, mitigate, and manage operational risks and opportunities to create reputational value.

At Logitech, we commit to a culture that instills the instinct to do the right thing. As set out in our Anti-Corruption Policy, we do business the right way, meaning that we approach everything we do with ethics and integrity. There is no right way to do the wrong thing, which is made clear in our Anti-Corruption Policy; Logitech does not tolerate corruption in any form. Neither Logitech, nor anyone working for or on behalf of Logitech, may give or receive any bribe, kickback, or other corrupt incentive.

Compliance with the Logitech Code of Conduct and our Anti-Corruption Policy is mandatory. For employees, noncompliance may result in disciplinary action, including termination of employment.

In addition to the above, we have our Corporate Governance Principles, Information Systems Acceptable Use Policy, and Insider Trading Policy, which address more specific aspects of ethical performance.

We regularly conduct core compliance training for employees, with supplementary training on special topics (e.g., anti-corruption, antitrust, anti-harassment) for target regions and high-risk groups. We also provide additional training on a regional basis in response to employee feedback and other needs. In FY23, 95 % of employees completed our Code of Conduct training including senior leaders of the business.

We actively work to identify new ideas, innovations, standards, and tools for corporate compliance and ethics, and maintain oversight of the latest developments in compliance law, management, best practice, and diagnostics via external resources, seminars, peer discussions, and periodic benchmarking surveys. We also regularly review our ethical framework to ensure it continually improves and evolves in line with our needs and international best practice.

POLITICAL CONTRIBUTIONS

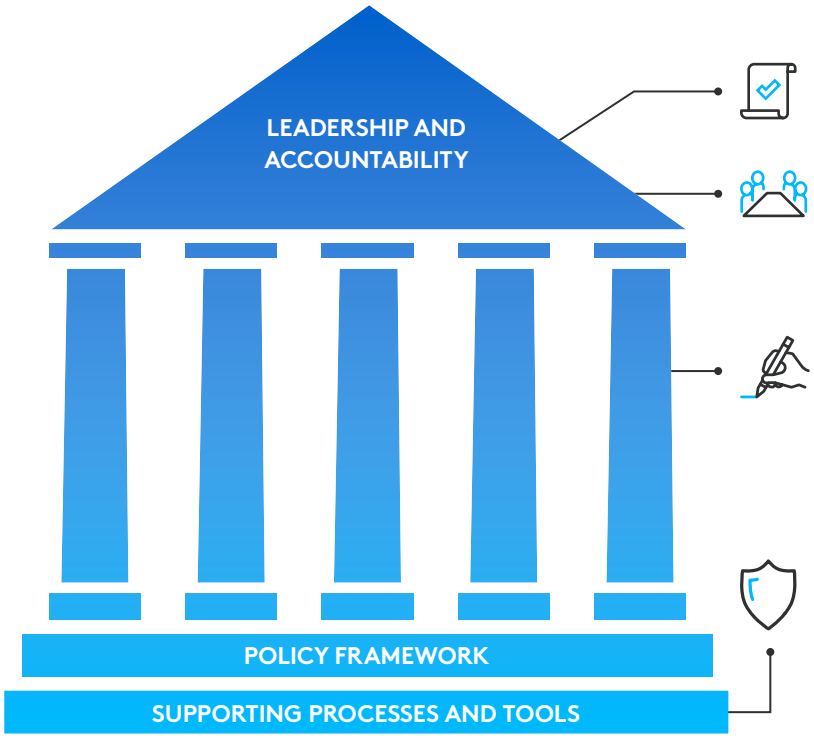
We do not support or fund political parties, candidates, or any groups that promote party interests. Our employees may offer support and contributions to political groups in a personal capacity as private citizens, based on their local election rules but no political contributions were made on behalf of Logitech in FY23. 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 and we transparently report our memberships in the Stakeholder Engagement section of this report. Our membership with these organizations is to promote public policies and industry standards that advance competition, research, and innovation worldwide without a focus on any political stance. 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

As communicated in the Social Impact section of this report, we provide philanthropic contributions to drive and support positive social impact. Our strategy, goals, and pillars of charitable investment are described in the Charitable Contributions section of this report. We have established policies governing our approach to social contributions and we provide a full breakdown of contributions in the last financial year in the Data section, to show the organizations and contributions that we supported during the last year. All of our activities in this area are carried out in accordance with the Logitech Code of Conduct and our goal is to be transparent and open about our activities and contributions.

To ensure good governance in this area, we have established a Donor Advised Fund (DAF) with the Tides Foundation to ensure charitable giving is overseen by an independent, third-party charity. A DAF is a charitable–giving vehicle sponsored by a public charity. It allows donors to make charitable contributions to a fund and recommends charitable activities. The public charity is then responsible for reviewing those recommendations and determining the best activities to support and finance. The LogiCares Fund is sponsored by the Tides Foundation, an organization that aims to accelerate the pace of social change, and works with innovative partners to solve society's toughest problems. Working with the DAF and Tides Foundation helps us ensure we have a robust due diligence process in place and can ensure all philanthropic contributions are made in a way that reflects our values and Code of Conduct.

ETHICAL FRAMEWORK



KEY ELEMENTS:

- RBA Code of Conduct
- All Relevant Legislation
- Board of Directors
- Board-Level Committees
- Management Team
- Logitech Code of Conduct
- Corporate Governance Principles
- Anti-Corruption Policy
- Insider Trader Policy
- Information Systems
- Acceptable Use Policy
- Training
- Auditing
- Communication
- Whistleblowing Hotline
- Periodic Review and Benchmarking
- Performance Reporting

ETHICS HOTLINE

Every employee has the right and the responsibility to report any observations, concerns, grievances, or issues relevant to our Code of Conduct and commitment to ethical good practice. We have an established Ethics Hotline, which is hosted by EthicsPoint. This hotline facility is a whistleblowing mechanism, which employees can use, to confidentially and anonymously report any issues they identify or observe. Reports to the hotline are investigated and managed in accordance with defined procedures, which are overseen by our Legal, People and Culture and Internal Audit functions and ultimately by our Board-level Audit Committee. We have a no retaliation policy; the identity of individuals who may choose to report issues are protected.

Our Internal Audit team is responsible for investigating allegations that are raised as a result of internal audits and certain submissions via the Ethics Hotline. Audit findings and remediation actions are reported to the Audit Committee on a quarterly basis.

In FY23, we did not have any legal actions pending or completed for corruption, anti-competitive behavior, or violations of antitrust or monopoly legislation. We also did not have any significant[6] noncompliance with environmental laws and regulations. For further insights on compliance, please refer to the Data section of this report.

PRODUCT FEATURES AND PROGRAMS

RECYCLED PLASTIC

Made from post-consumer recycled plastic.

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.

CARBON NEUTRAL

The estimated carbon impact of the product has been reduced to zero through design for sustainability, offsets, and carbon removals.

LOW-CARBON ALUMINUM

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

PRODUCT 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 such as sustainability and carbon neutrality is quite low and this 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 have started to communicate key attributes of product performance on our website product pages, so that consumers can review that information prior to purchasing a Logitech product. We make sure our claims are meaningful, accurate, and specific, and that we leverage third-party certifications whenever possible. Prior to communicating any sustainability information or claims, we carry out a robust due diligence process and obtain third-party certifications to ensure our communications and claims are meaningful, accurate, authentic, and uniquely ours.

Over the forthcoming year, the following logos and information will become more and more available to consumers as we work to share the programs that we have established and raise consumer awareness.

In FY23, we did not have any incidents of noncompliance with these voluntary standards, resulting in a warning, fine, or penalty. In reality, our expectation goes far beyond legal compliance—our sustainability claims and communications are reflective of our core values and ensure consumers can trust our communications and understand our approach.

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 inform consumer understanding and awareness of the variety of different labels that we apply. In FY23, we did not have any fines, penalties, or regulatory warnings for regulatory noncompliance in relation to product and service information or labeling, or marketing communications (including advertising, promotion, and sponsorship).

SUPPLIERS AND SUPPLY CHAIN

We take particular care to ensure our suppliers understand our ethical commitment and requirements. The Logitech Code of Conduct and RBA Code is shared with Major Suppliers,[7] as part of our supplier onboarding and training and embedded as a contractual condition of doing business.

We develop our suppliers with training and capability-building initiatives and we audit suppliers with best practice RBA auditing tools. Compliance with the Logitech Code of Conduct and our Anti-Corruption Policy is mandatory. For thirdparties, noncompliance may result in the termination of our business relationship (see Supplier Development section of this report for further information).

> **We conduct business in a fair, honest, and transparent manner. Employing exceptional ethical standards and practices is how we work and helps us ensure the long-term interests of our stakeholders.**
>
> **Robert O'Mahony**
> Head of Sustainability

PRIVACY AND SECURITY

We respect and protect the privacy and personal data of our employees, customers, and stakeholders. We maintain privacy and security systems and capabilities to ensure stakeholder trust when interacting with Logitech systems, products, and services.

As we handle an increasing amount of data within our growing software business, online sales platforms, and internal infrastructure and systems we are resolutely committed to maintaining privacy and security.

RELEVANT SDGs

PRIVACY

Our privacy team, led by our Global Head of Privacy, is part of our legal organization and is responsible for our global privacy strategy. We take a cross-functional approach to privacy and our privacy program covers all business groups, functional teams, and personal data that are processed by Logitech. Our privacy team develops and leads data and privacy governance, notice and consent, vendor risk management, data protection, privacy-by-design efforts, international data transfer contracts, processing of data rights requests, and training and awareness programs.

Our employees are aware of the importance of privacy and security, as well as company requirements, expectations and key control measures. Our Acceptable Use Policy defines privacy requirements and other controls governing access to Logitech devices. Employees are also required to adhere to Logitech's data handling guidelines, data and record classification, and data retention policies.

Privacy training is implemented for employees and contractors through our workforce management system with additional resources and information available on a dedicated privacy page on our intranet. In addition to this foundational training, we provide focused guidance for specific teams who deal with personal data and those who work or support in creating the technologies through which this data is collected (e.g. engineering, design, human resources, vendor management, legal compliance, and/or marketing teams).

> **Our aim is to create privacy equity for everyone who engages with Logitech. Therefore, we implement comprehensive privacy protection and controls across all countries in which we operate, not just in countries where privacy laws exist.**
>
> **Emerald de Leeuw-Goggin**
> Global Head of Privacy

For customers, we maintain our Privacy Policy for Products and Services, which outlines what types of data we collect, how we use it and how we protect personal information collected by our products, services, apps, software, and other devices.

For each of our product lines, we perform privacy impact assessments to identify and mitigate against any privacy risk arising from our products and services. It is one of the methods we use to implement privacy by design alongside privacy engineering.

We also have an established Privacy Policy for our websites, which outlines how we collect and use personal data from visitors to our website and mobile sites and how individuals globally can invoke their data rights.

Logitech received no substantiated complaints during the reporting period on breaches of customer privacy. In addition, no leaks, thefts, or losses of customer data were identified within the reporting period.

CYBERSECURITY

Cybersecurity is of utmost importance to our Leadership Team and Board of Directors. Our Chief Information Security Officer (CISO) leads the security strategy and the cybersecurity team, who work in close collaboration with the privacy and product security teams. In 2022, we were delighted to see Ms. Dubel named on The Global CISO 100 2022 list, putting her in the company of a number of notable leaders who are protecting brands and customers from cyberattacks and threats.

Our Technology and Innovation Committee oversees Logitech's cybersecurity, information security and other technology risks, controls, and procedures, including review of the Company's current threat landscape, strategy to mitigate cybersecurity, information security and other technology risks, and critical incident response plans.

Our cybersecurity framework provides guidance for the organization, governance and implementation of information security across the company.

We implement technical and organizational measures, covering our data centers, networks, endpoints, systems, applications, and Cloud environments. All physical and logical accesses are controlled and regularly reviewed to ensure that only authorized users have access.

Our security operations team continuously monitors for security threats and proactively maintains our systems. Our incident response process and playbooks are rigorously tested and applied if suspicious activity is detected. Our business continuity plans ensure minimal disruption of our activities. Our security practices are regularly audited and we continuously improve our processes and tools to keep up with the evolving threat landscape.

Everyone at Logitech is responsible for cybersecurity and the protection of information. Employees regularly receive training and communications on key risks and best practices to follow. This also applies to our partners and vendors, who are obligated to comply with our cybersecurity standards, as a condition of doing business with us.

Our requirements and expectations are clearly defined in vendor agreements and compliance with those agreements is checked and evaluated as part of vendor due diligence and ongoing contract management to ensure ongoing compliance.

> **"Cybersecurity is a key sustainability topic. As technology is included in every aspect of our lives, cyberspace is real... and so are the risks that come with it. Logitech is resolutely committed to cybersecurity and the protection of all people involved in or with our company.**
>
> **Tana Dubel**
> Chief Information Security Officer

PRODUCT SECURITY

The Technology and Innovation Committee of our Board of Directors oversees our product security risk management framework. We have an established Product Security Review Board (PSRB) comprising employees with relevant experience and expertise. The PSRB defines the policies and practices that all our product teams must adhere to and follows security best practices.

We define a security vulnerability as an unintended weakness in a product that could allow a malicious actor to compromise the integrity, availability or confidentiality of a product or service. We adopt a life-cycle approach to managing this risk. Relevant security risks are identified early in the design process through our established risk assessment process. Appropriate security measures are developed to address any such risks and vulnerabilities and embedded into the product design as it evolves. This may include incorporating encryption, digital signatures, strong authentication and authorization, and network security, as needed, based on each product's data and network access needs. We carry out security testing prior to product launch and the Chairperson of the PSRB has the authority to halt the launch of any new product or service if the product's security standards are not met. The PSRB reviews and provides final approval on the security design for new products under development.

We also welcome reports from independent researchers, industry organizations, vendors, customers, other relevant stakeholders, and sources post-launch. For this purpose, we have a public Vulnerability Disclosure and Bug Bounty Program and facilitate the receipt of such reports through our HackerOne platform. All submissions to this platform are reviewed by the appropriate security team members and are investigated further to determine the appropriate remedy, with an appropriate reward paid to the relevant reporter.

RESPONSIBLE SOURCING OF MINERALS

We are committed to sourcing components and materials from companies with shared values around 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.

RELEVANT SDGs

OUR COMMITMENT TO RESPONSIBLE SOURCING

The extraction, trade, or control of "conflict minerals", (i.e.tin, tantalum, tungsten, and gold), in the Democratic Republic of the Congo (DRC) and in the countries it shares a border with, can contribute to armed conflict and human rights abuses.[1] Conflict minerals are also known as "3TG" and the DRC and its adjoining countries[2] are referred to as "the Covered Countries" under Section 1502 of the Dodd-Frank Act. Over the years, our Conflict Minerals Sourcing Program has evolved to become a Responsible Sourcing of Minerals Program. We look beyond 3TG and the Covered Countries to consider all relevant legal requirements and industry best practice for responsible sourcing of metals, including the OECD Due Diligence Guidance.[3] By doing so, we look to ensure legal and regulated mining can continue to provide livelihood opportunities in the affected areas, while eliminating any direct or indirect support of conflict and human rights abuses.

OUR HISTORY OF DUE DILIGENCE

In June 2011, the Responsible Business Alliance (RBA) launched the world's first Conflict-Free Sourcing initiative. As an RBA member, we responded by launching our Conflict Minerals Sourcing Program and communicating our first Conflict Minerals Policy Statement. In 2013, we formalized this position with the public disclosure of that policy statement.

Since 2013, we have worked with our suppliers and other RBA members to exert the full influence of our industry on smelters and refiners (collectively referred to as "Smelters"), and encourage Smelter participation in credible certification programs such as the Responsible Minerals Assurance Process (RMAP).[4] We leverage the best practice tools and processes that were established by the RBA's Responsible Minerals Initiative (RMI), to ensure responsible sourcing of 3TG and avoid the risk of conflict minerals entering our supply chain. We engage our direct suppliers to raise awareness and understanding of the sourcing risks associated with metals and our best practice requirements. In addition to this section of our annual Impact Report, we provide annual reports to the US Securities Exchange Commission (also disclosed on our website here), as required under the Dodd-Frank Act of 2010.

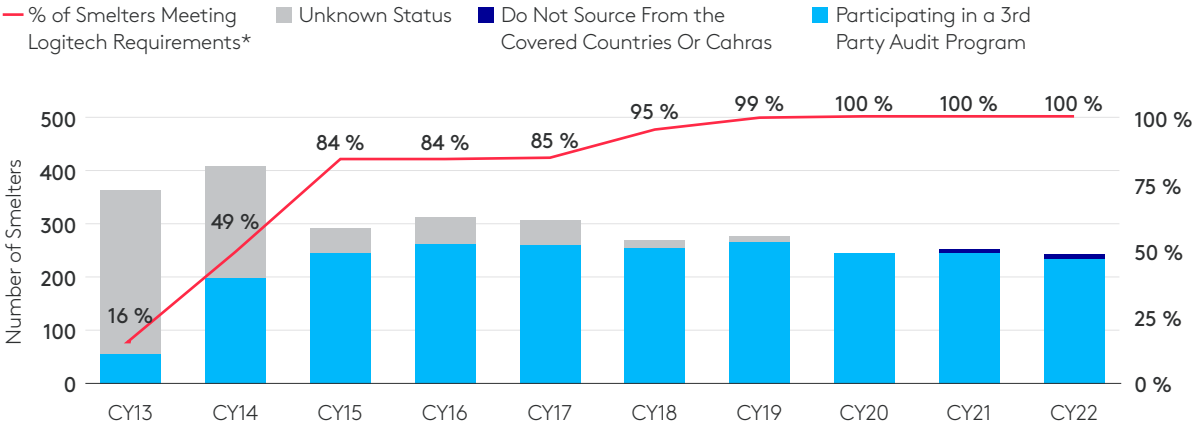
TIN, TANTULUM, TUNGSTEN AND GOLD (3TG)

In Logitech products, tin, tantalum, tungsten, and gold (3TG) are commonly found in solder, gold plating, capacitors, integrated circuits, cables, and other electronic parts. Each year, we review our product portfolio and suppliers to identify the Tier 1 Suppliers[4] that supply 3TG. We engage these suppliers early in the year to ensure their understanding of our due diligence and reporting requirements. We require them to identify and report 3TG smelters in their supply chain using the RMI's Conflict Minerals Report Template (CMRT). We review the Smelter information that is submitted by the suppliers to identify Smelters in Covered Countries[5] and this year, for the first time, we expanded our validation efforts to also consider Conflict-Affected and High-Risk Areas (CAHRAs).[6] Where a Smelter was found to be located in the Covered Countries or CAHRA list, we worked to validate their participation in third-party assured responsible minerals programs such as the Responsible Minerals Assurance Process (RMAP) or equivalent programs.[7] We carry out that validation task using the RMI's RMAP Conformant Smelter and Refiner List, and Reasonable Country of Origin (RCOI) data.

In the past year, we provided refresher training for all 3TG suppliers, emphasizing Logitech's approach and requirements for responsible sourcing. We worked closely with suppliers not meeting our requirements, assisting them in developing Smelter Action Plans (SAP) and urging participation in credible certification programs.[8]

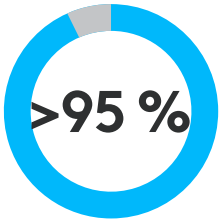
During the 2022 reporting period, we identified 268 relevant suppliers, and all of those suppliers participated in our program and submitted CMRT survey responses. The suppliers identified 241 3TG Smelters in our supply chain, with 100 % of them meeting Logitech's responsible sourcing requirements. Of these Smelters, 97.1 % (234) participate in independent third-party audit programs, while 2.9 % (7) do not source from the Covered Countries or conflict-affected and high-risk areas (CAHRAs).

3TG SMELTERS



* Participating in a 3rd-party audit program or do not source from the DRC or adjoining countries or Conflict-affected and high-risk areas (CAHRAs).

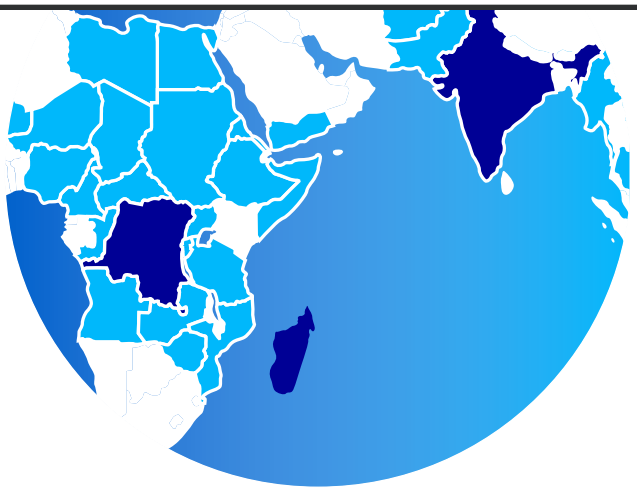
OF RELEVANT SUPPLIERS PARTICIPATED IN OUR RESPONSIBLE SOURCING PROGRAM



OF RELEVANT SUPPLIERS COMPLETED RESPONSIBLE SOURCING REFRESHER TRAINING

OF 3TG SMELTERS MET LOGITECH'S RESPONSIBLE SOURCING REQUIREMENTS

OUR RESPONSIBLE SOURCING MINERALS PROGRAM



USE OF METALS AND MINERALS IN LOGITECH PRODUCTS

TANTALUM, TIN, TUNGSTEN, GOLD (3TG)	COBALT	MICA
• Solder • Gold plating • Capacitors • Integrated circuits • Cables • Other electronic parts	• Lithium ion batteries • Magnets	• Paint • Ink • Plastics

OUR HISTORY OF RESPONSIBLE SOURCING

2008-2011

- RBA launched an Extractives Work Group to look at conflict minerals risks for our sector.
- As a member of the RBA, we supported the initial work of this group.

2011

- RBA launched the world's first conflict-free smelter program.
- We established our first Conflict Minerals Policy Statement and launched our Conflict-free Sourcing Program, to engage suppliers in conflict minerals.

2013-2014

- Preliminary mapping of 3TG Smelters in our supply chain.
- Formalized our position on conflict minerals, with the public disclosure of our Conflict Minerals Policy, for the first time.
- Started reporting to the Security Exchange Commission in 2014.

2015

- Reached 100 % response rate from Tier 1 3TG suppliers.

2016

- Program expansion to include cobalt due diligence surveys of lithium ion battery suppliers and magnet suppliers.

2018

- Verified 100 % of our tantalum Smelters participating in third-party certification program.
- Preliminary mapping of cobalt smelters in our supply chain.

2019

- Verified 100 % of our tantalum and tungsten Smelters participating in third-party certification.

2020

- 100 % of our 3TG smelters participating in third-party certification.
- Preliminary mapping of mica processors in our supply chain.

2021

- 100 % of our supply chain are certified or not sourcing 3TG from conflict area in DRC and Adjacent Countries.
- Expanded our Conflict Minerals Policy to create a Responsible Sourcing of Minerals Policy.

2022

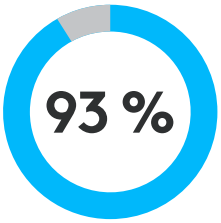
- 100 % of our supply chain are certified or not sourcing 3TG from conflict area in DRC and Adjacent Countries and CAHRAs.

COBALT

Although cobalt is not considered a "conflict mineral" under the Dodd-Frank Act, over 50 % of global cobalt mining takes place in the DRC, a country known for mining and human rights concerns. Cobalt is used in Logitech products' lithium-ion batteries, magnets, and other components. To address this, we initiated cobalt due diligence surveys in 2016, when we surveyed our lithium ion battery suppliers and magnet suppliers. Since 2018, we have leveraged established Responsible Mineral Initiative (RMI) tools to build capability in our supply chain and work with other RBA members to improve performance in this area.

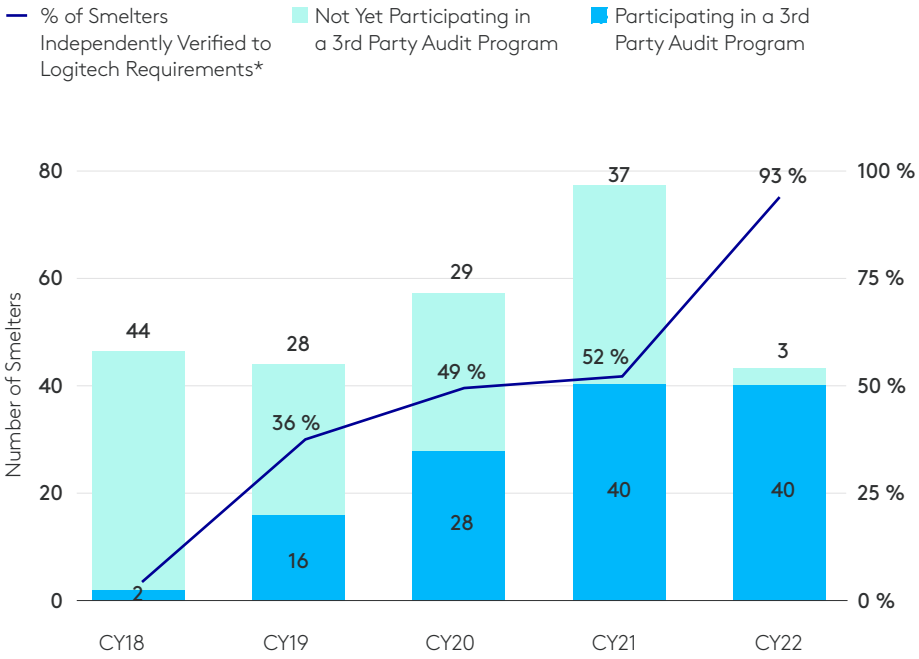
During the 2022 reporting period, we conducted an assessment of our supply chain and identified 52 Cobalt Suppliers. We ensured that all these suppliers actively participated in our training and due diligence initiatives, enabling them to identify any Cobalt Smelters they had within their supply chains. To streamline our approach, we adopted a similar strategy to our management of 3TG by utilizing RMI tools and engaging relevant suppliers to complete surveys using the RMI's Extended Minerals Reporting Template (EMRT).

To enhance the accuracy of supplier reporting, we organized additional training sessions and awareness programs. As a result, we witnessed a significant improvement in survey accuracy, leading to a reduction in the number of reported Cobalt Smelters in our supply chain, from 77 in 2021, to 43 in 2022. Moreover, our review of the reported Smelters revealed that 93 % of them are now actively participating in credible certification programs offered by the Responsible Minerals Assurance Process (RMAP).



OF COBALT SMELTERS MET LOGITECH'S RESPONSIBLE SOURCING REQUIREMENTS

COBALT SMELTERS



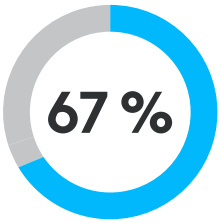
* Participating in a 3rd-party audit program or do not source from the DRC or adjoining countries or Conflict-affected and high-risk areas (CAHRAs).

MICA

Although mica is not considered a "conflict mineral" under the Dodd-Frank Act, human right concerns are associated with its extraction. In India and Madagascar, two major mica-producing countries, the mica supply chains heavily rely on artisanal and small-scale extraction methods, as well as manual processing. Unfortunately, recent reports have brought attention to the presence of child labor, illegal operations, and hazardous working conditions within the mica production and processing industry.[9] Additionally, mica mining also takes place in certain Conflict-affected and High-Risk Areas (CAHRA), where concerns regarding conflict and human rights abuses persist.

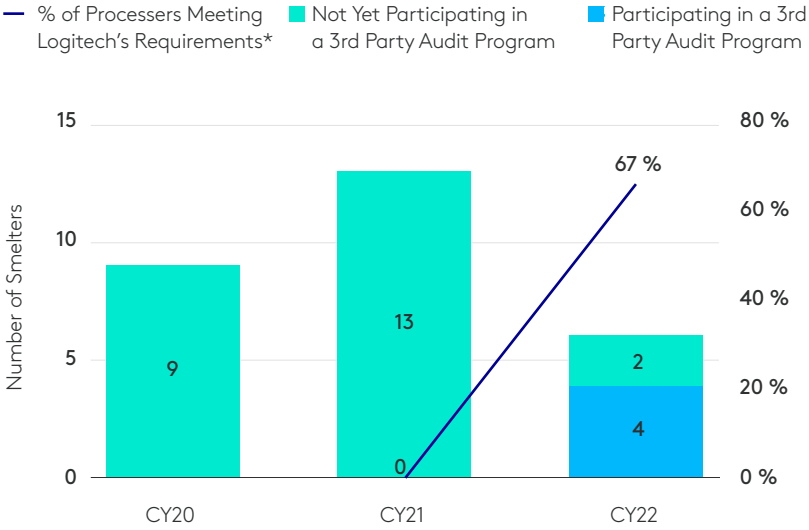
To address these issues, in 2020, we conducted a comprehensive risk assessment and identified the potential use of mica in the metallic pigments of paint and printing ink used in our products. Subsequently, we initiated capability-building efforts with a selected group of Tier 1 Paint Suppliers who supplied our factory. We collaborated closely with these suppliers to educate them on conducting due diligence checks for the relevant mica processing facilities and ensuring responsible sourcing practices.

Expanding our efforts in 2021, we extended our survey to include all relevant suppliers and identified 46 Mica Suppliers. It is worth noting that all these suppliers actively participated in our training programs and survey initiatives during 2022. Upon reviewing the information submitted by these suppliers, for the mica processing facilities in their supply chain, we found that 67 % of the reported processors are engaged in credible certification programs, such as the Responsible Minerals Assurance Process (RMAP).



OF MICA PROCESSORS MET LOGITECH'S RESPONSIBLE SOURCING REQUIREMENTS

MICA PROCESSING FACILITIES PARTICIPATING IN CERTIFICATION PROGRAMS



* Participating in a 3rd-party audit program or do not source from the DRC or adjoining countries or Conflict-affected and high-risk areas (CAHRAs).

FUTURE OUTLOOK

For 3TG, we will continue the established supplier engagement and capability training programs to ensure our suppliers remain vigilant and are diligent in their management and responsible sourcing of 3TG. We aim to maintain 100 % participation in our program and embed due diligence processes and a culture that ensures 3TG suppliers and Smelters can consistently and reliably meet our requirements year on year. We will continue to evolve our program to take into account emerging legal and best practice requirements, including due diligence requirements associated with the new EU

Batteries Regulations,[10] which will come into effect in 2025.

For cobalt and mica, we are planning to initiate Smelter Action Plans and scale up supplier capability-building in the coming year to drive us towards our goal of ensuring that all Smelters comply with our requirements year on year. As well as engaging our own Tier 1 suppliers, we plan to reach out to Smelters directly, to encourage them to participate in credible certification programs (RMAP).

CASE STUDY

SHARING OUR EXPERIENCE:

CAPABILITY-BUILDING WITH SUPPLIERS TO SHARE OUR VALUES AND RESPONSIBLE SOURCING STRATEGIES

To foster a stronger partnership with our suppliers and promote the adoption of responsible sourcing practices, we initiated a comprehensive capability-building program in 2022. Our efforts were centered around three key objectives.

1. Systemizing and integrating the existing high-level compliance of 3TG (tin, tantalum, tungsten, and gold) in our supply chain to ensure consistent and reliable reporting year after year.
2. Significantly enhancing the capabilities of our Cobalt Suppliers to increase the percentage of Cobalt Smelters that meet Logitech's stringent requirements.
3. Assisting Mica Suppliers in initiating the reporting of Mica Smelter compliance and achieving a high level of adherence to our standards.

To achieve these objectives, we organized multilingual training sessions in July 2022, prior to our annual survey. Over 270 suppliers actively participated in these sessions, which aimed to enhance their understanding of identifying 3TG, cobalt, and mica Smelters in our supply chain. We provided guidance on utilizing risk analysis and reporting tools developed by the Responsible Business Alliance (RBA) and outlined Logitech's expectations and standards.

The outcomes of our capability-building efforts were remarkable. We observed a significant improvement in the accuracy of survey reporting. Suppliers successfully eliminated Smelters that were not involved in Logitech's products, components, or materials. As a result, the percentage of Smelters complying with Logitech's requirements saw a substantial increase: from 52 % to 93 % compliance for Cobalt, and from 0 % to 67 % compliance for Mica. Building on the success of the survey, we are committed to offering ongoing support and development opportunities to suppliers through RBA e-learning modules, which are accessible to engaged participants on the platform.

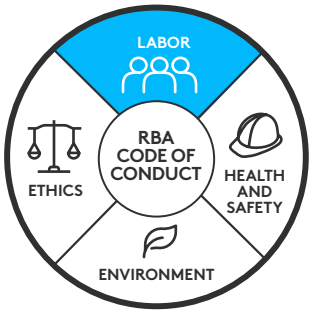
270+ SUPPLIERS
TRAINED IN RESPONSIBLE SOURCING STRATEGIES

> **"Thank you Logitech for the great sharing session and training course. We will share it with various departments within the company to make sure everyone pays attention to this topic.**
>
> **Logitech Supplier**

HUMAN RIGHTS AND LABOR

We believe all workers are entitled to compassion and respect. As part of our membership of the Responsible Business Alliance (RBA), we work with other companies in our sector to raise awareness of human rights issues in supply chains and uphold established human rights standards and respect for the human rights of all people.

RELEVANT SDGs

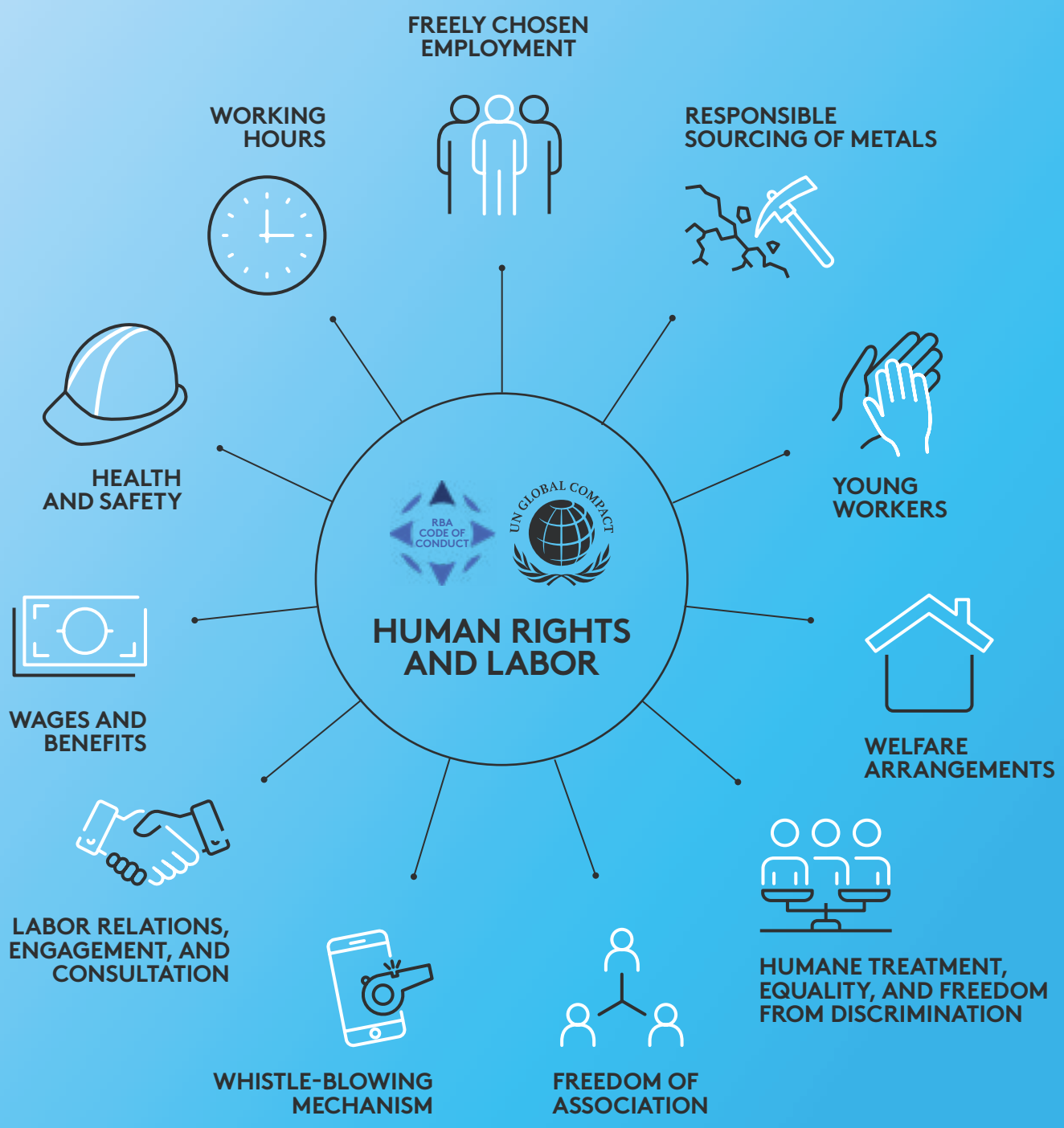


When it comes to managing human rights and labor at our production facility and in our supply chain, we adhere to the RBA Code of Conduct and the United Nations Global Compact (UNGC). These frameworks reflect international norms and standards, including the Universal Declaration of Human Rights, ILO International Labor Standards, OECD Guidelines for Multinational Enterprises, the UNGC Guiding Principles on Business and Human Rights and relevant ISO and SAI standards. Our commitment to human rights and labor is reflected in the Logitech Code of Conduct and our RBA Commitment Statement, which both apply to our own production facility, as well as in our entire supply chain.

As an RBA member, we adhere to RBA requirements and carry out due diligence processes to evaluate social performance and risks, including human rights compliance and risks. We employ the RBA's Self-Assessment Questionnaire (SAQ) and Risk Assessment Tool to assess, prioritize, and communicate our performance. Our production facility is subject to periodic third-party audits to verify compliance with the RBA Code, including the criteria relevant to human rights and labor management. These audits are carried out by RBA-approved auditors following the RBA-validated audit process (VAP), which comprises site observation, document reviews, and interviews with management and employees. Audit findings are reviewed and validated by an independent consulting firm to ensure accuracy and impartiality and are categorized as "minor," "major," or "priority". For all three categories of findings, Logitech, as the auditee, is given a specific duration to devise and implement Corrective Action Plans (CAPs) to address the identified issues and rectify them. Any potential, perceived, or actual violation of human rights and related RBA Code aspects are taken very seriously and prioritization is given to investigation and speedy determination of the root cause, along with capability-building to avoid longer term recurrence of the issue. During the most recent independent VAP audit of our factory in 2021 we were awarded a 'Silver' rating (see RBA certificate here).

The remainder of this section provides an overview of the key risks and management processes we have put in place to manage relevant issues.

OUR HUMAN RIGHTS AND LABOR PROGRAM



FREELY CHOSEN EMPLOYMENT

To demonstrate our commitment to providing employment opportunities that are freely chosen, and to comply with the California Transparency in Supply Chains Act, we released an annual Zero Tolerance Statement on Slavery and Human Trafficking beginning in 2012. This statement outlines the measures we have put in place to eliminate the risk of slavery and human trafficking and covers the requirement set forth by the UK and Australian Modern Slavery Acts of 2015, and 2018, respectively. Our Board of Directors, including our President and Chief Executive Officer (CEO) reviews and approves the statement each year.

Our requirements in relation to Freely Chosen Employment include zero tolerance for any type of forced, involuntary, or exploitative prison, indentured, bonded (including debt bondage), trafficked, or slave labor. In August 2022, we established a public-facing Responsible Recruitment Policy, which summarizes our requirements in clear terms and reflect RBA Code requirements. As communicated in that policy, we have zero tolerance for any type of forced, involuntary, or exploitative recruitment and employment, including use of prison labor, indentured labor, bonded (including debt bonded) labor, human trafficking, or slave labor. We prohibit withholding of employee documents (e.g. IDs, passports, work permits, etc.) under any circumstances and we recognize the right of all workers to have a written employment agreement in their native language. Workers may resign whenever they wish and Logitech cannot terminate an employment agreement without giving reasonable notice, with notice periods being defined in the contract. We do not charge workers' recruitment fees or retain wages under any circumstances and our payroll team verify that social insurance is always paid.

At our production facility, we work with a limited number of Dispatch Agencies[1] to supplement our own in-house capability to hire and manage the manufacturing workforce. Dispatch Agencies are subject to our normal supplier prequalification process and are audited a minimum of once annually. In addition, we require Dispatch Agencies to sign a special commitment letter to uphold the RBA Code of Conduct. This is additional to our normal contractual provisions for supply chain sustainability management. (For further information on our supplier auditing activities, as well as supply chain management, please refer to the Supplier Development section of this report).

In our supply chain, we expect and require the same standards of commitment, management, and performance as we practice in Logitech. We routinely enroll suppliers in relevant RBA training on this topic; our audit team regularly audit and check supplier performance with respect to this aspect of the RBA Code and maintain a similar level of vigilance when tackling this issue. An example of recent experience is shared overleaf.

CASE STUDY

SHARING OUR EXPERIENCE:

DRIVING RESPONSIBLE LABOR PRACTICES

In June 2022, Logitech auditors carried out a routine audit of a supplier facility in China, including confidential interviews with staff and employees. Interviewees reported cases of employees who had borrowed money from the Dispatch Agency were having their employee identification cards confiscated and retained by the Dispatch Agency, until the debt was paid in full.

We have a zero tolerance policy for forced or bonded labor and do not allow any employer in our supply chain to retain identification documentation at any time or under any circumstance. This finding was classified as a Priority Finding in relation to Freely Chosen Employment (RBA Code A1.4) and indicated the supplier did not have adequate and effective processes to ensure their suppliers implemented the Code (E12.2).

Because of the seriousness of this issue, our auditors triggered an on-site escalation to the supplier's leadership team and requested the immediate return of the identification cards to the affected employees by the supplier's Dispatch Agency. This was then followed by a period of deep engagement and capability-building to help the supplier understand the RBA requirements and empower them to manage their Dispatch Agency more effectively. We enrolled the supplier's responsible team and leadership team in mandatory training on this topic and we worked with the supplier to coach them on the corrective actions they needed to take, as well as teaching them how to mandate and drive corrective action by their Dispatch Agency. With our oversight and support, the supplier requested their Dispatch Agency to participate in training and broader capability-building to understand the RBA requirements and update their employment contracts and procedures to reflect those requirements.

Considering the seriousness of the issue, we also placed a requirement on our supplier to establish a whistleblowing mechanism for workers to report any such issues in the future, without fear of retaliation. With our support and coaching on what was required, the supplier established a process of monthly confidential interviews with a random selection of Dispatch Workers and established an awareness campaign to encourage workers to report any issues via WeChat or an anonymous suggestion box. This awareness campaign included posters on production floors, orientation training for new hires, and a mandatory requirement for line managers to communicate the process as part of their morning meetings. The supplier put measures in place to ensure feedback was readily available to any employees who used the system, and more recent supplier feedback indicates that more and more employees are now using WeChat to engage and communicate with management.

YOUNG WORKERS

Our Major Suppliers[2] are predominantly located in China, Malaysia, Taiwan, Switzerland, Vietnam, Mexico, and Thailand. According to the UNICEF Children's Rights Index, the majority of those countries are classified as having an "**enhanced**" risk for child labor.

We have a zero tolerance policy for child labor[3] and prohibit child labor in any aspect of our business or supply chain. Our policies and control measures reflect our commitment to good practice standards including:

- ILO C138 Minimum Age Convention, 1973;
- ILO C182 Worst Forms of Child Labor Convention, 1999;
- ILO-IOE Child Labor Guidance Tool for Business, ILO (2015);
- The OECD Due Diligence Guidance for Responsible Business Conduct (2018);
- The UN Guiding Principles on Business and Human Rights (2011).

In addition, and in accordance with the RBA Code, we ensure that all workers under the age of 18 are protected from any job that may harm their health or safety, such as night shifts or excessive overtime.

Our Responsible Recruitment Policy is reflective of RBA requirements and apprentices, interns, or student workers are only employed when that policy and RBA requirements are met. As a part of our internal and supplier audit programs, we periodically check worker identification and conduct interviews with a sample of employees to verify their age. Our approach ensures that we prioritize the safety, health, and well-being of young workers as well as eliminating the risk of child labor. We encourage suppliers to attend RBA e-learning and training on relevant topics (e.g. Young Workers, Responsible Recruitment) and routinely enroll suppliers in relevant training courses.

CASE STUDY

SHARING OUR EXPERIENCE

PROTECTING STUDENT WORKERS FROM UNFAIR CONDITIONS

In July 2022, our auditors carried out a routine audit of a supplier facility in China and found a number of cases where student workers had not been paid the legal minimum wage. This finding was noted as a Priority Finding against RBA Code provision A4.1. Logitech worked with the supplier to put an end to the identified practice and make sure RBA and Logitech requirements were clearly understood. Contracts were updated to eliminate all relevant noncompliant clauses and a total of RMB 154,590 of wages was paid to 99 student workers as a remedy. Our team also oversaw the supplier's establishment of a process for monitoring minimum wage requirements to ensure those requirements were respected and reflected in worker compensation.

WORKING HOURS

Our company supports the RBA Code of Conducts commitment to eliminate excessive working hours and the RBA's Position on Working Hours. We acknowledge that this remains a major challenge for Logitech and our industry as a whole. Excessive working hours often arise in our industry due to inadequate demand planning and forecasting, capacity planning constraints, shortened production time lines, and unplanned seasonal spikes in production demand. In addition, traditional compensation models frequently incentivize overtime by offering extra pay, which can sometimes encourage workers to request more working hours than what is permitted by local law or the RBA Code of Conduct. We understand the importance of addressing these issues for the benefit of workers' overall welfare and well-being.

In relation to our supply chain, and as outlined in the Supplier Development section of this Impact Report, the management of working hours is also a challenge in our supply chain. In 2022, we encouraged all our suppliers to participate in RBA training on working hours and we continue our efforts to raise awareness and build capability in our supply chain to ensure effective management and control of this important issue.

CASE STUDY

MANAGING WORKING HOURS

In CY21, VAP auditors identified two major findings in relation to working hours at our production facility. At our facility, all overtime hours are arranged on a voluntary basis and are requested by, or agreed with, workers directly and we do not permit workers to work more than 6 days a week without 1 mandatory day of rest. However, a sample of working hours indicated a number of cases where working hours exceeded 60 hours a week and our systems for control of working hours were judged to be inadequate. This finding is not in line with our commitment to upholding the RBA Code. We elevated and amplified our efforts at the factory to train, educate, and communicate good practices and approaches to enable better management of working hours at our production facility. We also continue to perform regular management reviews of performance.

WAGES AND BENEFITS

Our approach to the management of wages and benefits is fully aligned with the RBA Code of Conduct requirements. The RBA Code requires employers to ensure (1) worker compensation complies with all applicable wage laws, including those relating to minimum wages, overtime hours, and legally mandated benefits, (2) Workers are compensated for overtime, at pay rates greater than the regular hourly rate and the deduction of wages as a disciplinary measure is not permitted, and (3) Workers are provided with wage statements—and we carry out worker interviews to ensure workers know how to check and verify that they have received accurate compensation for any work performed. While we have not had any findings in relation to this topic for the last 3 years, in our third-party independent VAP audits, the results of our internal audit in the last year indicate management of this issue continues to be a challenge for our business, as described below.

HUMANE TREATMENT, EQUALITY, AND FREEDOM FROM DISCRIMINATION

Our company is committed to creating a safe and inclusive workplace, guided by the principles outlined in the RBA Code of Conduct. The Code emphasizes the importance of safeguarding workers from various forms of abuse and discrimination, including sexual harassment, corporal punishment, coercion, and verbal abuse. We have implemented comprehensive policies and disciplinary procedures to address these risks, ensuring that our employees are aware of their rights and the consequences of violating these policies.

Our commitment to diversity, equity, and inclusion extends beyond our internal operations to our supply chain. We recognize the value of promoting a culture that embraces different backgrounds, experiences, and perspectives. In our recruitment and employment practices, we prioritize fairness and nondiscrimination based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information, or marital status.

To ensure compliance with the Code, we conduct thorough audits and assessments of our facilities and suppliers. Our auditors closely examine the practices of security and medical personnel, review relevant procedures and company records, and conduct confidential interviews with employees. We also scrutinize wages, rewards, and training records to identify any signs of discriminatory practices. These efforts allow us to maintain transparency and accountability throughout our supply chain.

The emergence of concerns regarding the treatment of minorities in China and the associated allegations of forced labor have prompted us to strengthen our supply chain due diligence. We have collaborated with industry experts, including RBA insights and advisors, to raise awareness, review commodities and factories of concern, and survey our suppliers to ensure factories involved in such practices are not utilized. Additionally, we have implemented internal processes, such as our Change Control Management Procedure, to effectively manage factory locations and changes.

While we are pleased to report that our ongoing due diligence process has not identified any areas of concern, we remain vigilant and committed to continuous improvement. Third-party VAP audits and internal audits conducted over the past 3 years have not revealed any issues related to forced labor or mistreatment of workers.

By upholding the RBA Code of Conduct and prioritizing ethical practices, we strive to foster an environment that respects the rights and dignity of all workers, both within our organization and throughout our global supply chain.

LABOR RELATIONS, ENGAGEMENT, AND CONSULTATION

Ensuring open, two-way dialogue between managers and employees helps us build and maintain supportive, candid, trustworthy, and lasting relationships. We foster an open, collaborative environment where people feel empowered to give and solicit candid feedback. This philosophy and approach is communicated as part of employee induction and orientation.

At our production facility, we conduct regular team meetings and utilize WeChat to share company news and leadership updates in local languages. More formally, we conduct periodic worker interviews to collate and understand employee views; we provide suggestion boxes and an anonymous whistleblowing mechanism, which employees can use to submit comments in confidence.

FREEDOM OF ASSOCIATION

In compliance with local laws, we respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly. We also respect the right of workers to refrain from such activities. Workers and/or their representatives can openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.

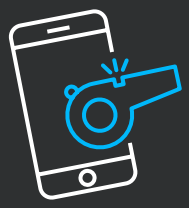
We maintain an open-door policy and provide workers with an opportunity to openly communicate and share their ideas and concerns with management on working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment. Key mechanisms of employee engagement are described further in the Stakeholder Engagement section of this report.

WHISTLEBLOWING

Every employee has the right and responsibility to report any observations, concerns, grievances, or issues relevant to our Code of Conduct. The Logitech Code of Conduct includes a specific and overt commitment to comply with local human rights laws for all countries in which we, or our suppliers, do business and references the fact that, as a global policy, we prohibit the use of forced labor, child labor, and unsafe working conditions in our own operations and in any of our suppliers' operations.

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. Reports to the hotline are investigated and managed in accordance with defined procedures, which are overseen by our Legal, People and Culture and Internal Audit functions and ultimately by our Board-level Audit Committee. We have a no retaliation policy – the identity of individuals who may choose to report issues are protected.

Our Internal Audit team is responsible for investigating allegations that are raised as a result of internal audits and certain submissions via the Ethics Hotline. Audit findings and remediation actions are reported to the Audit Committee on a quarterly basis.



EthicsPoint Whistleblower Mechanism
Confidential Toll-Free 24/7

RESPONSIBLE SOURCING OF MINERALS

Management of human rights risks related to sourcing of minerals and metals is a key part of our human rights program. For further information on this aspect of our sustainability performance, please refer to our Responsible Sourcing of Minerals Policy and the Responsible Sourcing of Minerals section of this report.

SAFETY, HEALTH, AND WELL-BEING

Our progress is fueled by creative, resourceful, and innovative people across the globe, both within Logitech, and in our supply chain. The safety, health, and well-being of all our people is what is most important to us.

We aim to safeguard the safety, health, and well-being of all employees and supply chain workers. We want to ensure individuals feel cared for, and employees and supply chain workers can respond safely and creatively to the fast-paced environment of our sector, and the challenges of a competitive marketplace.

HEALTH AND SAFETY

RELEVANT SDGs

OHSAS 18001
SINCE 2004

ISO 45001
SINCE 2020

Our Global Health, Safety, and Security Policy Statement, is a foundational policy, which applies to all elements of our business. It demonstrates the commitment of our executive management team to protecting our employees and ensuring that we are operating in compliance with legislative requirements. We implement training and communication programs across the business each year, to ensure employee awareness of the importance of health and safety management, and our key programs and provisions.

OUR PRODUCTION FACILITY

To help us ensure the safety, health, and well-being of our production facility workforce, we follow the RBA Code and have an integrated Environmental, Health, and Safety (EHS) management system. This management system was certified to OHSAS 18001 in 2004 and we transitioned to ISO 45001 certification in July 2020. Our EHS Management System includes an EHS Policy, as well as procedures and programs, which drive identification, assessment, and evaluation of health and safety performance relative to applicable legal requirements, as well as continual improvement of our health and safety performance, in line with industry good practice, and the RBA Code of Conduct.

At our production facility, a team of internal Health and Safety auditors audit different work areas periodically, under the direction of an established EHS Committee. This process and oversight helps ensure proactive consideration of potential hazards, risks, and control measures. Compliance with ISO 45001 and the RBA Code of Conduct is also audited annually by an independent third-party. We have maintained our H and S certifications year on year and achieved a 'low risk' SAQ score in the RBA Validated Audit Process (VAP).

A number of health and safety initiatives are delivered year on year to ensure regulatory compliance, good practice, and continual improvement of health and safety performance at our production facility.

Some examples include:

- employee health surveillance and third-party testing of work areas to ensure air quality conforms with occupational health standards;
- annual safety training for all contractors to understand safety hazards, high-risk contractor work, and work authorization requirements;
- risk assessment of equipment and technology across our production facility to identify opportunities for improvement; and
- drills and other tests of our emergency response provisions and procedures for various hazards (fire, first aid emergencies, spills, etc.) to improve employee awareness of procedures and provide refresher training.

For key data on our health and safety performance, please refer to the Data section of this report. In CY21, VAP auditors identified one minor finding at our own production facility, relating to the need for an indoor muster point to ensure the safety of workers in the case of an emergency occurring during extreme weather. Logitech has an established outdoor muster point but an indoor muster point had not been established. As an outcome of the audit, we identified an indoor muster point in a neighboring third-party facility and made arrangements to use this muster point in the case of an emergency at our production facility. We updated the instruction signs and training materials for employees to reflect this provision and verified the appropriate close-out of the audit finding with our corrective action plan.

OUR OFFICES

Our global portfolio of offices varies from small, leased, serviced offices, to larger, self-managed regional and country headquarters. At our smaller offices, health and safety services are usually provided by the landlord. At larger, self-managed offices, we implement and directly manage our own health and safety programs to ensure compliance and to provide a safe, secure, and comfortable environment for our employees.

Employees in our larger offices around the world are actively involved in voluntary health and safety roles, such as health and safety committee members, first aiders, emergency response team members, etc. These local activations and training programs are supported by broader company programs, which are implemented virtually and in-person via third-party specialist support.

CASE STUDY

SHARING OUR EXPERIENCE

HEALTHY WORKING PROGRAM PLUS

Sharing our experience: Following the success of our 'Healthy Working Program' in 2021, we recently expanded the existing program to create 'Healthy Working Program Plus' in 2022. The e-learning format continues to be particularly suited to the new hybrid and remote working environment. This updated program continues to support our employees in working comfortably and safely, irrespective of where they are working (i.e. remote, office-based, hybrid, etc.), and includes ergonomic training that is tailored for the individual's specific situation and working experience.

OUR SUPPLY CHAIN

Our commitment to the safety, health, and well-being of production line workers extends beyond our own workforce to include factory workers in our supply chain. We work in partnership with our suppliers to drive good practice and continual improvement of health and safety performance.

Our framework for the management of health and safety in our supply chain is the RBA Code. Compliance with the RBA Code and our Global Health, Safety, and Security Policy Statement, is a requirement of doing business with Logitech. Our standards require suppliers to ensure legal compliance, drive continual improvement, manage the key risks associated with our industry, and implement a health and safety management system in line with the expectations of ISO 45001.

RBA CODE OF CONDUCT

Responsible Business Alliance

Advancing Sustainability Globally

RBA CODE OF CONDUCT ELEMENTS RELEVANT TO SAFETY, HEALTH AND WELLNESS

HEALTH AND SAFETY

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

MANAGEMENT SYSTEMS

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

We audit health and safety as part of our supplier auditing program and work with suppliers to raise understanding of health and safety standards. As shown in the Supplier Development section of this report, approximately 25 % of audit findings in CY22 related to health and safety, making it the second most important area of findings (second to Labor, at 36 %). Our auditors maintain vigilance with respect to the key risks associated with our industry and the top 3 issues that we tend to see in our supply chain relate to: emergency preparedness, management of occupational injuries and illnesses, and industrial hygiene. For any and all identified issues, we work with the supplier to raise awareness of Logitech expectations and good practice requirements, and support training and capability building. For example, training in chemical management was one of the top 10 training courses undertaken by suppliers in 2022 and this training provides relevant guidance and education on a key topic of concern for our sector. For further information on our supplier auditing and development activities, please refer to the Supplier Development section of this report.

BUSINESS CONTINUITY

As part of our Global Business Continuity Program, we are continuously assessing 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 the communication channels that may be necessary for affected stakeholders, and include details of how to resume controlled operations are primed for any emergency. We are also conducting regular refresher training and desktop crisis simulations for all staff.

In April 2022, we completed a third-party review of our Business Continuity Program. The outcomes of that process were reviewed by Logitech leadership and are a reflection of our commitment to continuous improvement of our capabilities in these areas.

WELL-BEING PROGRAMS

FLEXIBLE WORKING ARRANGEMENTS

In the post-pandemic working world, we aim to help our employees to build their working days to suit themselves. Logitech has always supported working flexibility as a reflection of our values. In our values statements, we communicate to employees that "we're flexible on helping you get what you need to get done, personally and professionally. At work, we focus more on what you achieve and who you need to work with than what time of day, or where you choose to work on something." In our future way of working, we hope that the office will be the place where we fulfill the human need to connect and interact socially - it will be the place where people choose, and want to come to whenever they need to spark creativity, innovation, and collaboration with other, diverse, like-minded individuals. We are continuing to design our work spaces to support our employees particular needs at different times and life stages i.e. social/collaborative spaces, quiet rooms, prayer rooms, mother's rooms, etc. We have also established a global work-from-home equipment contribution that provides our employees with a suitable ergonomic environment from where they can comfortably work remotely.

LOGIWELLNESS, BENEFITS AND TIME OFF PROGRAMS

At Logitech, we are committed to creating and supporting a culture of wellness, equality, and inclusion. We provide all employees in the countries where we operate with core benefits and wellness offerings, including medical health insurance coverage, retirement saving options, life insurance, paid time off, and generous leave and disability protections. Our philosophy at Logitech is to focus on 'the whole person". We offer benefits and wellness options that support employees with every facet of their lives, both inside and outside the workplace, and we have introduced a number of global programs to support every employee's health and well-being.

The benefit programs described in this section are offered globally, to regular, full-time employees. In addition, benefits for part-time and fixed-term employees are offered in line with legal requirements.

> **"I value the fact that Logitech sees employees as human beings with families and a life outside of work. The balance of ensuring people are healthy and happy remains as the top priority, that I value a lot.**
>
> **Logitech Employee**

> **[They] really helped me to understand what was happening to me internally and how to work on it to improve my well-being.**
>
> **Logitech Employee**

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Our Employee Assistance Programs are voluntary work-based programs that provide confidential and free counseling and resources on a variety of topics to employees and their family members to support their total well-being. The support that is provided covers issues such as, improving relationships, managing life changes, improving esteem and confidence, and achieving work-life harmony as well as helping with child or elder care needs, continuing improvement/education, legal resources, and staying healthy. EAPs have always been available to our US-based employees and we extended the program globally in 2019. Many employees in other countries, particularly in the Asia-Pacific region, took immediate advantage of this new offering, which was in place prior to the COVID-19 pandemic.

WELLNESS REIMBURSEMENT

To support employees' health and fitness, we provide a wellness reimbursement program. This program is flexible and supports a wide range of wellness activities that may be meaningful and relevant for each individual employee. Over 60 % of our employees participated in this program in 2022. 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, or wellness app subscription fees.

WELL-BEING PLATFORM

We continue to evolve our well-being platform to provide employees with tools and resources that they can customize to match their personal needs and interests, such as emotional well-being, creating healthy habits, or increasing daily activity. Employees have on-demand access to courses, training, and articles related to mindfulness, resilience, yoga, stress reduction, sleep, and other well-being topics. In addition to the monthly healthy habit challenges that are offered in the platform, we continue to offer global activity challenges to our employees every quarter. These challenges bring employees together to create teams and compete for the top place on leaderboards.

MENTAL WELLNESS PROGRAM

We know that mental health is just as important as physical health and that mental health treatment is not a one-size-fits-all solution. In October 2021, we launched a new global mental wellness program (Modern Health) that enables individuals to access 1:1 coaching sessions with a certified mental health coach as well as 1:1 sessions with licensed clinical therapists. The solution is also available to family members of Logitech employees. In 2022, we had more than 290 members who engaged in 1:1 care and had above-average usage of digital content. In addition to 1:1 sessions, employees have access to unlimited group support sessions, unlimited chat, and text with coaches, and a library of guided meditations and self-paced, digital courses to take care of their personal well-being when they need it.

Responses to Modern Health's monthly well-being assessment indicate our employees had a Workforce Well-being Index of 67 in the calendar year 2022, which exceeds the average index achieved by Modern Health's other clients (55). 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.

> **Logitech has practiced what it preaches on work-life balance. Logi Days are great, and health benefits and encouragement are real game changers.**
>
> **Logitech Employee**

"

Being a new parent I really value our Logi thanks days and also wellness reimbursement. Little things like that I really have come to appreciate much more now.

Logitech Respondent
Employee Survey
December 2022

HEALTH CARE COVERAGE

Logitech provides a competitive benefits package that is globally consistent and locally competitive. The goal of our programs is to enhance the health and well-being of our employees and their families. At a minimum, our benefits include statutory and core benefits such as medical, savings/retirement, life insurance, and leave/disability. Depending on location, employees can also enroll themselves and their eligible dependents in medical, dental, vision, telehealth, and health reimbursement plans. Logitech is committed to reducing barriers to healthcare for employees. In response to the U.S. Supreme Court's decision to overturn Roe v. Wade, Logitech expanded benefits for full-time employees in the U.S. to cover up to $10,000 per year per employee for meal, lodging, and transportation expenses when traveling out of state to access pregnancy termination services.

PARENTAL LEAVE

In October 2020, we introduced parental leave to support employees and their families. We provide a minimum of 18 weeks of fully paid time off within the first year of the child's life for all parents welcoming a new child through birth, surrogacy, or adoption. Our parental leave is available to all birth and non-birth parents – regardless of their gender, sexual orientation, or length of service. We believe employees should receive the support they need as new parents, regardless of where they are in the world, and we want to give every parent the opportunity to have more time with children that are new to their family. This benefit is offset by, and runs concurrently with, any local maternity or paternity/parental leave benefits.

BEREAVEMENT LEAVE

Regular employees are eligible to take up to 5 days paid bereavement leave for death of an immediate family member (spouse/partner, children including pregnancy loss/miscarriage, parents, siblings, grandparents, grandchildren). This time off runs concurrently with any applicable statutory entitlements for bereavement leave.

"

LogiThanks Weekends! They are something special and unique to Logitech and show how much leadership cares about employees' emotional, physical and mental well-being.

Logitech Employee

LOGITHANKS DAYS

In response to what we heard from employees through our LogiPulse engagement surveys, we introduced LogiThanks days in FY21 which provided a number of additional days of paid leave for all employees globally. During FY22 and FY23, we extended the LogiThanks days to provide four LogiThanks long weekends each year (i.e. 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, employees have the opportunity to disconnect and recharge.

MEETING-FREE FRIDAYS

Meeting-Free Fridays were initiated to encourage employees to keep Fridays meeting free, to allow time for individual employees to be creative, get through their emails, or have meaningful time to focus on individual tasks or projects.

ESPP

Logitech's Employee Share Purchase Plans offers eligible employees the opportunity to purchase Logitech shares through regularly scheduled payroll deductions that are applied toward the purchase of shares, at a discount from the current market price. The primary purpose of this plan is to provide employees with the opportunity to acquire ownership in Logitech. ESPP is offered to the majority of our employees and we are always looking to expand the program globally, where legally permitted. Currently, our ESPP program is offered to 98 % of regular full-time and part-time employees.

SERVICE AWARD PROGRAM

Career celebrations are important to us. They give us a chance to appreciate our employees and all that they have contributed over time. With our Service Award Program, we celebrate employees who reach their 5, 10, 15, 20, 25, 30, 35, and 40-year milestones in a way that is unique to Logitech.

SUPPLIER DEVELOPMENT

Our continued success is coupled with the continued success of our suppliers. We aim to establish long-term relationships with our suppliers based on our shared value of ethics, good practice, and commitment to the United Nations Global Compact (UNGC) and Responsible Business Alliance (RBA) Code of Conduct.

INTRODUCTION

RELEVANT SDGs

Logitech's manufacturing operations consist principally of final assembly and testing. Since 1994, we have had our own manufacturing operations in Suzhou, China, which currently handles approximately 40 % of our total production of products. We continue to focus on ensuring the efficiency of the Suzhou facilities through the implementation of quality management, automation, process improvements, and employee involvement programs. We outsource the remaining production to Contract Manufacturers and Original Design Manufacturers located principally in Asia. Both our in-house and outsourced manufacturing operations are managed by our worldwide operations group. The worldwide operations group also supports the business units and marketing and sales organizations through the management of distribution centers and the supply chain and logistics networks.

At this facility, we are primarily engaged in the assembly and testing of components that are supplied by a network of Component Manufacturers. The remainder of our revenue is generated from products that are manufactured by Joint Design Manufacturers (JDMs) and Contract Manufacturers who are working to our specifications, policies and standards and with our oversight.

According to the RBA Code, a "Major Supplier is a supplier who account for 80 % of a company's direct spend." Our Major Suppliers are located in China, Taiwan, Malaysia, Switzerland, Vietnam, Mexico, and Thailand. Those direct (Tier 1) suppliers are supplied by a broader network of other suppliers further upstream (Tier 2 and beyond).

We work in partnership with our suppliers to ensure Logitech products are produced in accordance with all relevant legal requirements, and adhere to good practice sustainability standards and quality standards. As RBA members, we require our Tier 1 suppliers[1] to adopt the RBA Code and implement similar supply chain management programs for their own supply chains.

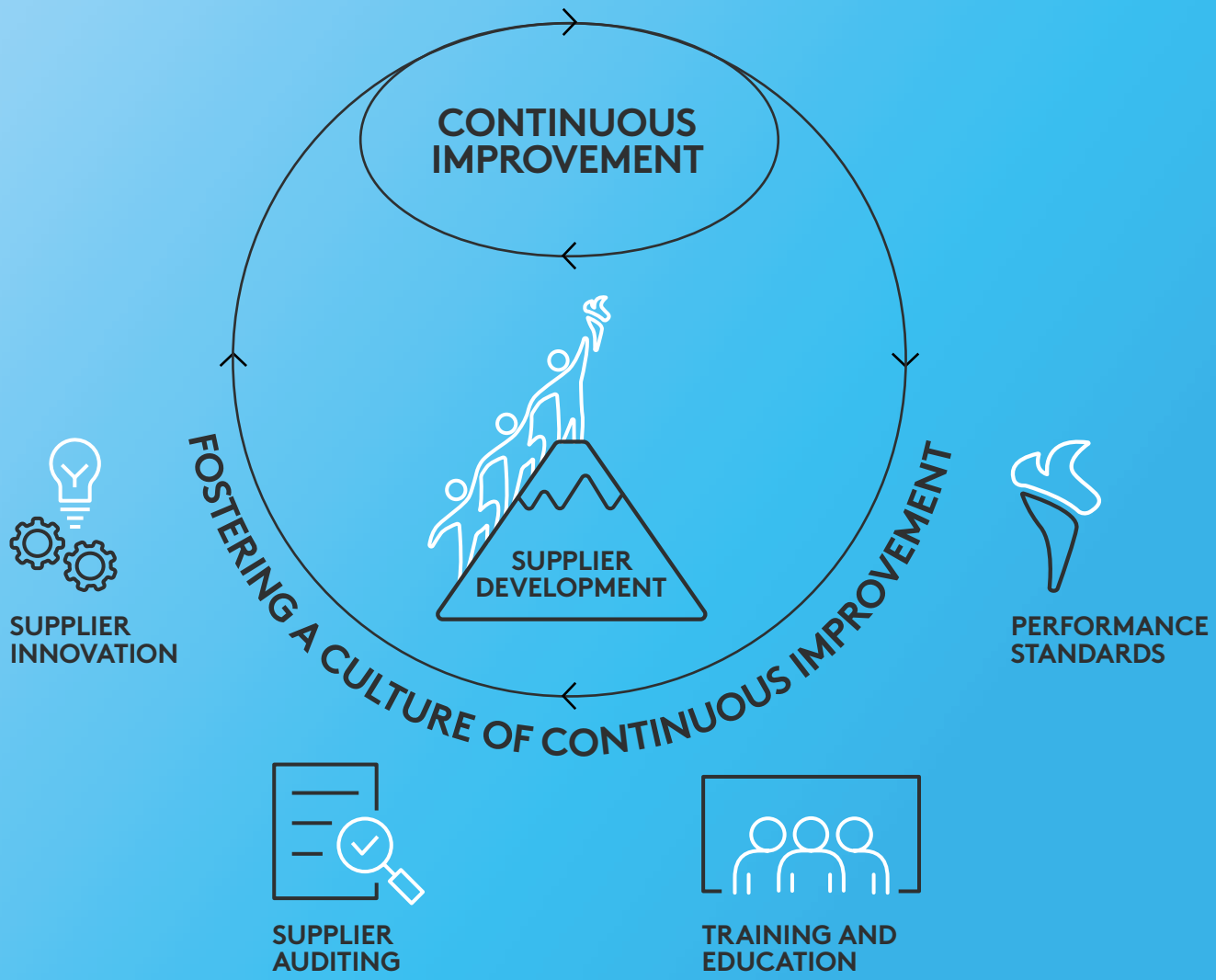
OUR APPROACH

We believe we have an obligation to help develop the companies that we chose to work with. We prioritize open and transparent collaboration and capability-building to drive continuous improvement. Our role is as a leader in the development process, rather than an outsider coming in to impose checkbox compliance.[2] We do of course require suppliers to meet our standards for quality, environment, labor, safety, and ethical practices, but we also work with our suppliers to empower them to take ownership of improvement opportunities and develop their own solutions. And we expect our suppliers to drive this same culture of continuous improvement in their supply chains.

Our approach to supplier capability-building reflects several key levers of change.[3]

- Clear performance standards: We establish clear performance standards and expectations for suppliers to ensure 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 RBA's Code of Conduct and auditing tools helps us ensure our approach is consistent with other peer companies in our industry and this magnifies the opportunity for suppliers to understand the importance and relevance of best practices, for Logitech, and beyond Logitech.
- Comprehensive supplier auditing: We carry out regular supplier audits, to ensure our suppliers understand our performance standards and expectations around social, environmental, and ethical good practice. Audits are carried out by experienced professionals who understand local and cultural sensitivities, as well as the risk profile and business environment that our suppliers are working in.
- Training and education: We provide supplier training to help our suppliers meet our requirements and develop further. We leverage RBA training programs and materials to push suppliers towards bite-size training that is appropriate for our industry. In addition, we develop our own capability-building programs to address specific needs and supplement this industry-wide training.
- Fostering culture: We build long-term relationships with our suppliers and share our culture of open and transparent communication and collaboration to foster a culture of continuous improvement. We partner with suppliers to encourage them to be open about performance challenges and we share our experience and learnings with others. We believe this approach is critical to deliver positive and transformational change over time.
- Supplier innovation: Our innovation engine is often fueled by inputs and innovation with our suppliers. With our CIP Awards and Future Positive Challenge, we are creating innovation opportunities within and outside Logitech to incentivize and encourage innovation, and encourage individuals to rethink traditional ways of working.

OUR SUPPLIER DEVELOPMENT PROGRAM KEY ELEMENTS AND GUIDING PRINCIPLES



PERFORMANCE STANDARDS

As a small company, playing in a global market, we recognize the value of collaboration. We joined the Responsible Business Alliance (RBA) in 2007 to collaborate with industry peers and competitors alike, and codevelop standards, tools, and programs addressing the sustainability challenges facing our sector today.

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.

THE RBA CODE OF CONDUCT

We have adopted the RBA Code in full, as indicated in our RBA Code Commitment Statement. It is 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.

The RBA Code is embedded in our due diligence process for new supplier qualification and onboarding as well as our processes for mergers and acquisitions. Compliance with the RBA Code and our sustainability requirements is incorporated into all significant investment agreements. By default, we require our suppliers to apply the RBA Code to their own supply chain, thus driving the adoption of the RBA Code across our full value chain.

In support of the RBA Code, we have also developed our own policies and standards around specific topics of importance for supply chain management. Examples of these policies can be found on our website.

THE RBA CODE OF CONDUCT

LABOR

- Freely chosen employment
- Young workers
- Working hours
- Wages and benefits
- Humane treatment
- Non-Discrimination/ Non-Harassment
- Freedom of association

ETHICS

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

ENVIRONMENT

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

HEALTH AND SAFETY

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

MANAGEMENT SYSTEMS

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

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 process 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.

Our in-house auditing team are all highly experienced auditors and replicate the RBA's VAP using RBA-endorsed audit protocol and tools. We also use independent, third-party auditors, where needed, to supplement our in-house capability and our own production facility at Suzhou is also subject to periodic VAP audits.

Typically, our audit program involves on-site audits of supplier factories. Our audit teams meet with supplier management, inspect the facility, review documentation, and carry out interviews in private and in confidence. During CY22, travel to site was not always possible due to travel restrictions associated with COVID-19 and we increased our focus on desk-based audits during these times. This approach allowed us to maintain our goal of ensuring 100 % of Major Suppliers, JDMs, and new suppliers were audited.

We have a comprehensive audit program.

- We audit 100 % of our Major Suppliers.
- We audit 100 % of our Joint Design Manufacturers (JDMs) (even though some of our JDMs do not meet the definition of a Major Supplier).
- We audit 100 % of new suppliers against Priority Aspects[4] of the RBA Code and legal requirements.
- 100 % of our suppliers are required, by contract, to adopt the RBA Code and put supply chain management systems in place for their own suppliers.

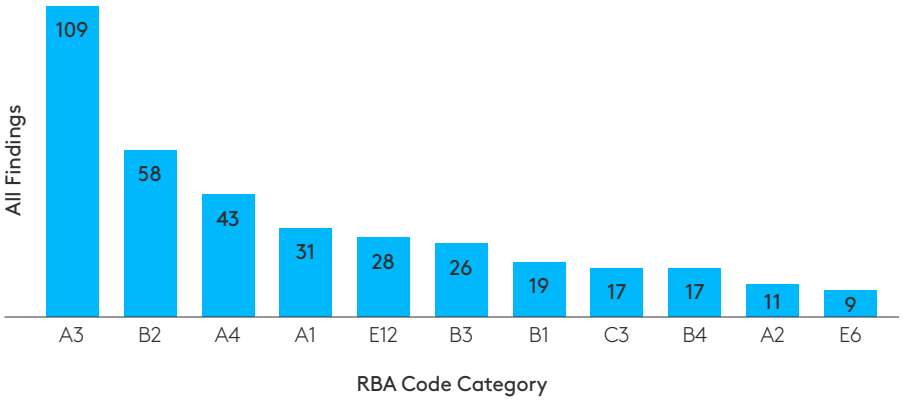
THE PERFORMANCE METRICS FOR OUR AUDIT PROGRAM FOR THE LAST CALENDAR YEAR CAN BE SUMMARIZED AS FOLLOWS:

	CY22
MAJOR SUPPLIERS	
Number of Major Supplier Factories	60
% of Major Supplier Factories Audited	100 %
Number of High-Risk,[5] Tier 1 Major Supplier Factories	6
NEW SUPPLIERS	
Number of New Supplier Factories	24
% of New Supplier Factories Audited	100 %
ALL AUDITS	
Total Number of Audits Completed (On-Site Or Desktop)	265

We share our experience of typical issues that arise in our supplier chain in various sections of this Impact Report (see Responsible Manufacturing, Safety, Health and Well-being, Human Rights and Labor). In all cases, our intention is to openly share our experience by acknowledging the real and practical challenges that arise in our industry and in global supply chains; we also talk about how we approach the issues that we have identified and how we help our suppliers to develop and grow with us.

In addition to reporting on individual findings, we analyze trends in audit findings over the course of the year to identify hot spots of supplier performance. These insights help us build out training and development programs and design our audit plans for the forthcoming year. An overview of the top ten categories of audit finding in CY22 is provided below. A corrective action plan is developed for every finding that is identified in our audits. Our own capability programs (described later in this section) then aim to address the underlying root cause of these findings through deep engagement with our top suppliers.

TOP 10 RBA CATEGORIES OF FINDING



A3: Working hours, B2: Emergency preparedness, A4: Wages and benefits, A1: Freely chosen employment, E12: Supplier responsibility, B3: Occupational injury and illness, B1: Occupational safety, C3: Hazardous substances, B4:Industrial hygiene, A2: Young workers.

QUARTERLY BUSINESS REVIEW

As part of our Quarterly Business Review (QBR) process, we consider sustainability performance as an integral part of supplier performance to inform our supplier strategy and business decisions. The QBR process involves a desk-based audit of six main categories of supplier performance: engineering, sustainability, quality, demand/supply capability, new product introduction, and commercial aspects.

For the quantitative part of the QBR process, engineering performance carries a 25 % weighting, and other categories of performance (including sustainability performance) each carry a 15 % weighting. However, the quantitative scoring process is only one part of the QBR process, which includes qualitative consideration of each supplier's alignment or compliance with the spirit of our sustainability commitments, policies, goals, and objectives. Suppliers who receive high QBR scores are categorized as 'preferred'. These suppliers benefit from additional development opportunities, including a greater opportunity to expand their business relationship with us. Suppliers with low QBR scores are subject to additional auditing and commercial restrictions, (e.g. no new contracts), and ultimately termination if their performance does not improve in line with agreed time lines.

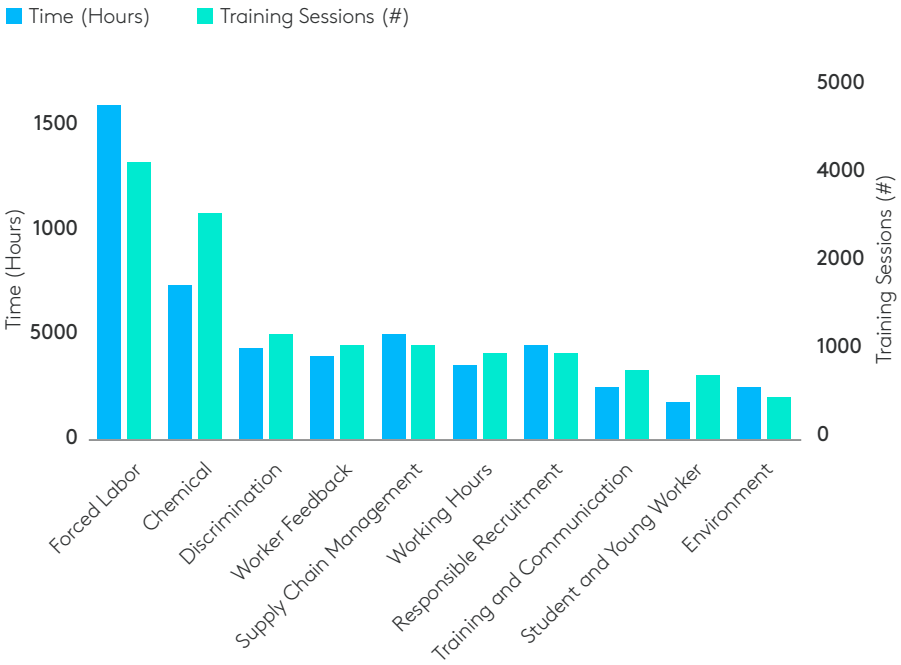
SUPPLIER TRAINING AND EDUCATION

In addition to our auditing activities, we host and facilitate supplier training events. As part of these activities, we facilitate discussion of Logitech's sustainability expectations and standards, as well as international good practice standards. We create forums that help suppliers share their experience of best practices and lessons learned with each other. We also connect our suppliers with RBA capability-building sessions and development resources, encourage their participation in RBA training and assign certain e-learning courses to specific suppliers, to drive improved awareness and education.

Over the last year, our suppliers completed nearly 6,500 hours of RBA e-learning courses, covering a range of important sustainability topics including forced labor, recruitment, migrant workers, ethics, human rights, discrimination, worker voice, worker participation and grievance management, supply chain management, working hours, and young workers.

>6,450
SUPPLIER TRAINING HOURS

TOP 10 RBA TRAINING COURSES ACCESSED BY LOGITECH SUPPLIERS



In addition to these RBA online learning sessions, we implemented a Logitech Supplier Capability Program as described on the following page.

9

MAJOR SUPPLIER FACTORIES ENGAGED IN LOGITECH SUPPLIER CAPABILITY PROGRAM

JULY–NOVEMBER 2022

(See overleaf)

CASE STUDY

LOGITECH SUPPLIER CAPABILITY-BUILDING PROGRAM

In 2022, we identified nine supplier facilities that we wished to work with on focused capability-building. Our experience indicated these nine facilities did not have a full understanding of RBA Code requirements and were not openly sharing data and information during our routine audits. Our auditors determined each factory team would benefit from deeper engagement with Logitech to share our culture of collaboration and to build understanding and buy-in for positive change. With these goals in mind, we ran online and in-person capability sessions and roundtable sessions from July to November 2022 to:

- enhance supplier understanding of good practice requirements;
- build trust and transparency to deliver a culture of continuous improvement; and
- help the suppliers establish management systems for monitoring and improvement of social, environmental, and ethical performance.

The sessions covered the following three key aspects and suppliers were encouraged to share their own experience and learn from others.

- Optimizing Process: Managing environment, health and safety, and responsible recruitment.
- Corrective Action Planning: Enhancing supplier understanding of RBA Code requirements and successful corrective action planning.
- Train-the-Trainer and the "ADDIE" model of training: The ADDIE model of instructional training provides a framework for Analyzing training needs, Designing and Developing training programs, Implementing training and Evaluating outcomes. We have found it useful for developing supplier capability to train-the-trainer.

OUTCOMES

- Over the course of the training, our team reported a notable change in supplier attitudes and mindset. Supplier understanding moved away from a mindset of focusing on "catering for customer audits" to embracing personal and company responsibility for learning more about good practice and legal requirements to drive positive change.

CASE STUDY

- With a new understanding of our culture and way of working, we found suppliers were more committed to sharing their experience of key challenges with Logitech and other suppliers to build awareness and understand how key challenges could be faced and addressed in daily operations.
- We also experienced deeper engagement and support from top management at these supplier factories as the full team became more aware of the importance and value of prioritizing sustainability needs.
- Before this capability-building initiative, our audits indicated these supplier factories were experiencing key challenges in relation to management of wages and working hours, ethics, and governance. After our capability-building sessions, there was a notable reduction in the number of findings at these factories across these categories.
- Following on from the very positive feedback from attendees at the session, we are working to develop similar initiatives and programs for next year.

"In this training, I can see the different good practices from each company. It brought us lots of ideas on training course development and implementation. The sharing and training courses are helpful. Thank you!

Training Participant

SUPPLIER INNOVATION

OUR CONTINUOUS IMPROVEMENT PROCESS (CIP) AWARD

Twice a year, Logitech runs a program known as the Continuous Improvement Process (CIP) Awards that invites and incentivizes employees and some of our Major Suppliers to find ways to innovate our business and manufacturing processes and look at how we can make our products, services, and operations more sustainable.

The awards are facilitated by Logitech's Quality Team and reflect the engagement of 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. Two examples of CIP projects reported in the last year follows.

CASE STUDY

SHARING OUR EXPERIENCE

INNOVATION IN INJECTION MOLDING TO ELIMINATE WASTE

In FY22, Logitech initiated an innovative project to explore the potential for transitioning from cold runner systems to hot runner systems for injection molding.

When an injection molding process uses cold runner systems, it means the molten plastic is injected into the mold for the part via a cold channel. As a result, the molten plastic solidifies in the channel and creates waste plastic pieces, such as spurs that have then to be removed from the final part and wasted. With hot runner systems, the molten plastic is injected into the mold via a heated channel. Because the channel is heated, the molten plastic does not solidify in the channel and thus no spurs are generated, so waste is avoided.

Since we started this project, we have transitioned more than 24 gaming mice molding setups from cold runners to hot runners, and this has enabled us to increase raw material utilization efficiency, reduce plastic waste, and reduce processing time.

CASE STUDY

SHARING OUR EXPERIENCE

AUTOMATION OF PACKING LINES TO ELIMINATE WASTE

In 2022, the Logitech team identified a higher than usual defect rate for the packaging produced at one of our supplier facilities for the Logitech MK470 Slim Wireless Keyboard and Mouse Combo.

A root cause analysis of the quality impacts indicated defect and waste materials were being produced because the box of the product was often folded incorrectly, or corners were broken, or labels were often damaged or not correctly applied. The root cause of these issues were identified to be human error and the complexity of the packaging design and workflow needed. The team estimated challenges associated with folding were resulting in a 2 % defect rate and challenges associated with labeling were creating an additional 3 % defect rate.

The decision was taken to address this issue through automation and the introduction of machines for folding and sealing. Logitech worked with the supplier's machine manufacturer and team of mechanical engineers to install machinery and automate the folding and sealing of packaging and eliminate the excessive defect rate. This innovation successfully reduced the defect rate for the box-folding process and sealing process from 2 % to 0.01 %, and from 3 % to 0.01 %, respectively.

CASE STUDY

SHARING OUR EXPERIENCE

FUTURE POSITIVE CHALLENGE

Future Positive is a program established to support engagement with our supply chain and external parties to access and explore the validity of sustainability innovations that we may consider applying at scale to our business.

Many of the legacy technologies (e.g. semiconductors, batteries) and materials (e.g. resins, PCB substrates) that are currently used in consumer tech have been created and commoditized without considering their sustainability impact. In order for consumer tech companies to achieve our climate action commitments we need to adopt next generation and lower impact technologies and materials into our product designs. This may require us to take an active role in discovery and development of those next generation technologies and materials. We call this program Future Positive and it involves both specific future scouting and innovation pipeline development.

The Future Positive Challenge was developed to enhance our innovation pipeline and incentivize innovation in the technology sector. It is led by Logitech's Sustainability team and it aims to include disruptive companies, startups, and pioneering engineers who are driving sustainably led changes in the consumer electronics and related supply chain. We know that our industry sector needs to balance available resources with environmental impact. We want to find partners who have the desire to make a meaningful contribution to a positive future by sharing this vision and working to make it a reality in their respective areas of influence and expertise. The opportunity areas we are looking at include more sustainable versions or alternatives to current PCBs, energy and storage, acoustics, and sustainable materials.

For the 2022–2023 Challenge, we received 95 individual submissions. We filtered these for relevance and potential and 25 applications were invited to pitch. Of these, four of the winners have been selected. Two of them are our existing AVL of Logitech suppliers and two are from public submissions. This open approach helps us to identify early stage developments in the field and to support a relationship with those developments where the technology they propose supports our long-term development road map and breakthrough opportunities on designing for sustainability.

We invite winners from the challenge to work with Logitech to move from proof of concept to the potential implementation of the capability. We are lending our interest, knowledge, and brand to support their mission to scale, while remaining grounded in the potential of each of the offerings.

We intend to continue this Future Positive Challenge and are looking forward to exploring new technologies and critiquing those for future possible applications to our products and supply chains, where appropriate and in an effort to reduce our environmental impact. We will continue to develop the platform and our reach of the network to attract more proposals and interested innovators into the future.

> **"We want to make sustainability a pervasive part of supply chain sourcing and manufacturing. We're targeting areas where we have the greatest potential to create value and lead the way.**
>
> **Robert O'Mahony**
> Head of Sustainability

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ABOUT THIS REPORT

We share our impact in a visible way to empower stakeholders with information. Through disclosure and transparent reporting, we build trust, accountability, and credibility.

SUSTAINABILITY REPORTING

We are often asked what we mean by sustainability at Logitech. Sustainability can mean different things to different people, depending on the 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 wider society.

Last year, we migrated from Sustainability Reporting, to Impact Reporting. This change in terminology and focus is intentional and reflects our commitment to being candid about our impact, as well as the challenges that lie ahead and the progress we are making. We are elevating the visibility of our sustainability impact both within the company and externally. Our intention is to recognize and acknowledge our impact entirely, and develop capabilities and partnerships to improve the positive, eliminate or address the negative, and report the progress. We are committed to doing this in a transparent way and this report is a testament to that.

ORGANIZATIONAL SCOPE FOR THIS REPORT

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

REPORTING PERIOD

The reporting period for this Impact Report is Financial Year 2023 (i.e. April 01, 2022 to March 31, 2023), except where otherwise noted. In some cases, data in this report relates to the 2022 calendar year (i.e. January 01, 2022 to December 31, 2022), because stakeholders specifically requested this time frame of reporting or we wish to align with the reporting period of the industry initiative we are participating in.

We follow an annual reporting cycle. Our last Impact Report was issued in September 2022 and covered Financial Year 2022, except where otherwise noted. To download or access Sustainability Reports for previous years, please visit the Reports + Resources section of our sustainability webspace.

REPORTING GOVERNANCE

This Impact Report was prepared by Logitech's global Sustainability team, with input from key functions across Logitech and the oversight and approval of Logitech leaders.

REPORTING STANDARDS AND GUIDELINES

This Impact Report was prepared in consideration of the following sustainability and good practice standards.

- The Global Reporting Initiative (GRI) Sustainability Reporting Standards
- Sustainability Accounting Standards Board (SASB)
- Sustainability Accounting Standards for the Technology and Communications Sector
- Hardware and Electronic Manufacturing Services Standard and Original Design Manufacturing Standard
- Task Force on Climate-relatied Financial Disclosures (TCFD) Recommendations
- United Nations Global Compact (UNGC) Communication on Progress Guidelines

The GRI Content Index for this report is available from the Reports + Resources section of our sustainability webspace. A SASB Content Index, UNGC COP Content Index and TCFD Content Index are all presented in this section

CORRECTIONS OR RESTATEMENTS OF INFORMATION

The following corrections or restatements of information are relevant to Logitech's FY22 Impact Report.

- Highlights (p8): we reported a 94 % increase in spend on diverse suppliers without clarifying that the scope of this metric was limited to the Americas (AMR).
- Data (Table 18, p185): we reported racial diversity data, without reporting the scope of the data (employees based in the United States).
- Forestry and Biodiversity section (p53) included references to purchases of offsets from the Wu'erqihan IFM project. Offsets were instead purchased from the Keyihe IFM Project (Verra 1718).
- Human Rights and Labor (p150): We reported one Major and one Minor finding in relation to working hours when we had two Major findings in relation to working hours.

CONTACT US

For questions or suggestions regarding any aspect of this report or our sustainability performance, please contact sustainability@logitech.com.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) CONTENT INDEX

The mission of the Sustainability Accounting Standards Board (SASB) (now part of the International Financial Reporting Standards (IFRS) Foundation) is to establish and improve industry-specific disclosure standards across financially material environmental, social, and governance topics to facilitate communication between companies and investors about decision-useful information. We are working towards full alignment with SASB standards to enable transparency, credibility, and accountability in reporting — for our US investors, in particular. Our commitment to SASB Standards is evidenced on the SASB website. The SASB Content Index for this report is shown over the next few pages.

SASB CONTENT INDEX

Topic	Metric	FY23 Reporting
Product Security	Description of approach to identifying and addressing data security risks in products	Privacy and Security section.
Employee Diversity and Inclusion	Percentage of gender and racial/ethnic group representation for: (1) management, (2) technical staff, and (3) all other employees	Diversity, Equity and Inclusion section.
Product Life-Cycle Management	Percentage of products by revenue that contain IEC62474 declarable substances	100 % of our products may contain small amounts of some of the chemicals on the IEC 62474 declarable substances list. All electronic companies still have products that claim RoHS exemptions because electronics products still use lead in specialized applications, for which no viable alternative is currently available and which is permitted under the Restriction of Hazardous Substances Directive (RoHS). A number of Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) candidate substances are also used in consumer electronics. For example, ethylene glycol dimethyl ether (EGDME), for which there is no known replacement, is used in coin cell batteries. We use and declare REACH candidate substances (as shown in our REACH Declaration) when there are no current viable alternatives. See the Targeted Substances section for an overview of how we manage products and declarable substances.
	Discussion of approach to managing IEC62474 declarable substances	
	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	Our products are not eligible for EPEAT® registration and no equivalent exists for our product categories.
	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria	Our products are not eligible for Energy Star® certification. No equivalent exists for our product categories.
	Weight of end-of-life products and e-waste recovered, percentage recycled	See the Circularity section and the associated Data section.
Materials Sourcing	Description of the management of risks associated with the use of critical materials	See the Responsible Sourcing of Minerals section. In this section, we describe our management program for tantalum, tungsten, and cobalt, which are each defined as critical materials by the U.S. National Research Council. See also our Logitech SEC Conflict Minerals Report. We are working towards full disclosure for this topic.
Water Management	Total water withdrawn (m^3)	Zero. We do not withdraw water from groundwater. The water for our production facility is from a mains supply.
	Percentage of total water withdrawn, which was withdrawn in regions of High or Extremely High Baseline Water Stress	Zero. We do not withdraw water from groundwater. The water for our production facility is from a mains supply.
	Total water consumed (1000 m^3)	See Responsible Manufacturing section.
	Percentage of total water consumed, which was consumed in regions of High or Extremely High Baseline Water Stress	95 % of our estimated water consumption is consumed at our production facility, which is located in an area of High Baseline Water Stress. Our water consumption is limited to the consumption of mains supply from the local authority.

SASB CONTENT INDEX

Topic	Metric	FY23 Reporting
Waste Management	Amount of hazardous waste from manufacturing (t)	Data section.
	Percentage of hazardous waste from manufacturing, which is recycled	
Labor Practices	Number of work stoppages	Zero. We did not have any strikes or lockouts or days idle in CY22. See Data section.
	Total days idle	
Labor Conditions	Total recordable incident rate (TRIR)	Data section.
	Near-miss frequency rate (NMFR) for direct employees	
	Near-miss frequency rate (NMFR) for contract employees	
	Percentage of our facilities audited in the RBA Validated Audit Process (VAP) or equivalent	100 % — we have one production facility, which is covered under the RBA's VAP audit program. See the Responsible Manufacturing section for further information.
	Percentage of our high-risk facilities audited in the RBA Validated Audit Process (VAP) or equivalent	100 % or Not Applicable. Our production facility is not classified as a high-risk facility. See the Responsible Manufacturing section for further information.
	Percentage of our Tier 1 facilities audited in the RBA Validated Audit Process (VAP) or equivalent	We audit 100 % of the Tier 1 facilities that account for 80 % of spend each year. See the Supplier Development section for further information.
	Percentage of our Tier 1 high-risk facilities audited in the RBA Validated Audit Process (VAP) or equivalent	Six of our Tier 1 facilities were classified as high-risk facilities in CY22. See Supplier Development section for further information.
	Our own production facility: • Nonconformance rate with the RBA Validated Audit Process (VAP); • Associated corrective action rate for priority nonconformances; • Associated corrective action rate for other nonconformances.	In 2021 there were no priority nonconformances during the RBA audit at our own production facility. We are working towards full disclosure for this topic. See Human Rights and Labor section for further information.
	Tier 1 supplier facilities: • Nonconformance rate with the RBA Validated Audit Process (VAP); • Associated corrective action rate for priority nonconformances; • Associated corrective action rate for other nonconformances.	CY performance: • An average of 0.52 priority finding per audit; • An average of 6.45 major findings per audit; and • Less than 2 minor findings per audit (1.13). We are working towards full disclosure for this topic. See the Supplier Development section for further information.

SUSTAINABLE DEVELOPMENT GOALS

The United Nations Sustainable Development Goals (SDGs) are a call to action for bold breakthroughs across 17 development areas, by the year 2030. The aim of the SDGs is to push multi-stakeholder collaboration to improve quality of life, protect the environment, and foster equitable growth. In 2019, we pledged to support the SDGs and recognize their strategic importance to our business and to the world. 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, and each section of this Impact Report includes an illustration of the relevant SDGs. Our SDG Content Index summarizes the rationale supporting our mapping.

SDG CONTENT INDEX

REPORT SECTION	RELEVANT SDGs	RATIONALE
Climate Action	SDG 7 SDG 13 SDG 15	We're adopting a climate-positive approach and supporting climate-impacted communities and ecosystems to create a positive impact. By 2030, we aim to remove more carbon than we create. Our Climate Action strategy is to Reduce-Renew-Restore-Rethink. We prioritize absolute carbon reductions and advocate and support the transition away from fossil fuels towards renewable and clean energy for all. With our restore pillar, we invest in projects to support climate-impacted communities and ecosystems. These include investments in renewables projects to enable greater access to affordable and clean energy, and forestry and other biodiversity projects to conserve and support life on land and climate-impacted communities and ecosystems.
Biodiversity	SDG 13 SDG 15	We reviewed our facilities, products, business, and supply chains and identified two main areas where we believe we can have a significant positive impact on biodiversity: • Prioritizing biodiversity conservation, and more specifically forestry conservation and reforestation, as part of our climate action strategy to restore climate-impacted communities, ecosystems and life on land. • Establishing and expanding responsible sourcing programs to ensure paper and other materials are responsibly sourced in a manner that does not have significant adverse impacts on climate, biodiversity, or life on land.

REPORT SECTION	RELEVANT SDGs	RATIONALE
Carbon Clarity	SDG 9 SDG 12 SDG 17	We believe we have initiated an industry-first, full Carbon Clarity commitment by pledging to provide a Carbon Impact Label on product packaging across our entire portfolio. With this industry innovation, we believe we can drive better design decisions in our teams and more informed purchase decisions and responsible consumption among consumers. We also want to lead change in our industry by partnering with others in our sector and further afield, to share our know-how and empower others to take the same steps towards transparency.
Design for Sustainability	SDG 9 SDG 12	Our goal is to create great product experiences that improve people's lives. For us, this means considering sustainability as part of every design decision. Truly sustainable design considers environmental and social impacts from the moment raw materials are sourced right through to the end-of-life of a product.
Responsible Packaging	SDG 12 SDG 15	We are constantly innovating to reduce the environmental impact of our designs by reducing weight, maximizing the use of renewable resources and ensuring the recyclability of our materials. Through this strategy, our goal is to optimize our use of resources and avoid impacts on life on land.
Targeted Substances	SDG 3	We adopt a precautionary approach and voluntarily eliminate targeted substances, where safer alternatives exist. We look beyond minimum legal requirements and work with our suppliers to review material specifications and test materials, components, and products to avoid potential risks to human health or the environment and safeguard the good health and well-being of workers in our supply chain, as well as end users and recyclers.
Responsible Manufacturing	SDG 12	We constantly challenge ourselves to take out waste and non-value-added steps at our production facility and minimize our environmental impact. We manage our use of resources to optimize our use of water, energy, and materials, and minimize waste.
Circularity	SDG 8 SDG 9 SDG 12 SDG 13 SDG 17	Our ambition is to reduce waste and extend the life of products, components, and materials. We innovate to trial new and improved business models for our sector. We look for partnerships that can deliver positive social impact, as well as environmental benefits for the climate and the planet.
Diversity, Equity and Inclusion	SDG 5 SDG 8 SDG 10 SDG 17	DEI is at the heart of the way we work and think. Reflecting the diversity of the world inside Logitech, provides us with a foundation that is needed to create experiences that enable all people, whoever and wherever they are, to pursue their passions. Alongside the inclusive products and communities we build, we're committed to igniting sweeping changes in our industry, beginning within.
Charitable Contributions	SDG 5 SDG 10 SDG 17	The LogiCares program embodies the culture of philanthropy at Logitech. Through LogiCares, we dedicate ourselves to the communities in which we live and work. We partner with nonprofit organizations to work towards a more equal and environmentally sustainable world.
Talent Development	SDG 5 SDG 8 SDG 10	We prosper when we develop our people. We look to embed a learning culture, where employees feel empowered to nurture their own minds, challenge ideas, and make things better. We attract candidates with diverse backgrounds and experiences and provide an experience in which we share our values and culture. We actively advertise our open roles in locations that promote diversity and inclusion around the world.
Ethics	SDG 16 SDG 17	We aim to exemplify integrity in everything we do. We help employees understand and reinforce the positive behaviors that make Logitech a great place to work. We share our Code of Conduct with business partners to ensure they understand our shared ethical obligations and our values.
Privacy and Security	SDG 16	We respect and protect the privacy and personal data of our employees, customers, and stakeholders. We maintain privacy and security systems and capabilities to ensure stakeholder trust when interacting with Logitech systems, products, and services.
Responsible Sourcing of Minerals	SDG 8 SDG 16	As a committed member of the Responsible Business Alliance (RBA) and the Responsible Minerals Initiative (RMI), we use industry-leading best practice tools and processes to promote responsible sourcing of minerals and decent work and economic growth for the individuals and regions involved in mineral sourcing. We work to eliminate any risk that our procurement spend could directly or indirectly finance conflict.

REPORT SECTION	RELEVANT SDGs	RATIONALE
Human Rights and Labor	SDG 8 SDG 16	We uphold the Logitech Code of Conduct, the RBA Code of Conduct, and the United Nations Global Compact at our production facility and our goal is to "lead the way", for our supply chain. The RBA Code is aligned with international norms and standards including the Universal Declaration of Human Rights, ILO International Labor Standards, OECD Guidelines for Multinational Enterprises, ISO, and SA standards.
Safety, Health and Well-being	SDG 3	Our continued success is fueled by creative, resourceful, and innovative people across the globe, both within Logitech and in our supply chain. The safety, health, and well-being of all our people is important to us and our programs are designed to support the good health and well-being of employees and their dependents.
Supplier Development	SDG 3 SDG 5 SDG 7 SDG 8 SDG 9 SDG 10 SDG 12 SDG 13 SDG 17	We establish long-term relationships with our suppliers, based on shared values and sustainability goals. As a responsible company, we look to lead the way for our suppliers. When we implement programs to deliver on the SDG goals, we partner with our suppliers to recognize their significant role in our value chain and invite them to join us on our sustainability journey. With our Carbon Clarity commitment, Gender Fair program, RBA Compliance program, and Renewable Electricity Program, (to name but a few), we partner with suppliers to catalyze and galvanize change across our industry's supply chain.

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 expressing continued support for the Global Compact and renewing the company's ongoing commitment to the initiative and its principles.		Statement from our Chairperson, Wendy Becker.
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**
Human Rights 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: • Working hours • Wages and benefits • Humane treatment	The Human Rights and Labor section of this report provide 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 Supplier Development 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. The Responsible Sourcing of Minerals section of this report provides an overview of the program and the initiatives we are implementing to ensure the responsible procurement of minerals
Labor 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	
Environment 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 emissions • Management systems	The Targeted Substances section of this report provides an overview of our approach to the management of hazardous substances, being cognizant of the precautionary principle. The Design for Sustainability section, Climate Action section, Responsible Manufacturing section, and Circularity section of this report describes key initiatives from the last year, to promote greater environmental responsibility and encourage the development and diffusion of environmentally friendly technologies
Anti-Corruption 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 • Privacy	The Ethics section of this report describes our commitment, policies and actions to work against corruption in all its forms, including extortion and bribery

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES INDEX

As detailed in the Climate Action section of this report, we kicked off a Climate Risk and Opportunities Assessment in November 2020, in consideration of the Task Force on Climate-related Financial Disclosures (TCFD). The following index includes links to the disclosure we have made to date in our CDP submission this year. Our CDP reports are available for review on the Climate Action page of our website.

TCFD CONTENT INDEX

TOPIC	DISCLOSURE FOCUS AREA	DISCLOSURE	LOCATION
Governance	Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the board's oversight of climate-related risks and opportunities.	CDP Questionnaire: C1.1b, C1.1d
		b) Describe management's role in assessing and managing climate-related risks and opportunities.	CDP Questionnaire: C1.2, C1.2a
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	CDP Questionnaire: C2.1a, C2.2, C2.2a, C2.3, C2.3a, C2.3b, C2.4, C2.4a
		b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	CDP Questionnaire: C2.3a, C2.3b, C2.4a, C3.1, C3.3, C3.4
		c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	CDP Questionnaire: C2.3b, C3.2, C3.2a, C3.3
Risk Management	Disclose how the organization identifies, assesses, and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks.	CDP Questionnaire: C2.1, C2.2, C11.3a
		b) Describe the organization's processes for managing climate-related risks.	CDP Questionnaire: C2.1, C2.2a, C11.3a, C12.1a
		c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	CDP Questionnaire: C2.1, C2.2, C2.2a, C3.2, C3.3
Metrics and Targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	CDP Questionnaire: C1.3a, C4.1a, C4.2, C4.2a, C4.2c, C4.5a, C11.3a
		b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	CDP Questionnaire: C4.1a, C4.2a, C4.2c, C4.3b, C4.3c, C4.5a, C5.1, C6.1, C6.3, C6.5, C6.10, C7
		c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	CDP Questionnaire: C1.3a, C4.1, C4.1a, C4.1b, C4.2a, C4.2c

DATA

CLIMATE ACTION

TABLE 1 FUEL, REFRIGERANT, AND ELECTRICITY CONSUMPTION

	UNITS	CY15	CY16	CY17	CY18	CY19	CY20	CY21	CY22
FUEL AND REFRIGERANT CONSUMPTION									
Production Facility: Natural Gas	m^3	0	0	0	0	0	0	0	0
Production Facility: Petrol	L	21,506	18,967	12,567	12,286	11,418	8,865	9,064	8,647
Production Facility: Diesel	L	5,942	7,154	7,896	7,139	7,990	7,079	6,832	4,745
Production Facility: HCFC-22	kg	162	213	215	185	105	100	48	42
Production Facility: HFC-134a	kg	68	80	240	120	164	175	50	0
Offices: Natural Gas	kWh	2,438,122	2,737,125	2,919,415	3,052,978	2,308,108	1,794,832	2,021,116	1,732,805
ELECTRICITY CONSUMPTION									
Production Facility: Electricity	kWh	18,057,215	20,007,694	21,295,383	22,947,641	21,498,069*	21,000,185	21,229,913	20,254,271
Offices: Electricity	kWh	7,680,409	8,368,482	9,047,402	9,251,047	8,420,826	7,587,555	7,067,106	7,399,094

*In CY18, we captured electricity use at a third-party, non-controlled dormitory. Previously we only reported emissions from owned and controlled facilities.

Coverage: 100 % of our activities worldwide. CY19 and CY20 data for office electricity is now updated to reflect backdated emissions from offices that were acquired in CY21.

Note: When purchasing renewable electricity instruments for our offices, we adopt a conservative approach and roundup the electricity footprint of all individual countries (kWhs) to MWhs for the purpose of purchasing renewable electricity instruments.

TABLE 2 OUR SCOPE 1 EMISSIONS/CARBON FOOTPRINT

SCOPE 1 EMISSIONS	UNITS	CY15	CY16	CY17	CY18	CY19	CY20	CY21	CY22
Production Facility: Natural Gas	tCO_2e	0	0	0	0	0	0	0	0
Production Facility: Petrol	tCO_2e	47	42	28	27	25	21	20	20
Production Facility: Diesel	tCO_2e	16	19	21	19	21	19	17	13
Production Facility: Hcfc-22	tCO_2e	293	386	389	335	190	181	87	76
Production Facility: Hfc-134a	tCO_2e	97	114	343	172	235	250	72	0
Offices: Natural Gas	tCO_2e	498	560	597	562	424	330	370	312
TOTAL	**tCO_2e**	**952**	**1,120**	**1,377**	**1,114**	**895**	**801**	**566**	**421**

Coverage: 100 % of Scope 2 emissions worldwide.

TABLE 3 OUR SCOPE 2 EMISSIONS/CARBON FOOTPRINT

SCOPE 2 EMISSIONS	UNITS	CY15	CY16	CY17	CY18	CY19	CY20	CY21	CY22
Production Facility: Market-Based	tCO_2e	12,652	12,636	12,419	0	0	0	0	0
Offices: Market-Based	tCO_2e	3,473	3,558	3,874	4,242	1,955	1,089	895	846
TOTAL	**tCO_2e**	**16,125**	**16,194**	**16,293**	**4,242**	**1,955**	**1,089**	**895**	**846**

Coverage: 100 % of Scope 2 emissions worldwide. CY19 and CY20 data for office electricity is now updated to reflect backdated emissions from offices that were acquired in CY21.

TABLE 4 OUR SCOPE 1 AND 2 EMISSIONS/CARBON FOOTPRINT

SCOPE 1 and 2 EMISSIONS	Units	CY15	CY16	CY17	CY18	CY19	CY20	CY21	CY22
TOTAL	**tCO_2e**	**17,077**	**17,314**	**17,671**	**5,355**	**2,850**	**1,890**	**1,461**	**1,267**

Scope 1 and Market-based Scope 2 emissions.

TABLE 5 RENEWABLE AND NON-RENEWABLE ENERGY

		CY15	CY16	CY17	CY18	CY19	CY20	CY21	CY22
Suzhou: Petrol	GJ	705	622	412	403	395	306	316	302
Suzhou: Diesel	GJ	215	258	285	258	314	278	263	182
Suzhou: Electricity	GJ	65,006	72,028	76,663	82,612	77,393	75,601	76,428	72,915
Offices: Gas	GJ	8,777	9,854	10,510	10,991	8,309	6,461	7,276	6,238
Offices: Electricity	GJ	27,638	30,127	32,571	33,304	30,315	27,315	25,539	26,637
Total Electricity Consumption	GJ	92,644	102,154	109,234	115,915	107,708	102,916	101,967	99,552
Total Energy Consumption	GJ	102,341	112,888	120,441	127,567	116,725	109,961	109,821	106,274
RENEWABLE ENERGY (SUZHOU AND OFFICES): TOTAL*	**GJ**	**7,196**	**16,106**	**23,185**	**84,896**	**95,194**	**94,827**	**96,121**	**94,311**
NON-RENEWABLE ENERGY (SUZHOU AND OFFICES): TOTAL**	**GJ**	**95,145**	**96,782**	**97,256**	**42,671**	**21,531**	**15,134**	**13,701**	**11,963**

Note: Standards, emission factors and conversion factors for converting all fuel and electricity consumption to kWhrs are listed in Table 10. Conversion factor for kWh to GJ: 0.0036.

Coverage: 100 % of renewable and non-renewable energy worldwide

* Sources: electricity

** Sources: diesel, petrol and gas, as described in Table 1

TABLE 6 UPTAKE OF RENEWABLES AT OUR PRODUCTION FACILITY AND OFFICES

RENEWABLE ELECTRICITY AND ENERGY	UNITS	CY15	CY16	CY17	CY18	CY19	CY20	CY21	CY22
AT OUR PRODUCTION FACILITY AND OFFICES									
Total Renewable Electricity	MWh	1,999	4,474	6,440	23,582	26,442	26,341	26,700	26,071
Total Non-Renewable Electricity	MWh	23,735	23,902	23,903	8,616	3,476	2,247	1,624	1,601
% Renewable Electricity*	%	8 %	16 %	21 %	73 %	87 %	91 %	94 %	94 %
% Renewable Energy**	%	7 %	14 %	19 %	67 %	82 %	86 %	88 %	88 %

* Renewable electricity as a fraction of total electricity, rounded to the nearest 1%

** Renewable electricity as a fraction of all energy sources, rounded to the nearest 1%

GRAPH A UPTAKE OF RENEWABLE ELECTRICITY AT OUR PRODUCTION FACILITY AND OFFICES

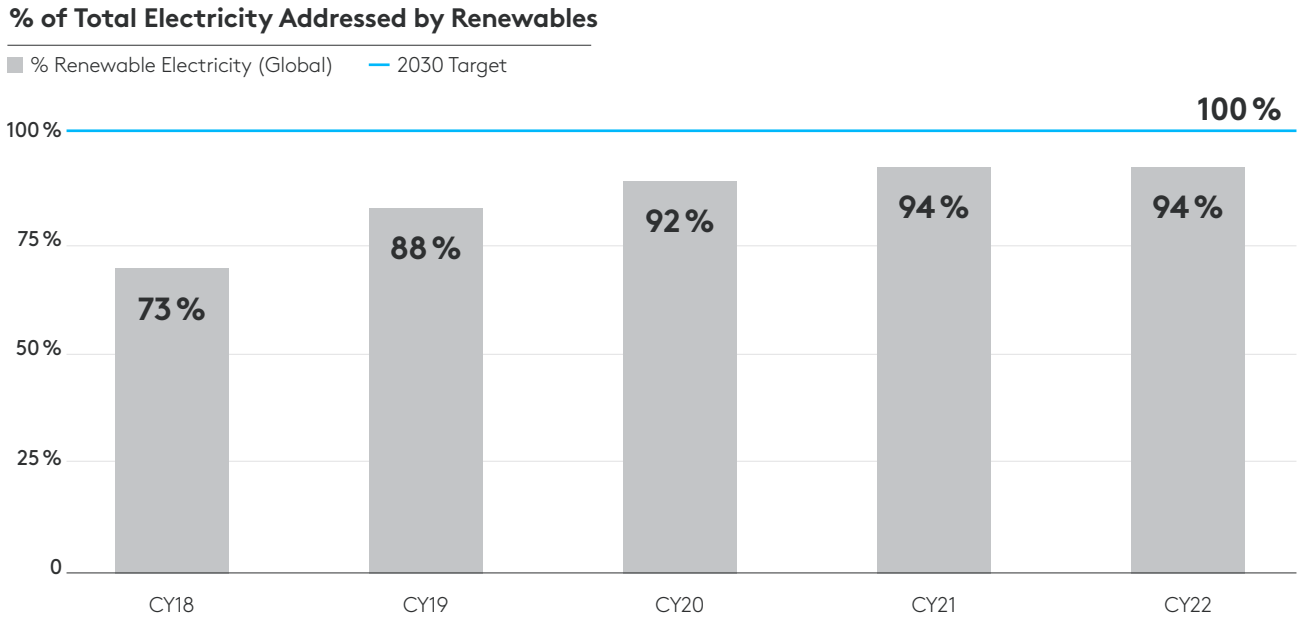

TABLE 7 SCOPE 1 AND 2 CARBON INTENSITY

	UNITS	CY15	CY16	CY17	CY18	CY19	CY20	CY21	CY22
Carbon Intensity	tCO_2e/Million USD	8.055	8.084	7.111	1.943	0.986	0.427	0.252	0.263
Carbon Intensity**	tCO_2e/Million units	N/R	N/R	N/R	N/R	N/R	N/R	7.183	7.932

* Carbon intensity is calculated as total Scope 1 and market-based scope 2 emissions from our production facility and offices, divided by total net revenue from the Calendar Year.

** Calculated as total Scope 1 & market-based scope 2 emissions from our production facility and offices, divided by total number of units (million units) shipped ex-Factory, within the Calendar Year.

TABLE 8 CARBON ELIMINATION PROGRAMS (SCOPE 1 & 2)

PROGRAM TYPE	CARBON (tCO_2e)			
	CY19	CY20	CY21	CY22
AVOID/REDUCE				
Manufacturing Efficiency				
Building Services: Led Lighting, Air Compressor Upgrade and Building Controls	248			
Air Compressor Upgrade with Resulting Energy Efficiency Improvement		37		
Chiller Upgrade with Resulting Energy Efficiency Improvement		606		
Energy Efficiency: Fan Upgrade				45
RENEW				
Renewable Electricity: Our Own Production Facility and Offices	14,770	14,615	15,036	14,433

TABLE 9 SCOPE 3 INVENTORY

GREENHOUSE GAS PROTOCOL			ESTIMATED CARBON FOOTPRINT (tCO_2e)		CY22
Category	**Applicable**	**Material**	**CY21**	**CY22**	**% of Scope 3 Emissions**
Category 1: Purchased Goods and Services	Yes	Yes	903,684	819,804	64%
Category 2: Capital Goods	Yes	Yes	46,733	51,533	4%
Category 3: Fuel- and Energy-Related Activities Not Included in Scope 1 or 2	Yes	No	5,135	4,669	<1%
Category 4: Upstream Transportation and Distribution	Yes	Yes	125,068	58,198	5%
Category 5: Waste Generated in Operations	Yes	No	37	35	<1%
Category 6: Business Travel	Yes	No	1,200	6,550	<1%
Category 7: Employee Commuting	Yes	No	7,000	11,057	<1%
Category 8: Upstream Leased Assets	Yes	No	580	500	<1%
Category 9: Downstream Transportation and Distribution	Yes	Yes	18,309	35,098	9%
Category 10: Processing of Sold Products	No	No	0	12	<1%
Category 11: Use of Sold Products	Yes	Yes	441,330	221,861	17%
Category 12: End-of-Life Treatment of Sold Products	Yes	Yes	92,348	68,225	5%
Category 13: Downstream Leased Assets	No	No	0	0	0%
Category 14: Franchises	No	No	0	0	0%
Category 15: Investments	No	No	0	0	0%
TOTAL SCOPE 3 EMISSIONS			**1,641,424**	**1,277,542**	**100%**

TABLE 10 CARBON ELIMINATION PROGRAMS (SCOPE 3)

PROGRAM TYPE	Carbon (tCO_2e)	
	CY21	CY22
AVOID/REDUCE		
Design for Sustainability Program		
Application of Design for Sustainability Principles to New Products	13,103	6,115
Manufacturing Efficiency		
Fugitive Emissions Reductions	81	
Lower-Carbon Materials		
Use of Post-Consumer Recycled Plastic	21,922	27,771
Use of Low-Carbon Aluminum	1,678	9,686
Use of Recycled Plastic to Replace Virgin Plastic in Packaging	446	
Design Modifications		
Optimising Printed Circuit Boards (PCB)	636	2,910
Steel Plate Removal	1,079	1,847
Braided Cable	39	
Packaging	300	
RENEW		
Renewable Electricity: Our Suppliers	94,050	75,000

TABLE 11 EMISSION FACTORS AND CONVERSION FACTORS

YEAR	SOURCE
CY22	As per CY21 Below, Except for Updates Made to Reflect: • IEA 2022: International Energy Agency emissions factors • US EPA: eGRID 2021 • UK BEIS: Greenhouse gas reporting: conversion factors 2022 • For LCA/PCF studies: GaBi 2022 and ecoinvent v3.9.1 databases with impact assessment method IPCC AR6 GWP100, incl biogenic carbon, incl. land use change
CY21	As per CY20 Below, Except for Updates Made to Reflect: • IEA 2021: International Energy Agency emissions factors • US EPA: eGRID 2020 • UK BEIS: Greenhouse gas reporting: conversion factors 2021
CY20	As per CY19 Below, Except for Updates Made to Reflect: • IEA 2020, International Energy Agency emission factors https://www.iea.org/data-and-statistics/data-product/emissions-factors-2020 • UK DEFRA: From Department for Business, Energy and Industrial Strategy 2020 • CEDA version 5.1 for calculation of capital goods
CY19	• UK DEFRA: From Department for Business, Energy and Industrial Strategy 2019 • IEA 2018, International Energy Agency emission factors • EPA 2018, Emission Factors for Greenhouse Gas Inventories • For LCA/PCF studies: GaBi SP 39 and ecoinvent v3.5 databases with impact assessment method IPCC AR5 GWP100, incl biogenic carbon, incl. land use change • Sphera, 2020. GaBi LCA Databases (Service Pack 39). Available online: http://www.gabi-software.com/international/databases/gabi-databases/ (accessed on 07 August 2020) • Ecoinvent, 2020. Ecoinvent LCA Database (ecoinvent version 3.6). Available online: https://www.ecoinvent.org/database/database.html (accessed on 07 August 2020) • ifu Hamburg, 2020. Umberto LCA + (version 10). Available online: https://www.ifu.com/en/umberto/lca-software/ (accessed on 07 August 2020) • The Global Logistics Emissions Council Framework for Logistics Emissions Accounting and Reporting Version 2.0 ("the GLEC Framework")
CY18	• UK DEFRA: From Department for Business, Energy and Industrial Strategy 2018 • IEA 2018, International Energy Agency emission factors • EPA, Emission Factors for Greenhouse Gas Inventories
CY17	• The Baseline Emission Factors for Regional Power Grids in China in 2015 published by The Department of Climate Change of the National Development and Reform Commission (NDRC) in 2016 • UK DEFRA: From Department for Business, Energy and Industrial Strategy 2017 • IEA 2015, International Energy Agency emission factors • EPA 2014, Emission Factors for Greenhouse Gas Inventories
CY10 - CY16	• GHG Protocol—International Energy Agency (Data Services—2007 Edition) • UK DEFRA: From Department for Business, Energy and Industrial Strategy 2016 • IEA 2010, International Energy Agency emission factors • EPA 2010, Emission Factors for Greenhouse Gas Inventories • IPCC (default based on NCV) 2006

TABLE 12 ENERGY EFFICIENCY PROJECTS

CY	PROJECT TYPE	PROJECT SUBTYPE	PROJECT DESCRIPTION	CARBON SAVING OF ENERGY PROJECTS (tCO_2E)
CY19	Energy efficiency: Building services	Lighting (switch to LED lighting)	Replaced about 4,500 T5 lamps with LED lighting. Increasing our LED usage from 77 % to 99.5 %.	
CY19	Energy efficiency: Processes	Compressed air	Installed a small compressor in the IQC Lab to avoid using the main factory compressor during non-operational hours. We estimate this contributed to a saving of approximately 2 % of the power consumption for air compressors across the factory.	248
CY19	Energy efficiency: Building services	Building controls	Installed time controllers for drinking water fountains, stairwells and lighting in public areas. We Automated working hour power down on weekends.	
CY20	Energy efficiency: Processes	Compressed air	Replaced an old compressor with a new, and more efficient double-stage air compressor, and have done the same for the electric power machine. We estimate this improved our efficiency by 11 %.	37
CY20-CY21	Fugitive emissions reductions	Refrigerant leakage reduction	Chiller Upgrade: Upgraded our chiller system by replacing 2 existing 433 kWhr chillers (total 866 kWhr) with 3 new 192.8 kWhr chillers (total 578.4 kWhr). This has not only improved our energy efficiency, but has also helped us reduce the use of R134a in Chillers by over 50% by the end of CY21. The carbon savings from refrigerant changes is not included in this conservative calculation of impact reduction.	606
CY21	Fugitive emissions reductions	Refrigerant leakage reduction	Heat Pump upgrade: Upgraded our heat pump system by replacing 2 existing 409 kWhr Heat Pumps (total 818 kWhr) with 2 new 369.2 kWhr Heat pumps (total 738.4 kWhr). This has not only improved our energy efficiency, but also allowed us to replace R22 refrigerant, with R134a, resulting in a 65 % reduction in the use of R22,by end of CY22. The carbon savings from refrigerant change are not included in this conservative calculation of impact reduction.	81
CY22	Energy efficiency: Processes	HVAC energy saving	Installed two sets of frequency converter for our fan motors, which have a total power of 22.5KW. This has resulted in annual energy saving of 73K KWH calculated as follows: annual energy saving: 22.5KW*45%*24H*300D=73K KWH.	45
TOTAL				**1,016**

RESPONSIBLE PRODUCTION

TABLE 13 WATER CONSUMPTION

WATER CONSUMPTION	UNITS	CY15	CY16	CY17	CY18	CY19	CY20	CY21	CY22
At our Own Production Facility: Hot Water	tons	15,720	12,297	12,232	17,240	18,632	17,800	19,696	18,122
At our Own Production Facility: Cold Water	tons	250,645	247,752	256,738	313,948	326,482	314,076	294,650	263,132
At our Offices: All Water*	tons	N/R	N/R	26,076	27,198	30,288	34,479	45,923	45,658
TOTAL	**tons**	**N/R**	**N/R**	**295,046**	**358,386**	**375,402**	**366,355**	**360,269**	**326,912**

*Assuming 41 litres of water consumption per office worker per working day for 240 working days and headcount as of 31 December.

TABLE 14 WASTEWATER DISCHARGE

WASTEWATER DISCHARGE*	UNITS	CY15	CY16	CY17	CY18	CY19	CY20	CY21	CY22
At our Own Production Facility	tons	266,365	260,049	268,970	331,188	345,114	331,876	314,346	281,254
At our Offices	tons	N/R	N/R	26,076	27,198	30,288	34,479	45,923	45,658
TOTAL	**tons**	**N/R**	**N/R**	**295,046**	**358,386**	**375,402**	**366,355**	**360,269**	**326,912**

*The volume discharged is assumed to be the same as the volume consumed as fugitive discharges and rainwater are incidental.

TABLE 15 WASTE FROM OUR PRODUCTION FACILITY AND OFFICES

WASTE FROM OUR PRODUCTION FACILITY AND OFFICES	UNITS	TREATMENT	CY17	CY18	CY19	CY20	CY21	CY22
AT OUR OWN PRODUCTION FACILITY								
Food Waste	tons	Recycled	1,306.35	750.00	555.30	439.60	339.90	355.50
Paper Packaging	tons	Recycled	112.40	358.66	389.02	412.93	287.57	220.54
Wood Packaging	tons	Recycled	168.10	95.86	80.50	76.20	55.00	43.84
Plastic Packaging	tons	Recycled	10.89	31.80	34.51	36.56	25.48	19.85
Defect Product	tons	Recycled	N/R	N/R	4.24	6.18	5.99	5.45
Led Lamp	tons	Incinerated (With Energy Recovery)	N/R	N/R	0.3	0.2	0.3	0.4
Printed Circuit Board	tons	Recycled	80.80	100.05	104.30	100.00	83.22	79.58
Waste Oil	tons	Incinerated (With Energy Recovery)	0.00	0.00	0.10	0.00	0.00	0.00
Chemical Bottles and Wiping Cloths	tons	Incinerated (With Energy Recovery)	1.94	4.03	3.22	2.80	3.20	1.70
Alcohol	tons	Incinerated (With Energy Recovery)	0.93	0.95	0.80	0.60	0.50	0.30
Lamps	tons	Recycled	0.21	0.15	0.14	0.15	0.00	0.00
AT OUR OFFICES								
Mixed Waste*	tons		530	553	616	701	933	928

N/R = Not Reported. Data was not available at the time of reporting.

* Assuming 200 kg of waste per worker per year, according to Cundall Johnston & Partners, LLP "CO_2e emissions due to office waste" accessed online 01 July 2021 (here).

TABLE 16 WASTE RECYCLING %

WASTE CATEGORY	UNITS	CY17	CY18	CY19	CY20	CY21	CY22
AT OUR OWN PRODUCTION FACILITY							
Non-Hazardous Waste Recycling	%	N/R	N/R	100 %	100 %	100 %	100 %
Hazardous Waste Recycling	%	97 %	95 %	96 %	97 %	96 %	98 %

TABLE 17 OTHER EMISSIONS

EMISSION CATEGORY	UNITS	CY17	CY18	CY19	CY20	CY21	CY22
Volatile Organic Compounds	tons	0	0	0	0	0	0
Perfluorocarbons	tons	0	0	0	0	0	0

Note: Emissions of volatile organic compounds (VOCs) and other air emissions from our production facility and offices are minimal and subthreshold of any license requirements. At our production facility, our activities are limited to assembly and testing and no significant air emissions occur. Fugitive emissions of nitrous oxide and methane due to our very limited consumption of fuel at our production facility are converted to tCO_2e and reported as part of our Scope 1 emissions.

DESIGN FOR SUSTAINABILITY

TABLE 18 DfS METRICS

FEATURE	UNITS	FY21	FY22	FY23
Carbon Impact Value*	%	4	17	42
FSC Packaging * *	%	3	8	11
Next Life Plastics * * *	%	17	53	58
PVC-free * * * *	%	-	-	38

*Measured as the percentage of units shipped in March of each FY, for which Logitech had a third-party reviewed Product Carbon Footprint.
* * Measured as the percentage of units shipped in March of each FY, for which all paper-based consumer packaging was FSC™-certified.
* * * Measured as the percentage of units shipped in March of each FY, which incorporate post-consumer recycled plastic.
* * * * Measured as the percentage of units shipped in March 2023, which have zero PVC, not tracked prior to FY23.

CIRCULARITY

TABLE 19 PRODUCT REFURBISHMENT PROGRAMS

	FY22	FY23
Number of refurbished devices shipped for sale or warranty replacements	49,630	17,404

TABLE 20 RENEWABLE MATERIALS

TOTAL WEIGHT OF MATERIALS USED IN PRODUCTS AND PACKAGING*	UNITS	CY22
Natural materials**	tons	33,483
Natural and renewable materials***	tons	13,237
Natural and non-renewable materials	tons	20,246

* Modeled as the weight of natural materials placed on market from 01 January 2022 to 31 December 2022, 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.

** Natural materials are materials that are generated by ecological processes e.g. paper; not plastic.

*** Renewable materials are natural materials that can be replenished quickly and are recyclable at end-of-life. We recognize FSC(TM)-certified paper as a renewable material, as well as the paper packaging used in our Master Shipper.

TABLE 21 RECYCLED MATERIALS

TOTAL WEIGHT OF MATERIALS USED IN PRODUCTS AND PACKAGING	UNITS	CY22
All materials*	tons	98,636
Materials with recycled content**	tons	21,795
Materials with no recycled content***	tons	76,841

*Modeled as the weight of materials placed on market from 01 January 2022 to 31 December 2022, 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.

**Modeled as the weight of post-consumer recycled plastic shipped ex-Factory in Logitech products from 01 April 2022 to 31 March 2023. 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.

***Calculated as all materials (as reported above) minus materials with recycled content (as reported above).

DIVERSITY, EQUITY, AND INCLUSION

GENDER

TABLE 22 GENDER DIVERSITY (ALL EMPLOYEES)

	FY21	FY22	FY23
Male	65%	63%	63%
Female	35%	37%	37%
Declined to state or not specified	0%	0%	0%

TABLE 23 GENDER DIVERSITY IN MANAGEMENT, REVENUE-GENERATING AND STEM POSITIONS (ALL EMPLOYEES)

GENDER DIVERSITY	FY21	FY22	FY23
Share of Women in all Management Positions, Including Junior, Middle and Top Management: As a Percentage of All Management Positions*	32%	34%	34%
Share of Women in Junior Management Positions, i.e. First Level of Management: As a Percentage of Junior Management Positions**	35%	36%	34%
Share of Women in Top Management Positions, i.e. Maximum Two Levels Away From the CEO or Comparable Positions: As a Percentage of Top Management Positions***	26%	29%	32%
Women Managers in Revenue-Generating Positions: As a Percentage of all Revenue-Generating Managers****	7%	7%	37%
Share of Women in Stem-Related Positions: As a Percentage of All STEM-related Positions*****	19%	21%	21%

*All Management Positions: individuals in the Logitech "People Managers" category, "Leadership level roles' category, and "Leadership Team" category.

**Junior Management Positions: individuals in the Logitech "People Managers" category who are in the first level of management.

***Top Management Positions: individuals in the Logitech "Leadership level roles' category and "Leadership Team" category.

****All Revenue-Generating Managers: individuals in revenue-generating positions, who are also managers.

TABLE 24 GENDER DIVERSITY BY CONTRACT TYPE AND EMPLOYMENT TYPE (ALL EMPLOYEES)

		Male	Female	Declined to state or not specified
CONTRACT TYPE	Regular	3,060	1,687	0
	Temporary	321	181	0
EMPLOYMENT TYPE	Full-Time	3,131	1,899	0
	Part-Time	39	63	14

RACE

TABLE 25 RACIAL DIVERSITY (U.S. EMPLOYEES)

We capture data on racial diversity for our U.S. employees as of 31 March each year and the data for the current year is presented in the DEI section of this report. Year on year performance is presented below.

	FY21	FY22	FY23
Asian	32%	34%	35%
Black or African American	1%	4%	3%
Hispanic or Latino	9%	5%	8%
White	47%	49%	49%
Indigenous or Native American	0%	0%	0%
Native Hawaiian or Other Pacific Islander	2%	2%	1%
Declined to state and/or not specified	9%	6%	4%

AGE

TABLE 26 AGE DIVERSITY (ALL EMPLOYEES)

AGE DIVERSITY	FY21	FY22	FY23
Under 30	39%	24%	31%
30-50	55%	66%	61%
51+	6%	10%	9%

TABLE 27 AGE DIVERSITY BY EMPLOYMENT LEVEL (ALL EMPLOYEES)

	FY21			FY22			FY23		
	UNDER 30	30-50	51+	UNDER 30	30-50	51+	UNDER 30	30-50	51+
Leadership Team	0%	50%	50%	0%	44%	56%	0%	38%	63%
Leadership Level Roles	0%	68%	33%	0%	67%	33%	0%	65%	35%
People Managers	4%	83%	13%	3%	81%	15%	2%	81%	17%
All Other Employees	35%	59%	6%	28%	64%	8%	29%	63%	8%

REGION

TABLE 28 REGIONAL DIVERSITY BY CONTRACT TYPE (ALL EMPLOYEES)

		EMEA	AMERICAS	ASIA-PACIFIC
CONTRACT TYPE	Regular	1,177	1,501	2,250
	Temporary	109	10	86

SUPPLIER DIVERSITY

TABLE 29 SUPPLIER DIVERSITY

	Unit	FY19	FY20	FY21	FY22	FY23
Diverse Spend	%	1.9	2.3	8.5	6.4	10.0
Diverse Suppliers	%	4.0	4.6	7.1	11.0	12.2

TABLE 30 BUSINESS-GIVING CAUSES AND DONATIONS

ORGANIZATION NAME	CURRENCY	AMOUNT	TO SUPPORT
FROM THE LOGITECH CARES FUND AT THE TIDES FOUNDATION			
Girls Who Code Inc.	USD	150,000.00	STEM Education; Youth Development
E4ERelief LLC	USD	50,000.00	Philanthropy
Team4Tech Foundation	USD	115,000.00	STEM Education; Technology
Adaptive Action Sports Inc	USD	50,000.00	Arts and Culture; Disabled Persons' Rights
The Ablegamers Foundation Inc	USD	100,000.00	Disabled Persons' Rights; Human Services; Technology
Icahn School of Medicine at Mount Sinai	USD	100,000.00	Health
GLAAD Inc	USD	400,000.00	LGBTQI Rights; Media Justice
CyberPeace Institute	USD	25,000.00	Human Services; Social Enterprise; Technology
Irish Society for the Prevention of Cruelty to Children	USD	5,000.00	Health; Youth Development
Pensole Lewis College of Business and Design	USD	500,000.00	Arts and Culture
JaQuel Knight Foundation	USD	11,905.00	Arts and Culture; Disaster Relief; Philanthropy
Empowerment Labs	USD	65,300.00	Equal Opportunity in Education; STEM Education; Technology
She's the First	USD	10,000.00	Equal Opportunity in Education
National Black Women's Health Project Inc	USD	5,000.00	Health
United We Dream Network Inc	USD	5,000.00	Youth Development
Fundusz dla Odmiany	USD	5,000.00	LGBTQI Rights
Stop AAPI Hate	USD	5,000.00	Minority Rights; Peace and Conflict Resolution
The Trevor Project Inc	USD	5,000.00	LGBTQI Rights; Youth Development
Save the Children (Switzerland)	USD	10,000.00	Disaster Relief; Health; Youth Development
The Down Syndrome Centre Cork CLG	USD	5,000.00	Health; Human Services
Irish Society for the Prevention of Cruelty to Children	USD	5,000.00	Health; Youth Development
Make-a-Wish Foundation International	USD	5,000.00	Human Services
Fonds de Participation Solidaire	USD	1,035.70	Philanthropy
Caritas Vaud	USD	5,000.00	Human Services
Entrea Lindenhout	USD	1,883.81	Human Services; Shelter and Residential Care; Youth Development
SUBTOTAL	**USD**	**1,640,124.51**	

Continued on the next page ...

TABLE 30 BUSINESS-GIVING CAUSES AND DONATIONS continued

ORGANIZATION NAME	CURRENCY	AMOUNT	TO SUPPORT
ADDITIONAL TO THE ABOVE			
Boston Childrens Hospital	USD	50,000.00	Donation
CRG Organizasyon Rekla	USD	6,335.92	Donation
Powercoders	USD	2,136.17	Donation
Room to Read	USD	140,000.00	Donation
UCSF Foundation	USD	20,000.00	Donation
Fondation de France	USD	10,536.75	Donation
Ecole Polytechnique Federale De Lausanne	USD	100,310.59	Donation
New York University	USD	50,000.00	Donation
Royal College of Art	USD	301,565.65	Donation
PMNRF	USD	33,407.97	Donation
SUBTOTAL	**USD**	**714,293.05**	
TOTAL	**USD**	**2,354,417.56**	

HEALTH AND SAFETY

TABLE 31 HEALTH AND SAFETY METRICS FOR OUR PRODUCTION FACILITY

METRIC	UNITS	CATEGORY	CY18	CY19	CY20	CY21	CY22
Number of Fatalities, due to Work-Related Injury	# cases	Direct contract*	0	0	0	0	0
		Indirect contract**	0	0	0	0	0
Number of Fatalities, due to Work-Related Ill-Health	# cases	Direct contract	0	0	0	0	0
		Indirect contract	0	0	0	0	0
Number of High-Consequence Work-Related Injuries	# cases	Direct contract	0	0	0	0	0
		Indirect contract	0	0	0	0	0
Number of Recordable Work-Related Injuries***	# cases	Direct contract	5	4	4	3	2
		Indirect contract	0	0	0	0	0
Number of Recordable Work-Related Ill Health Cases	# cases	Direct contract	0	0	0	0	0
		Indirect contract	0	0	0	0	0
Number of Near-Misses	# cases	Direct contract	0	2	2	2	3
		Indirect contract	0	0	0	0	0
Total Recordable Incident Rate****	# cases	Direct contract	0.14	0.09	0.13	0.07	0.06
		Indirect contract	0	0	0	0	0
Total Hours of Health and Safety (H&S) Training Provided	# hours	Direct contract	45,384	88,872	42,576	68,856	21,696
		Indirect contract	203,208	110,952	227,880	122,976	156,432
% of Workers Covered by the H&S Management System	%	Direct and Indirect contract	100 %	100 %	100 %	100 %	100 %

* Direct contract: Individuals with a direct employment contract with Logitech.

** Indirect contract: Individuals who do not have a direct employment contract with Logitech but their routine work and/or workplace is controlled by Logitech.

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

**** Total number of recordable injuries and illness cases per 200,000 hours worked.

GOVERNANCE

TABLE 32 ETHICS AND COMPLIANCE

METRIC	FY20	FY21	FY22	FY23
1. Substantiated Complaints Concerning Breaches of Customer Privacy	0	0	0	0
2. Substantiated Complaints Concerning Leaks, Thefts, or Losses of Customer Data were Identified	0	0	0	0
3. Confirmed Incidents* of Corruption or Bribery in which Employees were Dismissed or Disciplined	N/R	0	0	1**
4. Confirmed Incidents where Contracts with Business Partners were Terminated or Not Renewed Due to Violations Related to Corruption	N/R	0	0	1**
5. Legal Cases Brought Against the Organization or our Employees for Organizational Corruption	N/R	0	0	0
6. 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
7. Significant Fines*** and Non-Monetary Sanctions for Noncompliance with Environmental Laws and/or Regulations in the Last 4 Years	0	0	0	0
8. Incidents of Noncompliance with Regulations Concerning the Health and Safety Impacts of Products and Services Resulting in a Fine or Penalty or Regulatory Warning	N/R	0	0	0
9. Number of Incidents of Non-Compliance with Regulations Concerning Product and Service Information and Labeling Resulting in a Fine or Penalty or Regulatory Warning	0	0	0	0
10. Number of Incidents of Noncompliance with Regulations Concerning Marketing Communications, Including Advertising, Promotion, and Sponsorship Resulting in a Fine or Penalty or Regulatory Warning	0	0	0	0

*A confirmed incident is a substantiated case.

**We conducted a comprehensive investigation based on an anonymous tip, and the investigation found that an employee was getting 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.

*** Significant fines in this case is defined as > USD $10 000.

N/R Not Recorded

TABLE 33 POLITICAL CONTRIBUTIONS

METRIC	UNITS	FY21	FY22	FY23
Political Contributions by, or on Behalf of, Logitech	$	0	0	0
U.S. Lobbying Expenses Allocated to Trade Association Membership Dues and Outside Consultants	$	N/A	N/A	N/A

RBA CODE COMPLIANCE

TABLE 34 RBA CODE COMPLIANCE AT OUR PRODUCTION FACILITY (VALIDATED AUDIT PROCESS)

	UNITS	CY18	CY19	CY20	CY21	CY22
SAQ Score	%	-	93.9	-	93.2	-
Priority Findings	#	-	0	-	0	-
Major Findings	#	-	1	-	2	-
Minor Findings	#	-	1	-	1	-

TABLE 35 SUPPLIER DEVELOPMENT ACTIVITIES

	UNITS	CY18	CY19	CY20	CY21	CY22
MAJOR SUPPLIERS						
Number of Major Suppliers	#	N/R	N/R	57	57	60
% of Major Supplier Facilties Audited	%	N/R	N/R	100	100	100
NEW SUPPLIERS						
Number of New Supplier Facilities	#	N/R	N/R	59	41	25
% of New Supplier Facilities Audited	%	N/R	N/R	100	100	100 %
ALL AUDITS						
Total Number of Audits Completed (On-Site or Desktop)	#	N/R	N/R	290	229	265
CONFLICT MINERALS						
Supplier Participation	%	100	100	100	100	100 %

TABLE 36 CUSTOMER & EMPLOYEE SATISFACTION

	UNITS	COVERAGE	FY20	FY21	FY22	FY23
Our Global NPS Score for Customer Interactions	#	Global	50	30	29	48
Employee Happiness Index*	#	Global	-	-	77	75

*We carry out full-company employee surveys ("LogiPulse") every 6 months. As part of this survey, employees provide weighted feedback on their happiness, retention and other metrics. We use a "Happiness Index metric" as our indicator of employee satisfaction. Happy employees are employees who frequently experience positive emotions at work, recognize their organization as a great place to work, feel immersed in and passionate about the work they do, and experience a strong sense of belonging to their company. Our target is to remain above 70.

GLOSSARY AND ACRONYMNS

GLOSSARY

TERM	DEFINITION
1.5 Degree Pledge	This is our commitment to the Paris Agreement 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.
Bill of Materials	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.
Carbon Clarity	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.
Carbon Footprint	The total greenhouse gas emissions associated with a product, activity, or company due to the use of fossil fuels.
Carbon Impact Labels	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 Study that support each Carbon Impact Label are carried out in partnership with third-party specialist consultants and are subject to an independent critical review.
Carbon Neutrality	Carbon Neutrality is achieved when the carbon footprint of a product or company is reduced as much as possible and then the company purchases high quality carbon offsets and carbon removals to address any residual carbon impact.
Carbon Offsets	Carbon offset projects are projects that avoid greenhouse gas emissions that would have otherwise been created, if the project were not in place. Examples include conservation of forestry (where the forestry would have otherwise been harvested) and support of renewable projects (to avoid the emissions that would have arisen if the power was generated by fossil fuels). A company provides financial support to these projects and project activities by purchasing carbon offsets.
Carbon Removals	Carbon removal projects are projects that remove greenhouse gas emissions from the atmosphere. Examples include new forestry and technological solutions. A company provides financial support to these projects and project activities by purchasing carbon removals.
Child Labor	Child labor is defined (by the RBA Code) 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).
Circular Materials	In Logitech, circular materials are Renewable Materials and recycled materials.
Circularity	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.
Climate Positive	Our commitment is to be Climate Positive by 2030. By 2030, we will remove more carbon than we create. We will do this by reducing the carbon footprint of our own operations (Scope 1 Greenhouse Gas Emissions and Scope 2 Greenhouse Gas Emissions) to near zero, reducing our value chain emissions by more than half and addressing all residual carbon with carbon removals.
Climate Positive Approach	A Climate Positive Approach is a commitment to maintaining Carbon Neutrality year-on-year by designing for sustainability, using renewable energy, and investing in high-quality, certified projects to offset and address our residual carbon impact until Climate Positive is achieved.

TERM	DEFINITION
Component Suppliers	Component Suppliers provide components to our production facility in Suzhou, China.
Conflict-Affected and High-Risk Areas	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)
Covered Countries	The Democratic Republic of the Congo (DRC) and adjoining countries, as defined by "Section 1502 of the Dodd-Frank Act.
Design for Sustainability	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.
Direct Suppliers	See Tier 1 Suppliers.
Dispatch Agencies	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.
Dispatch Workers	Workers hired by Dispatch Agencies.
Do Nothing Design Scenario	"Do nothing design scenario" refers to a theoretical equivalent design, which did not apply our Design for Sustainability (DfS) principles and thought leadership approach.
Global Reporting Initiative (GRI)	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.
Impact Report	An annual report of Logitech's sustainability impact, progress and commitments.
Joint Design Manufacturers	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.
Land-use Change	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.
LCA Study	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.
Living Wage	A living wage is the minimum pay received for the basic number of working hours and required to ensure coverage of workers and their families' basic needs. The living wage consists of the base salary and excludes bonuses and overtime (Fair Wage Network).
Low-carbon Aluminum	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.
Major Offices	Major Offices are the offices that account for 80% of Logitech's floorspace of owned and leased offices in the calendar year.
Major Product Line	Major Product Lines are the product lines that account for 80% of Logitech's revenue in the last calendar year.
Major Suppliers	Major Suppliers are the suppliers who account for 80% of Logitech's direct spend in the calendar year.
Net Zero	Net Zero is achieved when the carbon footprint of a company (Scope 1 Greenhouse Gas Emissions, Scope 2 Greenhouse Gas Emissions and Scope 3 Greenhouse Gas 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.
Next life Plastics	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.

TERM	DEFINITION
Ocean-bound plastic	Ocean-bound plastic is plastic waste that is deemed to be at risk of leaking to waterways and the ocean.
Prime Partners	Prime Partners are top suppliers or strategic partners that Logitech contracts with directly. This term is used in the Supplier Diversity section of the report.
Product Carbon Footprint (PCF)	The sum of greenhouse gas emissions and removals in a product system, expressed as CO_2 equivalents and based on a life-cycle assessment (LCA Study) using the single impact category of climate change.
Psychological Safety	The belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes.
RBA Code of Conduct	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 Code 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 Organization 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.
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 Greenhouse Gas Emissions	Greenhouse gas emissions associated with use of fossil fuels and refrigerants at our production facility and offices.
Scope 2 Greenhouse Gas Emissions	Greenhouse gas emissions associated with use of electricity at our production facility and offices.
Scope 3 Greenhouse Gas Emissions	Greenhouse gas 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 Responsible Sourcing of Minerals 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

ACRONYM	MEANING
AI	Artificial Intelligence
AMR	North and South America
AP	Asia Pacific
CAHRA	Conflict-Affected and High-Risk Areas
CDM	Clean Development Mechanism
CMRT	Conflict Minerals Report Template
CY	Calendar Year. In Logitech, this equates to 01 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 01 April to 31 March.
GHG	Greenhouse Gases
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 Datasheet
NPI	New Product Innovation
OBP	Ocean-Bound Plastic
OECD	Organization for Economic Co-operation and Development
PCB	Printed Circuit Board
PCF	Product Carbon Footprint
RBA	Responsible Business Alliance
RCOI	Reasonable Country of Origin
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
VCS	Verified Carbon Standard

ENDNOTES

INTRODUCTION

MATERIALITY ASSESSMENT

1. As defined in GRI 2: Material Topics 2021. We overtly recognize this definition of materiality is different from the definition that is construed under the securities laws of the United States, and used in the context of our financial statements and financial reporting with the Securities Exchange Commission (SEC). Sustainability Topics that are deemed to be material for the purpose of this report should not be construed as being material for SEC or other financial reporting purposes.
2. GRI White Paper, the double-materiality concept application and issues.

PLANET

CLIMATE ACTION

1. Measured as a simple count of the number of product lines with low-carbon aluminum parts, by March 2023.

BIODIVERSITY

1. WWF (2009) Zero Net Deforestation by 2020- A WWF Briefing Paper.
2. According to the World Resources Institute Technical Note 3.0 (2019) Baseline water stress measures the ratio of total water withdrawals to available renewable surface and groundwater supplies. Water withdrawals include domestic, industrial, irrigation, and livestock consumptive and nonconsumptive uses. Available renewable water supplies include the impact of upstream consumptive water users and large dams on downstream water availability. Higher values indicate more competition among users. Extremely high refers to the highest risk category on a scale of Low to Extremely high.
3. Renewable materials are natural materials that are recyclable at end-of-life and sourced from natural reserves that are managed responsibly i.e., the reserves can be replenished at a rate that matches demand and consumption and there is no net loss of biodiversity or impact on carbon sinks. In Logitech, we recognize recycled materials, FSC™-certified paper packaging and post-consumer recycled plastic as examples of circular materials, which support the transition to a more circular economy.

CARBON CLARITY

1. Measured as the percentage of products shipped, for which Logitech had a third-party reviewed Product Carbon Footprint, from a sample month in Calendar Year 2022 (01 December to 31 December).

DESIGN FOR SUSTAINABILITY

1. Measured as the percentage of products shipped in March 2023, which incorporate post-consumer recycled plastic.
2. Measured as a simple count of the number of product lines with low-carbon aluminum parts, by March 2023.
3. Estimated as the carbon saving associated with shipping products with low-carbon aluminum parts during the period of 01 January 2022 to 31 December 2022, compared to aluminum manufactured with fossil fuels.
4. Modeled as the carbon saving per unit (of the original PCB design versus the new optimized design) multiplied by the number of optimized product units shipped in 2022.
5. Excludes plastic in printed wiring assembly, receiver, and packaging.
6. Excludes plastic in cable assembly, printed wiring assembly, and packaging.

TARGETED SUBSTANCES

1. The graphic shows the amount of solvent-based paint that has been eliminated in the last three years in Logitech's direct supplier factories in China.

CIRCULARITY

1. 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.
2. WWF (2009) Zero Net Deforestation by 2020 — A WWF Briefing Paper.
3. Measured as the percentage of New Product Introduction (NPI) units shipped in March 2023, for which all paper-based consumer packaging was FSC™-certified.
4. Measured as the percentage of units shipped in March 2023, for which all paper-based consumer packaging was FSC™-certified.
5. Measured as the number of Logitech products refurbished between 01 April 2021 and 31 March 2023.

PEOPLE

SOCIAL IMPACT

SUPPLIER DIVERSITY

1. Diverse Suppliers are businesses owned by ethnic minorities (Blacks, Native Indigenous People, Hispanics, Asians, women, LGBT, Veterans and the disabled. To qualify, a business must be 51% owned, managed and controlled by one or more members of these groups.
2. Negotiable Spend is spend dictated by true market forces and active negotiations between a company and its direct suppliers. It excludes items like payments to charity organizations, schools, government entities, insurance, EB providers, payment to employees, Intercompany expenses, taxes, etc. Industry best practice is to capture and report on negotiable spend.
3. Diverse Spend is spend with businesses owned and operated by Diverse Suppliers.
4. Prime Partners are strategically important suppliers, with whom we contract directly, with whom we typically have an annual spend of more than USD3 million.

CHARITABLE CONTRIBUTIONS

1. Returned goods or floor models that have been inspected to ensure they are functional. This category of return may have damaged packaging but functionality is confirmed.

ETHICS

1. Our definition of significance is aligned with the materiality definition applied in our mainstream annual financial reporting. Significant fines in this case are defined as >USD $10,000.
2. Major Suppliers are defined as the suppliers that account for 80% of direct spend, as per RBA requirements. See Supplier Development section, for further information.

RESPONSIBLE SOURCING OF MINERALS

1. The Dodd-Frank Act: Dodd-Frank Wall Street Reform and Consumer Protection Act, Pub. L. No. 111-203, § 1502, 124 Stat. 1376 (2010).
2. Angola, Burundi, Central African Republic, the Republic of the Congo, Rwanda, South Sudan, Tanzania, Uganda, and Zambia.
3. OECD (2016), OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas: Third Edition, OECD Publishing, Paris. http://dx.doi.org/10.1787/9789264252479-en.
4. 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).
5. Tier 1 Suppliers are suppliers with a direct contractual relation to Logitech who supply manufactured product, components or materials.

6. The Democratic Republic of the Congo (DRC) or adjoining countries, as defined in the Dodd-Frank Act: Dodd-Frank Wall Street Reform and Consumer Protection Act, Pub. L. No. 111-203, § 1502, 124 Stat. 1376 (2010).
7. CAHRA: Conflict-affected and high-risk areas. These 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, 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). We use the European Commission Directorate General for Trade's published list of indicative, non-exhaustive conflict-affected and high-risk areas (CAHRAs): https://www.cahraslist.net/cahras.
8. 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).
9. Please refer to https://www.responsiblemineralsinitiative.org/minerals-due-diligence/mica/and https://www.somo.nl/wp-content/uploads/2018/03/NL180313_-GLOBAL-MICA-MINING-EXEC-SUMMARY.pdf for further information.
10. EU Batteries Regulation, Regulation (EU) 2020/2094 of the European Parliament and of the Council of 17 December 2020 on batteries and waste batteries, amending Directive 2006/66/EC and repealing Regulation (EU) No 493/2012 (Text with EEA relevance).

HUMAN RIGHTS AND LABOR

1. 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.
2. Major Suppliers are the suppliers who account for 80 % of Logitech's direct spend in the calendar year.
3. Child labor is defined (by the RBA Code) 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).

SUPPLIER DEVELOPMENT

1. Tier 1 Suppliers are suppliers with whom we have a direct contractual relationship.
2. Checkbox compliance involves the simplification of sustainability best practice into rules or instructions that are the same in every case, with no possibility of someone using their own knowledge, experience, or ability to make decisions.
3. A lever of change is an area of work that has the potential to deliver wide-ranging, positive change beyond its immediate focus.
4. The RBA term "Priority Finding" 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."
5. An RBA member facility, supplier, or supplier facility that scores below 65 % on the self-assessment questionaire (SAQ)'s Overall Facility Risk score is designated as high-risk. Further, the presence of any open disqualifying findings will result in the facility automatically being designated as high-risk.

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