

logitech®



DESIGNING A POSITIVE FUTURE

FY22 IMPACT REPORT

Defying the logic of the past to create a more equitable and climate positive world.



3 GOOD HEALTH AND WELL-BEING



5 GENDER EQUALITY



7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



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DESIGNING A POSITIVE FUTURE

The greatest impact you can have in life is to unleash the potential of others. In Logitech's case, our purpose is to design possibilities that extend human capability by helping ALL people pursue their passions and doing so in a way that is good for people and planet.

The pursuit of passion and potential are our direct and inspirational goals. We built the values of equality and environment directly into our mission statement (enable ALL people to pursue their passions in a way that is good for the planet). These values, equality and environment, are core to who we are as an organization and drive our actions daily. In a particularly demanding year with the war in Ukraine, an ongoing pandemic that continues to impact our lives and our operations, and racial inequalities that polarize communities, it became even more crucial to create meaningful change. We understand that these are complex issues and that we, humanity, can only be successful if we are part of the larger collective effort if we hope to make significant progress.

We intentionally refer to this year's report as our Impact Report to reflect our expanded commitment and approach to measuring impact and progress.

Both inside and outside the company, we have enhanced visibility around our impact on climate, biodiversity, social, and environmental issues. It is our intention to not only understand our impact, but also to develop capabilities and partnerships to improve the positive, eliminate or address the negative, and report our progress. Transparency is a key component of our approach and this report strives to reflect that.

The sustainability standards set forth in the Responsible Business Alliance (RBA) Code of Conduct have guided us for 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 Targets 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 for the Ten Principles of the UNGC in the 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 UNGC and its principles into our business strategy, culture, and daily operations.

EQUALITY

Underrepresented groups have lived too long in an unfair world. While we have grown in prosperity and human opportunity collectively, it's never been equal nor equitable. In fact, it's been disproportionately unfair to underrepresented groups at a cost to all of us in so many ways including direct growth and creativity. We've stepped up our efforts to address injustice and create a more equitable world by advancing our commitments. Diversity, Equity & Inclusion goals are in place, and we are actively working to build an inclusive and psychologically safe environment for all employees. Like virtually every company, we are not there yet and there is still much work ahead. But we are committed.

Our supplier diversity program continues to make headway. With 6% of our spending in the Americas and 4% globally coming from diverse suppliers, we are continuously adding new diverse suppliers to our diverse supplier base. More than 140 new suppliers have been added this year alone in the Americas. This number will increase rapidly over the next several years.

Our Logitech Cares Donor Advised Fund (DAF) for charitable grants, which is sponsored by the Tides Foundation, also continues to accelerate pace.

More than \$4.4M was contributed by Logitech through our DAF and combined business giving, through partnerships with organizations such as AbleGamers, GLAAD, Girls Who Code, and others that focus on creating positive social impact. This year, we made the largest one-time donation in Logitech's history, \$2M to Oxygen for India to support the distribution of oxygen cylinders and concentrators to help those in need.

ENVIRONMENT

For centuries, companies like ours have experienced continued growth at the expense of unintended consequences that impact our planet's health. It's time to take urgent action, raise awareness and address the climate crisis that is impacting humanity's future.

Because it's work that cannot wait, we took action in 2021 to become certified carbon neutral across our entire product portfolio, operations and value chain (Scope 1, 2, and 3). However, stopping at neutrality is not an option for us. Even though we were recognized as Europe's #1 Climate Leader

this year, our ambition is to go further and become climate positive over the next ten years. Our intent is to remove more carbon than we create and we will not consider our plans adequate until we are there.

We also made strides in advancing our multi-year program to rescue plastics bound for landfill and placed a larger dent in our efforts to truly enable a circular supply chain. One in three products is now made with recycled plastic, which eliminates the need for more than 8,000 tons of virgin plastic. This equates to an estimated 19,000 tons of CO₂e saved across our portfolio's lifecycle - the equivalent of an average passenger vehicle driving 1,740 times around the Earth.

We continue to hold ourselves accountable for reducing our product carbon footprint and advancing our carbon labeling program. Each quarter, we are adding more products to retail shelves that are labeled with a product carbon footprint. And increasingly stepping out publicly as a thought leader and policy influencer supporting carbon disclosure and labeling. We will continue to advocate with

policy-makers, build coalitions with other companies, and speak out both internationally and in our communities in support of climate-related initiatives.

ACKNOWLEDGING OUR ACTIONS & GOING FORWARD

We are grateful to be recognized for our accomplishments this year. We retained our listing on the Dow Jones SustainabilityTM Index for Europe. The Financial Times ranked us #1 in Europe for achieving the greatest reduction in greenhouse gas emission intensity. The inaugural "World's Top Female-Friendly Companies" published on Forbes placed us on their exclusive list. And the Global Child Forum ranked us as a leader who has taken concrete steps to move beyond policies to embed children's rights into company practice. While these achievements are gratifying, they only show how much work there is to do. Despite the accolades, we know we have so much more progress to make.

The secret to what we have accomplished and delivering way beyond is our people - empowering them to make decisions quickly, encouraging

diverse perspectives, and adopting collaborative practices that encourage new ideas. It's been amazing to me to see the urgency, enthusiasm, and hard work our teams have put in behind these goals.

Our path forward includes setting progressively harder targets against our carbon intensity goals, exploring engineering and technology breakthroughs that will allow us to activate our Design for Sustainability (DfS) principles, and continuing to invest in our Diversity, Equity & Inclusion programs to better understand the needs of our various communities.

Creating a better future for our planet and society requires strong commitment from every company. Logitech is actively pursuing new ways of working to design for a sustainable, equitable, and imaginative world - and we are ready to play our part. And we'll also try to play a role in enabling other companies to address their issues as we work on our own.

There's no time to waste.



Creating a better future for our planet and society requires a different approach to solving big challenges without creating new ones. Logitech is actively pursuing new ways of working to design for a sustainable, equitable, and imaginative world.

Bracken Darrell

President and Chief Executive Officer



SUSTAINABILITY

FY22 HIGHLIGHTS

CLIMATE ACTION

Climate Positive Approach

97% reduction in carbon intensity (Scope 1&2) since 2015

94% renewable electricity

#1 in Europe for Climate Leadership (Financial Times)

>94,050 tCO₂e reduction from supply chain renewable electricity

>20% reduction in carbon intensity (Scope 1, 2 & 3) since 2019

Carbon Neutral across Scope 1, 2 & 3



REDUCE



RENEW



RESTORE

CARBON CLARITY

14 Major Product Lines Carbon Impact Labeled

100% of products are carbon impact labeled, by 2025



CIRCULARITY

1 in 3 products use 2nd life materials

Next life plastic

51 Major Product Lines

>9,764 t of recycled plastic to date

>22,835 tCO₂ saving to date



Responsible packaging

Eliminating single-use plastic

>35 Major Product Lines using FSC-certified packaging

>1,800 tons of FSC-certified packaging



More circular business models

>45,000 devices refurbished in Year 1

Launch of Logitech B2B trade-in platform in the U.S.

RESPONSIBLE MINERALS

100%



- Due diligence program covering tantalum, tin, tungsten, gold (3TG), cobalt, and mica
- **100%** direct suppliers engaged
- **100%** 3TG smelters and refiners participation in third-party audit program or validated as not sourced from the covered countries

TARGETED SUBSTANCE REDUCTION



78% reduction in targeted substances since CY10

SOCIAL IMPACT



- Global, cross-cultural team established supporting DEI metrics and goals
- Listed on Forbes' world-ranking of "Top Female-Friendly Companies"
- **70%** increase in spend on diverse suppliers
- **94%** increase in number of diverse suppliers
- **US\$4.4M** invested in communities
- **2000+** employees participating in donation and volunteering activities
- Development of Logi Leader Essentials workshop
- **700 +** Coaching sessions



LOGICARES



SUPPLIER DEVELOPMENT



- **100%** major suppliers audited in CY21
- **229** audits carried out in CY21

DESIGN FOR SUSTAINABILITY (DFS)

EXAMPLES OF NEW GENERATION, LOWER IMPACT PRODUCTS



A10 GEN 2

-38% carbon impact vs A10 Gen 1



G435 LIGHTSPEED

-40% carbon impact vs G533



MX MECHANICAL

- 40% carbon avoided through DFS design decisions



SIGNATURE M650

-22% carbon impact vs M510

AWARDS & ACKNOWLEDGMENTS



Platinum



Dow Jones Sustainability Index

DJSI Europe Listed



FTSE4Good

Listed



Swiss Exchange

SIX Switzerland Sustainability 25®

Listed



Gender Fair

Certified

OUR COMPANY

We design 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.

Logitech is a world leader in designing, manufacturing, and marketing products that help connect people to digital and cloud experiences. Forty years ago, Logitech created products to improve experiences around the personal computer (PC) platform, and today it is a multi-brand, multi-category company designing products that enable people to pursue their passions and connect to the world. Logitech's products align with several large secular trends including work and learn from anywhere, video everywhere, gaming as a spectator and participant sport, and the creation and streaming of content.

Logitech was founded in Switzerland in 1981. Our registered office and holding company (Logitech International S.A.) is in Hautemorges, Switzerland. Logitech Inc. is our principal, wholly-owned subsidiary in the United States.

Our global footprint extends across North and South America, EMEA (Europe, the Middle East, and Africa) and Asia-Pacific (AP). We employ 6,932 individuals¹, of which approximately 3,000 are employed, directly and indirectly, in our Suzhou production facility. Our network of offices includes 16 Major Offices (i.e. offices which account for 80% of the global floor space) and a number of smaller support and administrative offices worldwide.

Shares of Logitech International S.A. are listed on the SIX Swiss Exchange (trading symbol: LOGN) and on the Nasdaq Global Select Market (trading symbol: LOGI).

We operate in a single operating segment: Peripherals. From our humble beginnings as a Swiss hardware company, our products now participate in four large markets: Creativity & Productivity, Gaming, Video Collaboration and Music.







The Logitech family currently comprises six brands: Logitech, Logitech G, ASTRO Gaming, Streamlabs, Blue Microphones, and Ultimate Ears.



OUR COMPANY CONTINUED

We sell our products to a broad network of domestic and international customers, including direct sales to retailers and e-tailers, and indirect sales via a network of third-party distributors. Our worldwide channel network includes consumer electronics distributors, retailers, mass merchandisers, specialty electronics stores, computer and telecommunications stores, value-added resellers, and online merchants. We primarily sell our services directly to end customers.

CREATIVITY & PRODUCTIVITY

With increased connectivity needs in the past few years at home, in the office or on the go, we continue to innovate and grow market share for pointing devices, keyboards/combos, tablets, webcams, and other accessories.

GAMING

Our Gaming category comprises PC and console products designed to enhance gamer experiences, including virtual and augmented reality. We design and engineer industry-leading keyboards, mice, headsets, mouse pads, controllers, and simulation products such as steering wheels and flight sticks.

VIDEO COLLABORATION

Our Video Collaboration category includes conference cams that combine enterprise quality, audio, and video to affordably enable conferencing by organizations of any size.

MUSIC

Our Music category includes two sub-categories: Mobile Speakers and Audio & Wearables. The Mobile Speakers category includes portable wireless Bluetooth® and Wi-Fi speakers that are waterproof and provide bold, immersive sound in every direction. The Audio & Wearables category comprises: PC speakers and headsets, in-ear headphones, premium wireless audio wearables, and a range of studio quality audio tools for recording or broadcasting content, for streaming platforms, podcast production, music, and gaming.

OUR COMPANY CONTINUED

SMART HOME

We made the decision to stop manufacturing and selling the Harmony Line of remote controls as consumer behavior around entertainment shifted to streaming services across multiple screens. We continue to support the installed base of Harmony users by maintaining and supporting the software stack that powers the Harmony system.

JOINT VENTURES

We do not operate Joint Ventures.

ACQUISITIONS

In February 2021, we acquired Mevo Inc. (Mevo) to complement our PC webcams portfolio and enable us to offer end-to-end solutions for streaming and content creation. Data from Mevo products and business are included in this Impact Report from the date of data integration.

In May 2021, we also acquired Meetio AB to optimize the meeting room booking process we could offer to customers. Data from Meetio products and business are included in this report from the date of data integration.

PRODUCTION FACILITY

Our production facility was established in Suzhou, China in 1994. Onsite activities primarily comprise final assembly and testing. Components are manufactured to our specification by suppliers in Asia, the United States, and Europe.

We use Joint Design Manufacturers (JDM) 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.

This hybrid model of in-house manufacturing and third-party manufacturers enables us to effectively respond to rapidly changing demand, leverage economies of scale, maintain strong quality process controls, reduce volatility in production levels, and optimize time to market.

An overview of our company is shown in the following infographic.

LOGITECH IN FIGURES

6,932 EMPLOYEES¹

63% MALE

37% FEMALE

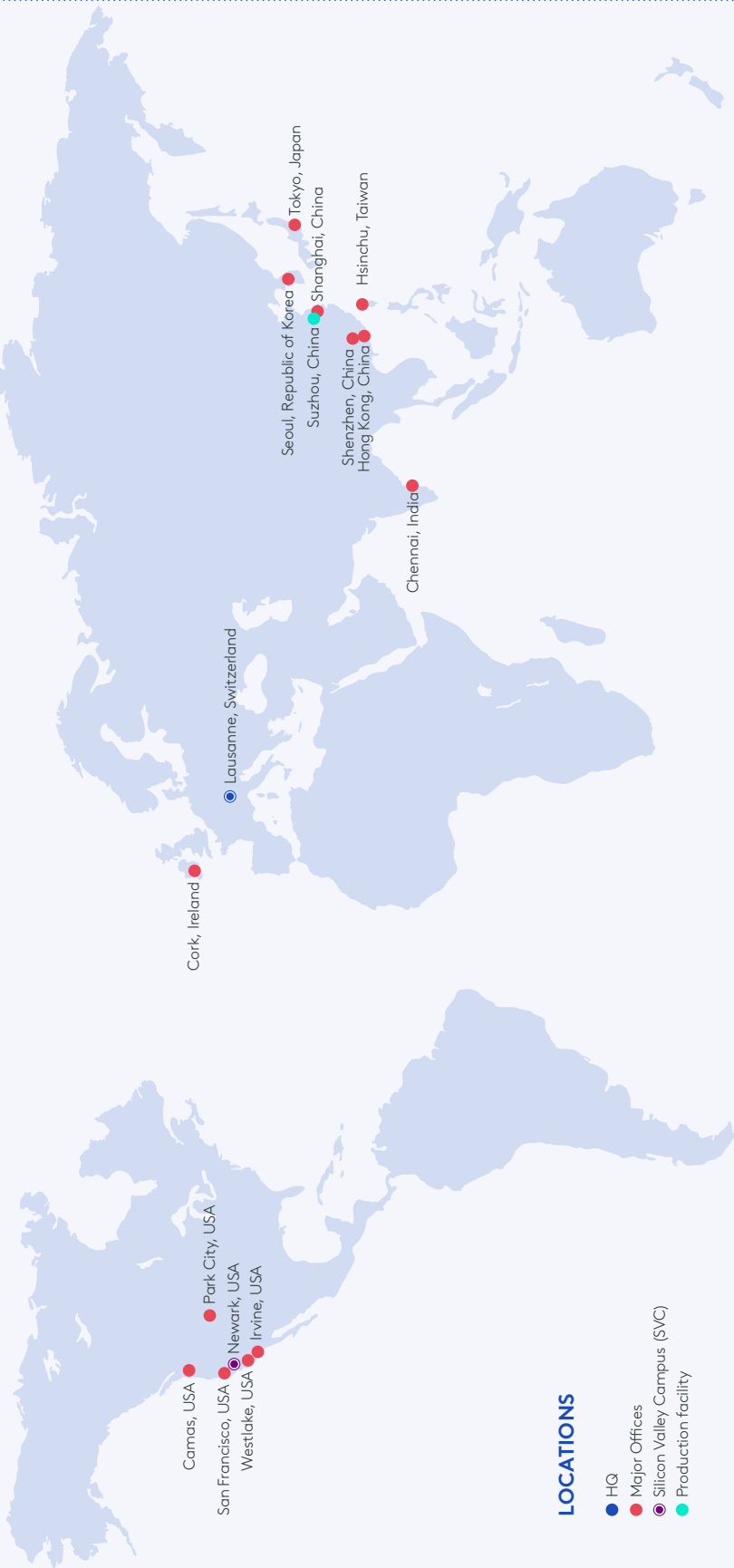


36% FEMALE BOARD OF DIRECTORS²

US\$290 M+ SPEND ON R&D

50 DESIGN AWARDS

US\$5.48 BILLION NET SALES (FY22)
(%) BY PRODUCT CATEGORY



OUR APPROACH

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 co-create a more sustainable future.

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. 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. That awareness pushes us to create accountability and define specific goals to drive our performance. 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.

OUR COMMITMENTS

The UN 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). This year, 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 are focused on, and a mapping of all our programs to the SDG framework is included in the [About this Report](#) section of this report.

SUSTAINABLE DEVELOPMENT GOALS

Our key areas of focus



OUR APPROACH CONTINUED

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 and to engage in collaborative projects, which 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 mapping of UNGC to RBA 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 Labour Organization (ILO)'s International Labor Standards, Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, Occupational Health and Safety Assessment Standard (OHSAS) 18001, International Organization for Standardization, ISO 14001, and Social Accountability International, SA8000.

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 decision making.

WE SUPPORT



Responsible Business Alliance
Formerly the Electronic Industry Citizenship Coalition
Advancing Sustainability Globally



**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
& Culture

OUR APPROACH CONTINUED

THE RBA CODE OF CONDUCT



Responsible Business Alliance
Formerly the Electronic Industry Citizenship Coalition

Advancing Sustainability Globally



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



- 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



- 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



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



- 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

DESIGN WITH PEOPLE

Design with People is Logitech’s approach and mindset for design thinking. We design directly with people when solving complex problems. To design “with” people rather than “for” people ensures we learn and co-create together, whether it’s with a customer, employee, friend, or someone in the community - this approach can be beneficial for everyone. Founded on design thinking, it is a nonlinear, iterative process that seeks to understand users, challenge assumptions, redefine problems, and create innovative solutions to prototype and test. The world is interconnected and complex. Design with People offers a powerful means to grapple with all this complexity in a people-centric way.

OUR APPROACH CONTINUED

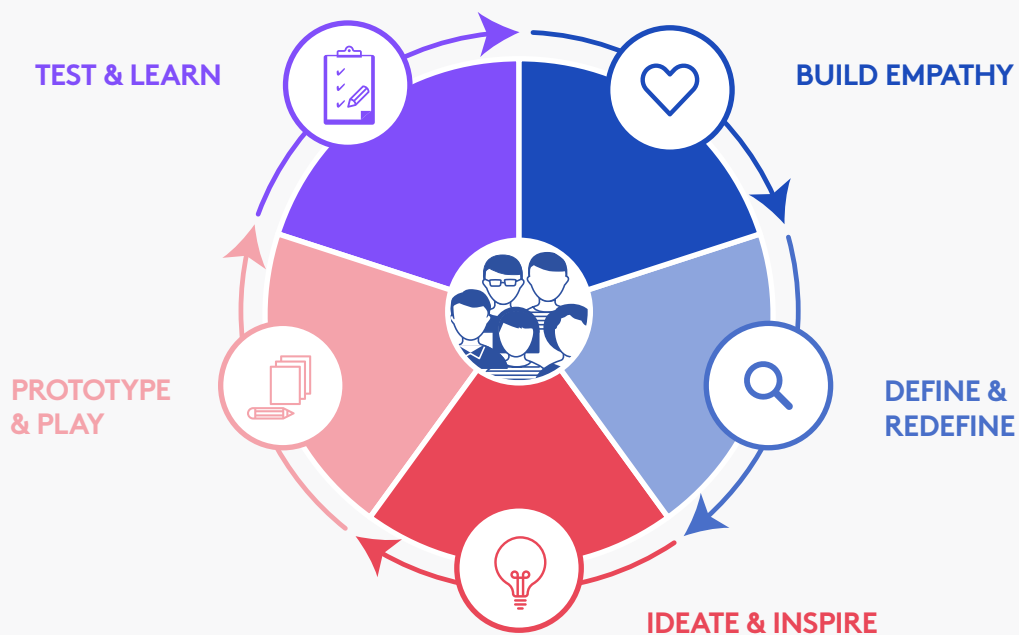
Design with People is at the center of everything we do. We believe this approach can be applied to everything, including sustainability. As an award-winning design company, we are making a pledge to future generations to use our leadership in design to create great people experiences, but to do so in a way that is sustainable for the planet and good for society. When we look at our business, products, and activities through this lens, we know we can design processes and product experiences for sustainability, and improve every aspect of our operations. When we couple this way of thinking with our engine for innovation and commitment to carbon transparency, we believe we can make a meaningful contribution to global efforts to enable more sustainable lifestyles and catalyze our sector’s transition to a more sustainable, low-carbon pathway.



Design at Logitech is a 360-degree process, beyond the look and feel of a product. From your day in the office, to a run on the trail, to how you enjoy your favorite games and music, great design is much more than the sum of a product’s parts; it is about how each experience fits in our lives and adds something new and valuable.

Alastair Curtis
Chief Design Officer

DESIGN WITH PEOPLE



OUR APPROACH CONTINUED

OUR STRATEGY

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 (environmental, social, and governance) are synonymous with sustainability. SER is the term used by the 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.

We explain our approach in the following terms. We have environmental activities and programs which focus on reducing our impact on the planet:

- **Climate action,**
- **Carbon clarity,**
- **Design for Sustainability (DfS),**
- **Responsible packaging,**
- **Forestry and Biodiversity,**
- **Targeted substances,**
- **Responsible production,**
- **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,**
- **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 APPROACH CONTINUED

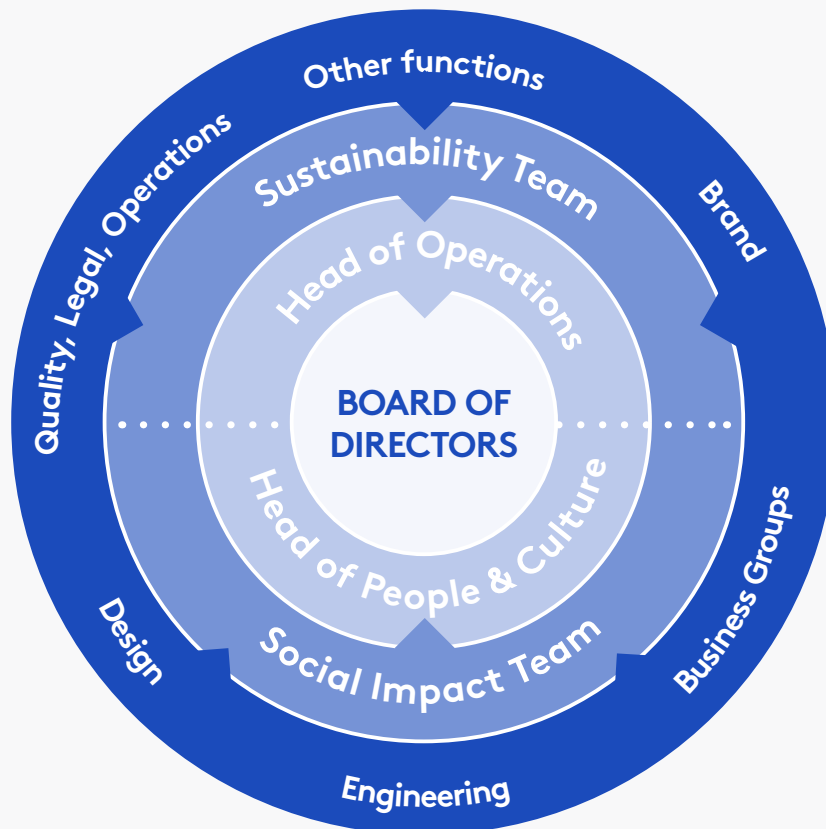
OUR MANAGEMENT APPROACH

Looking inward

We want to make sustainability pervasive. We have one global sustainability team and a 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 opportunities in every part of our business.

Best practice is driven by strong, effective, and committed leadership. We have established a number of collaborative mechanisms to promote and support rapid innovation around key sustainability priorities and enable collaboration across all levels and groups, within Logitech. A simplified overview of a sample of those mechanisms is presented below. Other examples of stakeholder engagement mechanisms across our employee base are provided in the **Stakeholder Engagement** section of this report.

GOVERNANCE FRAMEWORK FOR SUSTAINABILITY



OUR APPROACH CONTINUED

We believe that full Board of Directors' oversight is important to ensure that sustainability is part of, and aligned with, our overall Company strategy. As a result, our Board oversees our sustainability programs, with support at the committee level. 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. The Board, including our President and CEO, liaises with the Head of Global Operations and Sustainability and the Head of People and Culture who advocate for sustainability and social impact, select projects to prioritize, sponsor and finance and drive strategy and execution in collaboration with other business leaders.

For FY22, we introduced an ESG metric that counts towards 10% of the annual bonus incentive plan for our Group Management Team, comprising our President and CEO, our Chief Financial Officer, our Head of Global Operations and Sustainability and our General Counsel. This ESG 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. The Sustainability Forum and Social Impact Forum are open and cross-functional forums for business leaders 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.

The Sustainability and Social Impact teams routinely review the purpose, scope, and value of sustainability proposals and how they align with external factors, overall commitments, and our Company values. The Head of Global Operations and Sustainability and the Head of People & Culture advocate for sustainability and social impact, select projects to prioritise, and sponsor, finance and drive strategy and execution, in collaboration with other business leaders.

The targets, effectiveness, and deliverables of each of our key sustainability programs is managed by program managers and cross-functional teams, on a periodic basis, over the course of the year. As part of our annual sustainability reporting program, we also take a step back and review the scope and performance of each of our programs in a more strategic way, evaluate and update our materiality assessment and key highlights from the last year, 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 megatrends and macrodevelopments may impact our sector and activities. At this point we review and refresh our policy framework in consideration of any identified developments or opportunities for further improvement, and we evaluate the need for new policies to establish new programs and strengthen our management approach.

FY22

SUSTAINABILITY
TARGETS LINKED
TO EXECUTIVE
COMPENSATION

OUR APPROACH CONTINUED

LOOKING OUTWARD

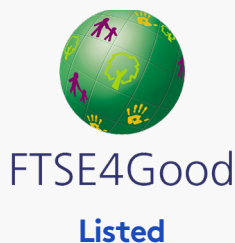
Our management approach also includes a number of mechanisms of feedback and connection with the outside world and objective, third-party assessment of our performance.

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, Impact 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, and 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 other peer companies both within and outside our sector and 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 forthcoming year.

With this approach, we've achieved a number of awards for our management approach and performance over the last year. We take these awards as a sign that we are on the right track and leverage this encouragement to catalyze further action towards our commitments.

AWARDS AND ACKNOWLEDGMENTS



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

OUR VALUES

As a company, we're small and flexible enough for every person to take 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 pretty sweet spot to be in and we'll always try to keep it that way.

Our culture and our values were articulated as an outcome of interactive roadshows in 2016, which were initiated by our Chief Executive Officer and Head of People & 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 use when describing Logitech culture to others, which elements are aspirational and require us to keep working on them, and what we need to inject 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 included throughout hiring and onboarding, are discussed during orientation and underpin our employee recognition and awards program, our 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**

Equality and Environment was explicitly included as a values set in 2020. Our commitment to these were originally captured in the 2016 work 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. It's just less stressful when what you see is what you get.

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 spurn jobs that aren't hands-on 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

Success begins with collaborative relationships built both inside and outside the company. Collaboration is key to creating shared value that builds a more inclusive and equitable society, as well as meeting the environmental challenges of our time.

Transparency and engagement in all aspects of business align with our company culture of being open to new ideas and collaborative by nature. We aim to foster an environment where we provide and receive candid and constructive feedback, and share insights, to help us continually improve. We acknowledge and support the continued demand for the technology sector to be transparent and disclose pertinent information.

We subscribe to the Global Reporting Initiative's (GRI) definition of a "stakeholder group", and identify stakeholders as entities or individuals that can be reasonably expected to be significantly affected by our activities, products, and services, or take actions that affect our ability to successfully implement strategy and achieve objectives.

As part of our most recent Materiality Assessment process, and in accordance with the GRI Principle of Stakeholder Inclusion, we have identified the following six broad stakeholder groups with views and perspectives relevant to our activities.

- **Customers, consumers and the public**
- **Employees**
- **Regulatory authorities**
- **Shareholders and investors**
- **Special interest groups**
- **Suppliers and business partners**

Informal engagement with each of the identified key stakeholder groups occurs throughout the year. Our engagement approach for each stakeholder group is outlined in the following table, along with a summary of the key "Topics of Discussion," which are typically raised by each stakeholder group.

Our engagement activities to date indicate no significant concerns with respect to our sustainability approach and performance. Broadly speaking, stakeholders tend to primarily focus on our product performance and economic performance. Queries in relation to sustainability performance usually relate to requests for evidence of product compliance and queries, or surveys by investor advisory firms.

This report provides an overview of our current approach and performance in relation to material aspects of our sustainability management and performance. Additional information is available upon request.



STAKEHOLDER ENGAGEMENT CONTINUED

ENGAGEMENT STRATEGY	TOPICS OF DISCUSSION
CUSTOMERS, CONSUMERS AND THE PUBLIC	
<p>We engage with customers, consumers, and the public via our social media platforms, customer-facing websites, and online communities. We regularly communicate information to the public via press releases, blogs, social media, public events, and direct outreach. We receive feedback, directly from consumers and via our network of business partners, including retailers and distributors. We monitor satisfaction ratings, for any customers who engage with our Customer Experience team, using the industry-standard Net Promoter Score (NPS) method. During FY22, we maintained our focus on gathering the relevant ticket data throughout the global COVID-19 pandemic, helping us to improve the quality, quantity, and accessibility of our self-service content. As a result, our Global NPS score improved by +18 points (to 48), compared to last year. We are increasingly taking action on both environmental and social issues, as well as transparently communicating on those topics through press releases, social media platforms, and customer-facing websites. Some examples of key activities and engagements in the last financial year are highlighted below.</p> <p>Climate Action: We have ambitious, science-based targets aligned to the Paris Agreement, pledging to limit greenhouse gas emissions to the 1.5°C climate scenario and to be powered exclusively by renewable electricity by 2030. Outward-facing communication of our strategy represents a transformational and natural next step in our sustainability journey. We also communicated our expansion beyond carbon-neutral operations to carbon-neutral products. All Logitech products within the entire product portfolio of brands are now certified carbon neutral and we are committed to climate positive beyond 2030.</p> <p>In 2021 our President and CEO (Bracken Darrell) participated in CERES US LEAD on Climate 2021 event. As part of this event, Bracken joined other CEOs and representatives from more than 80 companies to call for bold and urgent action on the climate crisis. We also spoke out at a number of industry forums including the 26th UN Climate Change Conference of the Parties, known as COP26, and Sustainable Brands 2021 Conference. Over the last year, we have been working with retailers to help consumers discover and shop for more sustainable products. We are working with Amazon and other retailers to ensure products with sustainability-related attributes are communicated on retail platforms to empower consumers with accurate, credible, meaningful information on sustainability and, to inform consumer purchasing decisions. For example, when customers shop on Amazon and select the climate pledge friendly filter, Logitech brands and products are listed because of our carbon neutrality and use of certified recycled plastic. In this way, we are influencing consumer purchasing where it matters, as part of the shopping experience.</p> <p>Carbon Clarity: We pledge to provide carbon impact labels on product packaging across our entire portfolio. Our intention is to engage and empower consumers with sustainability insight and enable more informed purchasing decisions. Our longer term goal is to catalyze an industry-wide shift to lower carbon products and reduced impact on the environment. Please refer to the Carbon Clarity section of this report, for further information on this commitment.</p>	<ul style="list-style-type: none"> • Product performance, including warranty process • Customer satisfaction • Product features • Repairability and spare parts • End-of-life recycling and trade-in for reuse • Hazardous substances (RoHS, REACH) • Responsible production • Product energy efficiency • Use of packaging • Charitable contributions • Diversity, equity, and inclusion • Climate Action
EMPLOYEES	
<p>As a global company with a small company mindset, we endeavor to create an open-door environment, where employees feel they can interact at every level without hierarchy or bureaucracy. For example, our CEO invites all new hires to share ideas with him directly, about their first impressions on how we can make the company better. We also have an online CEO comment box for employees to share ideas or concerns anonymously and unfiltered. Senior leaders and content experts regularly host “Ask Me Anything” sessions, where no question is off-limits and questions can be raised anonymously in real time.</p>	<ul style="list-style-type: none"> • Employee benefit and compensation offerings • Employee development opportunities • Employee led topics • Company strategy and priorities; vision and values

STAKEHOLDER ENGAGEMENT CONTINUED

ENGAGEMENT STRATEGY	TOPICS OF DISCUSSION
<p>Online huddles continue to be conducted as an alternative to in-person events for each region to discuss the company’s priorities and ensure employees understand how their role aligns to company objectives, while also allowing employees to share their views, questions, and concerns directly with senior leaders. In line with our commitment to transparency, all videos, presentations and questions raised were hosted on our company intranet, facilitating further employee views, comments and ongoing engagement.</p> <p>We have always been an open culture, free to share ideas and feedback. In order to capture employee perspectives, we conduct twice-yearly surveys, which not only identify what we do well and where we can work to improve, but also result in personalized, ongoing coaching of individuals across Logitech via regular prompts of how small actions can have big impacts. The percentage of employees participating in the December 2021 survey was 83%. We also capture a “Happiness Index” within the survey where we scored 77 points where employees responded favorably to the questions which constituted the Happiness Index in our December survey.</p> <p>At our production facility, we conduct regular team meetings and utilize mobile chat, to share company news and leadership updates in the local language. More formally, we conduct periodic worker interviews to further collate and understand employee views, provide suggestion boxes and an anonymous whistleblowing mechanism, which employees can use to submit comments, confidentially.</p>	<ul style="list-style-type: none"> • Company commitment to social and environmental issues • Corporate philanthropy and individual/team charitable opportunities
REGULATORY AUTHORITIES	
<p>As a global company, we observe international and domestic laws in the countries in which we operate. Our global Sustainability team is supported by legal experts who monitor developing legislation and standards across the globe that are relevant to current and planned activities.</p> <p>We apply an objective framework to guide consistent, ordered public affairs decision making, which leads to an array of public policy engagement options. A current snapshot of public policy issues include: Environment, Equity, Global Trade, Privacy & Data Security, and Global Tax.</p> <p>We also report information to relevant authorities, including financial reports and other sustainability-related performance reports. Key regulatory authorities include, but are not limited to, the Chinese Ministry of Environmental Protection (for our production facility in Suzhou, China) and the US Securities and Exchange Commission (for financial reporting).</p>	<ul style="list-style-type: none"> • Hazardous substances (RoHS, REACH) • Repairability • Environmental claims and product sustainability information • Compliance with environmental permits • Legal compliance reporting • Conflict minerals • Recycling and use of plastic
SHAREHOLDERS AND INVESTORS	
<p>Engagements are managed by our Investor Relations team and include our Annual General Meeting, routine conferences, briefings such as our annual Analyst & Investor Day, and direct engagements. Annual financial statements, Investor Reports, and other pertinent information is shared via the Investor Page of our website.</p> <p>A number of investor advisor groups monitor and report our sustainability performance to potential and existing investors and engage with us when undertaking their periodic sustainability assessments.</p> <p>At our 2022 Analyst & Investor Day, we presented the acceleration of Logitech’s sustainability impact and commitments, to a global audience.</p>	<ul style="list-style-type: none"> • Financial performance • ESG (environment, social and governance) performance • Climate action • Sustainability Reporting • Supply chain management

STAKEHOLDER ENGAGEMENT CONTINUED

ENGAGEMENT STRATEGY	TOPICS OF DISCUSSION
SPECIAL INTEREST GROUPS	
<p>Special interest groups can include industry bodies, nongovernmental organizations (NGOs) and other groups with a particular interest in certain aspects of sustainability performance. We are members of the Responsible Business Alliance (RBA). The RBA identifies special interest groups of relevance to our sector and helps guide engagement processes governed by Chatham House Rules. An overview of the key industry initiatives and industry bodies that we maintain membership in is provided on the following page. We consider the public views of a number of special interest groups as part of the External Factors Review and Materiality Assessment underpinning this Impact Report. Please refer to the Materiality Assessment section for further information.</p>	<ul style="list-style-type: none"> • Sustainability performance at our production facility • Supply chain management • Climate action • Worker safety, health and well-being • Human rights and labor
SUPPLIERS AND BUSINESS PARTNERS	
<p>We regularly liaise with distributors, retailers, and other business partners to understand customer needs and ensure products are brought to market in a manner that reflects our sustainability expectations and good practice requirements.</p> <p>We audit our major suppliers a minimum of once a year and adopt a partnership model, which engages suppliers in collective brainstorming to co-develop solutions. Sustainability performance requirements are communicated and embedded into contractual arrangements with our suppliers.</p>	<ul style="list-style-type: none"> • Ethical code of conduct • Responsible marketing and product labeling • Responsible manufacturing • Hazardous substances (RoHS, REACH) • Product takeback and circular supply chains

EXTERNAL INITIATIVES & MEMBERSHIPS

We believe collaboration across our sector and multistakeholder engagement is required, to catalyze society’s transition to a more sustainable future.

In recent years we have taken a more overt approach to demonstrate 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, is provided below.

REPORTING STANDARDS AND SUSTAINABILITY PARTNERSHIPS	WHAT THIS PARTNERSHIP MEANS FOR US
 <p>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.</p>	<p>We leverage the CDP platform to report our energy and climate performance publicly, via the Climate Change questionnaire and to respond to customers via the CDP Supply Chain questionnaire.</p> <p>By sharing our performance in this best practice way, we work to galvanize sector-wide transparency and credibility.</p>

STAKEHOLDER ENGAGEMENT CONTINUED

REPORTING STANDARDS AND SUSTAINABILITY PARTNERSHIPS	WHAT THIS PARTNERSHIP MEANS FOR US
 <p>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 SDG 5 - Gender Equality in their own organization and across all industries and organizations.</p>	<p>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”.</p>
 <p>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.</p>	<p>Using 100% renewable electricity for our US 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.</p>
 <p>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.</p>	<p>In FY22 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 tactics. 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 Investment section for more information.</p>
 <p>The Global Reporting Initiative (GRI) is a nonprofit organization that promotes one of the world’s most prevalent standards for Impact Reporting - the GRI Standards.</p>	<p>We are working towards full alignment with GRI standards to enable enhanced transparency, credibility, and accountability in reporting.</p>
 <p>The Information Technology Industry (ITI) Council 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.</p>	<p>We participate in ITI’s regional committees as well as topic-specific committees on Environmental Policy, Environment and Sustainability, Privacy and Cybersecurity, Energy Efficiency, Procurement, Product Stewardship and Regulatory Policy.</p>

STAKEHOLDER ENGAGEMENT CONTINUED

REPORTING STANDARDS AND SUSTAINABILITY PARTNERSHIPS	WHAT THIS PARTNERSHIP MEANS FOR US
 <p>The National Minority Supplier Development Council (NMSDC) matches certified minority-owned business enterprises in the United States with corporate member companies and builds MBE capacity and capabilities through programs and other educational offerings.</p>	<p>Through our membership of the NMSDC, we are working to develop our Supplier Diversity Program and connect with minority-owned business enterprises across the US to diversify our supplier base.</p>
 <p>The Organisation for Economic Co-operation and Development (OECD) is an international economic body of 37 countries dedicated to stimulating economic progress and world trade.</p> <p>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.</p>	<p>We follow the OECD due diligence guidelines for supply chain due diligence specifically around minerals from conflict-affected and high-risk areas.</p>
 <p>Responsible Business Alliance Formerly the Electronic Industry Citizenship Coalition Advancing Sustainability Globally</p> <p>The Responsible Business Alliance (RBA), formerly EICC, is a non-profit coalition of companies committed to improving social, environmental and ethical conditions in their global supply chain.</p> <p>The RBA Code focuses on priority issues for the RBA membership including labor, environment, health and safety, ethics, management systems and human rights.</p>	<p>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.</p>
 <p>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.</p>	<p>Through our membership of the RMI, we gain 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.</p>
 <p>The Responsible Labor Initiative (RLI) is a multistakeholder 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.</p>	<p>Through our membership of the RLI, we gain access to the RLI Responsible Recruitment Due Diligence Toolkit to drive and inform responsible recruitment across Logitech and our supply chain.</p>

STAKEHOLDER ENGAGEMENT CONTINUED

REPORTING STANDARDS AND SUSTAINABILITY PARTNERSHIPS	WHAT THIS PARTNERSHIP MEANS FOR US
 <p>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.</p>	<p>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.</p>
 <p>RE100 is led by The Climate Group in partnership with 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 members work together to advocate for 100% renewable electricity worldwide, in the shortest timeline possible, and work in partnership with others to address policy and market challenges.</p>	<p>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.</p>
 <p>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.</p>	<p>We are working towards full alignment with SASB standards to enable transparency, credibility and accountability in reporting, for our US investors, in particular.</p> <p>Our commitment to SASB Standards is evidenced on the SASB website.</p>
 <p>SCIENCE BASED TARGETS</p> <p>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).</p>	<p>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.</p>
 <p>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.</p>	<p>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.</p>

STAKEHOLDER ENGAGEMENT CONTINUED

REPORTING STANDARDS AND SUSTAINABILITY PARTNERSHIPS	WHAT THIS PARTNERSHIP MEANS FOR US
 <p>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.</p> <p>The Task Force will consider the physical, liability and transition risks associated with climate change and what constitutes effective financial disclosures across industries.</p>	<p>We are working towards full alignment with TCFD guidance, with the disclosure of relevant information in our annual CDP Report and Impact Report.</p> <p>Our commitment to TCFD is evidenced on the TCFD website.</p>
 <p>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.</p>	<p>We joined The Valuable 500 in 2020. Being a member means that we have committed to having disability inclusion on our business leadership agenda.</p> <p>Our commitment to The Valuable 500 is evidenced on their website.</p>
 <p>The United Nations Global Compact (UNGC) is a non-binding 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.</p>	<p>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 signatory to and committed to (RBA Commitment Statement).</p> <p>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 Impact Report to review our UNGC Content Index.</p>
 <p>WeConnect International is a global network that connects women-owned businesses to qualified buyers around the world.</p>	<p>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.</p>
 <p>The Women's Business Enterprise National Council (WBENC) is the largest certifier of women-owned businesses in the US and a leading advocate for women business owners and entrepreneurs.</p>	<p>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.</p>

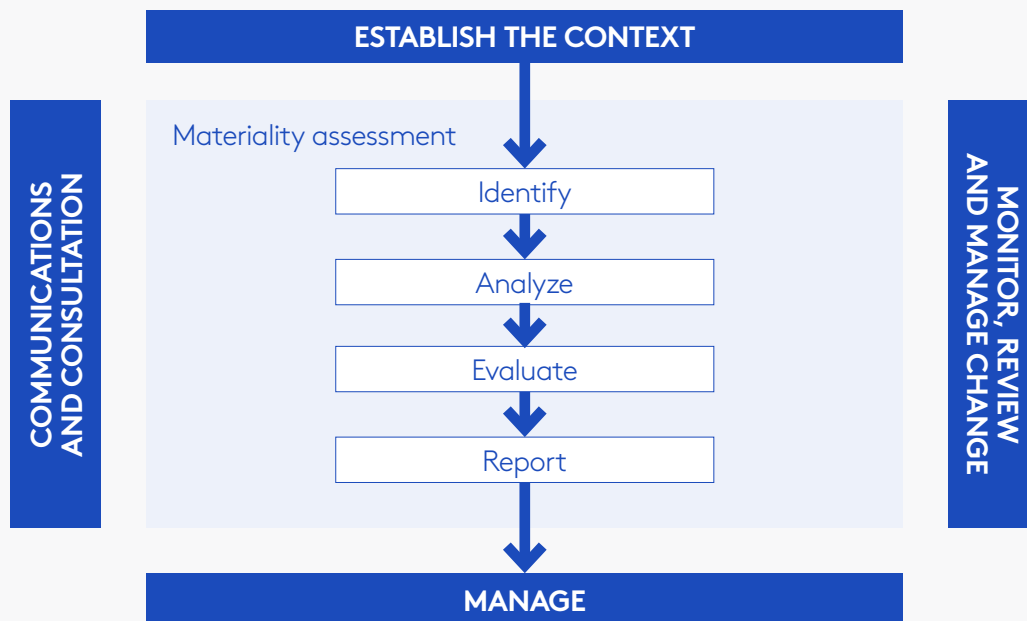
STAKEHOLDER ENGAGEMENT CONTINUED

REPORTING STANDARDS AND SUSTAINABILITY PARTNERSHIPS	WHAT THIS PARTNERSHIP MEANS FOR US
 <p>Business Disability Forum Creating a disability-smart world together</p>	<p>Business Disability Forum is a nonprofit membership organization that exists to transform the life chances of disabled people, working through and with business to create a disability-smart world.</p>
 <p>CATALYST</p>	<p>Catalyst is a global nonprofit supported by many of the world’s leading companies to help build workplaces that work for women. Catalyst provides holistic end-to-end solutions and equip companies with the strategy and tools they need to make change and measure impact at their organizations.</p>
 <p>DESIGN FOR GOOD</p>	<p>Design for Good is a non-profit 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.</p>
 <p>SB BRANDS FOR GOOD+</p>	<p>SB Brands for Good is a movement initiated by Sustainable Brands that uses the voices of our brands and companies to demonstrate and encourage sustainable behavior.</p>
 <p>SB</p>	<p>Sustainable Brands is a global community of brand leaders who are tapping environmental and social challenges to drive innovation, business and brand value.</p>
 <p>Workplace Pride</p>	<p>Workplace Pride is a not-for-profit foundation dedicated to improving the lives of Lesbian, Gay, Bisexual, Transgender, Intersex, and Queer people in workplaces worldwide.</p>

MATERIALITY ASSESSMENT

We focus on the issues that really matter. Our Materiality Assessment helps us ensure we continue to focus on the areas of greatest interest to our stakeholders, where we can have a meaningful impact.

MATERIALITY ASSESSMENT PROCESS



Our materiality assessment process reflects GRI standards and ISO 31000 (the international good practice standard for risk and opportunity identification, analysis, and management). The overall process is shown in the figure above and the key steps can be summarized as follows.

ESTABLISH THE CONTEXT

To establish the context of this report and our materiality assessment, we carry out a review of external factors, including publicly available data sources, to understand current good practice standards or benchmarks, stakeholder perceptions, and societal views, relevant to our sector. The EFR process is a year-round process, with information and insights gathered, as they arise, over the course of the year. A concerted and systematic review of the information is carried out in tandem with Impact Reporting each year.

We engage with stakeholders directly and indirectly, as described in the [Stakeholder Engagement](#) section of this report. Our approach takes into account emerging and evolving sustainability trends and material stakeholder concerns as reported by the public, media, thought leaders, stakeholders, risk alert services, and business partners. We identify existing and emerging megatrends relevant to our sustainability performance and these megatrends establish the context for this report.

MATERIALITY ASSESSMENT CONTINUED

In each section of this report, we report our performance in relation to broader concepts of sustainability, previous generations of product or historic performance, and relative to good practice standards and expectations, which we commit to uphold.

IDENTIFY

To identify issues of concern, we review existing, sector-specific materiality frameworks, which have been compiled by independent third-parties, following multi-stakeholder interviews and engagement exercises. Examples include those compiled by the Sustainability Accounting Standards Board (SASB) and the Global Reporting Initiative (GRI). In addition, we review the 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. This year, for the first time, we also considered the Ten Principles of the United Nations Global Compact, which are recognized to be of material importance to our business success and an important part of our policy framework. We also review any information requests, surveys, or queries received during the preceding year from each of our Stakeholder Groups. This helps us streamline the communication of pertinent information, by integrating any new data that was generated during the year, into the report so that all relevant information is consolidated and consistent in one report.

ANALYZE

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”) and the nomenclature of each group is simplified, to ensure the meaning can be broadly understood and resonates with our stakeholders. Each topic is then analyzed and scored to identify those of material interest.

When analyzing and defining materiality, we considered two key dimensions:

- **Dimension X: Potential for Sustainability Impact:** areas where we have a meaningful and significant economic, environmental and social impact; and
- **Dimension Y: Stakeholder Importance:** aspects of our performance that are important to stakeholders and could influence their assessment of our performance or decision-making.

MATERIALITY ASSESSMENT CONTINUED

When assessing Dimension X (Potential for Sustainability Impact), we consider our:

- alignment with our purpose, values, goals, and standards;
- our business model and associated level of influence and potential for impact;
- our innovation potential and capabilities around design, engineering, supply chain, and product development;
- our potential to make a meaningful contribution to important global movements towards sustainability and megatrends in societal expectations;
- our capacity to enhance user experience, including the sustainability experience of our customers and consumers, in particular; and
- opportunities for value creation, beyond financial value e.g. compliance assurance, innovation, market differentiation, reputational value, and brand equity.

When assessing Dimension Y (Stakeholder Importance), we consider the views and perspectives of each of our stakeholder groups as described in the [Stakeholder Engagement](#) section. We consider:

- comments views and information requests submitted to Logitech directly;
- information gathered as part of our industry memberships and engagements with various stakeholder groups (See: [Stakeholder Engagement](#) section); and
- broader stakeholder views and interests in our sector as a whole, as identified as part of the EFR process.

EVALUATE

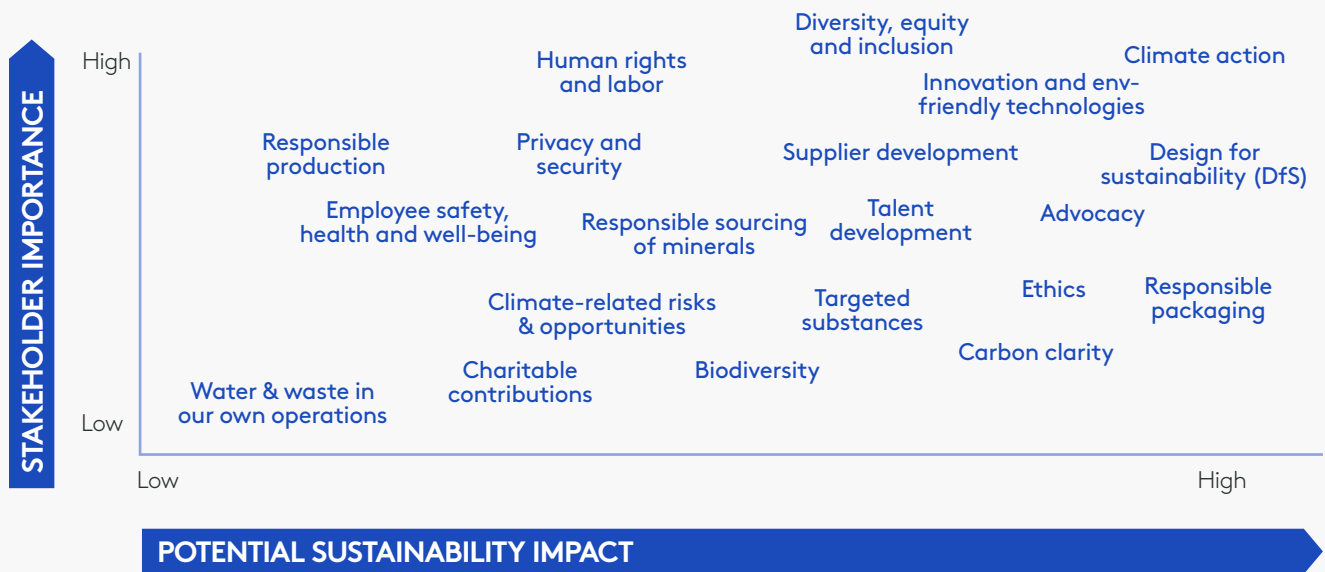
The resulting scores are evaluated from low to high, to make an overall determination of materiality. Not all material topics are of equal importance, and the emphasis within this report reflects their relative priority.

MATERIALITY ASSESSMENT CONTINUED

REPORT

The result of the materiality assessment process is reported in the following figure.

MATERIALITY ASSESSMENT



Many of the Sustainability Topics that are identified in the Materiality Assessment are reported in a dedicated section of this report. In a small number of cases, more than one Sustainability Topic is addressed in a single section of this report. For the avoidance of doubt, the following table shows the mapping of Sustainability Topics to report sections.

MAPPING OF REPORT SECTIONS TO MATERIAL SUSTAINABILITY TOPICS

REPORT SECTION	SUSTAINABILITY TOPICS ADDRESSED
Avoiding Targeted Substances	<ul style="list-style-type: none"> • Our commitments to management of hazardous materials • Our GSE (“green”) procurement standards • Goals, targets for specific targeted substances • Zero PVC program • Other case studies
Carbon Clarity	<ul style="list-style-type: none"> • Company commitment to sharing the carbon impact of every product, on every box • Goals, targets, program and progress • Life-cycle analysis and carbon impact labeling • Advocacy and thought leadership

MATERIALITY ASSESSMENT CONTINUED

REPORT SECTION	SUSTAINABILITY TOPICS ADDRESSED
Charitable Investment	<ul style="list-style-type: none"> Charitable investment and philanthropy Partnerships for philanthropy Investments and programs from the last year
Circularity	<ul style="list-style-type: none"> Leadership commitment and strategy Circular design Circular materials Reuse, refurbishment and extended product life Responsible recycling
Climate Action	<ul style="list-style-type: none"> Company commitment to take climate action and reduce-renew-restore Climate action strategy, goals, targets and programs Climate-related risks and opportunities Our carbon reduction programs and renewable electricity programs Our own operations (Scope 1 & 2) and our supply chain (Scope 3) Our programs to restore climate-impacted communities and ecosystems with carbon offsetting and carbon removals
Design for Sustainability (DfS)	<ul style="list-style-type: none"> Our framework for designing products for sustainability Breakthrough innovation New products and existing portfolio DfS Insights
Diversity, Equity and Inclusion (DEI)	<ul style="list-style-type: none"> Leadership, commitment and advocacy DEI culture in Logitech Supporting diverse equitable and inclusive communities Supply chain diversity programs Brand activations to support customers and consumers Representation data
Employee Safety, Health and Well-being	<ul style="list-style-type: none"> Healthy & safety at our own production facility and offices Well-being programs at our own production facility and offices i.e. available for all employees. <p>Note: Safety, health and well-being in our supply chain is reported in the Supplier Development section of this report.</p>
Ethics	<ul style="list-style-type: none"> Leadership, governance and policy framework Our approach to political and philanthropic contributions Whistleblowing and ethics hotline Product labeling and marketing, including sustainability claims and communications

MATERIALITY ASSESSMENT CONTINUED

REPORT SECTION	SUSTAINABILITY TOPICS ADDRESSED
Human Rights and Labor	<ul style="list-style-type: none"> Human rights and labor management at our own production facility Leadership, commitment and standards. Performance in the reporting period Note: human rights and labor management in our supply chain is reported in the Supplier Development section of this report.
Privacy and Security	<ul style="list-style-type: none"> Privacy, cybersecurity and product security Commitments and policies Performance in the reporting period
Responsible Packaging	<ul style="list-style-type: none"> Our approach Elimination of single use plastics Case studies Note: Our use of FSC-certified packaging is discussed in the Circularity section of this report
Responsible Production	<ul style="list-style-type: none"> Environmental management at our own production facility Good practice standards we uphold Compliance, water, waste, wastewater and hazardous materials management at our production facility. Note: environmental performance in our supplier factories is addressed in the Supplier Development section of this report.
Responsible Sourcing of Minerals	<ul style="list-style-type: none"> Our commitment and policies Responsible sourcing of tin, tantalum, tungsten and gold (“conflict minerals”) Responsible sourcing of cobalt and mica Goals, targets, progress and program
Supplier Development	<ul style="list-style-type: none"> Environmental performance in our supply chain e.g. compliance, water, waste. Healthy & safety performance in our supply chain Social, human rights and labor management in our supply chain Governance in our supply chain including ethics and anti-corruption Note: Diversity in our supply chain is reported in the Diversity, Equity and Inclusion section of this report Note: Climate action in our supply chain is reported in the Climate Action section of this report
Talent Development	<ul style="list-style-type: none"> Talent attraction and retention Career development programs Training programs and talent development activities in the reporting period

MATERIALITY ASSESSMENT CONTINUED

The value chain boundaries for each section of the report (and associated Sustainability Topics) is as 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.

VALUE CHAIN BOUNDARIES FOR MATERIAL ASPECTS

VALUE CHAIN

	Supply Chain	Logitech Production	Sales & Distribution	Product Use	Product End-Of-Life
Ethics	✓	✓	✓		
Employee 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	✓	✓			

MATERIAL ASPECTS

PLANET

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- 59 Design for Sustainability (DfS)
- 74 Responsible Packaging
- 78 Avoiding Targeted Substances
- 84 Circularity
- 97 Responsible Production

WE ARE PUSHING BOUNDARIES TO HELP RESTORE OUR PLANET

We are pushing boundaries to help restore our planet - reducing our carbon impact first, using renewable energy sources, rethinking circular, and investing in restorative efforts. We have challenged ourselves to take bigger and broader leaps. The 2022 IPCC report makes it abundantly clear that we need to do more to reduce our collective carbon footprint and do it with urgency.

The commitment we made in 2019 to formally align with the Paris Agreement, coupled with our pledge to provide radical carbon emissions transparency and carbon impact labeling in 2020, was only the beginning. Our goal is to become Climate Positive by 2030, removing more carbon than we create, and assuring that future generations are able to enjoy the world we love. Last year, we took the bold step to become certified carbon neutral across our entire corporate carbon footprint (Scope 1, 2, and 3). Although these pledges and actions differentiate us in the tech sector, we

are most proud that we have reduced the carbon intensity (Scope 1, 2 & 3) by more than 20% since 2019.

OUR CLIMATE POSITIVE STRATEGY

We are focused on eliminating our carbon footprint through Reduce, Renew, and Restore levers, while Rethinking our business to include circularity principles. The core of our program, **Reduce**, focuses on our life-cycle carbon footprint using Design for Sustainability (DfS) principles across our value chain. Sustainability is core to every design decision from the moment raw materials are sourced to the end-of-life of a product.

Renew motivates us to drive ambitious uptake of renewable electricity and transition away from fossil fuels. Whatever we cannot reduce by using DfS principles, we eliminate by switching away from energy sources that are carbon-creating.

In order to immediately support and restore climate-impacted communities and ecosystems, the **Restore** lever

supports annual investment in carbon offsets and removals. In Henan, China, we invested in a carbon removal project that planted more than 40 million trees to remove more than 350,000 tons of carbon. We have invested in many programs to prioritize biodiversity further as part of our climate action strategy, with a goal to support efforts to halt and reverse deforestation.

Rethinking how we support and enable reuse - as well as extend product life through take-back, repair, and refurbishment - sits as an overarching component of our strategy.

Decoupling business growth from emissions reduction is key to achieving our ambitious targets and we know episodes of rapid and slow progress will be met along the way. We will continue to explore innovative climate technologies, address the availability of renewable electricity grids, and re-evaluate our partner mix.

Our achievements against our strategy were noteworthy this year. We met or exceeded our

carbon reduction, renewable electricity, and external metrics and goals. Due to the variety of programs, we were able to deliver our calendar year carbon targets aligned with our 1.5°C Paris Agreement commitment. These carbon reductions resulted in Logitech being listed as #1 in the **FT European Climate Leader** index.

DESIGN FOR SUSTAINABILITY

The integration of DfS principles into the development of new products and our existing portfolio is increasing. The result is that the new generation of Logitech products will be the lowest impact, most durable, repairable, and recyclable that we have ever made. We continue to accelerate the DfS work that is central to delivering breakthroughs and we have assembled a catalog of over 60 Insight Studies and Tools.

The introduction of NextLife plastics, also known as post-consumer recycled plastics, is one breakthrough example. As of this year, 1 in 3 Logitech products **now contain recycled plastics**. We also have qualified more colors in recycled plastics than anyone else in the industry.

We have impacted the carbon footprint of 160+ product lines through recycled plastics, Printed Circuit Boards (PCB) size reduction, lower weight, low power electronics and better packaging.

We continue to innovate packaging materials to reduce volume. We eliminated or replaced 29 million bags, transitioned 11.2 million plastic PET labels to bio-based cellulose seal labels, and introduced 7.6 million paper pulp hang-tabs to replace their plastic counterparts. Our packaging goal is simple: no single-use plastic, no PVC, use Forest Stewardship Council (FSCTM) certified paper, and smaller/better packaging.

CARBON CLARITY LABELS

Carbon is the new calorie. Labeling products with life-cycle environmental impact in addition to the expected price and features help consumers make informed choices. We were the first consumer electronics company to commit to providing lifecycle carbon information packaging for every product we sell - we call this approach Carbon Clarity. We have 14 products with certified carbon footprint labels and we plan to carbon label 100% of our products by 2025. We hope to galvanize an industry-wide shift to carbon

labeling by opening up our carbon impact methodology and measurement processes for others in the tech sector to use.

THE PACE CONTINUES

We made progress on additional fronts. Our responsible minerals program achieved 100% engagement and audit of our direct suppliers. We introduced new pilot programs for circularity with the launch of our B2B first trade-in platform, the refurbishment of nearly 50,000 devices, and the sale of refurbished products from Astro, Blue, and Ultimate Ears. We pushed ahead with the refresh of our **Supplier Diversity Pledge**, doubling down on our efforts to support and grow diverse-owned businesses by co-founding the Coalition for Gender Fair Procurement - an alliance of like-minded organizations seeking to promote Gender Fairness.

OUR CLIMATE POSITIVE STRATEGY

Recognized again by a number of indices and thought leadership groups this year, we were delighted to achieve Ecovadis platinum rating and maintain our European listing on the Dow

Jones Sustainability Index and FSTE4Good. Despite this progress, our priority remains steadfast in reducing carbon intensity through DfS principles and exploring engineering, materials, and new technologies. One of the biggest challenges in reducing carbon emissions is finding alternative solutions for plastics, printed circuit boards, batteries, and waste recovery mechanisms. Partnerships remain key to solving these technical challenges and we continue to seek collaborative opportunities to co-create next-generation capabilities.

We are on track to achieve our goal of becoming climate positive by 2030 through our focused efforts. In order to heal the planet, it will take an accelerated pace in collaboration with other businesses, policymakers, and consumers to drive the change that is needed. We know there is still much more to do and I invite you to share comments or suggestions to sustainability@logitech.com.



Our goal is to become Climate Positive by 2030, removing more carbon than we create, and assuring that future generations are able to enjoy the world we love. We have reduced our carbon intensity by more than 20% since 2019 and last year, we took the bold step to become certified carbon neutral across our entire corporate carbon footprint (Scope 1, 2, and 3).

Prakash Arunkundrum

Head of Global Operations and Sustainability



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're adopting a climate-positive approach, designing for sustainability and supporting climate-impacted communities and ecosystems to create net positive impact.

Logitech is committed to being climate positive by 2030; we want to remove more carbon than we create.

We intend to achieve this by prioritizing absolute carbon reductions in our Scope 1, 2 and 3 emissions. The 2022 IPCC report makes it abundantly clear we need to do more to reduce our carbon footprint and do it sooner. Therefore, we intend to simultaneously neutralize our year-on-year carbon footprint with investments in carbon offsets and carbon removals, while prioritizing absolute reductions in our value chain and beyond.

In FY19, Logitech committed to the Paris Agreement to limit global warming to 1.5°C by 2050. We have adopted a science-based approach. We are a responsible member of the climate action corporate community and continue our support of international agreements and science-based approaches to support a 'net-zero' future, well before 2050.

Our science-based targets and other commitments are as follows:

Reduction of our Scope 1 and 2 to near zero by 2030.¹

100% renewable electricity adoption in our Scope 2 footprint by 2030 and advocacy for renewable electricity adoption across our value chain.

50% absolute reduction in our entire Scope 3 (value chain) carbon footprint by 2030, compared to our 2019 baseline. Empowering our supply chain partners around the world to reduce their carbon footprints through our learnings, renewable energy advocacy, and life-cycle data education.

RELEVANT SDGs



SCIENCE BASED TARGETS



SCIENCE
BASED
TARGETS

The Science Based Targets initiative (SBTi) is a partnership between the CDP, the United Nations Global Compact (UNGC), the World Resources Institute (WRI) and the World Wildlife Fund (WWF). SBTi defines and promotes best practice in science-based target setting and climate action. Signatories set ambitious and meaningful carbon reduction targets for Scope 1, Scope 2, and Scope 3 emissions, which are independently assessed to verify alignment with the newest science and recommendations from the Intergovernmental Panel on Climate Change (IPCC).

CLIMATE ACTION CONTINUED

Carbon Clarity: We also believe in transparency and advocacy. 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. We advocate for carbon clarity and commit to conducting our engagement activities in line with the goals of the Paris Agreement.

In addition to the above, we recognize every year our footprint is not yet zero, and in support of our climate-positive approach, we are committed to:

Carbon Neutral status across our entire corporate carbon footprint year-on-year by initially utilizing a mix of quality certified carbon offsets and carbon removals - and accelerating a shift to 100% certified carbon removal by 2030.

By 2030 we will be climate positive where we will effectively remove more carbon than we create - this is achieved by a combination of going beyond 50% absolute reduction in our full scope footprint, delivering the 100% shift to renewable electricity, and addressing the balance of our footprint with quality certified removal instruments.

We will achieve these through a climate strategy that is centered on four pillars, Reduce, Renew, Restore, and Rethink.

Reduce: This is the heart of our strategy. We design for sustainability - to ensure every generation of Logitech product, experience, and service is better than the last, with a reduced carbon impact.

Renew: We are transitioning away from fossil fuels. We use supply chain intelligence to identify and map the energy footprint of our full value chain and we work in partnership with our partners and suppliers to transition to renewable electricity.

Restore: We are addressing the full residual impact of our corporate carbon footprint through the purchase of certified quality carbon offsets and carbon removals. We prioritize these instruments to support the people and the projects who are on the front line and 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 will adopt business model changes while continuing to deliver aggressive, science-based, absolute reduction targets and renewable electricity on existing and new business models.



We want to be a force for positive change. Change isn't happening fast enough - we are committing to a climate positive approach to address the climate crisis that is happening right now and impacting the future of our planet.

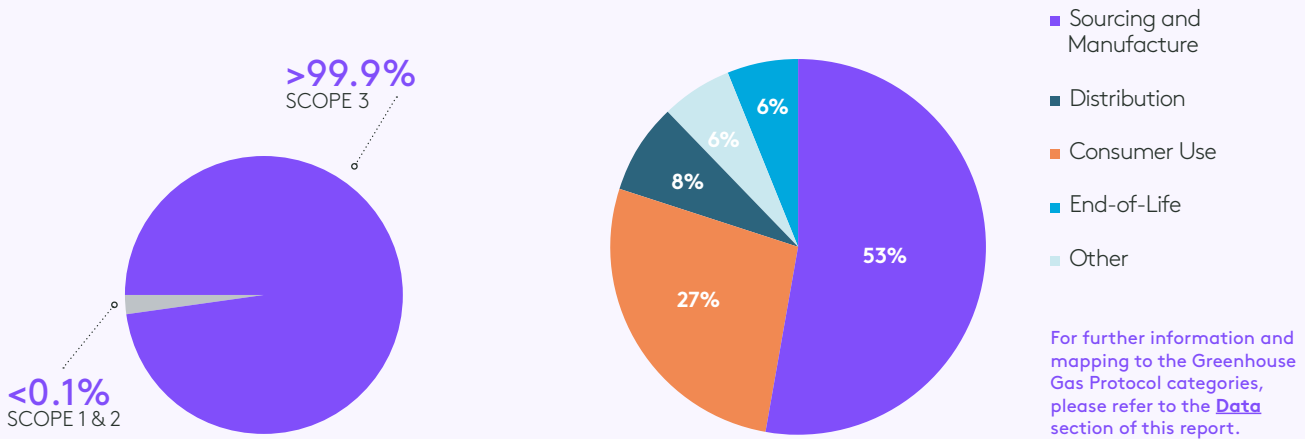
Prakash Arunkundrum
Head of Global Operations and Sustainability



CLIMATE ACTION CONTINUED

OUR PERFORMANCE

Our carbon impact: Scope 1, 2 and 3

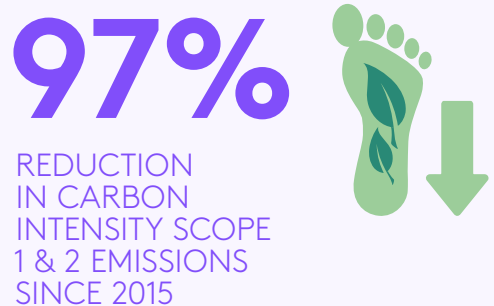


OUR PRODUCTION FACILITY AND OFFICES		OUR VALUE CHAIN, INCLUDING SUPPLY CHAIN AND PRODUCTS
Scope 1	Scope 2	Scope 3
Greenhouse gas emissions from our own use of fossil fuels and refrigerants.	Greenhouse gas emissions from our own use of purchased electricity.	Greenhouse gas emissions from our value chain. These emissions are not under our direct control but we can influence our suppliers, downstream distributors and customers.

OUR PRODUCTION FACILITY AND OFFICES

(Scope 1 and 2)

We have one production facility in China and 16 Major Offices², with a number of smaller sales and admin offices worldwide. We own our production facility, while all but one of our offices are leased and many of our office spaces are in shared buildings. Despite this complexity, we chose to include the carbon footprint of all our offices in our Scope 1 and 2 inventory. Over the last number of years, we have achieved significant reductions in both absolute carbon emissions and carbon intensity through the implementation of energy efficiency programs at our factory and the use of renewable electricity.



CLIMATE ACTION CONTINUED

Reduce

We continue to optimize energy efficiency at our own production facility year on year. Since 2019, we have eliminated 971 tCO_{2e} through energy efficiency initiatives. In CY21, we continued this program of continual improvement by replacing two of our existing heat pumps and chillers with new and improved models of equipment to reduce fugitive emissions, increase energy efficiency, and further optimize our use of refrigerants. The combined impact of these initiatives was to eliminate 687 tCO_{2e}.

Renew

The electricity footprint of our production facility and all of our offices, except Taiwan, is now matched with renewable electricity purchases to deliver our renewable electricity goals. In the last year, we were delighted to be recognized again by the Environmental Protection Agency (EPA) in the United States, as a Green Power Partner and we achieved 94% renewable electricity worldwide. With this program, we estimate we avoided 15,036 tCO_{2e} this year and we are currently working with the **RE100** to advocate for growth and diversification of the renewable electricity market in Taiwan to deliver our RE100 goals in the short term.

Restore

Since 2015, we have reduced our Scope 1 and 2 carbon intensity by more than 97% through reduce-renew strategies. Our year-on-year reductions in carbon intensity were recognized again this year, when we were ranked #1 in Europe in The Financial Times' Europe Climate Leaders' ranking.

But we believe reduction initiatives are not enough. Our production facility has been certified carbon neutral year-on-year since 2018 and we are now addressing the full residual impact of our corporate carbon footprint (Scope 1, 2 and 3) through the purchase of certified quality carbon offsets and carbon removals. In 2020, we decided to address all of our residual Scope 1 and 2 emissions with carbon removals, for the first time. In 2021, we continued this commitment and financed the removal of 566 tCO_{2e}, which could not be addressed by reduce-renew strategies, through investment in the **Henan Fangcheng and Tanghe Afforestation Project**. This project is our largest carbon removal project to date, and our financial support has enabled the project to establish new forestry by planting trees on lands that were barren for at least 10 years before the implementation of the project. Activities such as intensive farming, grazing, or timber harvesting are no longer allowed in the project area and have been replaced with tree planting and forest management to remove more than half a million tons of carbon by 2022, conserve biodiversity and water, and mitigate 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.

94%

RENEWABLE
ELECTRICITY
WORLDWIDE

#1

IN EUROPE
FINANCIAL TIMES
CLIMATE LEADERS

*Financial Times Climate Leaders



CLIMATE ACTION CONTINUED

OUR VALUE CHAIN

(Scope 3)

As shown in the earlier graphic, the sourcing and manufacture of materials, components, and products is the largest segment of our footprint. This segment accounts for more than 50% of our total impact. This is followed by Consumer Use (27%), Distribution (8%), and End-of-Life (6%). These four segments are considered to be material³. We continue to develop and refine our model as we work to pioneer innovation in this area and develop and share a better understanding of the full life cycle impact of small consumer electronics.

Reduce

To identify carbon reduction opportunities across our full value chain, we use life-cycle assessment (LCA) modeling. To date, we have established LCA studies of representative products from 48% of our Major Product Lines⁴. These studies help us identify reduction opportunities and deliver Design for Sustainability program and **Carbon Clarity** commitment. For further information on reduction opportunities relating to products, please refer to the **Design for Sustainability (DfS)** section of this report.

For the distribution segment of our corporate carbon footprint, we have developed a tool to collect, capture, and report the carbon footprint of our global distribution network. We call this tool the Logitech Logistics Carbon Calculator (LogiLoCC). The LogiLoCC was developed to reflect the GLEC Framework⁵ and was certified by the Smart Freight Centre in January 2020 for a three-year period. We are now working with our major distribution partners to gather their company-specific emission data for integration into an evolved version of the model. Our aim is to lead with a reduction of our impact by halving our baseline distribution emissions by 2030 to align with our corporate commitments to reduce our Scope 3 emissions by 50% by 2030. We are working with our distribution partners to identify reduction opportunities, and ways to use more renewable electricity and more circular business models.

For the end-of-life phase, we review our global sales network and the maturity and current status of recycling laws, infrastructure, technology, and capability in Major Countries of Sale⁶. We are working to increase the rate of collection and recovery of end-of-life devices worldwide with pilot projects and we are developing methodologies to measure the carbon impact of our activities and programs in this area. For further information, please refer to the **Circularity** section of this report.

48%

OF MAJOR PRODUCT
LINES HAVE AN
IMPACT ANALYSIS

100%

OF MAJOR PRODUCT
LINES ANALYSED
BY 2025

CLIMATE ACTION CONTINUED

Renew

We survey our Major Suppliers⁷ each year to understand and assess their use of fossil fuels, electricity, and other energy sources. Last year, we invited those suppliers to join us, to transition to renewable electricity and reduce our allocation of their Scope 2 emissions to zero. To help and support suppliers, we ran a number of awareness-raising sessions with suppliers to increase understanding and support for the transition away from fossil fuels.

We encouraged the use of various sources of renewable energy from on-site generation to utility providers and the purchase of instruments. In 2020, we launched a **Renewable Electricity Portal and Buyers Club** to enable purchase of high quality and third-party certified renewable electricity by, and for, supplier factories that could not otherwise access renewable electricity. For the CY21 reporting period, suppliers allocated 152,963 MWh of electricity to Logitech manufacturing activities and only 1% of this total footprint could be sourced from on-site generation or green utility providers due to local market conditions. For the remaining 99%, we empowered and supported our suppliers in the purchase of international Renewable Electricity Certificates (I-RECs), to balance our allocation of their footprint and deliver a carbon saving of 94,050 tCO₂e.

By 2030, we commit to onboarding all of our Major Suppliers to our Renewable Electricity program to ensure 100% of our electricity footprint is renewable. We will also be exploring options to engage upstream suppliers and downstream vendors and other business partners in the program and drive greater adoption of renewable energy across our full value chain.

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.

Restore

With our commitment to carbon neutrality and a climate-positive approach, we have scaled up our investment in carbon offsets and started to finance carbon removals. Our current investments focus on preventing deforestation, supporting renewables, and supporting climate-impacted communities. We support global efforts to halt and reverse deforestation and deliver net-positive impact on forests. Please refer to the **Forestry and Biodiversity** section for more information on this topic.

When searching for projects to finance, we work with established partners with a history and reputation for best practice. 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. We commit to disclosing the full scope of our project investments on our **Climate Action webpage** and we are working to document our due diligence process and project selection criteria for disclosure on the same webpage later this year.

94,050

tCO₂e CARBON SAVING
DUE TO SUPPLIER
RENEW PROGRAM

CLIMATE ACTION CONTINUED

Restoration Strategy

FOCUS AREAS:

- Forestry
- Renewables
- Climate-impacted communities

INSTRUMENT TYPE

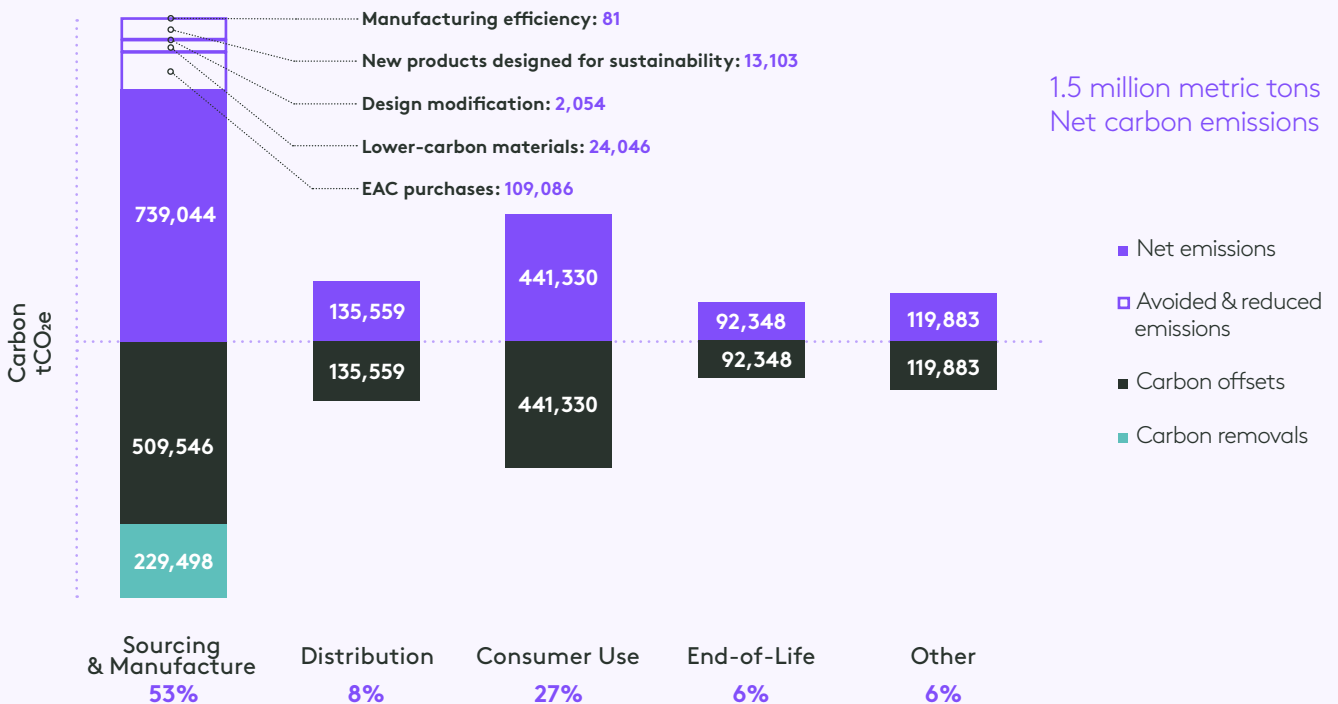
- Carbon offsets
- Carbon removals



RELEVANT SDGs



Outcomes of our reduce-renew-restore strategy



CLIMATE ACTION CONTINUED



ENVIRA AMAZONIA TROPICAL RAINFOREST CONSERVATION PROJECT, BRAZIL (VERRA REG: 1382)



HENAN SOLAR COOKSTOVES PROJECT PHASE 1 (GOLD STANDARD REG: 7433)



MY SON SOLAR POWER PROJECT, VIETNAM (VERRA REG: 1382)



ULUBELU GEOTHERMAL POWER, INDONESIA (GOLD STANDARD REG: 2297)



AGROCORTX REDD PROJECT, (VERRA REG: V1686)



KEYIHE FOREST CONSERVATION, CHINA (VERRA REG: 1718)



HENAN FANGCHENG AND TANGHE AFFORESTATION PROJECT, CHINA (VERRA REGISTRATION: 2249)



CECIC HKC GANSU CHANGMA WIND POWER PROJECT (VERRA REG: V1686)

FORESTRY AND BIODIVERSITY

Climate change caused by human activity is one of the biggest challenges of our generation. We believe forestry and biodiversity conservation is an important part of climate action and we support global efforts to halt and reverse deforestation and biodiversity impacts.

As part of our Climate Action Strategy, we recognize the need to protect and restore climate-impacted ecosystems and biodiversity. We recognize the need to conserve nature-based solutions to climate change and existing carbon sinks. We believe forestry conservation and reforestation is an important part of climate action as almost 20% of global greenhouse gas emissions are thought to come from deforestation activities¹. We also recognize the intrinsic, environmental and community value of forestry and biodiversity, beyond its function as a carbon sink. As a responsible company, we support global efforts to halt and reverse deforestation and we believe companies like Logitech can help to lead the way.

Over the last year, we have identified a number of areas where we believe we can have a significant positive impact on biodiversity:

- **Investment in forestry and biodiversity projects:** Prioritizing biodiversity conservation, and more specifically forestry conservation and reforestation, as part of our climate action strategy to restore climate-impacted ecosystems. Since FY19 we have been actively investing to restore climate-impacted communities/ecosystems.
- **Responsible sourcing:** Expanding our existing responsible sourcing programs, such as FSC, to ensure all materials are responsibly sourced in a manner that takes into account impact on biodiversity and forests and takes steps to reduce or eliminate that impact.
- **Activating employees:** Mobilizing employees as part of our LogiCares programs to support education, tree-planting and biodiversity conservation in our local communities as part of our giving back strategy;

Our emerging strategy around this topic is as follows:

Reduce: Eliminate potential environmental impacts by carrying out due diligence reviews. Responsibly sourcing from certified sources and established suppliers and supply chains.

Renew: Transition away from virgin natural resources to embrace recycled, renewable and circular materials with low potential for impacts on forestry and biodiversity.

Restore: Invest in nature-based projects to address legacy impacts on forestry and biodiversity, conserve habitats and create new carbon sinks.

RELEVANT SDGs



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

FORESTRY AND BIODIVERSITY CONTINUED

Restoring climate-impacted 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 investments focus on preventing deforestation, supporting renewables and supporting climate-impacted communities and ecosystems. In addition to contributing to SDG 13 (Climate Action) and SDG 15 (Life on Land), we prioritize forestry projects that also have community benefits and can create a positive social impact for climate-impacted communities through livelihood development and the creation of local job opportunities.

We have pledged to neutralize our Scope 1, 2 and 3 emissions across our full value chain, year-on-year until we achieve our reduction goals and the investments that address the footprint of our packaging supply chain will seek to focus on projects that restore forestry and create nature-based carbon removal capability and carbon sinks that also conserve biodiversity.

Our largest forestry investment to date is the **Henan Fangcheng and Tanghe Afforestation Project** (Verra Registry: 2249) where our financial support has enabled the project to establish new forestry by planting native species trees on lands that were historically forest-covered but were barren for at least 10 years prior to the implementation of the project due to clearance and intensive farming. The program seeks to restore the land to its original forest coverage. Activities such as intensive farming, grazing or timber harvesting are no longer allowed in the project area and have been replaced with tree planting and forest management to remove more than half a million tons of carbon by 2022, conserve biodiversity and water and mitigate 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.

A summary of the forestry and biodiversity programs we have invested in to date is provided on the following page.

PROJECTS
SUPPORTING
CLIMATE-IMPACTED
FORESTRY AND
BIODIVERSITY

9

PROJECTS

4

COUNTRIES

3

CONTINENTS



FORESTRY AND BIODIVERSITY CONTINUED



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 14,000 ha of natural habitat for rare species and a resilient mix of native trees.



WU'ERQIHAN IMPROVED FORESTRY MANAGEMENT
Protecting Inner Mongolia forestry for future generations to enjoy.



ZHANGYE AFFORESTATION
Afforestation of more than 23,398 ha of barren lands.

FORESTRY AND BIODIVERSITY CONTINUED

Responsible Sourcing

Our offices, production facilities and direct suppliers are not located in or near sites containing globally or nationally important biodiversity and as such, our facilities do not have any significant, direct adverse impacts on biodiversity. However, we recognize the impact potential of our sourcing strategies and supply chain for certain materials and have implemented a number of responsible sourcing policies ([link](#)) and strategies to promote our use of second-life materials and certified responsible supply chains.

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 and this program is helping us to transition away from virgin plastic materials in our products, to use recycled plastic more and more. Avoiding virgin materials and the extraction and refining activities supporting these materials. We are transitioning to more circular materials and business models that help avoid and eliminate potential impacts on biodiversity and forestry at the sourcing stage.

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 FSC-Certified Packaging Program in 2019. We recognize FSC™-certified packaging as a renewable materials and we believe the use of FSC-certified packaging (and other equivalent forestry stewardship certification schemes) helps companies like us to ensure packaging materials are sourced from sustainably managed forests, which are managed in accordance with a certified biodiversity management plan. In 2021, we used more than 1,800 tons of FSC-certified packaging in 37 product lines. All of the paper packaging of our MX product lines is now FSC-certified and our program is now expanding to encompass our major business groups and product categories. We will also advocate for biodiversity and forestry conservation. 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. Our goal is to also empower consumers with ways to demonstrate their support for biodiversity and forestry conservation.

Employee Activations

We also mobilized our employees to give back to the communities in which they live and support biodiversity conservation projects more broadly, in their communities. For example, for our Earth Day celebrations this year, we partnered with Forest Nation for the third year running to engage employees and activate tree planting. As part of a global employee campaign, we encouraged employees to get outside and go for a nature walk on April 23rd and for every photo employees posted (of their walk), we made donations towards tree-planting in Tanzania. As a result of our actions, more than 10,000 trees were planted.

CARBON CLARITY

We believe carbon is the new calorie - everyone should know what they're consuming. We have voluntarily pledged to provide product life-cycle carbon impact labels on our packaging. 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 towards transparency.

We believe we have initiated an industry-first, full Carbon Clarity commitment by pledging to provide a product life-cycle carbon impact label on product packaging across our entire portfolio. In April 2021, seven products in the Logitech G gaming portfolio debuted their product carbon impact label. We also reinforced our efforts by committing to share the entire best practice methodology and measurement process for determining a product's carbon impact with the consumer electronics industry to magnify the potential impact of our research and innovation efforts to date. By the end of FY22, a total of 14 products were labeled, and by 2025 we commit that all of our major product lines will have a product carbon footprint label on their packaging and product web pages.

With the introduction of our Carbon Impact label, we provided a product carbon footprint value on the product package, as well as additional insight and information for consumers and partners on our [Carbon Clarity webpage](#). Like nutritional labels on food, Carbon Impact Labels enable consumers to make informed decisions about the environmental impact of their purchase. We also hold ourselves accountable for future carbon reductions. We intend to reduce the impact of our product portfolio as we continually design for sustainability and we invite other companies to join us in driving positive change by providing full transparency on their products. Our hope is that by opening up the learnings and expertise we have developed, it will encourage others to follow and build on our body of knowledge.

RELEVANT SDGs



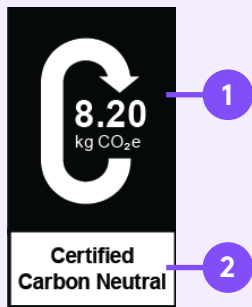
2025
EVERY MAJOR
PRODUCT LINE
CARBON IMPACT LABEL

14
MAJOR PRODUCT
LINES CARBON
IMPACT LABELED

**CARBON
CLARITY**
CERTIFIED TO
ISO 14067 & 14026

CARBON CLARITY CONTINUED

OUR CARBON IMPACT LABEL



1 Denotes the carbon footprint of the full life cycle of the product and packaging from materials sourcing and manufacture, distribution, consumer use, and end-of-life.

2 The carbon impact of this product has been reduced to zero through our purchase of offsets and carbon removals. The achievement of carbon neutrality is verified by third-party certification.

Carbon footprinting is a well-established method of measuring and quantifying a product’s complex impact on the environment. 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.

We have developed our life cycle assessment (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. 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. For more details see the [Design for Sustainability \(DfS\)](#) section in this report.

CARBON CLARITY CONTINUED

To support the integrity of carbon calculations, we worked with **iPoint Group** to develop our calculation methodology and our Product Carbon Footprints are independently verified by **DEKRA**. We communicate the product's carbon footprint on the box and we share the calculation methodology and protocol applied (to meet ISO 14067 and ISO 14026 best practice standards) on our website. For more information, please visit our **[Carbon Clarity webpage](#)** on logitech.com.

We're working hard to reduce the carbon footprint of our product portfolio. That process will take time and the effects of climate change are already being felt worldwide. We want to support the projects and the people who are working on the front lines to respond to the impacts that are already occurring so last year, we decided to offset the residual carbon impact of our portfolio. Our support of carbon offsets and removal projects is additional to our absolute reduction targets and complementary to our longer term efforts to reduce carbon. It is something that we can do right now, as a bridge, while we are building capability to reduce our footprint and embrace renewables and circularity. All of our gaming products have been certified carbon neutral since December 2019, and this year, we significantly expanded our investment in carbon instruments to achieve carbon neutrality across our full portfolio and third-party verification.



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.

Bracken Darrell
President and CEO

LOGITECH PRODUCTS WITH CARBON IMPACT LABELS



8.76
kg CO₂e
Logitech G304
Lightspeed
Gaming Mouse



22.0
kg CO₂e
Logitech G213
RGB Prodigy
Gaming Keyboard



8.64
kg CO₂e
Logitech G903
Lightspeed
Gaming Mouse



7.10
kg CO₂e
Logitech G502 Hero
Gaming Mouse



1.62
kg CO₂e
H111 Multi-
Device Headset



2.11
kg CO₂e
H151 Stereo
Headset



5.51
kg CO₂e
Logitech G102
Lightsync
Gaming Mouse



7.84
kg CO₂e
Logitech G
PRO Wireless
Gaming Mouse



8.69
kg CO₂e
Logitech G502
Lightspeed
Gaming Mouse



1.73
kg CO₂e
M100 Corded
Mouse



5.35
kg CO₂e
H390 USB
Computer
Headset



7.14
kg CO₂e
G432 Surrounded
Sound Wired
Gaming Headset



5.03
kg CO₂e
MK120 Combo



4.02
kg CO₂e
K120 Keyboard

Represents a sample of our products with carbon impact labels.

DESIGN FOR SUSTAINABILITY

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.

OUR FRAMEWORK

Sustainability touches every aspect of product development. From developing new lower-impact product solutions to piloting future business models - there is a lot to do.

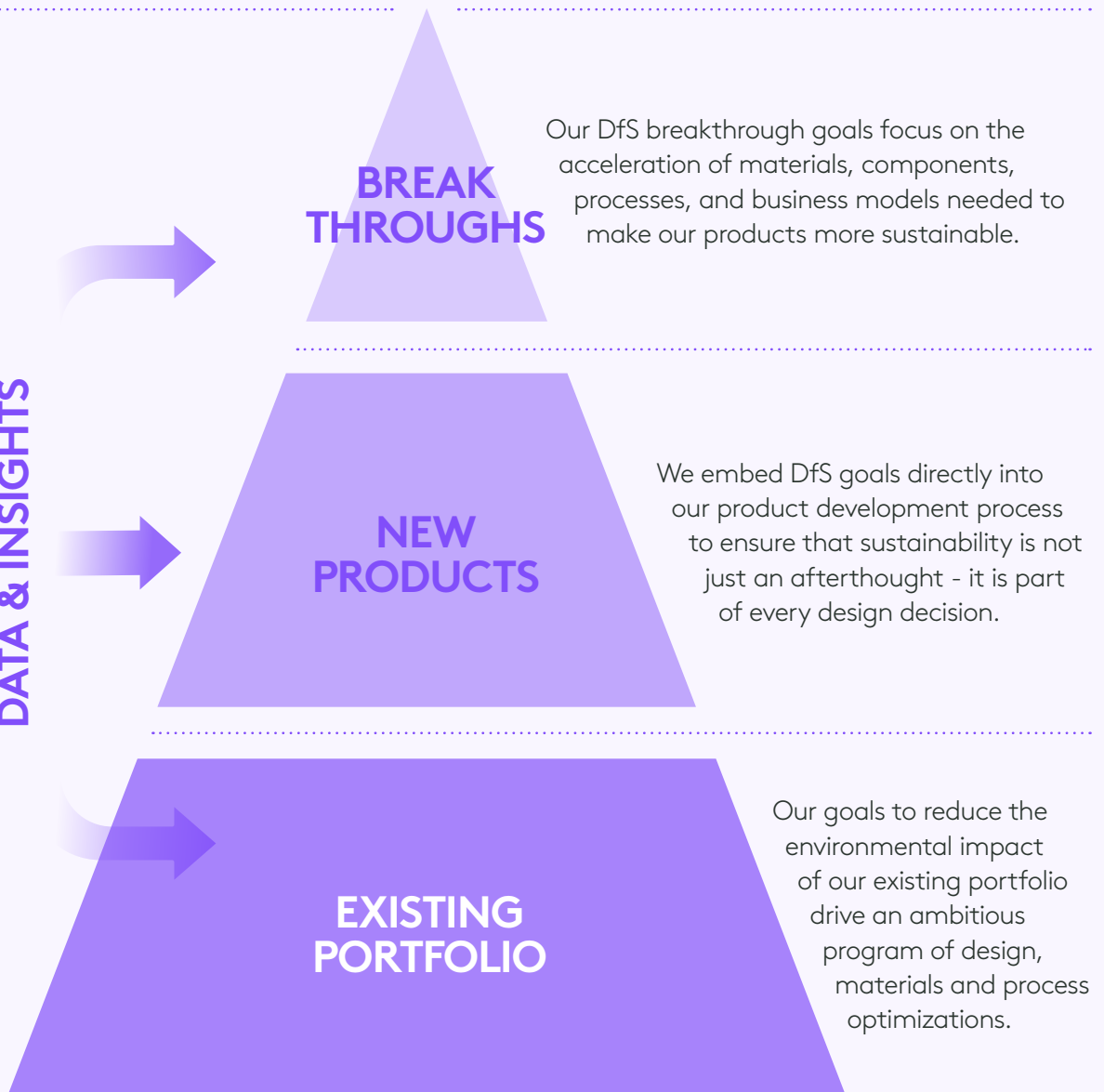
Our Design for Sustainability (DfS) framework groups our DfS goals into four key focus areas; Breakthroughs, New Products, Existing Portfolio, and Data and Insights.

RELEVANT SDGs

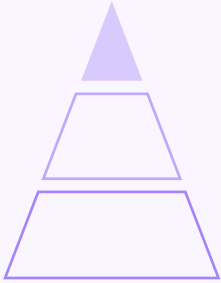


Our Data and Insights activities enable better design decisions by helping us to understand the ways in which our products, technologies, and business models affect the environment.

DATA & INSIGHTS



DESIGN FOR SUSTAINABILITY CONTINUED



1. BREAKTHROUGHS

Our DfS breakthrough goals focus on the acceleration of materials, components, processes, and business models needed to make our products more sustainable. As of FY22 we have introduced lower impact materials, clean energy processes, and efficient design of our products, on our pathway to impact 100% of our product portfolio. And we dedicated even more resources to the exploration of breakthrough solutions. Here is a sample of just some of the areas of focus for us in FY22.

Light-Colored Next Life Plastics

Over the last three years, we have focused on increasingly moving to post-consumer recycled (PCR) plastic, across our most popular product lines, as part of our Design for Sustainability efforts. In FY22 we introduced seven new shades of light-colored, PCR-ABS plastic to our product lines for the first time. The new colors contain a minimum of 65% recycled content which is a significant increase on the previously available 35% recycled content for lighter-colored plastics. Five additional light-colored PCR grades are planned for introduction in FY23. We are just getting started on our journey to enabling next life plastics. For further insight on this exciting innovation program, please refer to the [Circularity](#) section of this report.



Material Futures

Material Futures (MF) is our name for a cross-disciplinary team dedicated to exploring, developing, and embedding new, more sustainable materials across the portfolio. In FY22 the team's focus included material development for next-generation products, internal education programs to inspire sustainable thinking, and longer term materials research that seeks an alternative to petrochemical materials.



Water-based Painting - Process Carbon Reduction

In FY21 we voluntarily transitioned from the use of solventborne (SB) paints, wherever possible, replacing them with lower VOC alternatives like waterborne (WB) paints. In FY22, as part of this transition, we analyzed the electrical energy consumption associated with the application of various paints and found that while delivering significant reductions in solvent usage, current application processes for WB can sometimes lead to increased energy demand (and associated carbon impact) when compared to SB paints.

To address this issue, in FY22 we collaborated with our suppliers to develop an improved method of WB paint application that reduces energy demand and associated carbon footprint of the process by an estimated 11%. We are currently in the process of implementing this method at scale across our suppliers.

Low-Carbon Aluminum

In FY22 we introduced Low-Carbon Aluminum to our products for the first time. Low-Carbon Aluminum is produced using a renewable energy source and reduces carbon impact by up to 80% when compared to traditionally produced grades of Aluminum. Fifteen of our major product lines, (including the newly launched MX Mechanical and Astro A10 Gen 2), are now produced using Low-Carbon Aluminum, leading to a projected carbon impact reduction of 20,000 tCO₂e annually.



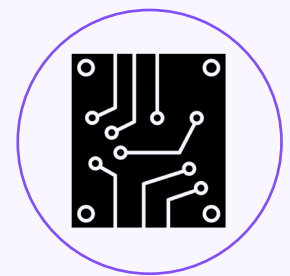
DESIGN FOR SUSTAINABILITY CONTINUED

Logitech Funded Research into Sustainable Materials

In FY22 we continued our active support of breakthrough research into future sustainable materials. In FY21, in collaboration with EPFL, Nestlé and SIG, we cofunded a new chair for sustainable materials research within EPFL's Institute of Materials. In FY22 Dr Tiffany Abitbol was appointed to this role as Tenure Track Assistant Professor of Materials Science and Engineering in the School of Engineering (STI). Dr Abitbol will be responsible for developing and implementing a new research program on sustainable materials at EPFL with the aim of developing new, functional materials from biobased components.

**Greener PCB exploration**

Printed Circuit Boards (PCBs) are a critical technology in our major product lines. PCBs, however, are also an environmental hotspot for us due to their energy intensive manufacturing process. We have been steadily addressing the carbon footprint of our PCBs through size reduction and process optimization. In FY22 we went a step forward and launched several research and development programs with the goal of fundamentally reducing the environmental footprint of the PCBs used in our products.



In FY22 we began a program to explore new product architectures built around an alternative to current PCB technologies. The new approach uses manufacturing techniques that require just a fraction of the energy of traditional solutions, without compromising on functionality.

We also launched a study into the use of recycled materials in our PCBs with a particular focus on high impact materials such as copper foils and gold plating. This exploration, while still at an early phase, promises significant future reductions in the environmental impact of PCBs across our portfolio.

Additionally, in FY22 we expanded our search for new greener PCB technologies by calling on others across the industry to join our efforts. We worked with Learning Edge Only (LEO), the online platform that connects innovation seekers and technology providers, to announce the challenge. This program has already led to the identification of several potential breakthrough technologies which we are currently investigating.

DESIGN FOR SUSTAINABILITY CONTINUED



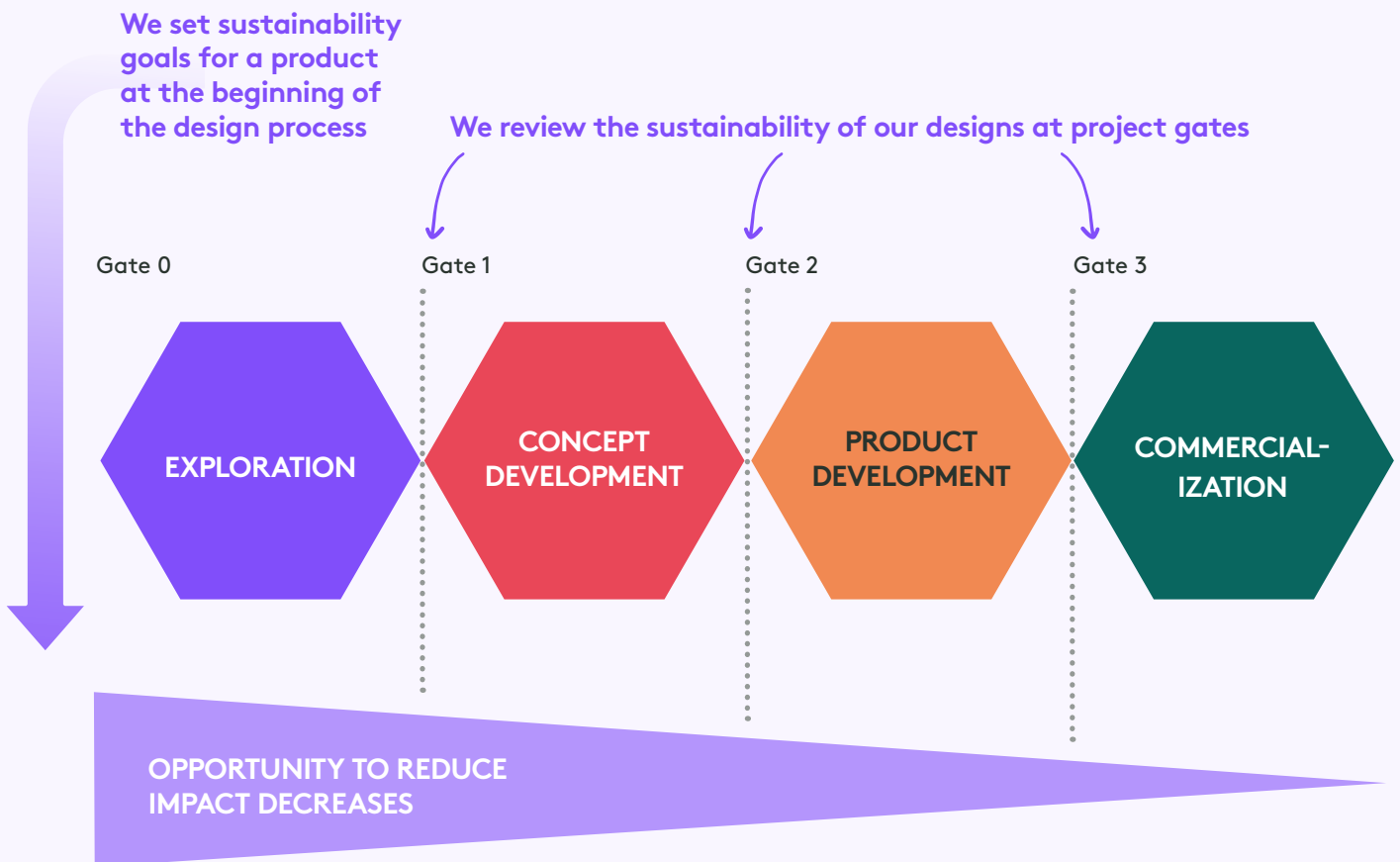
2. NEW PRODUCTS

In FY22 we launched a new generation of Logitech products, including some of the lowest impact, most durable, repairable, and recyclable products that we have ever made. The design decisions made on these projects have helped us to deliver on our carbon avoidance targets for FY22.

Sustainable Design Process

We integrate DfS into our design process by considering sustainability as a key metric alongside cost, schedule, and experience. The biggest opportunities to reduce the environmental impact of a product arise early in the design process when key decisions about a product are made, so we establish sustainability-related targets at project kick-off and review progress at each project milestone.

Sustainability is tracked at project gates



DESIGN FOR SUSTAINABILITY CONTINUED

Our Sustainable Design Principles

Integrating sustainability into product development is complex, requiring consideration of technical performance, user experience, and business viability alongside environmental and social impacts. Our product development teams are guided by our sustainable design principles.

Sustainable Design Principles



DESIGN FOR SUSTAINABILITY (Dfs)

DESIGN FOR SUSTAINABILITY CONTINUED

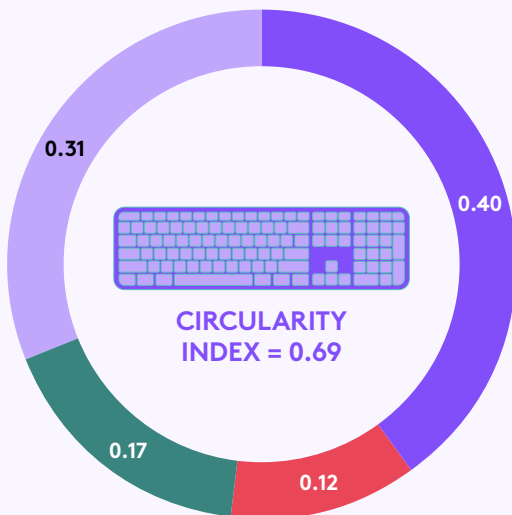
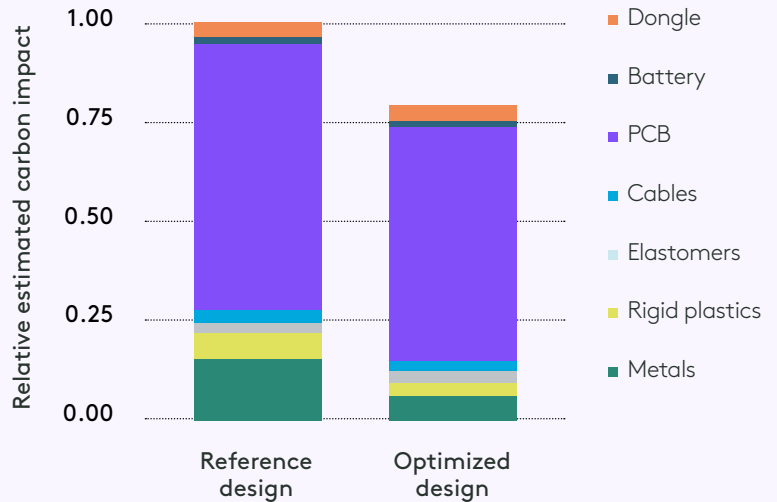
To support decision making during the design process we have developed internal guidelines, tools, and calculators.

PRODUCT IMPACT CALCULATOR

Carbon Impact assessment

A carbon impact assessment example between two competing design directions.

In FY22 we further refined our Product Impact Calculator tool, which presents a quick snapshot of the carbon impact of competing design directions very early in the design process, enabling our design teams to rapidly assess product architectures and make choices to improve a product’s environmental performance.



- Design for longevity
- Design for reuse
- Design for recycling
- Remaining circularity potential

CIRCULARITY ASSESSMENT TOOL

Circularity assessments

Our Circularity Tool allows us to quantify how well a particular product architecture performs early in the design process and allows us to focus on areas for improvement.

In FY22 we continued to refine our Circularity Assessment Tool - a semi-quantitative scoring system for the circularity of a design. 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 EPEAT, IEEE 1680.1, ECMA 341, and international ecolabeling systems such as Blue Angel, EPEAT, EU Ecolabel, and others.

DESIGN FOR SUSTAINABILITY - NEW PRODUCT CASE STUDIES

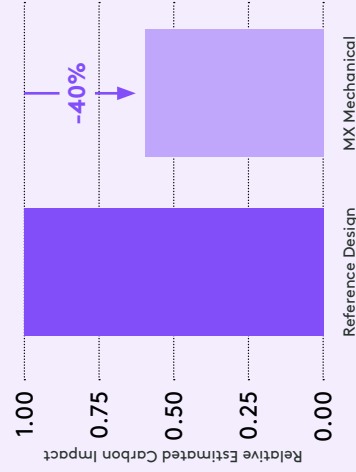
MX MECHANICAL

In May 2022 we announced the release of the MX Mechanical wireless keyboard, bringing high-performance mechanical typing to advanced digital creators. The MX Mechanical wireless keyboard was designed with sustainability in mind. Ambitious sustainability targets were established early in the design process and the team stayed focused on their goal of delivering a premium, low-impact design that minimized carbon impact while maximizing circularity.

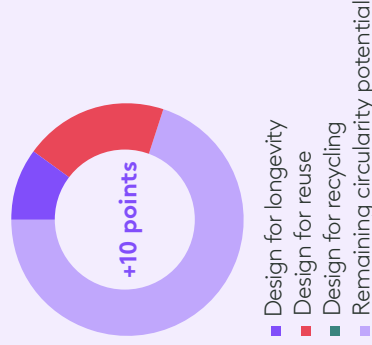
FINAL RESULTS

The MX Mechanical delivers a projected carbon impact avoidance of up to 40% versus a 'do nothing' design scenario. This is calculated based on the sustainability-related design decisions (i.e. concept directions, components, feature sets and material choices) made during the product's development. DfS features on the MX Mechanical increase its circularity score by 10 points compared to a 'do nothing' design scenario.

Carbon impact insights



Circularity insights



OPTIMIZED ARCHITECTURE

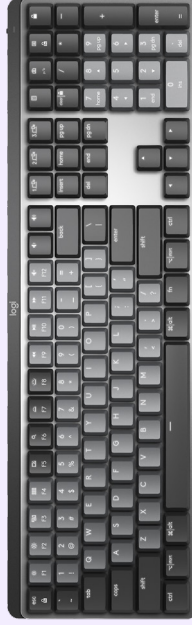
The structure of the MX mechanical keyboard has been specifically designed to optimize material usage as a way of minimizing the product's impact on the environment.

Chassis

Early design directions for MX Mechanical were analyzed not just for strength and stiffness but also for relative carbon impact. The chassis of the MX Mechanical overcomes the need for the steel mass often added to keyboards to increase structural rigidity and weight. This change lead to a projected annual carbon impact avoidance of 88 tCO₂e per 100,000 units sold.

Keycaps

Even the keycaps used on MX Mechanical were designed for material efficiency as part of the team's effort to minimize carbon impact.



BETTER MATERIALS

The MX Mechanical is manufactured using renewably manufactured or recycled materials, helping to significantly reduce the product's carbon footprint and giving the materials of older consumer electronics a second life.

Next life plastics

The color palette of MX Mechanical has been chosen specifically to allow the use of post-consumer recycled (PCR) ABS plastic. The MX Mechanical contains a minimum of 45% PCR ABS, leading to the avoidance of an estimated 58 tCO₂e per 100,000 units (compared to the use of virgin ABS plastic).

Low carbon aluminum

The MX Mechanical is one of our first product lines to use Low Carbon Aluminum, avoiding a projected 375 tCO₂e per 100,000 units sold by comparison with the use of traditionally produced aluminum.

DESIGN FOR SUSTAINABILITY - NEW PRODUCT CASE STUDIES

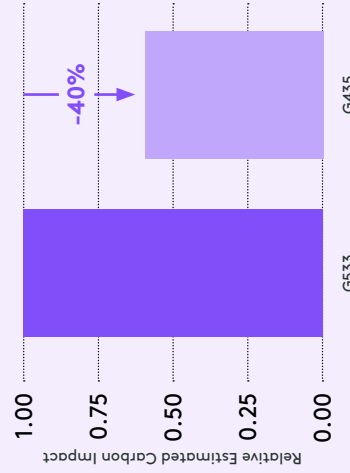
G435 LIGHTSPEED

In September 2021 we announced the release of the G435 LIGHTSPEED Wireless Gaming Headset, a new, ultra-lightweight wireless headset. From the start, the team behind the G435 were determined to design our lowest impact wireless headset ever.

FINAL RESULTS

The G435 is our lowest carbon impact wireless gaming headset ever, achieving up to 40% carbon impact reduction compared to the G533, equating to an estimated avoidance of 240 tCO₂e per 100,000 units sold.

Carbon impact insights



LOWER IMPACT COMPONENTS

Efficient PCB design

The earcup of the G345 has been designed to ensure that less material is wasted in the production of the product's printed circuit board.

Virtual boom arm

The G345 features built-in dual beamforming mics with several benefits over a traditional boom mic including reduced weight, improved reliability and reduced material consumption of both product and packaging.

RECYCLABILITY

The G435 is built using fewer types of materials and fewer different components than other headsets, significantly improving the end-of-life recyclability of the product compared to the G533.

POSITIVE CONTRIBUTION

Braille markings

The G435 features braille markings to indicate left and right ear cup.

Inclusive headband fit

The headband design of the G435 has been designed for the widest possible range of head sizes.

LOW IMPACT PACKAGING

The G435's packaging has been designed to minimize weight by reducing the overall size of the box and by printing the user manual directly on the box to save paper. See our in-depth case study in the **Responsible Packaging** section of this report.



BETTER MATERIALS

The G435 is built using recycled materials wherever possible, helping to significantly reduce the product's carbon footprint and giving the materials of older consumer electronics a second life.

Next life plastics

The G435 uses a minimum of 22% certified post-consumer recycled plastic by weight, leading to the avoidance of an estimated 8 tCO₂e per 100,000 units (compared to the use of virgin ABS plastic).

OPTIMIZED ARCHITECTURE

The G435 has been designed for the efficient use of materials. As a result, at 163 g, the G435 is our lightest ever gaming headset (at the time of launch), using less material and fewer components than almost any other Logitech headset. This 'optimized architecture' approach is central to the G435's significantly reduced carbon footprint compared to the G533. The reduced weight also helps to ensure a more comfortable gaming experience for the user.

DESIGN FOR SUSTAINABILITY - NEW PRODUCT CASE STUDIES

A10 GEN 2

First announced in March 2022, the ASTRO A10 Gen 2 headset offers unrivaled comfort and audio quality in a sturdy, versatile design. With the design of the A10 Gen 2 we set out to create a product with an even lower carbon footprint than its predecessor, the A10 Gen 1, while also significantly improving on the A10 Gen 1's circularity.

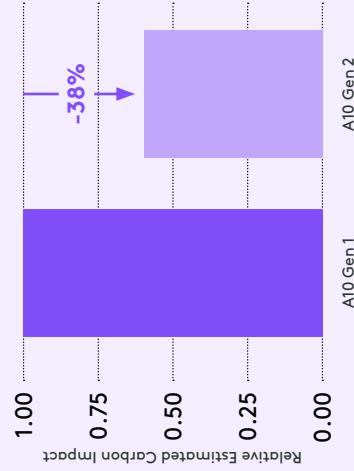
FINAL RESULTS

The Astro A10 Gen 2 achieves up to 38% Carbon Impact Reduction when compared to the Astro A10 Gen 1.

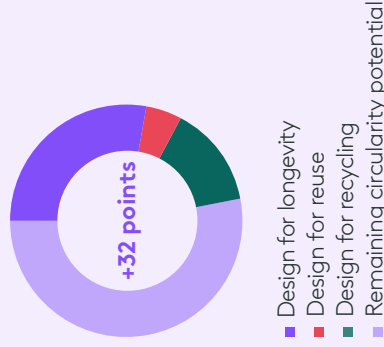
The Astro A10 Gen 2 achieves a 32 point increase on the Logitech Circularity Index when compared to the Astro A10 Gen 1.



Carbon impact insights



Circularity insights



OPTIMIZED ARCHITECTURE

At 246 grams, the A10 Gen 2 headset is up to 21% lighter than the A10 Gen 1. This weight reduction is key to the A10 Gen 2's lower carbon footprint and leads to a better user experience.

Headband design

The A10 Gen 2 features an elegantly designed headband that reduces environmental impact while improving comfort for the user. The simpler construction also avoids the need for layering of multiple different materials, thereby significantly improving the A10 Gen 2's recyclability at end-of-life.

Acoustically optimized earcup

The audio driver of the A10 Gen 2 is acoustically tuned to the earcup and so avoids the need for a traditional acoustic chamber. This significantly reduces the weight of material used in A10 Gen 2 and thereby reduces the environmental impact of the headset.

Boom microphone

The flip-up boom microphone has been designed with material optimization in mind; it is reduced in length by 24% compared to the A10 Gen 1.

BETTER MATERIALS

The A10 Gen 2 uses recycled or renewably manufactured materials wherever possible, helping to minimize the product's carbon impact and giving a second life to the materials of older consumer electronics. Additionally, the A10 Gen 2 design requires fewer types of materials than the A10 Gen 1, significantly improving end-of-life recyclability.

Next Life Plastics

The A10 Gen 2 uses a minimum 41% post-consumer recycled (PCR) ABS plastic, leading to a projected 10 tCO_{2e} to 24 tCO_{2e}* per 100,000 units being avoided. (*compared to virgin ABS plastic. Depends on color variant.)

Low Carbon Aluminum

The A10 Gen 2 is one of our first product lines to use Low-Carbon Aluminum, avoiding a projected 33 tCO_{2e} per 100,000 units compared with the use of traditionally produced aluminum.

DESIGN FOR SUSTAINABILITY - NEW PRODUCT CASE STUDIES

**EFFICIENT MANUFACTURING**

First and foremost our product is made in a factory that purchases renewable energy credits for every kg of CO₂ generated in the manufacturing process. However we do not intend to stop there, therefore we designed Astro A10 Gen 2 to be made with lower impact manufacturing processes with our sub-suppliers .

No paint

The A10 Gen 2 comes in a range of five unpainted pastel color variants, which avoids the environmental impacts of the energy-intensive painting process. Eliminating paint also makes the product easier to recycle at end-of-life.

Efficient Plastic Molding

The larger plastic parts of the Astro A10 Gen 2 are manufactured using 'hot-runner' technology, a technique in plastic injection molding that significantly cuts material wastage. Hot runner processes deliver a net carbon footprint reduction compared to commonly used 'cold runner' molding technologies.

**RIGHT TO REPAIR**

The Astro A10 Gen 2 has been designed for longevity with a construction that is robust, easy to disassemble, and facilitates user replacement of parts.

Design For Disassembly

The mechanical design of the A10 Gen 2 makes repair and refurbishment easier. Fastenings are reversible, critical parts are accessible, and disassembly can be performed with commonly available tools.

Replaceable Parts

Parts of the A10 Gen 2 which might eventually begin to wear over time such as the cable, headband, and ear cushions can be easily replaced by users.

**LOWER IMPACT PACKAGING**

The packaging of the A10 Gen 2 has been designed to minimize the impact on the environment while also providing a delightful out-of-box experience.

Clever tray design

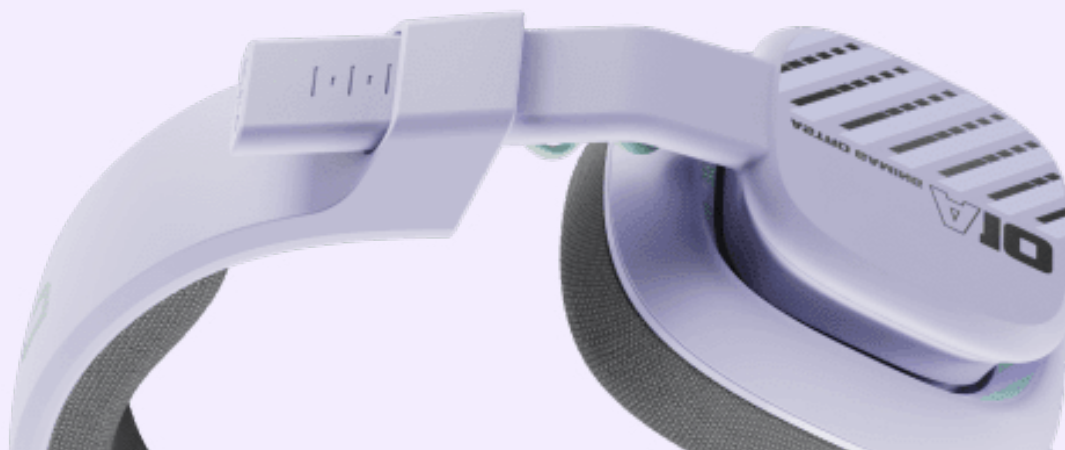
The A10 Gen 2 packaging uses a single, cleverly designed paper tray to hold both product and accessories. This solution reduces the amount of material used in comparison to the A10 Gen 1 while also delivering a clean unboxing experience.

Wood fibre protection sheet

The surface of the A10 Gen 2 is protected during shipping by a wood fiber sheet, eliminating the need for single-use plastic films often used for this purpose, and thereby reducing the risk of plastic leakage into the environment.

FSC™ Certified Materials

The paper packaging of the A10 Gen 2 comes from forests and other controlled sources which have been certified to Forest Stewardship Council (FSC) standards.



DESIGN FOR SUSTAINABILITY - NEW PRODUCT CASE STUDIES

SIGNATURE M650

In January 2022 we announced the release of the Signature M650 Wireless Mouse with features like SmartWheel scrolling, 'almost silent' clicks and a contoured comfort design that enables faster, more comfortable work.

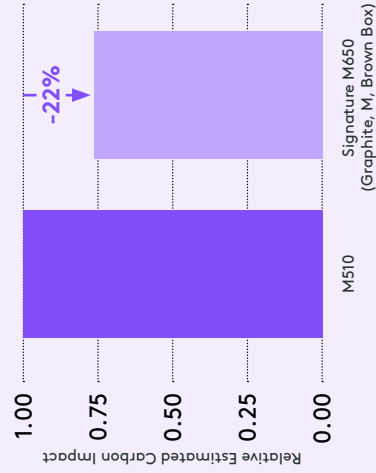
The team behind the product jumped at opportunities to optimize its environmental performance and set sustainable targets early in the design process.



FINAL RESULTS

The Signature M650 delivers an estimated average carbon impact reduction of 16% (up to 22% for certain SKUs) compared to the M510 Wireless Mouse, equating to an estimated 42 tCO₂e avoidance per 100 k units sold.

Carbon impact insights



BETTER MATERIALS



The Signature M650 is built using recycled materials wherever possible, helping to significantly reduce the product's carbon footprint and giving materials of older consumer electronics a second life. The post-consumer recycled plastic content of the Signature M650 varies according to color - 26% by weight of plastic parts for the Off white version, 26% for the Rose version and 64% for the Graphite version.

LOW-IMPACT COMPONENTS



The Signature M650 has been designed around a new, more efficient printed circuit board (PCB). This new (PCB) design is smaller and creates less manufacturing waste than previous designs, helping to minimize the carbon impact of the product.

USE PHASE EFFICIENCY



The Signature M650 delivers up to 24 months of battery life with just one AA battery, helping to minimize the product's carbon impact over its life time.

POSITIVE CONTRIBUTION



Inclusive design

The Signature M650 wireless mouse has been designed to accommodate the widest possible range of user needs and preferences. It is available in a range of different sizes, including both left and right-handed variants.

LOW-IMPACT PACKAGING



The retail packaging of the Signature M650 has been designed to minimize the impact on the environment through the use of 30% post-consumer recycled plastic clamshell. An even lower impact 'brown box' packaging design has been developed for business-to-business and selected online sales of the Signature M650.

DESIGN FOR SUSTAINABILITY CONTINUED

STUDIO SERIES MOUSE PAD AND DESK PAD

Launched in FY22, our Studio Series Mouse Pad and Desk Pad are soft, smooth, anti-slip mouse and desk pads that protect your desk and perfectly complement your Logitech tools.



The Studio Series mouse and desk pads feature a top layer and upper layer made with recycled PET (rPET), which has led to the avoidance of an estimated 3.2 tCO₂e per 100,000 units of mouse pad produced, and 14.9 tCO₂e per 100,000 units of desk pad produced.

MX MASTER 3S

The MX Master 3S combines what users love about the MX Master 3 with new features for ultimate precision, performance and flow. The MX Master 3S was designed with sustainability-related features that help to reduce its impact on the environment.

Up to 27% of the plastics used in MX Master 3S are made from post-consumer recycled material, resulting in a carbon avoidance of 10.6 tCO₂e per 100,000 units (Graphite/Black) and 8.1 tCO₂e per 100,000 units (Off-white/Pale gray)

For the MX Master 3S, plastic lamination that was used in packaging for the previous generation MX Master 3 was eliminated. The plastic hang tab used in packaging for the MX Master 3 was also removed and replaced with our newly developed paper-based hang tab. Finally, the plastic seal and security labels used in the MX Master 3 packaging were replaced with cellulose and paper-based alternatives. In addition, the paper-based packaging material used on the MX Master 3S is FSC-certified.

These plastic removal initiatives have led to the avoidance of a projected 0.5 tCO₂e per 100,000 units produced. Overall, packaging design improvements on MX Master 3S has led to an estimated carbon avoidance of 2.13 tCO₂e per 100,000 units (compared to MX Master 3).



DESIGN FOR SUSTAINABILITY CONTINUED



3. EXISTING PORTFOLIO

Ongoing optimization of our existing product portfolio is a critical part of work to reduce our carbon footprint. Below are just some examples of the work done in FY22 that helped to reduce the environmental impact of products already on the market.

Printed Circuit Board Design Innovation

Printed Circuit Boards (PCBs) are a critical technology in our major product lines. PCBs, however, are also an environmental hotspot for us due to their energy-intensive manufacturing process. In FY22 we significantly revised the design guidelines for our PCBs, introducing a new approach to reducing material wastage and increasing manufacturing efficiency. In FY22 we applied these new guidelines to more than fifteen existing high volume product lines, leading to an estimated 30% reduction in carbon impact compared to the original manufacturing approach. Using our newly developed in house LCA model for the environmental impact of PCBs, we were able to assess the potential of this initiative to reduce our carbon footprint by an estimated 1,900 tCO_{2e} per year.

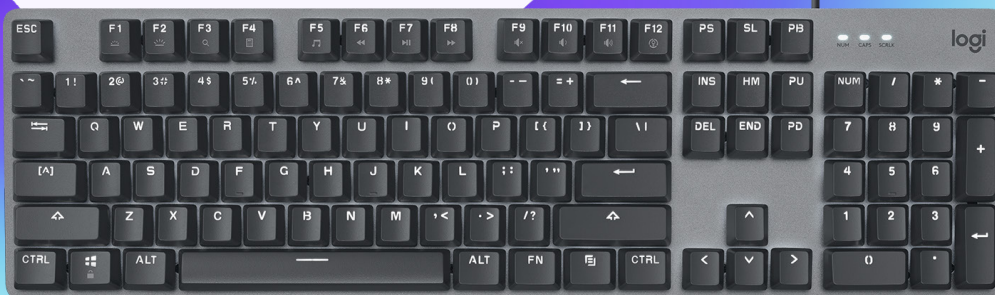
Dongle Gold-Plating Optimization

In FY22, thanks to research that we carried out to better understand the environmental impact of our printed circuit boards, we were able to optimize the gold-plating process used to coat the contact points in many of our product dongles. This initiative allowed us to significantly decrease the mass of gold used in this process, delivering a significant portfolio-level annual carbon footprint reduction while maintaining the reliability that our products are recognized for.



K845 Material Refresh

In FY22 we refined the design of many of our top selling products to reduce their impact on the environment. The K845 Mechanical Illuminated Keyboard is just one example of the results of these efforts. The plastic on the K845 was updated from virgin ABS to post-consumer recycled ABS plastic. Additionally, the aluminum used to make the K845 top case was replaced with low-carbon Aluminum. Low-carbon Aluminum is manufactured using renewable energy and causes only a fraction of the environmental impact associated with traditionally-produced aluminum. These design changes have the potential to reduce our carbon footprint by an estimated 1,000 tCO_{2e} per year.



DESIGN FOR SUSTAINABILITY CONTINUED

DATA & INSIGHTS**Life-cycle Approach**

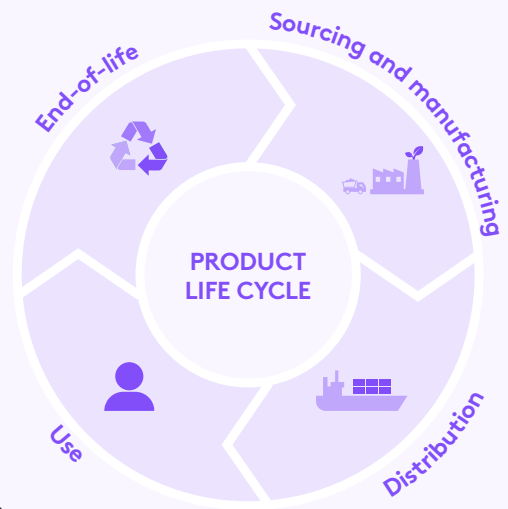
Truly sustainable design considers environmental and social impacts from the moment raw materials are sourced right through to the end-of-life of a product. So, we take a full life-cycle approach to the environmental impact of our products, dividing the product life cycle into four stages as shown below.

LCA Capabilities

To make better design decisions, we first need to fully understand the environmental impacts of those decisions. We use Life Cycle Assessment (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.

In FY22 we scaled up our LCA activities further, going beyond previously published data sets to perform our own industry-leading research into the many components, materials and processes central to consumer electronics which are not already covered by existing LCA data sets. We continued to partner with the iPoint Group, internationally recognized leaders in LCA, to support our ambition to advance this capability even further by:

- diving deep into specific focus areas to rapidly and reliably assess the environmental impact of new technologies for which published data may not already exist.
- building a standardized approach to the life-cycle modeling of our products to bring efficiency and transparency to our LCA capability.
- continuing our transition to a web-based software platform with the goal of giving broader access to environmental impact assessments for non-expert LCA users across Logitech, while ensuring consistency and revision control of all data sources.



DESIGN FOR SUSTAINABILITY CONTINUED

Research and Insights

Our DfS 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 this research leads directly to more sustainable design decisions during product development, the prioritization of breakthrough technologies for new products for investigation and the development of new design for sustainability policies. Research was performed in FY22 focussed on areas as diverse as:

**PACKAGING**

- Study of the biodegradability of packaging seal label materials
- Assessment of paper-based alternatives to plastic bags and films
- Study of the environmental benefits of FSC-certified materials
- Eco-impact review of Logitech glues and adhesives
- Eco-impact assessment of packaging decorations (print, inks, foils, coatings)
- Eco-impact assessment of paper tissue lamination

**COLORS, MATERIALS AND FINISH**

- Eco-impact review of plastic decoration processes
- Eco-impact assessment of water-based paints

**MANUFACTURING PROCESS**

- Hot runners molding technologies environmental impact modeling
- Overmolded and dual-injected soft material solutions - environmental impact comparison

**NEW MECHANICAL MATERIAL**

- Lower impact rigid plastic explorations
- Low carbon aluminum solutions
- Bio-based material sourcing
- The use of alternative thermoplastics for keyboard keycaps
- Bamboo-based mechanical designs
- Steel carbon impact for Logitech supply chains

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 designs by reducing weight, maximizing the use of renewable resources and ensuring the recyclability of our materials.

In FY22 we made further significant progress towards more sustainable packaging in the following four key focus areas:

- **CALCULATE:** Improving our analysis methods & increasing transparency
- **CREATE:** Optimizing new designs to minimize environmental impact
- **CONSIDER:** Improving & rethinking existing designs
- **CUT:** Eliminating single-use plastic

RELEVANT SDGs



1. CALCULATE

Understanding a package's environmental impact is key to driving sustainable design decisions. As part of our packaging design process, we analyze the carbon impact, water depletion, and toxicity potential associated with the life cycle of different and competing packaging concept directions. In FY22, we streamlined and deepened our LCA capability by transitioning to a web-based LCA platform and developing deeper insights and understanding of the environmental impacts of Logitech-specific packaging materials and manufacturing processes.

In FY22 we ramped up the implementation of our Carbon Clarity logo, on our packaging, which details the carbon footprint value of the full product life cycle, including the packaging. For further information on this topic, please refer to the [Carbon Clarity](#) section of this report.

2. CREATE

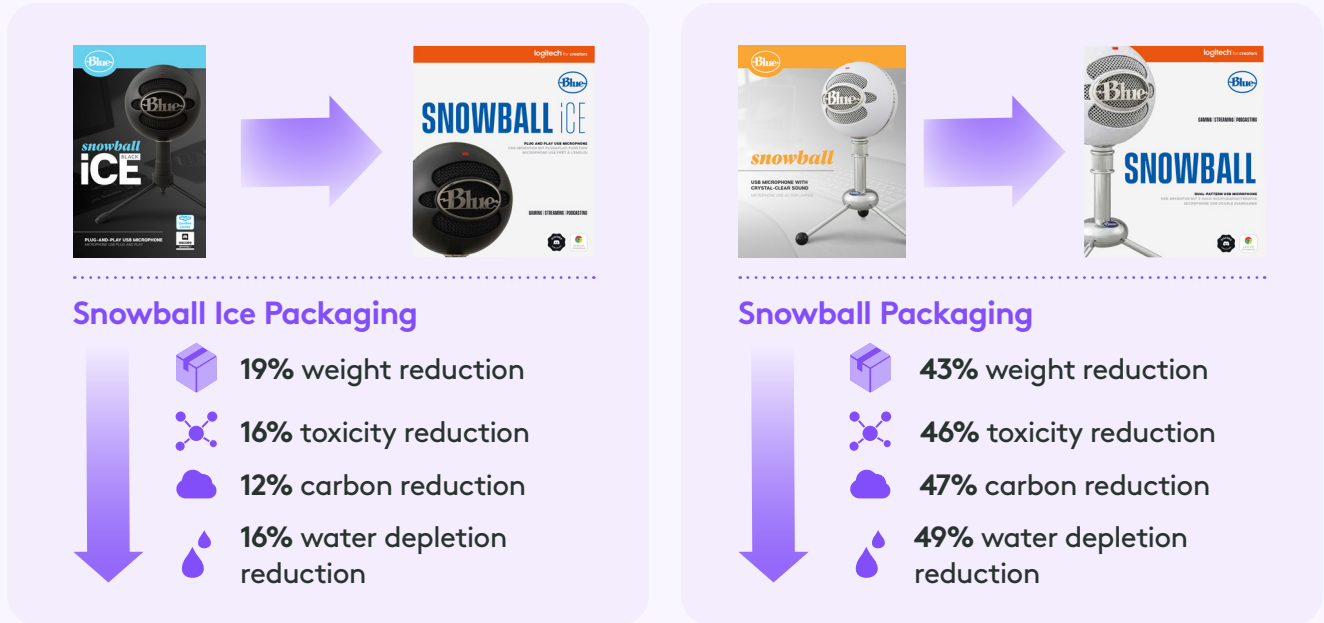
Sustainability is central to our new product packaging design process. The design of every new packaging solution balances consumer, logistics, retail product protection and environmental requirements. In this section, we will expand on the G435 case study which was introduced in the [Design for Sustainability \(Dfs\)](#) section of this report to describe the packaging innovations that were also achieved for this product.

3. CONSIDER

Package Style and Architecture

In FY22 we continued our efforts to refine the packaging of our existing portfolio. The redesign of our Blue Microphone packaging is just one example of this work. We reduced the volume of our Blue Microphone Snowball and Snowball Ice product packaging by 19%, eliminating an estimated 43 tons of material used annually. This change also allowed us to increase the number of products shipped per pallet by between 14% and 40% (depending on the region). More products per pallet means less energy required to ship each product.

RESPONSIBLE PACKAGING CONTINUED



In the last year, we also expanded our use of recycled plastic in our clamshell packaging. In FY21 we transitioned 447 metric tons of virgin plastic, saving over 250 tCO₂e. In FY22 we continued that momentum with 31% of the plastic used in our clamshell packaging made from post-consumer recycled plastic.

4. CUT

We understand that single-use plastics like plastic films and bags have a higher probability of leakage into the environment and are less likely to be recycled. Removing these single-use plastics and transitioning to paper-based alternatives has been a key priority in our packaging design for the past 2 years.

Eliminating single-use plastic

In FY21 we launched our **Single-Use Plastics Policy** to formalize our commitment to reducing plastic packaging as much as possible across all product ranges, with the longer term goal of eliminating it completely. In FY22 we scaled up our efforts and we eliminated or replaced approximately 29 million bags, a more than three-fold increase on our achievement in FY21. In our G535 and G335 headsets alone, we eliminated 7.4 tons of plastic from bags. This change also improved the out-of-box experience of these products by making the product instantly visible when the package is opened.

In FY22 we also reevaluated how packages hang and are sealed and we transitioned 11.2 million plastic PET seal labels to bio-based cellulose seal labels. While the appearance of the cellulose is similar to that of the plastic labels, this transition greatly reduces the risk of plastic leakage to the environment.

Over the last number of years we have introduced molded pulp hang-tabs into our packaging. This year we used 7.6 million paper or molded pulp hang-tabs instead of their plastic counterparts, with an estimate of 2.2 tons of plastic removed by this transition.



LOGITECH G435 - DFS PACKAGING JOURNEY

PACKAGING DESIGN FOR SUSTAINABILITY

From the very first project meeting, sustainability was a top priority in the design of the G435. The final G435 packaging design solution balances a lower environmental impact with a range of competing requirements including excellent product protection, an ambitious cost target, and a considered out-of-box experience.

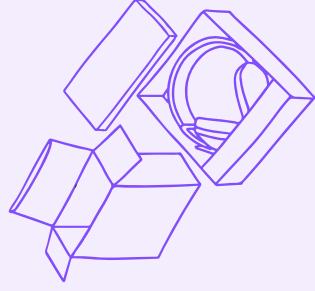
EXPLORATION

The first step of any new packaging design project is to learn from previous packaging systems in the portfolio. Feedback from consumers on their unboxing experience is invaluable information. In one specific case (G733), we learned that many consumers missed the integrated pull tab on the inner carton. We were able to solve this issue by choosing a solution that would allow the consumer to pull the product out directly by the headband.

CONCEPTUALIZE

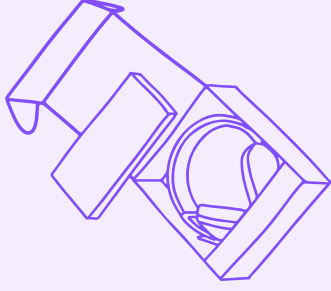
Taking into consideration the above learnings from predecessor projects, including material knowledge, retail, marketing, and supply chain/logistics, the three primary concepts are shown in the following graphic.

We generated many design concepts, the three strongest directions are shown below.



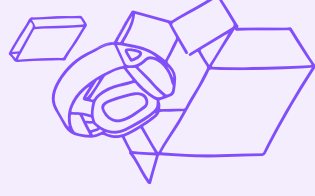
Concept 1:

Corrugated insert inside paper carton



Concept 2:

Corrugated subscription style frontload box with paper accessory box

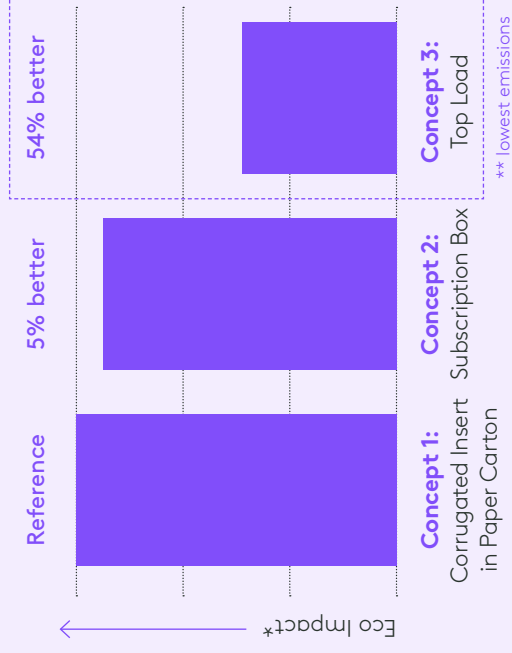


Concept 3:

Top load corrugated box

SELECTING PACKAGING CONCEPT

We used our web-based LCA tools to compare the likely environmental impact of each of these concepts and found that concept 3 (top load) came out strongest due to its efficiency of material use. This concept also delivered on the other packaging requirements such as cost, on-shelf presence, and unboxing experience.



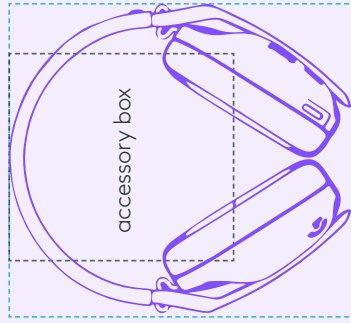
* Relative estimated full life-cycle impact

REFINE THE FINAL PACKAGE

The final design solution for the G435 includes the following features:

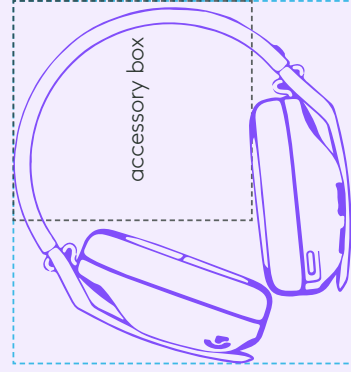
1) SINGLE-USE PLASTIC AVOIDANCE: To better align with Logitech's FY21 **Single-Use Plastics Policy**, the packaging assembly is almost entirely free from single-use plastic. The hangtab is made from a recyclable bamboo and sugarcane material and the product protection bag is made from a wood fiber material. The primary packaging components are FSC (Forest Stewardship Council) certified.

2) EFFICIENT DESIGN: Central to the lower environmental impact of the G435 is its efficient use of material. The accessory box doubles up as a 'Quick Start Guide' and eliminates the need for a paper leaflet. The primary box cleverly holds the product in place without the need for additional carbon inserts. The G435 headset is placed in the box at a 45 degree angle for the smallest volume box.



DOES NOT FIT

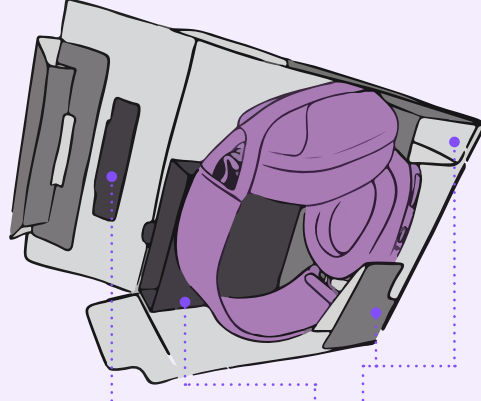
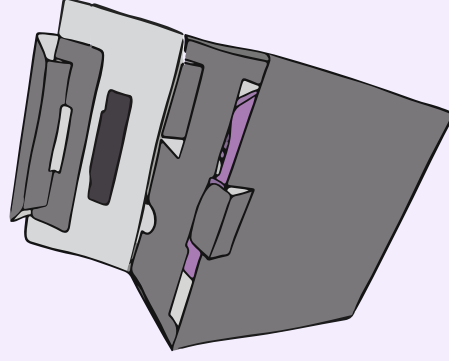
accessory box efficiently,
requires additional space



FITS

accessory box, does
not require larger box

3) PRODUCT PROTECTION: We take product protection seriously. The G435 packaging is designed to carefully protect the headset inside while minimizing the use of material needed for packaging. The accessory box doubles as a cushion, prevents any scratching of the products, and other interior cardboard cushions keep the power button from being pressed or the headset from rotating, so that the G435 arrives to the user safe and protected from bumps and scratches.



Eco-friendly pulp hangtab

Accessory box that doubles as QSG

Built-in product cushioning

Space saving product orientation

AVOIDING TARGETED SUBSTANCES

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

Product compliance is critical to our success as a company. Any noncompliance with legal requirements worldwide could potentially delay market access or damage our relationships with suppliers, and our reputation with customers. And in reality, our commitment to safe and nontoxic electronics extends beyond simply considering legal requirements. We monitor legal developments worldwide and proactively adopt policy positions that reflect our commitment to the precautionary principle and 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 procurement of goods and services. During FY22, all products on the market complied with our GSE requirements for the management of Targeted Substances.

Since 2002, our GSE standards have developed to reflect 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 safer and more environmentally friendly alternative materials. In FY22, we formalized our approach to GSE training and facilitated training for internal staff and suppliers and asked all our Major Suppliers to renew their formal commitment to our GSE standards.

RELEVANT SDGs



GSE STANDARDS

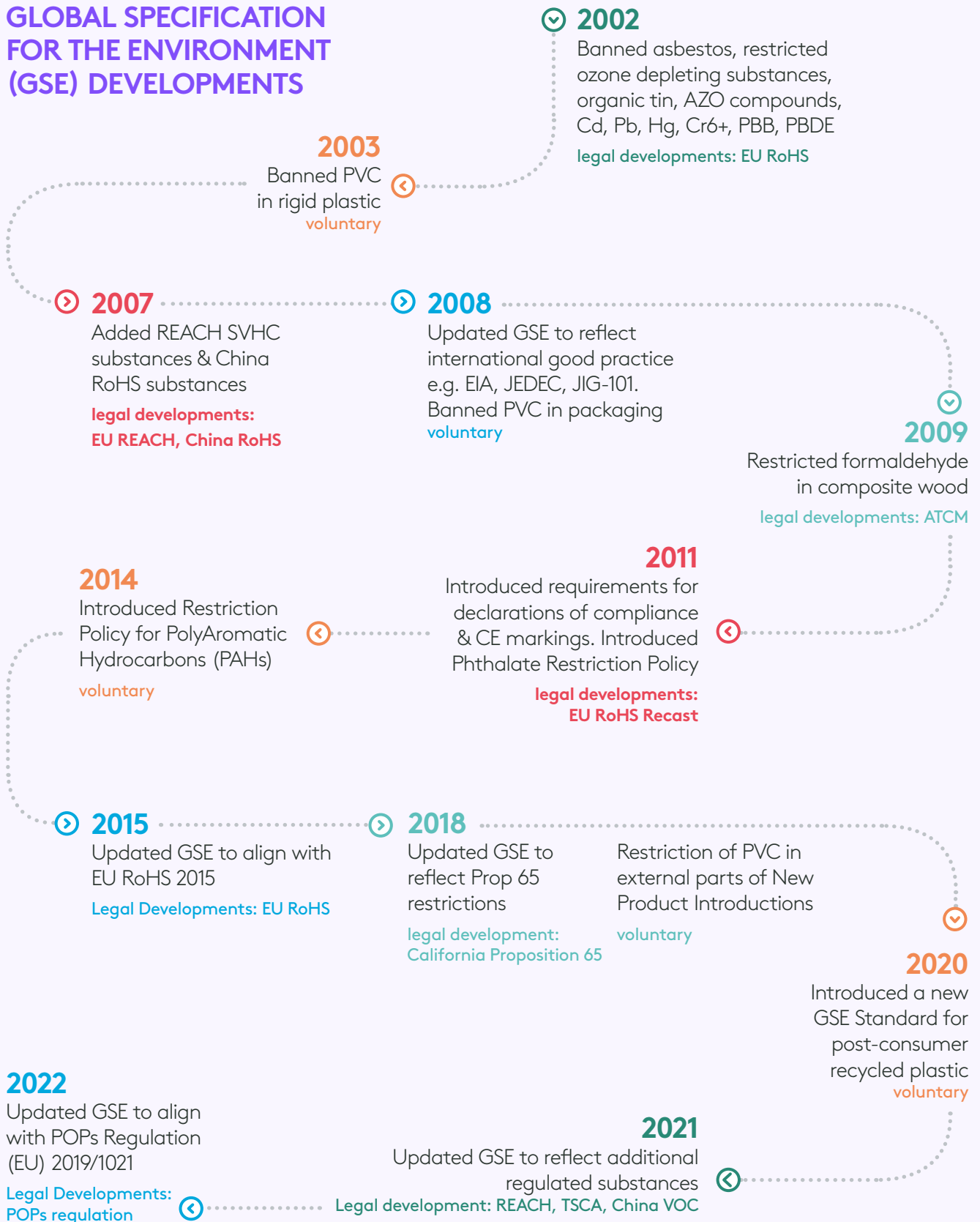
GREEN PROCUREMENT
STANDARDS BASED
IEC 62474

100%

MAJOR SUPPLIERS
RECEIVED GSE
TRAINING
AND RENEWED
THEIR COMMITMENT
TO THE GSE

AVOIDING TARGETED SUBSTANCES CONTINUED

GLOBAL SPECIFICATION FOR THE ENVIRONMENT (GSE) DEVELOPMENTS



AVOIDING TARGETED SUBSTANCES CONTINUED

OUR GSE



STANDARDS

Establish standards e.g. test methods, hazmat limits and reporting thresholds.



GOVERNANCE

Govern and monitor the implementation of the GSE.



REQUIREMENTS

Requirements for test reports, warning statements, supplier notifications etc.



POLICIES

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



REGULATIONS

Ensure that all materials/products comply with all related regulations.

GSE 751707
PRODUCT
SUBSTANCES
& MATERIALS

GSE 230351
RECYCLING

GSE 750779
LOGITECH GSE
REQUIREMENTS

GSE 751708
PACKAGING

GSE 751712
WORKPLACE
EMISSIONS

IEC 62474

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 Restriction of Hazardous Substance (RoHS) exemptions because electronics 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, Authorization 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 alternatives.

AVOIDING TARGETED SUBSTANCES CONTINUED

TESTING & 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 supplier manufacturing facilities.

Products and components are mechanically disjoined 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 test reports for the homogeneous level, where appropriate.

In addition, we carry out periodic surveys of our suppliers to interrogate material use where pertinent e.g. when significant changes to the SVHC list for REACH are introduced.

We have a robust supplier audit program, which includes auditing of supplier facilities to check compliance with RBA Code requirements for materials management, compliance with hazmat legislation, and compliance with our green procurement standards. Both our product testing program and supplier factory auditing program, include a corrective action reporting and remedy process aligned with RBA good practice requirements.

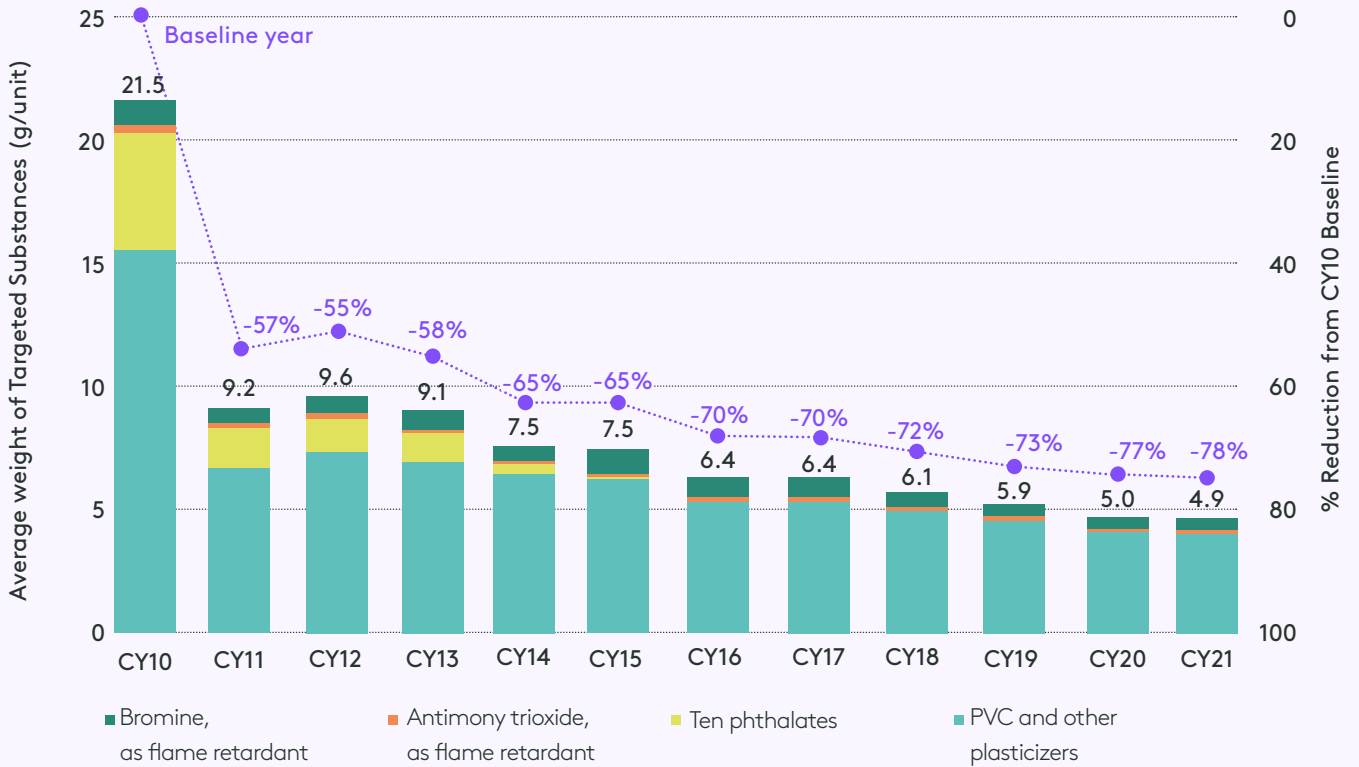
Where safer and less toxic alternatives are available, we drive voluntary phaseout of certain targeted substances of concern such as, PVC, phthalates and associated flame retardants. These substances are widely used in our sector but they have a toxic life cycle and can contribute to adverse impacts on the environment, recycling, and occupational health, during 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. The following graph shows the total weight of targeted substances in our top 50 retail products (units sold in FY22). As shown in the graph, the average total weight of targeted substances per unit has now reduced to less than 5 g/unit, which is a 78% reduction of CY10 levels.

78%REDUCTION
IN TARGETED
SUBSTANCES
SINCE CY10

AVOIDING TARGETED SUBSTANCES CONTINUED

TARGETED SUBSTANCES



PVC-FREE PROGRAM

Our goal is to transition to Zero PVC. 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 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.

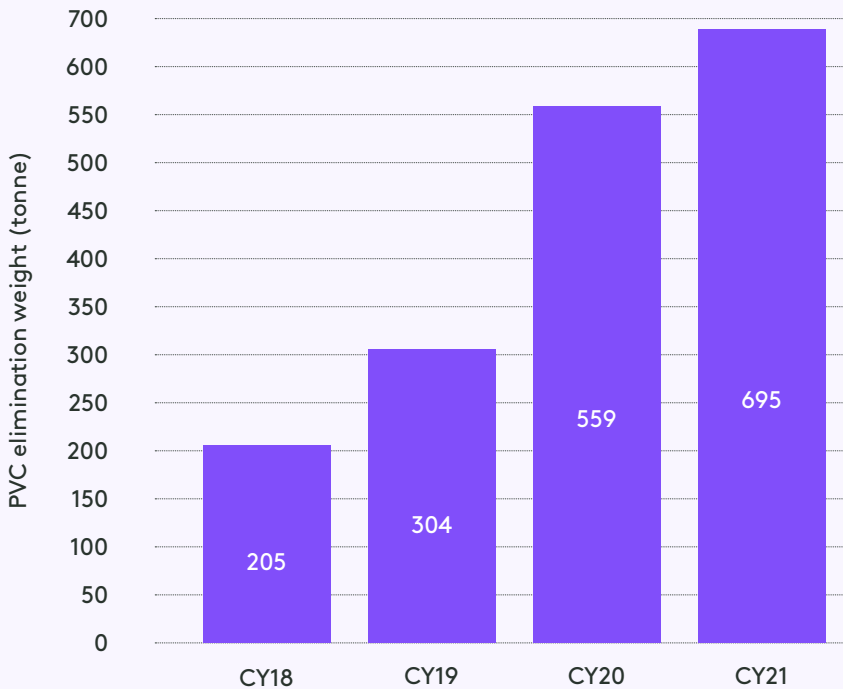
Our Astro, Jaybird and Ultimate Ears products are all PVC-free. Thermoplastic elastomer (TPE) is a low-toxicity alternative to PVC. In CY21 we continued our use of TPE and implemented more than 695 t of TPE, in our cables and other devices. We are proud of our achievements to date, but we also know there is a lot more work to do. We remain committed to achieving our ambition of Zero PVC by 2030.

695 t
OF PVC ALTERNATIVES
USED IN CY21

**Zero
PVC**
GOAL FOR 2030

AVOIDING TARGETED SUBSTANCES CONTINUED

USE OF PVC ALTERNATIVES



70%

REDUCTION
IN SOLVENT-
BASED PAINT

ELIMINATION OF SOLVENT-BASED PAINTS

Volatile organic compounds (VOCs) are organic chemicals that can quickly evaporate to 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, which aims 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 2020, 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, by 2023. In 2020, we estimate we used ~1,625 tonnes of solvent-based (SB) paints to manufacture our products. We estimate the switch to water-based (WB) paints will enable us to produce the same number of products with ~1,365 tonnes of WB paints and 490 tonnes of SB paints. This equates to a 70% reduction in annual solvent-based paints use and a 53% reduction in VOCs.

CIRCULARITY

Our ambition is to reduce waste and extend the life of devices, components, and materials. We want to empower consumers with simple and convenient ways to give products, components, and materials a next life, and 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. Individuals are often willing to engage and explore new ways of living and consuming, but they do not want to choose between sustainability and convenience. Consumers often struggle to find avenues to repair and extend the life of their products. We believe more needs to be done by brands and by broader value chains, and circularity needs to become a core business imperative.

Consumer electronics products have traditionally been produced within environmentally-damaging linear business 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 consumers with simple and convenient opportunities to play an active role and help to create a more circular economy. Creating a shared understanding of the circularity opportunity is critical. We are working to 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



CIRCULARITY CONTINUED

OUR VISION

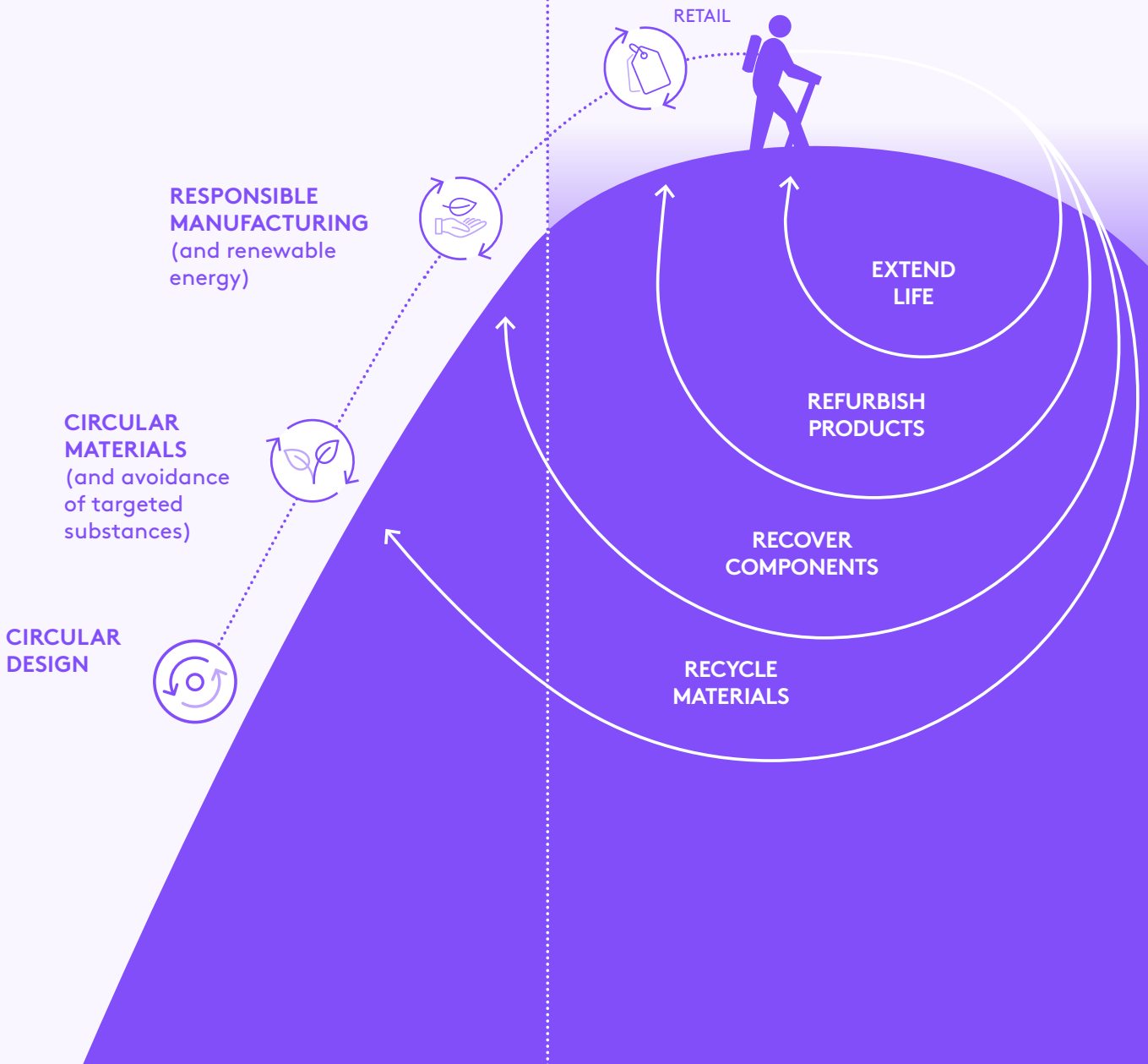
A CIRCULAR BUSINESS

Our Ambition: To empower consumers with simple and convenient opportunities to reduce waste and extend the life of devices, components and materials.



REDUCING WASTE

EXTENDING LIFE



CIRCULARITY CONTINUED

REDUCING WASTE

We want to reduce waste at every stage of the product production process through circular design, reducing our use of packaging and materials, transitioning to circular materials, and driving responsible manufacturing.

- **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 and eventual recycling at end-of-life. Circular design also considers the use of circular materials and design for other circular business models (such as service-based). For more information, please refer to the **Design for Sustainability (DfS)** section of this report.
- **Circular materials** are renewable and recycled materials. Our long-term goal is to only use renewable or recycled materials, and we will do this by adapting and finding new sources, developing new applications and developing new materials. As well as encouraging greater use of circular materials, we are working to eliminate several targeted substances, which accumulate in recycling streams or inhibit recyclability. For more information, please refer to the **Circular Materials** subsection.
- **Responsible manufacturing** is a manufacturing activity that is powered by renewable electricity and managed in accordance with an established and recognized code of conduct, to minimize environmental and social impacts and ensure responsible management of materials, resources, and waste. For further information on the application of the **RBA Code of Conduct**, please refer to the **Our Approach** section of this report.

EXTENDING LIFE

We are developing new business models and reverse logistics capabilities to support the extended lifetime of our products, enable the refurbishment of products for resale, enable the recovery and reuse of component parts and ensure recycling of end-of-life materials.

- **Extending product life:** Our goal is to support a consumer's extended product experience with durable and energy-efficient designs, Logitech-supported repairability, including opportunities to access spare parts, battery replacements, supporting repair guides and software, and content updates to support extended life. We are also now supporting secondary market sales more and more and establishing product donation programs to extend the second life and continued use of Logitech products.
- **Recovering products:** Offering trade-in programs for product returns, to refurbish them to "like-new" condition for sale on e-commerce platforms and warranty support, while exploring opportunities for component recovery and reuse.
- **Recycling materials:** Ensuring products and parts that cannot be refurbished or recovered are sent for recycling, to avoid landfill and recover raw materials. Our commitment to recycling is underpinned by a complementary commitment to design out single-use plastic and targeted substances, which inhibit recycling or reduce the potential for material recovery.

CIRCULARITY CONTINUED

By reducing waste and delivering next life opportunities, we believe we can eliminate waste, reduce carbon intensity and develop new and more circular business models and product offerings. In the last year, we've stepped up our efforts to identify opportunities and execute pilots across the full scope of our strategy. A snapshot of some of the work from the last year is provided below.

KEY PROGRAMS

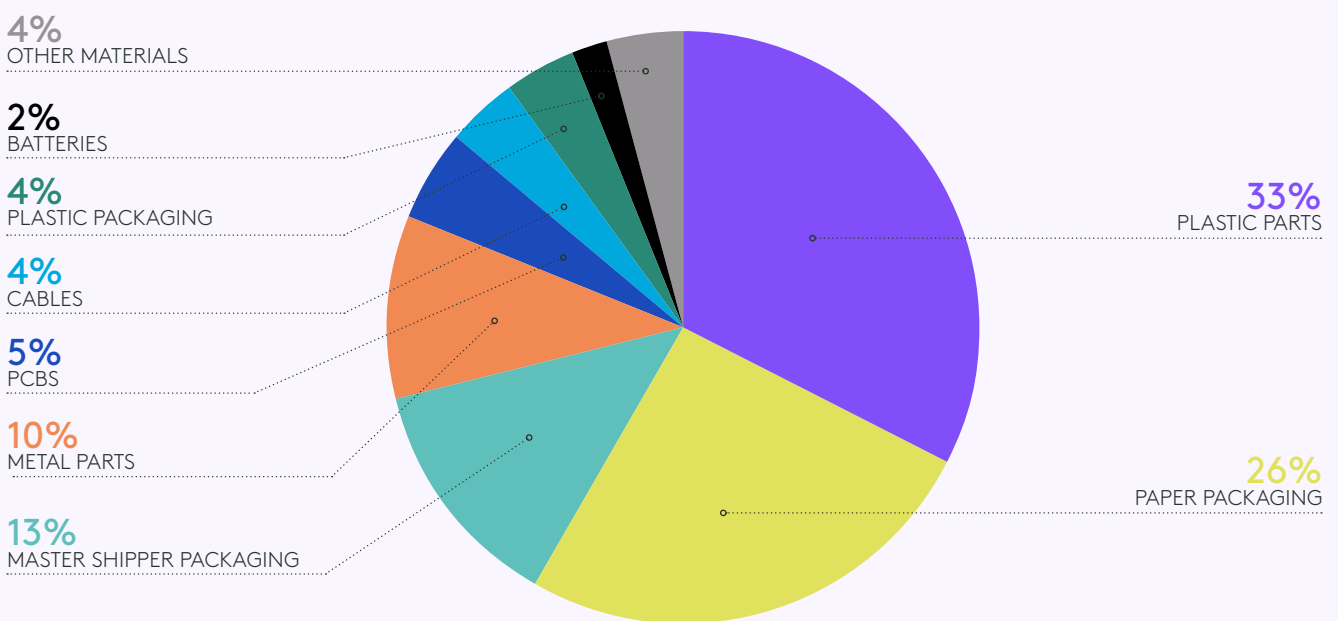
Circular design

Circular design focuses on the development of longer-lasting, more energy-efficient products with a particular emphasis on extending the useful life of products through design for repair, reuse and eventual recycling at end-of-life. Circular design also considers the use of circular materials and design for other circular business models (such as service-based). For more information, please refer to the [Design for Sustainability \(DfS\)](#) section of this report.

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. An estimated breakdown of the key components and materials in our portfolio last year is shown in the following figure. As shown, plastics, paper packaging, and metals are three of our top materials, by weight. This insight has informed the prioritization of the strategic programs to develop more circular alternatives for all three material categories.

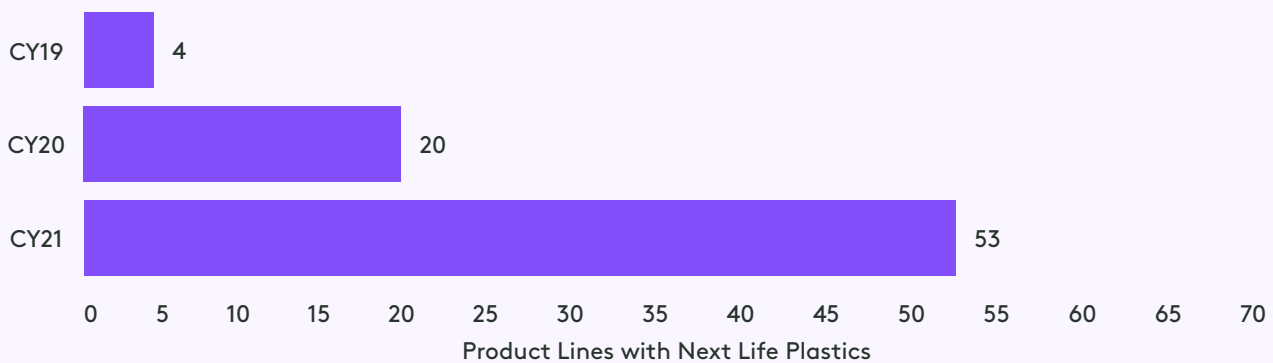
Weight of materials and components in our portfolio



CIRCULARITY CONTINUED

Next Life Plastics

Our post-consumer recycled plastic program has continued to grow from strength to strength. We use recycled plastic to give a second life to end-of-life plastic and help reduce our carbon footprint. We are using recycled plastic at scale across the company, targeting our largest product portfolios for the most impactful carbon reduction. The total number of product lines made with recycled plastics in CY21 doubled compared to the previous year (53 in CY21 versus 20 in CY20) and by end of CY21, 65% of the mice and keyboards in our largest division (Creativity & Productivity) were made with recycled plastic. We now offer a diverse selection of recycled plastic products across all of our major business groups.

Number of Product Lines shipped with Next Life Plastics in the CY21

Our capability has grown rapidly as we 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 our molding processes. We estimate our use of next life plastics in CY21 eliminated more than 21,000 tCO₂e from our portfolio. We worked with [SCS Global Services](#) to verify our recycled plastic resins come from end-of-life electronics, thus contributing to a more circular economy. To unlock the full potential of next life products, we need to continue to innovate to develop new and breakthrough materials, while also designing new generations of products to embrace recycled plastic. More information on our approach and progress in that area of innovation is described in the [Design for Sustainability \(DfS\)](#) section of this report.



We are on a journey to design products for the future. The top area where we can make a significant and long-term impact to reduce carbon is by applying our design for sustainability principles across the product development process. Since plastic is one of the most used materials at Logitech, we're investing in the circular economy by recycling and reusing consumer products to push the limits of what is currently possible for recycled plastic.

Prakash Arunkundrum

Head of Global Operations and Sustainability

NEXT LIFE PLASTICS

From recycled plastics to new possibilities

CHOOSE COLOR, DESIGN, RECYCLED PLASTIC



M317C
Colour collection
54%



ASTRO
A10
19%



ZONE
VIBE 125
31%



POP
46%



SIGNATURE
PLUS M750
61%



WONDER
BOOM
31%



C930E
50%



ERGO
K860
71%



M190
31%



PEBBLE
M350
75%



Signature
M650 L
57%



M380
59%



ERGO
M575
21%



Using next life plastics at scale, to embrace circular materials and reduce carbon

CIRCULARITY CONTINUED

Ocean-Bound Plastics (OBP)

In June of this year, we joined **Nextwave Plastics**, a consortium of multinational technology and consumer brands who are collaborating together to introduce next life opportunities for OBP by developing the first global, ocean-bound plastic supply chain.

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.



Plastic debris constitutes one of the most serious threats to ocean health. We are excited to join the NextWave Plastics consortium and collaborate on ways to divert and reuse plastic waste before it enters ocean-bound waterways.

FSC™-CERTIFIED PAPER PACKAGING

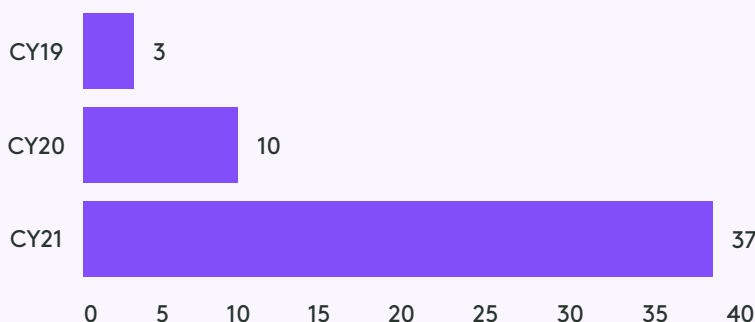
We continue to expand our commitment to responsible sourcing of paper, with our FSC-certified packaging program. The Forest Stewardship Council (FSC) is a global, not-for-profit organization that works to promote responsible management of forests worldwide. To obtain FSC certification, a forestry owner 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.

Prakash Arunkundrum

Head of Global Operations and Sustainability

We established our FSC program in 2019 with the launch of 3 product lines with FSC-certified packaging. All of the paper packaging of our MX product lines is now FSC-certified and over the last two years, the program has expanded to encompass other business divisions and product categories. In CY21, 37 of our product lines had launched with FSC-certified packaging. While we are delighted with this transition, we recognize it is just the beginning. We will continue to promote use of renewable and recycled materials instead of virgin natural resources through responsible sourcing from sustainably managed materials sources and developing new applications and new materials that can be sustainably managed.

Product Lines with FSC-certified packaging



37
PRODUCT LINES WITH FSC-CERTIFIED PACKAGING



CIRCULARITY CONTINUED

Avoiding Targeted Substances

To eliminate the risk of hazardous substances accumulating in waste plastic 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. For more information on this aspect of our strategy, please refer to the [Avoiding Targeted Substances](#) section of this report.

ENABLING PRODUCT LIFE EXTENSION

This part of our strategy may be new, but teams across Logitech have already started working to develop reuse models and pilots for extending product life, refurbishing products to enable reuse and recovering components for second-life opportunities.

Trade-in Platforms

In FY22, we were delighted to launch our first trade-in platform for Logitech B2B devices. Business, government or education customers can now trade in any brand of video-conferencing equipment and computer peripherals from US-based locations. Our trade-in partner looks for every opportunity to give your devices a second life. If a device can be reused, the customer receives a payment based on the fair market value of the used device. And if reuse is not possible, devices are responsibly recycled by approved recycling partners, with appropriate certifications to maximise materials recovery. This means the customer can be part of the efforts to move towards a more circular economy and have peace of mind, knowing devices will be responsibly handled. Over the forthcoming year, we will be exploring additional options to set up similar and expanded programs in other countries worldwide.

CIRCULARITY CONTINUED

LOGITECH TRADE-IN PROGRAM

FOR BUSINESS, GOVERNMENT AND EDUCATION



As a leader in sustainability, we strive to simplify responsible end-of-life handling for our customers, so we created the Trade-in Program.

The Logitech Trade-in Program offers business, government and education customers in the US the opportunity to trade in qualifying devices and receive value back while giving the devices a next-life.

Visit the [Trade-in site](#) to start the process. Our partner, PowerON, will provide you with a quote for your devices along with packaging instructions and prepaid shipping labels. Depending on devices and condition, you could receive value back.

Devices that cannot be reused will be recycled for free.

DEVICES YOU CAN TRADE IN

- VC Cameras
- VC Systems
- Webcams
- Headsets
- Mice
- Mini PCs
- Touchpads/Tap
- Tablets
- Monitors
- Keyboards
- Security Cameras
- Remote Controls
- Speakers
- Microphones



REFURBISHED PRODUCTS

Over the last 12 months, ASTRO Gaming, Ultimate Ears and Blue Microphones have been leading the way with the development of new business models for refurbished products. We have worked with our partners to develop a process for receiving, inspecting, functionality testing, and refurbishing returned devices to "like-new", for sale on our e-commerce platforms. These pilots have prompted us to develop and refine disassembly and refurbishment instructions and processes for a number of key products. As part of these preliminary pilots, we are also exploring opportunities for component recovery and reuse, to give products and components a next life and expand our current offering. In FY22 (the first year of our program), we refurbished more than 49,000 devices. We know we have a long way to go but we are just getting started! We are working to analyze and quantify the positive carbon and environmental impact of refurbishment activities to inform strategy development for the coming year.

Over the course of the coming year, we will be working to expand our own (Logitech-managed) refurbishment programs, as well as working with key partners to support their refurbishment journey and goals for our product portfolio.

>49,000
DEVICES REFURBISHED
IN YEAR 1

OUR BRANDS IN ACTION

astro QUALITY REFURBISHED

Some of our high-quality gaming products are now available as refurbished gaming headsets and controllers.

COMPATIBLE WITH PC/MAC, PS5



ONLINE EXCLUSIVE/
REFURBISHED/NEW ARRIVAL

REFURBISHED A50 WIRELESS HEADSET + BASE STATION

COMPATIBLE WITH PC/MAC, PS5



ONLINE EXCLUSIVE/
REFURBISHED/NEW ARRIVAL

REFURBISHED A40 TR HEADSET + MIXTAPE PRO TR

COMPATIBLE WITH PC/MAC, PS5



ONLINE EXCLUSIVE/
REFURBISHED/NEW ARRIVAL

REFURBISHED C40 TR

ULTIMATE EARS

HYPERBOOM RENEWED

Same incredible features. Same perfect sound. Every refurbished **HYPERBOOM RENEWED** speaker is inspected and tested by Ultimate Ears to ensure it meets our strict standards for acoustic performance, IPX4 water resistance, and battery life.



YETI



YETI X



LOWER-CARBON PRODUCTS FOR A MORE CIRCULAR WORLD

CIRCULARITY CONTINUED

In addition to the above, our VC division is currently running a “try before you buy” pilot with NOK Tryouts for the Logitech Brio webcam. This business model allows customers to try the Brio webcam for a number of days and then decide if they want to purchase it. Any products that are returned after the trial period are tested, cleaned and reboxed before being sent to the next customer. And customers who wish to buy the device after trying it can purchase the refurbished product, or a new product, according to their preference. This pilot is helping us to tackle the issue of returns due to buyers remorse and explore new markets and customer opportunities, while also creating growing interest in refurbished products and more circular business models.

PRODUCT DONATION FOR REUSE

We recently agreed a partnership with World Vision International to enable donation of products to educational institutions. World Vision International is a humanitarian organization with 70 years of experience helping children, families, and communities around the world. This year, we made the commitment to donate more than US\$1 million worth of educational products to World Vision. The devices that we are donating are open box returns that will be sorted to determine functionality and reuse potential and include mice, keyboards, webcams, headsets, and speakers. World Vision operates a Teacher Resource Center in Chicago, where teachers can pick up educational devices free of charge and Logitech devices will be made available at that centre, to give them a second life and ensure teachers and children in need have access to our devices and technology-enabled education.



CIRCULARITY CONTINUED

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 landfill².

We are working with our customers and downstream distribution partners towards a goal of zero product to landfill. We want to ensure Logitech products are responsibly recycled across all touchpoints and channels. 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 stewardship certification program in place for our downstream partners as well as a strategic partnership for recycling to enable recycling of product returns across all regions.

As a responsible producer, we monitor evolving recycling laws and provide financial support to enable and support the development of recycling infrastructure and capability in the countries in which we operate. For FY23, we will be focusing efforts beyond minimum regulatory compliance in the countries where we operate where there are limited or underdeveloped regulatory regimes or infrastructure for recycling, to enable consumers in these geographies to recycle responsibly. 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. We are working to develop reporting systems to capture the scale of recycling occurring in this part of our business and value chain. In tandem with that, we are gathering data to better understand second life opportunities linked to materials arising from the recycling process.



CIRCULARITY CONTINUED

Over the coming year, we will be working closely with our recyclers to develop and refine our understanding of the life-cycle impacts associated with the end-of-life phase and leverage recycler feedback to inform our design for sustainability programs. In addition to partnering with recyclers to deliver real and tangible recycling outcomes, we see significant opportunity to leverage our recycler relationships and insights to ensure the next generation of products reflect our commitment to circularity and recycling goals. We aim to expand our recycler network to include recyclers with social impact to help us on our journey to deliver on the UN Sustainable Development Goals.

In addition to financing and supporting the development of in-country recycling capability and recycling insights with our recycling partners, we also recognize the need to raise consumer awareness on the importance of recycling. Good recycling outcomes are dependent on consumer engagement and recycling activation. 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. We are carrying out a number of consumer insight studies to understand consumer behaviours and how we can best create meaningful incentives to motivate and inspire consumers to activate and recycle (or trade in) end-of-life devices. And we are working with our value chain partners to co-develop opportunities to raise awareness and encourage recycling.

As an example, for two weeks around Earth Day 2022, we partnered with a major retailer in the U.S to pilot a recycling program to encourage and incentivize shoppers to recycle. Best Buy customers were encouraged to drop off any brand of end-of-life gaming or personal workspace accessory to their nearest retail store to receive a 20% off voucher from Logitech. The campaign was advertised online and in-store to raise consumer awareness of the offer and encourage recycling. Almost 1,000 individuals activated and recycled almost 1,000 devices to claim a voucher over the two-week period.

OUR RECYCLING PARTNERS



RESPONSIBLE PRODUCTION

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 take out 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 facility, where our activities comprise assembly and testing. This section provides an overview of key environmental programs and performance at that facility. Further information on other aspects of sustainability performance at our production facility is provided in the [Employee Safety, Health and Well-being](#) section and [Human Rights and Labor](#) section of this report. Further information on responsible manufacturing in our supply chain is provided in the [Supplier Development](#) section of this report.

RELEVANT SDGs



ENVIRONMENTAL PROGRAMS

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 and ISO 45001.

We first achieved ISO 14001 and OHSAS 18001 certification of our production facility in 1999 and 2004, respectively. We transitioned from Occupational Health and Safety Assessment Series (OHSAS) OHSAS 18001 to ISO 45001 in July 2020.

A team of third-party auditors carry out annual reviews to ensure our management system, activities, and approach continue to align with international good practice ISO standards and to drive continuous improvement.

Our production facility is also subject to the RBA's Validated Audit Process (VAP) and is VAP-rated Silver, indicating high levels of sustainability performance, and low sustainability risk.

We have more than 35 years of manufacturing experience, and we are constantly challenging ourselves to eliminate waste and non-value-added steps. We are continuously looking for ways to use new technology to create better products, reduce manual labor, improve the workplace, and be more productive and sustainable for the long term.

With this goal in mind, we continue to introduce automation and robotic technology at our facility to deliver accurate, 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.

RESPONSIBLE PRODUCTION CONTINUED

WATER

Our production facility is located in Jiangsu province, China, which 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 public mains supply via a 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 wastewater. This approach helps us reduce the energy, water, and environmental footprint of our facility and the neighboring facility.

We have monitored water consumption on a monthly basis since CY10. Summary results are shown on the following page.

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 CY20 and CY21 due to decreased use of employee welfare facilities.

As indicated above, water use at our own 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.

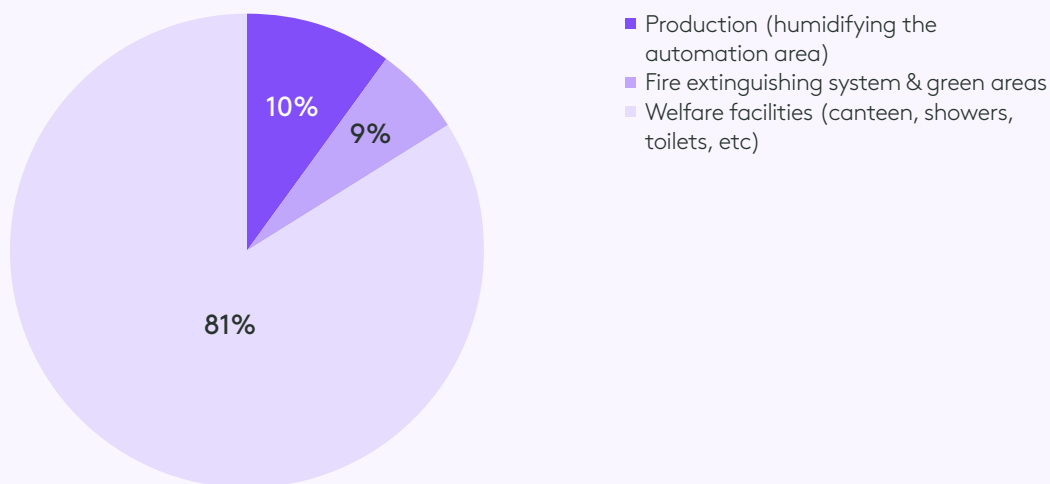


35+
YEARS PRODUCTION EXPERIENCE

RESPONSIBLE PRODUCTION CONTINUED

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 checks and monitoring to ensure the welfare facilities we provide aligns 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.

WATER USE



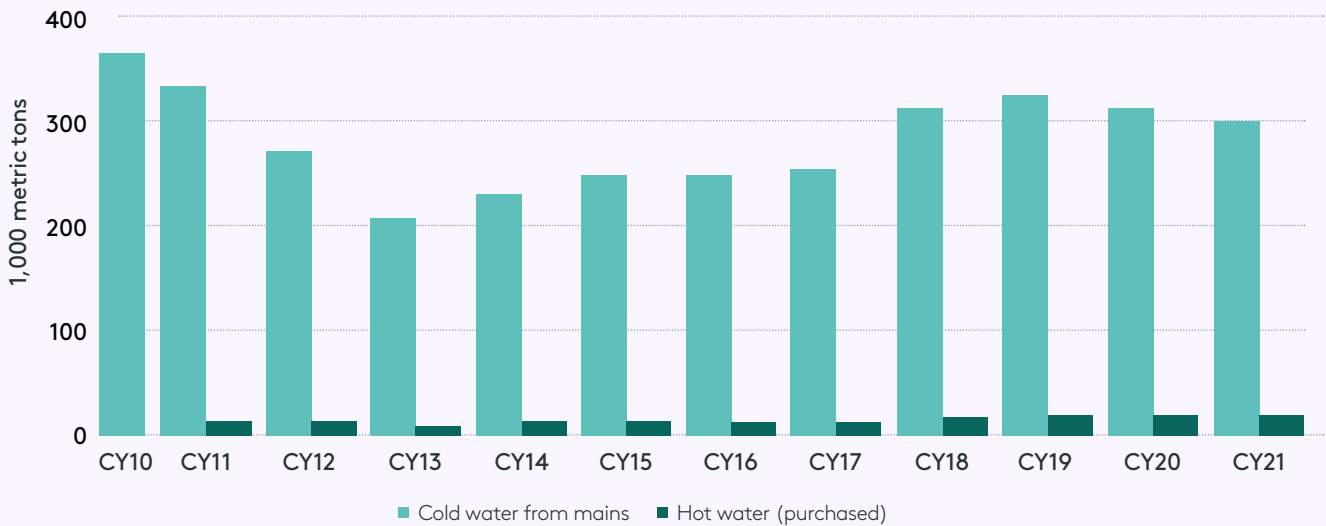
WASTEWATER

Wastewater emissions from our facility are limited to municipal wastewater and rainwater. We do not produce or discharge industrial wastewater. Municipal wastewater from onsite 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 no significant adverse impact on local wastewater systems, and we carry out annual wastewater monitoring in accordance with local permit requirements. Rainwater is captured and segregated from municipal wastewater discharge, per good practice.

For more information on water use and associated environmental impacts in our supply chain, please refer to the [Supplier Development](#) section of this report.

RESPONSIBLE PRODUCTION CONTINUED

WATER USE



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 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 manner that ensures their safe handling, movement, storage, use, recycling, or reuse and, disposal. Safety Data Sheets (SDSs) are maintained and communicated on notice boards in employee areas and are checked by our auditors when auditing 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 any 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.

RESPONSIBLE PRODUCTION CONTINUED

WASTE

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

We follow the **Waste Hierarchy** 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.

Hazardous waste is collected by licensed contractors and transported to licensed waste management facilities. The licenses of those contractors are checked by a dedicated team of environmental specialists who also check 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.

OHSAS 18001

SINCE 2004

ISO 45001

SINCE 2021

ISO 14001

SINCE 1999



Our global footprint and supply chain extend across all boundaries and borders. With reach comes responsibility.

Prakash Arunkundrum

Head of Global Operations and Sustainability





PEOPLE

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BEFORE LOOKING FORWARD, LOOK AROUND

Logitech sees that together we can design a positive future by embracing and celebrating new possibilities that extend human capability. Our Social Impact Strategy is deeply ingrained in that vision and our mission to help ALL people pursue their passions, doing so in a way that is good for people and planet.

Fiscal year 2022 has been a year of setting priorities and commitments, it's also been a growth year of establishing frameworks and benchmarking as a way to hold ourselves accountable for future actions.

As we look around and begin to connect our Logitech teams with our external communities, our vision is taking shape around the three pillars of Culture - Community - Customer.

1. Culture - Cultivating a company culture that promotes inclusive leadership, team collaboration, and a sense of belonging.

2. Community - Enabling and supporting under-represented employees and communities by fostering visibility and access.

3. Customer - Changing the way we do business by leveraging our resources to achieve a more equitable future.

DIVERSITY, EQUITY AND INCLUSION

Social impact has long been integrated and aligned with our overall values, but this year saw the trajectory of actions multiply. Our belief is that diversity is the destination and we are investing in our Diversity, Equity and Inclusion programs to better understand the needs of different stakeholders and engage with diverse partners that support inclusive innovation processes.

We intentionally acknowledged a commitment to become a psychologically safe organization by 2025 with the goal of becoming known globally for our inclusive environment, diverse base

of people and commitment to equity. This first step towards creating a culture of diversity started with the rollout of Psychological Safety workshops that aimed to foster more positive work attitudes, promote trust and respect within teams, and increase knowledge sharing among diverse groups.

We also placed a renewed focus on, and investment in, our Employee Resource Groups (ERGs) as a way of recognizing the critical role that employees play in knowledge sharing across our diverse workforce. Several new ERGs surfaced this year as a result of our virtual work experience and the need for employees to engage with each other. New ERGs focus on race and ethnicity (LogiAmigos, LogiBE i.e. Black Excellence), sexual orientation and gender identity (LogiPride), gender equality (LogiWomen), neurodiversity (LogiNeuro) as well as professional development (Rising Professionals).

COMMUNITY RELATIONS

Supporting underrepresented and underserved communities is another way we advocate for people and enable everyone to design more fulfilling lives and better futures. This year, our LogiCares program connected employees to more than 1,100 non-profit organizations and more than US\$285,000 in employee giving. Donations to charitable organizations included those focused on improving access to underrepresented groups in design, gaming, technology and media. Other areas included environmental research focused on climate change and circularity, and we must not forget in these particularly challenging times the many donations to humanitarian relief efforts.

To further advance our impact, our Logitech Cares Fund, a Donor Advised Fund (DAF) with the Tides Foundation, provided an avenue for accelerated pace with which to solve society's toughest challenges. More than US\$4.4M was contributed by Logitech through our DAF and combined business giving through partnerships with organizations such as AbleGamers, GLAAD, Girls Who Code, Scripps Oceanography and others that focus on creating a positive impact in the areas of equality and environment.

A WELLNESS CULTURE

These are times of uncertainty and instability across cultures and geographies and overall health and wellness is paramount. Our LogiWellness program focuses

on 5 key pillars of wellness: Physical, Financial, Emotional, Intellectual, and Social. Over the last year we have focused particularly on mental health awareness programs globally and we've invested in career development and mentorship programs.

I'm motivated by the progress we are making toward fulfilling our mission to help ALL people pursue their passions in a way that is good for people and planet and I hope that our commitments spur other businesses to join us in designing the positive future we want to see. We are inspired by breaking down barriers, growing our culture of diversity, equity and inclusion, and collaborating with innovative partners to drive systemic change towards a just and equitable society.



We are inspired by breaking down barriers, growing our culture of diversity, equity and inclusion, and collaborating with innovative partners to drive systemic change towards a just and equitable society.

Kirsty Russell

Head of People & Culture





SOCIAL IMPACT

Guided by our fundamental values of Equality and the Environment, addressing social challenges and injustice has become a crucial element of our sustainability agenda.

Together with our company purpose and vision, our ambition for this social impact is simple. Since we started our social impact journey, we have developed an approach that deliberately and consciously weaves our social impact goals into our business’s operations and processes, alongside a strategy to deliver on it centered on three key pillars: Culture, Community and Customer, which are in turn committed into action by our Seven Commitments.

This strategy has been regularly and consistently communicated across our business, and dialogue has been encouraged across a variety of spaces including functional and leadership team sessions, and our recently launched Social Impact forum - a platform dedicated to promoting cross-business group engagement, innovation and collaboration on Social Impact topics.

OUR SOCIAL IMPACT STRATEGY

SOCIAL IMPACT	<ol style="list-style-type: none"> 1. We will Speak Up, Speak Out; be a voice for change, even as we change ourselves 2. We will support other activists for this change 3. We will support our communities: Personal, Local, Professional 4. We will support suppliers & partners that 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 and evolve
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CULTURE
<p>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.</p> <p>Empowering our culture by contributing to the causes we have personal passions for.</p>

COMMUNITY
<p>Enabling & Supporting our under-represented employees and communities by fostering visibility, capability, community and access for people who come from underserved backgrounds and communities.</p> <p>Creating opportunities to join with other Logitech people to give back to the communities we live and work.</p>

CUSTOMER
<p>Changing the way we do business. Continuously reviewing & 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.</p>

GUIDED BY, AND CHALLENGED THROUGH, A SOCIAL IMPACT COUNCIL

SOCIAL IMPACT CONTINUED

To ensure this ambition is appropriately resourced, we have continued building out our Community and Advocacy group which is responsible for Social Impact. This diverse, multi-regional team has developed into a fully fledged function, consisting of subject matter experts across DEI and Community Relations. They are responsible for overseeing our social impact efforts, working with a network of DEI and community champions throughout our business, Employee Resource Groups, and our supplier diversity, marketing and communications teams, ensuring alignment with our company values and purpose, driving collaboration and creating central visibility and reporting.

In FY22 we reiterated our commitment to DEI, doubling down on our efforts to support and spotlight underrepresented communities, internally and externally, and formalizing our DEI roadmap and leadership accountability. Similarly, FY22 saw us scale up our charitable activity, through both the significant contributions made by our Donor Advised Fund as well as the global uptake of our employee donations matching and volunteering program.

We also recognize that transparency is critical in terms of clearly communicating to our employees and stakeholders not only on our progress, but also being accountable for our areas of improvement. FY21 represented a landmark moment in terms of our reporting, and in FY22 we continued to embed strategies, systems, and processes to continue that visibility. In the following sections you will find more information around our social impact efforts, and our efforts towards fulfilling our ambition of enabling people to design more fulfilling lives and a better planet.



In FY22 we are proud to have delivered the biggest advances in social initiatives yet, while also investing and laying the foundations to accelerate and amplify our impact in the years to come.

Elaine Laird

Head of Community
& Advocacy



DIVERSITY, EQUITY AND INCLUSION (DEI)

DEI is at the heart of the way we work and think. We believe that reflecting the diversity of the world inside Logitech provides us with a foundation which is needed to then create experiences that enable all people, wherever 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. We are continuously focused on creating a more equitable culture that strives for fair representation, access and opportunity for advancement at all levels of the company.

We value all people, regardless of their gender identity, race, ethnicity, age, disability, sexual orientation, or other characteristics. We believe that an inclusive culture enhances our capability to better serve our diverse customers, and enables a high-performing and engaged workforce, where employees feel valued, have equal opportunities, and can bring their whole selves to work.

In 2021, we established our 5 DEI focus areas: gender, race/ethnicity, sexual orientation, age/generations, and disability. We have been intentionally making systematic improvements, working together with our employees, partners, and customers on how we approach these dimensions internally and externally.



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



CULTURE

The first step towards creating a culture of diversity is enabling psychological safety. Psychological safety is being able to show one's self without fear of negative consequences of self-image, status, or career. In psychologically safe teams, team members feel accepted and respected. In FY22, we began rolling out Psychological Safety workshops, beginning with our executive and functional leadership teams, with the aim of fostering more positive work attitudes, improved team and individual learning, increased knowledge sharing and promoting a more trusting and respectful organizational climate.

RELEVANT SDGs



DIVERSITY, EQUITY AND INCLUSION (DEI) CONTINUED

We're working to ensure a culture that promotes inclusive leaders and ensures team collaboration and innovation by creating an environment where employees feel like they belong. Through our inclusive culture pillar, we're actively seeking to amplify the voices that celebrate our employees and challenge our biases. This past year, we hosted discussions globally on a variety of DEI topics to educate employees on issues faced by marginalized groups to foster understanding and empathy, to champion diverse leadership, and to celebrate the contributions that diverse groups bring to our culture and community. We hosted external guest speakers to bring new learnings into our organization, sponsored employees to attend conferences focused on purpose and inclusion, and celebrated important milestones like International Day of Persons with Disabilities, Asian Americans and Pacific Islanders (AAPI) Month, Juneteenth, Black History Month, International Women's Day, Pride Month, and more.

In FY22 we put renewed focus on and investment in our Employee Resource Groups (ERGs). Our ERGs are employee-led groups who work to foster and facilitate an inclusive workplace. We believe these groups play a critical role in integrating our increasingly diverse workforce.

- **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.
- **Rising Professional**s aims to help employees develop a sense of purpose and belonging while navigating their career journeys.



DIVERSITY, EQUITY AND INCLUSION (DEI) CONTINUED

Over the last year, some employees' experience of our organization has been virtual only. Our ERGs have helped to keep employees engaged and motivated by promoting an environment of inclusion, as well as offering support in areas such as recruiting, through referrals and network access, retention, new product development, and marketing.

We also want to be inclusive in allowing our employees to structure their workdays as they see fit. Logitech will continue to support flexible working, while maintaining and evolving our workplace culture by creating opportunities for in-person collaboration encouraging our teams, where possible, to focus more on what they need to achieve and who they need to collaborate with, rather than where or when they choose to work.

Our efforts towards building an inclusive culture also extends to our hiring and employee well-being approaches. We actively seek to build diverse teams with multiple perspectives and work towards closing representation gaps at all levels. We then also ensure that we support the wellness of these diverse teams and their families equally- irrespective of how these families look or are built. More information on these efforts can be found in the Talent Development and Employee Safety, Health and Well-being sections of this report.

To promote dialogue and action in the organization with regard to pay equity, we conduct an annual compensation review 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 based on gender globally and ethnicity in the U.S.

We make salary adjustments as necessary each year during the review process to ensure wages are market competitive and fair.



DIVERSITY, EQUITY AND INCLUSION (DEI) CONTINUED

OCTOBER DIVERSITY MONTH

During October we celebrated Diversity Awareness Month, hosting workshops, learning resources and external speakers on topics such as disability awareness, LGBTQIA+ rights, race and ethnicity and gender balance.

AMR TOWN HALLS ON RACE & ETHNICITY

We held AMR focused town halls exploring racial justice, equity, intersectionality, and actions to model inclusion and foster allyship.



LOGIPRIDE EMPLOYEE PANELS

In celebration of National Coming Out Day, our LogiPride ERG hosted an employee-led panel showcasing personal experiences and guidance on how to be an ally in the workplace.

LOGINEURO - NEURODIVERSITY AT WORK

In celebration of World Autism Day, our LogiNeuro ERG hosted a panel discussion explaining what neurodiversity is and what the benefits are of being in a neurodiverse inclusive workplace.

LOGITALKS AND THE HUMAN LIBRARY



We hosted several global sessions with the Human Library, an innovative learning platform that works to create a safe framework for conversations to help challenge prejudice, prevent conflict and promote greater human cohesion.

DIVERSITY, EQUITY AND INCLUSION (DEI) CONTINUED

COMMUNITY

We are uncompromising when it comes to fostering visibility, developing capability, and creating access for employees who come from marginalized backgrounds as well as supporting the external communities they represent.

SUPPORTING PEOPLES WITH DISABILITIES

AbleGamers helps people with disabilities combat social isolation, join inclusive communities and improve their quality of life through play. In recognition of International Day of Persons with Disabilities, Logitech made a US\$20,000 donation to AbleGamers through The Logitech Cares Fund, held at the Tides Foundation.

In partnership with AbleGamers, Adaptive Action Sports, and Mt Sinai Hospital, The Logitech G Adaptive Esports League was created. The goal of the league is to provide adaptive esports players with a platform to compete in and show off their skills. After a successful inaugural season, we're now preparing for the 2022 season which includes 2v2 Rocket League.

SUPPORTING WOMEN AND GIRLS IN TECH



Girls who Code

Our MX team, through their partnership with Girls Who Code, has continued to support community-based organizations that are working to close the gender gap in tech. We donate a portion of the global sales from every MX Master Series product sold. In FY22, our donations amounted to US\$300,000.

Empowerment Labs

Through the Logitech Cares Fund, Logitech donated US\$65,300 to Empowerment Labs to develop educational content on VR, 3D modeling, and video production. Located in Switzerland, Empowerment Labs is dedicated to providing girls aged 12 to 18 years old with access to quality education in digital technologies to help them fully develop their potential by connecting their personal interests with ideal careers.

SUPPORTING THE LGBTQIA+ COMMUNITY

Swiss Marriage Equality

In September, Switzerland held a referendum on whether to proceed with legalizing same-sex marriage. Logitech, together with LogiPride, our LGBTQIA+ Employee Resource Group, made a CHF 40,000 donation to Oui, je le veux, a committee made up of six prominent Swiss LGBTQIA+ organizations campaigning for marriage equality.

GLAAD

The Logitech Cares Fund made a US\$100,000 donation to GLAAD, in support of their landmark Social Media Safety Index (SMSI). The SMSI marks the first-ever baseline evaluation of the LGBTQIA+ user safety experience across the social media landscape. The Index provides recommendations for the industry at large and reports on LGBTQIA+ user safety across social platforms that include Facebook, Instagram, Twitter, YouTube, and TikTok.

DIVERSITY, EQUITY AND INCLUSION (DEI) CONTINUED

SUPPORTING DIVERSITY IN THE CREATOR COMMUNITY

#Creators4BIPOC

The #Creators4BIPOC movement harnesses the creator community to work collectively to address the barriers disproportionately faced by Black, Indigenous, and People of Color (BIPOC) creators. In 2020, Streamlabs initiated the **BIPOC Equality Commitment**, a holistic long-term response to help address racial inequality by making a minimum US\$1 million donation to BIPOC non-profit organizations over the next ten years. With July designated as #Creators4BIPOC Month, **Logitech For Creators** (Streamlabs, Blue and Streamers and Creators) is committed to providing recognition, representation and resources to BIPOC creators, addressing barriers they disproportionately face. In FY22, Logitech For Creators, working with 50 BIPOC organizations (through Streamlabs Charity - our streaming platform for charities), raised US\$306,000 for over 21 nonprofit organizations focused on racial equality and justice. Throughout July, the 74 charity streams had 30,000 concurrent viewers, 98,000 peak viewers and reached a total of 1.6 million followers.

JaQuel Knight Foundation

Recognizing the importance of giving credit where it is due, Logitech for Creators partnered with award-winning choreographer and visionary JaQuel Knight, to help ten BIPOC creators secure copyright of their choreography, paving the way for BIPOC creators to own and monetize their creations. Knight made history as the first pop/hip-hop choreographer to copyright his dance moves.

No Label Academy

Logitech donated US\$200,000 to the No Label Academy, in an effort to help foster inclusion and innovation in the music business. No Label Academy is a nonprofit organization designed to give BIPOC talent from underrepresented communities access to critical skills to kickstart their professional careers in the music business. Over the period of 10 days, approximately 30 students learned essential knowledge in storytelling, team management, monetization, financial literacy, and self-care. Unlike traditional music business programs, this was a free course targeting underrepresented communities and teaching them to rethink what is possible. During this time, Logitech hosted a LogiSuccess Workshop—a development session hosted by the Logitech People & Culture (P&C) team to further build on the skillsets initiated at the No Label Academy.



DIVERSITY, EQUITY AND INCLUSION (DEI) CONTINUED

OUR BRANDS IN ACTION

Black Entrepreneur's Day

Logitech Video Conferencing (VC) powered Black Entrepreneur's Day, an event celebrating Black entrepreneurial business and hosted at the Apollo Theater in New York City with over 1,000 guests from media and partners, Historically Black Colleges and Universities (HBCUs), and local high schools. The event was streamed as a global 4-hour virtual event on multiple streaming platforms and social media and included Game Changer Conversations with Black business leaders who are considered to be icons. The National Association for the Advancement of Colored People (NAACP) awarded \$250,000 in Powershift Grants to ten up-and-coming Black entrepreneurs. Alongside Logitech VC's contribution to the NAACP Powershift Grants, we provided Logitech equipment to all the grant winners to help them grow their businesses.

PitchBLCK Competition

Logitech VC joined this startup pitch competition hosted by Revitalize on Clubhouse to fund the next generation of Black entrepreneurs, with the goal of helping close the racial funding gap. Logitech VC provided products to participants and entrepreneurs and joined the judging panel.

Logitech G #CreatorSpotlight

Logitech G celebrated Pride Month and Global Diversity Awareness Month by fundraising for AnyKey during the #CreatorSpotlight streams. AnyKey is a non-profit organization that fosters change and empowers the champions making a difference in e-sports, competitive gaming, and live streaming. Through their innovative and impactful programs, AnyKey is working to build a more inclusive and accessible world for all gamers.

Creator Spotlights are individual 2-hour-long streams featuring diverse content creators from the Logitech G community and members of the Logitech G Digital Team playing a variety of multi-player games. The goal of this series is to introduce our community to a wider range of creators, amplify authentic voices from multiple communities, encourage representation in gaming, and promote discussions of diversity and inclusivity in gaming and pop culture.



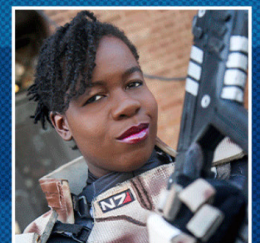
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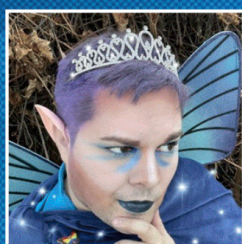
@SASSLYN



@THEMIABYTE

THE LOGITECH G TEAM
WITH @SABAIGUY HOST

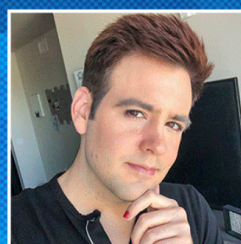
@THATJAYJUSTICE



@FAEVYN



@MILADYCONFETTI



@JEFFBRUTLAG



@MERMAIDROYAL

DIVERSITY, EQUITY AND INCLUSION (DEI) CONTINUED

CUSTOMER

Supplier Diversity

With our **Supplier Diversity Pledge**, we committed to make diversity a priority, including building an inclusive and diverse supplier base that is representative of our communities. Our supplier diversity efforts aim to address social injustice by enabling companies owned by underrepresented groups to gain a more equal share in markets they were long excluded from. It also makes our own supply chain more resilient and agile by widening our pool of potential suppliers, promoting competition in the supply base, and improving product quality.

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 businesses

Increase spending with diverse suppliers:

FY22 diverse spending stands at 6.4% of total AMR negotiable spend, registering a CAGR of 105.3% from FY19. Globally, our diverse spend is approximately 4.0% and the number of our prime partners supporting our supplier diversity second-tier initiative grew from 8 in FY21 to 12 in FY 2022 contributing, approximately 17% to our total diverse spend.

Increase the percentage of diverse suppliers in our supply base:

We have grown our diverse base from 36 suppliers in FY19 to approximately 140 in FY22, representing 11.1% of Logitech's AMR's supplier base, by number. Globally, 4.2% of our supply base is diverse, by count.

Expand outreach to the diverse business

In FY22 we hosted our annual Supplier Diversity Academy (SDA). This is a 1-day, intensive training session where ready and able diverse suppliers get to meet Logitech executives, learn about our sourcing strategies, emerging business opportunities and how to do business with Logitech. This year, the event was attended by representatives from 24 diverse companies. We also launched our Diverse Supplier Development Program. This program is a seven month capacity-building program for certified minority-owned and woman-owned business executives. Its goals are to build the value proposition for each participating minority business owner to enhance best practices in business development, organizational capabilities, and scalability. The result fosters greater readiness to meet industry needs, as well as increased competitiveness. This year, 22 business owners participated. Alongside these platforms, we also offered shorter payment terms to improve the working capital challenges typically experienced by these businesses.

DIVERSITY, EQUITY AND INCLUSION (DEI) CONTINUED

In the last year, we continued to contribute to National Minority Supplier Development Council (NMSDC), WEConnect International, and Women Business Enterprise National Council (WBENC) and we joined a number of new Supplier Diversity Advocacy Organizations:

- National Veteran-Owned Business Association (NaVOBA)
- National LGBT Chamber of Commerce (NGLCC)
- United States Pan Asian American Chamber of Commerce (USPAACC)

WE CONNECT 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.

In FY22, we supported WEConnect International's "**Rise2theChallenge**" initiative by committing to grow our spend with women-owned businesses by 10% year on year. By FY22 year-end, Logitech's spend with women-owned businesses grew by 148% over the previous fiscal year.



10%

YEAR-OVER-YEAR GROWTH WITHIN
WOMEN-OWNED BUSINESSES



We have initiated a process to achieve a 10% year-over-year spend growth with women-owned businesses within our indirect spend, ensure C-suite commitment to diversity, equity, inclusion and launched two signature programs.

Parakash Arunkundrum

Head of Global Operations and Sustainability

DIVERSITY, EQUITY AND INCLUSION (DEI) CONTINUED

EQUITY THROUGHOUT OUR SUPPLY BASE - OUR GENDER FAIRNESS INITIATIVE

At Logitech, we spend significant amounts with our large suppliers annually. These large organizations 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 are now assessing at least 50 of our high impact (large employee base and/or revenue) suppliers each year for gender fairness using **Gender Fair's assessment** methodology based on the United Nations Women's Empowerment Principles. GenderFair's assessment methodology was established in 2016 and has continued to evolve year-on-year to reflect evolving best practice. As a best practice assessment all too few companies satisfy the standard with only around 12% of companies assessed being considered gender fair. By adopting the GenderFair framework, we ensure we are aligned with emerging best practice and driving suppliers towards a fairer future.

Our plan is to assess ourselves and our high-impact suppliers year on year and use our influence to promote progress around gender fairness. We will also look to preferentially procure from organizations that qualify as gender fair.

Where is Logitech today?

We completed the Gender Fair assessment in November 2021. As a result, Logitech is now certified as a Gender Fair company, with an independently validated score of 93/100. However, our vision does not stop there. We are committed to the year-on-year progress for gender equality within Logitech and also within our supply base.

Our supplier assessment progress to date

So far we have assessed ten high-impact suppliers, which have a combined employee count of over one million people and global revenues of \$146 billion. These suppliers account for more than \$38 million of Logitech supplier spend.

In the year ahead we commit to completing Gender Fair assessments of at least 50 of our highest impact suppliers and to request progress plans are put in place by each supplier to ensure there is further progress towards gender equality before we reassess these suppliers next year.





The Coalition For Gender Fair Procurement

Logitech co-founded the **Coalition for Gender Fair Procurement** in June 2022 with an organization called Gender Fair. The coalition is an alliance of like-minded organizations seeking to promote Gender Fairness. It is based on the UN Women's Empowerment Principles and the coalition is working to inspire sustained positive progress toward UN SDG 5 (Gender Equality). Members are asked to promote Gender Fairness in their own organization and across all industries and organizations.

Our ultimate goal is to contribute to an industry-wide shift in procurement practices whereby every organization assesses their high-impact suppliers for gender fairness, requires suppliers to report and improve on gender equality year-on-year and preferentially procures from suppliers who are certified 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 know we 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.

DIVERSITY, EQUITY AND INCLUSION (DEI) CONTINUED

MEMBERSHIPS & ASSOCIATIONS

ORGANISATION	WHO THEY ARE	WHAT OUR MEMBERSHIP MEANS FOR US
	<p>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.</p>	<p>We joined The Valuable 500 in 2020. Being a member means that we have committed to having disability inclusion on our business leadership agenda.</p> <p>We will also share our commitment to The Valuable 500 both internally and externally.</p>
	<p>Catalyst is a global nonprofit supported by many of the world’s leading companies to help build workplaces that work for women. Catalyst provides holistic end-to-end solutions and equip companies with the strategy and tools they need to make change and measure impact at their organizations.</p>	<p>Logitech became a Catalyst supporter in 2021. Through our partnership, employees and ERG’s have access to research, learning materials, and events geared toward creating a more equitable workplace for all.</p>
	<p>Business Disability Forum is a nonprofit membership organization that exists to transform the life chances of disabled people, working through and with business to create a disability-smart world.</p>	<p>In March 2022, we became a Business Disability Forum member to accelerate our support of our disabled staff and customers.</p>
	<p>Workplace Pride is a not-for-profit foundation dedicated to improving the lives of Lesbian, Gay, Bisexual, Transgender, Intersex, and Queer people in workplaces worldwide.</p>	<p>In 2022 we participated in the Workplace Pride Global Benchmark, an online tool designed to measure the LGBTQIA+ policies and practices for internationally active employers</p>

REPRESENTATION

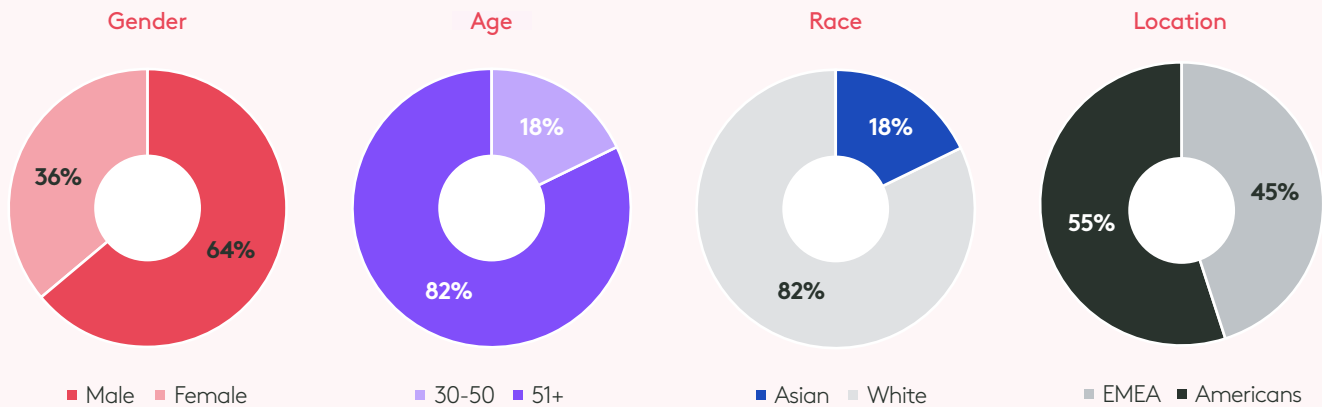
At Logitech we know that representation matters. One of the most important ways we can enable and support underrepresented employees is to build workplaces that better reflect the customers and communities that we serve and to do this we need to accelerate representation. Transparency and accountability are fundamental. Sharing our company representation for the first time last year was a landmark moment for our representation ambitions, and an important step towards identifying and eliminating barriers that prevent the full participation and success of individuals from underrepresented backgrounds and communities. In FY22, 45% of our U.S. employees are members of underrepresented groups.

As part of our organization and talent reviews, every member of our Leadership Team has now formulated and shared their organizational DEI commitments with their team and these commitments are reviewed annually to ensure accountability. Our approach to hiring is similarly inclusive, aiming to create diverse, intersectional talent slates. We have begun building capability across our talent attraction, talent development, and hiring processes to mitigate bias and develop a comprehensive approach to inclusive hiring.

DIVERSITY, EQUITY AND INCLUSION (DEI) CONTINUED

BOARD-LEVEL REPRESENTATION

As of March 31, 2022 we had an 11-person board, including our female chairperson. Six of our board members are located in the Americas and five are in the EMEA region. You can learn more about our board members [here](#).

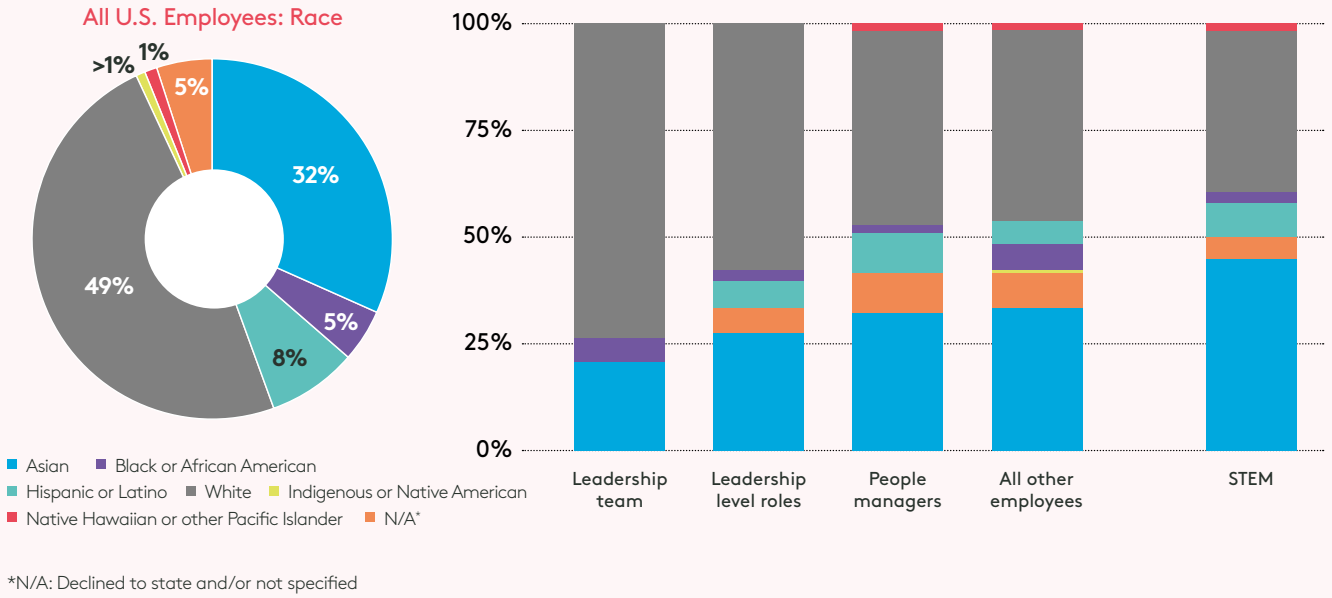


RACE AND ETHNICITY - U.S. ONLY

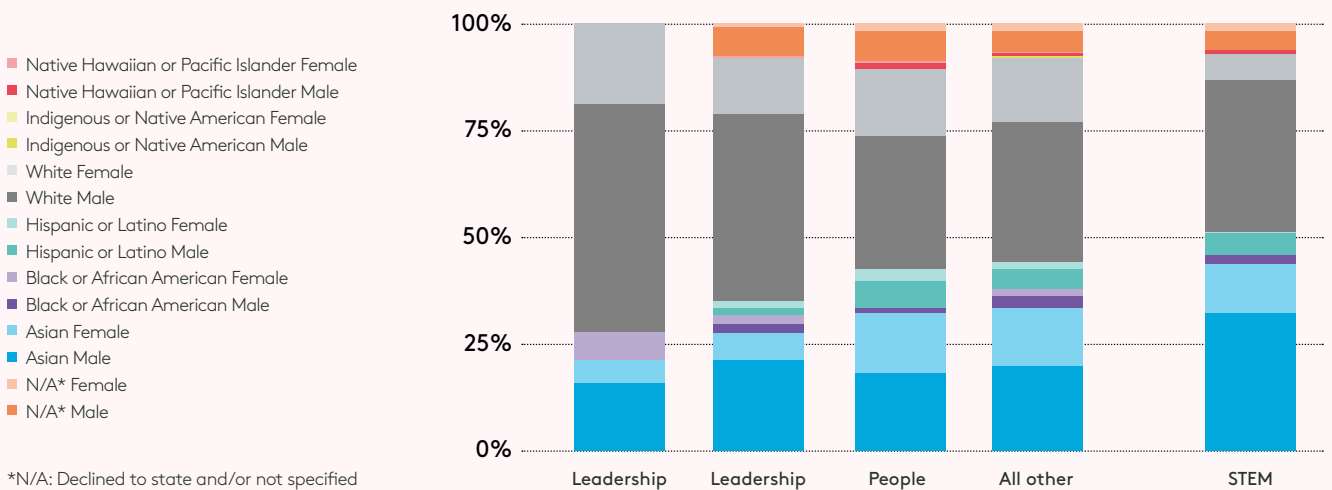
In a year of substantial headcount increase across our organization, we balanced meeting our operational demands whilst maintaining our diversity ambitions. Although our US representation continues to be dominated by the White and Asian demographic groups, we have seen incremental progress in our leadership and management populations across our broader organization, with a particular improvement in the representation of Black or African American people managers and Hispanic or Latino representation. But we know this is not nearly enough - we are committed to driving powerful change in our business, and our industry, and to do so we recognize that these strides need to happen faster and to be more pronounced. Achieving equitable representation of race and ethnicity will continue to be a focus at Logitech for all underrepresented groups and at all levels of our company.

DIVERSITY, EQUITY AND INCLUSION (DEI) CONTINUED

RACE AND ETHNICITY - US ONLY



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

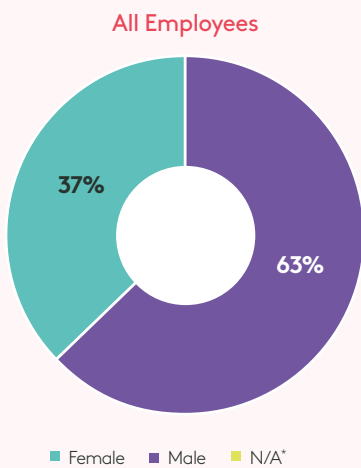


DIVERSITY, EQUITY AND INCLUSION (DEI) CONTINUED

GENDER

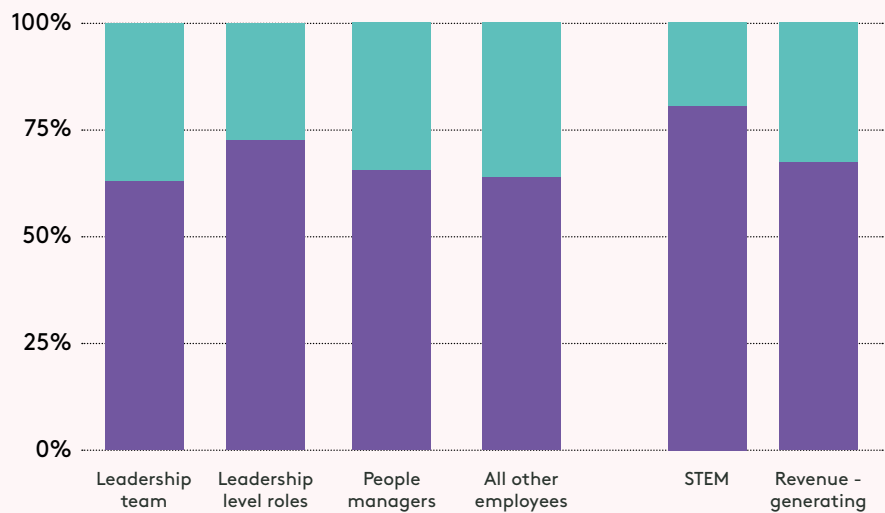
Our company’s global gender balance remains skewed towards males at every organizational level, consistent with the broader tech and design industries. FY22 saw a general increase in female representation across all indicators, and Logitech was included Forbes’ inaugural list of the “World’s Top Female-Friendly Companies”, which lists companies that are most recommended by female employees. We still have work to do to address gender parity and we are actively working to improve the gender representation gap at Logitech by level as well as in STEM and in revenue-generating roles (defined as sales and other relevant roles earning commission).

GENDER DIVERSITY



■ Female ■ Male ■ N/A*

*N/A: Declined to state and/or not specified. N/A employees were less than 1%

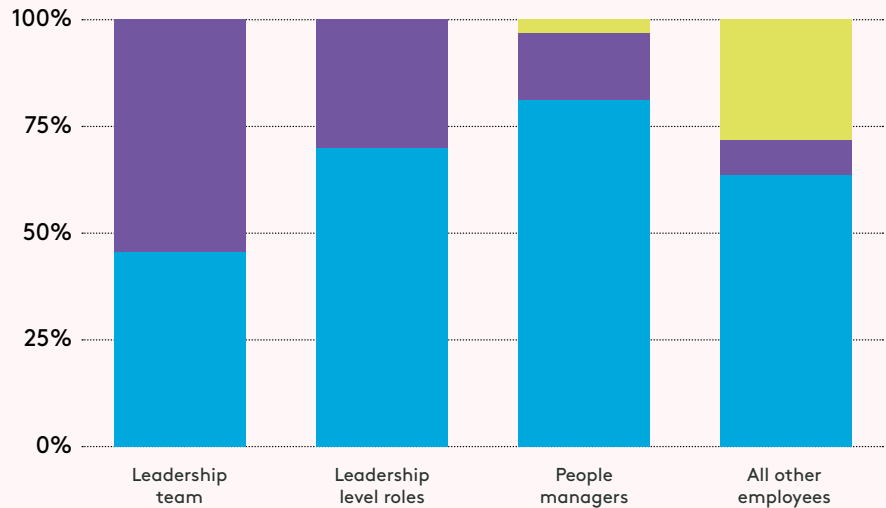
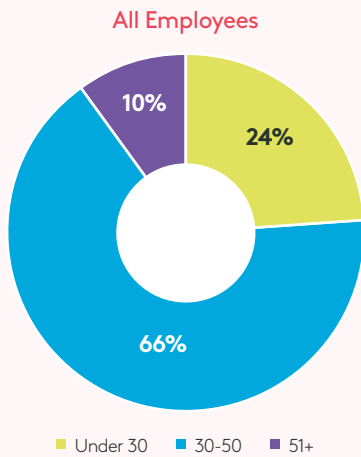


AGE DIVERSITY

At the Leadership Team level and People Manager level, we saw an increase in representation in the 51+ age band from 50% to 56%, and from 13% to 15% respectively. Across the entire organization, we saw a decrease in representation at the Under 30-level from 39% to 31%, and an increase from 55% to 61% at the 30-50 age band.

DIVERSITY, EQUITY AND INCLUSION (DEI) CONTINUED

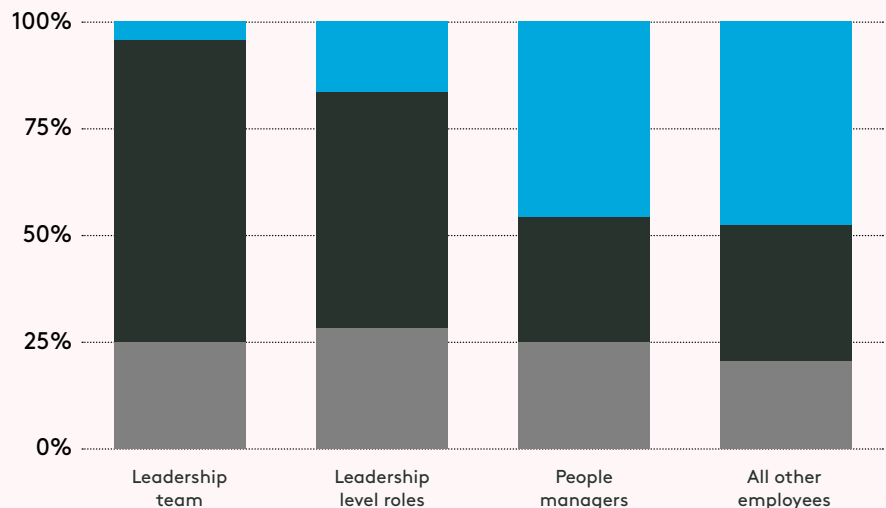
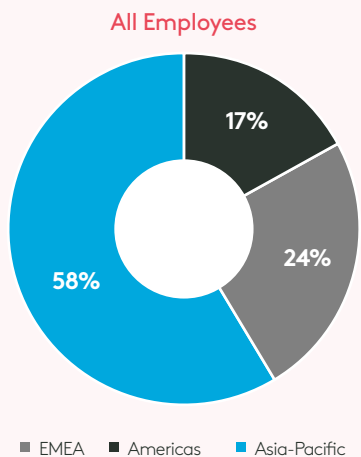
AGE REPRESENTATION GLOBALLY



LOCATION DIVERSITY

As a truly global company, our goal is to continue building DEI into all areas of the company. In FY22 we continued to grow our DEI capability, recruiting, and identifying regional specialists to support our DEI efforts across our major sites. We believe this team has the resources and the insight to build and execute our strategy, being cognizant of the cultural and geographic nuances of diversity across the world.

REGIONAL REPRESENTATION



OPPORTUNITY AREAS

Guided by our updated DEI Roadmap, improving gender representation across all levels will remain a central focus, as well as improving the participation of underrepresented groups, particularly at the leadership team and extended leadership levels. We will work to improve representation through targeted talent acquisition efforts as well as retention approaches, and leverage our Employee Resource Groups towards improving our pipelines and access to external referrals.

CHARITABLE INVESTMENT

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 join others to help build thriving communities and reduce our environmental footprint.

Guided by our strategic pillars of Culture, Community, and Customer, and in alignment with the unique voices of our brands, we develop partnerships with nonprofit organizations to work towards a more equal and environmentally sustainable world. Over the course of FY22, we continued to empower our people to engage in their local communities and advocate and support causes for which they have personal passions. As a company, we created opportunities to give back to our communities and leveraged the skills and products that our people and company have to offer for social good.

To further advance our impact and refine the scope of our future giving, we use the Logitech Cares Fund, a Donor Advised Fund (DAF) with the Tides Foundation. 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 Logitech Cares Fund is sponsored by the Tides Foundation, an organization with a mission of accelerating the pace of social change, and working with innovative partners to solve society's toughest problems.

CULTURE:

Empowering our People

Empowering our employees to deepen their relationships with their local communities is fundamental to our culture of giving. Whether it is through paid volunteer time off, or our donations-matching program, we encourage our people to contribute to the communities in which we live and work.

In FY22, we saw a large increase in employee participation in our donations matching program. Despite the challenge of in-person volunteering during COVID-19, we also saw an increase in supported volunteering time. An overview of our giving activities in the last financial year is provided below.

A breakdown of giving causes and donations is provided in the [Data](#) section of this report.

RELEVANT SDGs



CHARITABLE INVESTMENT CONTINUED

GIVING OVERVIEW

	AMOUNT (US\$)
Logitech business giving*	\$ 4,421,776.566
From the Logitech Cares Fund at the Tides Foundation	\$ 588,192.56
From Logitech	\$ 3,833,584.00
Employee giving	\$ 285,557.41
Logitech business giving matching of employee giving**	\$ 157,875.56
Total	\$ 4,865,209.533
Number of employee donors	2,138
Employee volunteering hours	982
Causes supported	1,149

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

** Employee giving is matched by Logitech for up to US\$500 per employee per year and in cases where the organisation in question is eligible (per Logitech guidelines) for Logitech matching donations.

COMMUNITY:

Giving Back to Our Communities

At Logitech, we aim to create opportunities to come together and invest in the communities in which we live and work. This is done in collaboration with employees, and Employee Resource Groups (ERGs) who help envision and execute on how we contribute to the communities they represent. Here are a few examples of how Logitech employees came together to give back to our communities in the last year.

Earth Day

As part of our Earth Day celebrations, Logitech partnered with **Forest Nation**, an organization helping companies and individuals reforest our planet, and encouraged employees to get outside and go for a nature walk on April 23rd. We asked employees to post photos of their walks on our intranet, and for every photo posted, Logitech financed the planting of trees in Tanzania.

May Month of Giving

May Month of Giving is a time that we dedicate to getting out and serving our communities through volunteering and monetary giving, together with organizations that are working to create a more equitable and sustainable world. Despite the challenges with COVID-19 restrictions, we have been able to find creative ways to encourage employees to engage. In FY22, every employee was given a US\$25 gift card to support charities and causes that they felt personally passionate about. Additionally, we created an activity card that listed small, but impactful ways that employees could make a positive change in their communities.

CHARITABLE INVESTMENT CONTINUED

Pride

As part of our Pride celebrations, the Logitech Cares Fund held at the Tides Foundation donated US\$10,000 to ILGA World, in recognition of our ongoing commitment to our LGBTQIA+ colleagues, customers, and partners. ILGA World supports LGBTQIA+ civil society worldwide through advocacy and research projects and gives grassroots movements a voice within international organizations.

Veterans Day

In honor of Veterans Day, we donated US\$5,000 to the Disabled American Veterans (DAV) Charitable Service Trust. The DAV Charitable Service Trust leads a grant program for not-for-profit organizations that fulfill needs for sick, wounded, homeless or at-risk veterans throughout the United States.

Giving Tuesday: One Good Thing

For Giving Tuesday, we joined **Benevity's One Good Thing** global movement aimed at generating 12 million individual acts of goodness by December 31. Logitech and other companies across the world asked their employees to do one good thing. To further support this initiative, we gave every employee US\$25 in their giving account to donate to a nonprofit organization of their choice.

LogiCares Magic in Lausanne

LogiCares Lausanne really made the holidays magical with donations and other efforts in coordination with local nonprofits Caritas Vaud and Cartons du Coeur. Colleagues from the Switzerland office gave their time, goods, and care to local residents in need this year through the following initiatives: a winter clothing drive, Samedi du Partage, a food drive, support for a shelter, and product donation.



CHARITABLE INVESTMENT CONTINUED

MONETARY GIVING ACROSS OUR SITES

Encouraging our sites to support local organizations has been foundational to developing relationships with our communities. The following donations were facilitated by the Logitech Cares Fund held at the Tides Foundation:

CORK, IRELAND: Make-a-Wish Ireland

Make-A-Wish is a Children's Charity which grants the wishes of children with life-threatening medical conditions to give hope, strength and joy.

CHENNAI, INDIA: SPASTN

SPASTN is an organization committed to enhancing the quality of life of persons with disabilities and their families.

LAUSANNE, SWITZERLAND: Caritas Vaud

Caritas Vaud is a charitable organization that works to defend the dignity of people in distress and to promote their autonomy.

SILICON VALLEY, UNITED STATES: Adopt-an-Angel

Adopt-an-Angel supports the children in Alameda County Child Protective Services. The children make wish lists requesting items they want and the program finds volunteers to purchase, wrap and deliver those gifts to brighten their holiday season.

For more information on giving initiatives relevant to Diversity, Equity and Inclusion (DEI), please refer to the [Diversity, Equity and Inclusion](#) section of this report.

CRISIS RELIEF: Supporting India through the COVID-19 Crisis

In April 2021, India experienced a large spike in COVID-19 cases, overwhelming the country's health care system and creating a desperate need for medical oxygen. Through [OxygenforIndia.org](#), we made the largest one-time donation in Logitech's history, \$2 million, to support the distribution of oxygen cylinders and concentrators to help those in need. We also sourced and shipped Personal Protection Equipment (PPE) and oxygen converters to our Chennai site, for our local team to coordinate distribution to local NGOs and hospitals.



CHARITABLE INVESTMENT CONTINUED

In addition, through [OxygenforIndia.org](https://oxygenforindia.org), we made the largest one-time donation in Logitech's history, US\$2,000,000, to support the distribution of oxygen cylinders and concentrators to help those in need. We also sourced and shipped Personal Protection Equipment ("PPE") and oxygen converters to our Chennai site, for our local team to coordinate distribution to local NGOs and hospitals.

Beyond these company efforts, our employees undertook a number of actions:

- A total of 100 oxygen concentrators were directly donated by our Taiwan team, who pitched in to procure locally made devices.
- Around US\$20,000 worth of materials were sent to the Tamil Nadu and Hyderabad governments by our Njimegen and Silicon Valley teams, who got together and sent the following items:
 - 84,000 medical face masks;
 - 400 protective goggles;
 - 200 gowns;
 - 20,000 rubber gloves; and
 - 1,920 N95 face masks
- A volunteer support team was set up in each of our locations throughout India to coordinate donations and build relationships with local hospitals and relief organizations.
- Cork employees walked 10 million steps to drive fundraising and collected €5,300 to provide support kits for all full-time employees in Chennai.

Supporting Ukraine

Out of concern for all those in Ukraine and, in particular, our colleagues and their families, Logitech has responded to the heartbreaking events there by creating an employee giving opportunity to match all donations, with no cap on the amount donated. The giving opportunity supports humanitarian assistance in impacted communities in Ukraine and surrounding regions where refugees have fled. Additionally, we have provided keyboards, webcams, and other products to support refugees. Our Streamlabs colleagues encouraged streamers and creators to run fundraising streams using the free charity fundraising platform, [Streamlabs Charity](https://streamlabs.com/charity). Streamlabs matched a total of US\$100,000 in donations to the following organizations: American Red Cross, Direct Relief, Project HOPE, Save the Children, and Operation USA.

CHARITABLE INVESTMENT CONTINUED

CUSTOMER:

Leveraging our skills and products

Equality and the environment are core values of our company, and we've made great strides to ensure they are at the center of everything we do. By reimagining the way we do business, we leverage the skills and products that our people and company have to offer to better the lives and futures of others.

Streamlabs 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.

In FY22, StreamlabsCharity.com reached a major milestone when it hosted the largest charity streaming event in history, Z Event. Hosted in France, the event raised over US\$11.5 million to fight hunger and malnutrition globally in partnership with French charity, Action Contre la Faim (Action Against Hunger).

US\$18 Million

IN FY22, STREAMLABS CHARITY HELPED CREATORS RAISE OVER US\$18 MILLION ON THE PLATFORM

Hopecam

Hopecam is a charity that uses technology to help children with cancer overcome the burden of social isolation by virtually connecting these children with their friends and support networks using a video-conferencing application. Logitech donated US\$75,000 worth of webcams and headsets to Hopecam, with the aim of decreasing the loneliness and anxiety these children experience.

Girls Who Code Summer Immersion Program

Logitech hosted a Summer Immersion Program for Girls Who Code. The two-week virtual program, packed with mentoring workshops and hands-on virtual learning, equipped participants with real-world computer science skills while introducing them to inspiring role models and a supportive community of girls in tech.

Throughout the program, participants learned from experts at Logitech across product, marketing, and engineering teams and gained actionable career advice and exposure to all that's possible with a career in technology. More on this partnership can be found in the [Diversity, Equity and Inclusion](#) section.

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. 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 Logi 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 with their schedule. From short, on-demand videos to extended, interactive programs, there is something for everyone's preferred learning style.

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 over 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 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.

RELEVANT SDGs



TALENT DEVELOPMENT CONTINUED

Our talent attraction process is built to align with our values and includes bias-reducing features, specifically, a bias-reducing intake process that occurs internally when a job is opened. This process was introduced in order to ensure that inclusion begins at the start of the recruiting process.

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 along with 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 self to the process. At Logitech, it starts with a diverse and inclusive global team of internal Talent Acquisition (TA) professionals, trained in our DEI methodology, and connected with our leaders and our values. We also use technology and our own processes to limit bias where we are able; we have developed a bias-reducing process that we follow globally when we open jobs internally and to the public and use a modern 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 search partners who are owned and operated by BIPOC and female owners in order to extend our efforts to connect even deeper into their networks.

LOGI VIP (VALUES IN PRACTICE)

At Logitech we believe we are at our best when we are Open and Ourselves, Hungry but Humble, when we Collaborate but Challenge, Decide and Do, through actions that foster Equality and the Environment.

With the Logitech values as the North Star, the Logi Values in Practice (VIP) program introduces resources through a variety of platforms and invites employees to participate in related activities across the globe. Each year we provide employees with new learning experiences centered on our values and techniques. Through Logi VIP, individuals and teams learn and develop in ways that support and reflect our culture and together, continue to find new ways to put our values into practice.

TALENT DEVELOPMENT CONTINUED

This past year, we continued to take a deep dive into our value set Collaborate but Challenge, with a virtual and interactive two-day series on Cross-functional Collaboration and Influence and other curated resources to support ways to better collaborate but also challenge each other here at Logitech. We are friendly and we try to help each other, but we know that our primary weakness is that we tend to agree with each other too easily! The Cross-functional Collaboration and Influence course prepares individuals to debate and discuss ideas, seek out challengers to make our ideas better, stronger and including with diverse points viewpoints, and become better at giving and receiving feedback.

LEADING @ LOGI

Through global internal focus groups, interviews, thorough research into leadership, and an examination of Logi'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.

This year we took a deep dive into our Lead through Coaching value and introduced a four-hour, facilitator-led, interactive training series, Logi Leader as Coach. At Logitech, we believe leaders are at their best when they lead through coaching. Leaders shine when they give support and guidance so that employees can learn how to adapt to constantly changing environments. The Logi Leader As Coach Workshop equips participants with the skills to become the kind of person from whom others genuinely want to receive coaching, to create relationships in which hard issues are confronted, and to engage in potent, performance-changing conversations.



I reflected on my communication in my own role and how my work style might be perceived by others. This course was a real eye-opener for me.

Logi VIP participant

TALENT DEVELOPMENT CONTINUED

Management in training

When new people leaders come into Logitech or existing employee transition to lead a team, we provide support to get them up to speed with their team. Launched in Shanghai, this past year, the “Bring Out Leader in You” virtual program with facilitator-led, interactive sessions was offered to new people managers to accelerate communication, collaboration, and a shared vision between the new leader and their direct reports. The series equipped people managers with the leadership essentials to think like a leader, lead with influence, build a high-performance team using coaching, and help the team thrive in constantly changing environments. This new leader assimilation helps new leaders quickly develop relationships with their direct reports during their transition.

Logi Leader Essentials

To further our goal of helping new managers quickly adapt to their new roles, we spent this fiscal year developing an introductory workshop for managers called “Logi Leader Essentials.” Logi Leader Essentials is a two-session, facilitator-led, interactive workshop that equips new and existing 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 serve as a foundation 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 have each quarter. A large-scale rollout of the program is planned for FY23 with the intention of this course becoming the first step in a leader’s journey as a people manager at Logitech.

CAREER DEVELOPMENT WORKSHOPS

At Logitech, we want each individual to grow their capabilities, wisdom, behaviors, skills, and potential. Everyone’s talent development journey looks a little different, it is our core belief that 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 career 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.

4.8/5

COURSE RATING
BY PARTICIPANTS

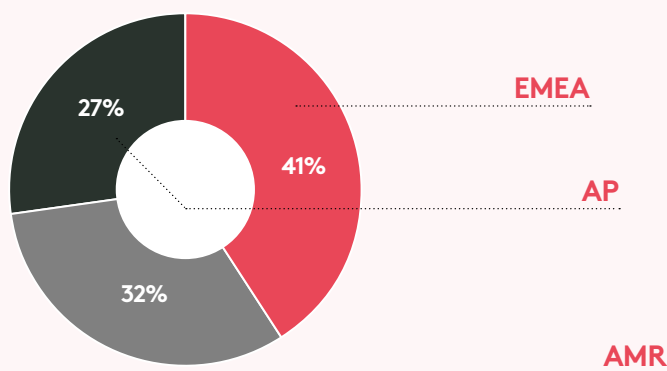
TALENT DEVELOPMENT CONTINUED

Through “Career Development @Logi,” our facilitator-led, interactive workshops, we encourage all our employees to reflect on their careers and to design an engaging development plan. Our employees who manage direct reports are also equipped with tools to have empowering development conversations with their team in a second session “Effective Career Conversations.” Although personal development is a journey that starts within, we believe it is one to be achieved with the help of others.

LOGI LEARNING NETWORKS

The Learning Networks at Logitech introduce various opportunities to learn with; and from others through tools like Cross-functional Feedback & 360 Assessments, Coaching, and Mentoring. Through connecting more, we believe individuals can more easily share ideas and resources to identify best practices and introduce their passions to others. The 2020 participants in the last year were evenly distributed across the world.

PARTICIPANTS BY REGION



At Logitech, our approach to Learning Networks is that these tools are used for individual development, i.e. intrapersonal, not interpersonal evaluation, and the results are constructive to 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 well received and have 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 ourselves as an Employer of Choice.

TALENT DEVELOPMENT CONTINUED

Dedicated training center

At our production facility, we have a dedicated training facility, which includes workshop facilities, presentation areas and simulated production lines for workers to try out new skills. New employees receive a comprehensive orientation and focused skills training to build specific competencies e.g. hand welding, assembly, testing, packaging, quality checks etc. This is followed by on-the-job training and online practice, with periodic refresher training and testing. Our supervisors are always looking for opportunities to encourage, train, and develop employees, where possible, to grow and retain talent.

TRAINING ACROSS LOGITECH

We believe in providing 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 throughout Logitech.

For example, the Operations organization offers a "Program and Project Management Essentials" that covers the process and priorities of managing a project. People Partners offered a "Change Management" in response to our new way of working. Additionally, People Services offers a management training program that introduces new leaders and managers to essential internal processes and procedures to keep them up to date.

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



3,500+

TRAINING HOURS IN THE
LAST YEAR

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 company publicly offering securities in the U.S. and Switzerland, we comply with the laws and rules of the U.S. Security Exchange Commission (SEC) (the Securities Act of 1933, Securities Exchange Act of 1934, and the Sarbanes-Oxley Act of 2002), 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.

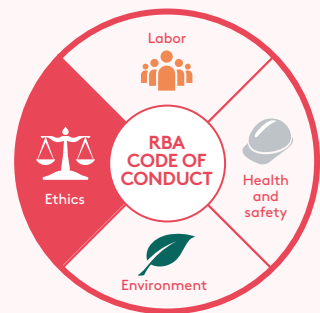
LEADERSHIP

Our Leadership Team (including 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 General Counsel, Chief Financial Officer, Chief Compliance Officer, and Heads of Internal Audit and People & 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 results of the risk assessment are reviewed and approved by the Board-level Audit Committee.

RELEVANT SDGs



ETHICS CONTINUED

Policy Framework

The **Logitech Code of Conduct** is our framework for business ethics. We have tried to make it easy to read, understand and follow. It is available in multiple languages, reflecting our geographically diverse workforce and communicated across the globe to employees, as part of induction training and annual refresher training. The Code applies to all our operations and business relationships, including new suppliers. Our suppliers are contractually required to comply with the Logitech Code of Conduct, 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 our 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.



Few things are as important as your reputation. That's true for companies and individuals alike. Logitech's ethical reputation is the foundation of our continued success. By following the principles and policies spelled out in our Code of Conduct, we protect both.

Bracken Darrell
President and CEO



ETHICS CONTINUED

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

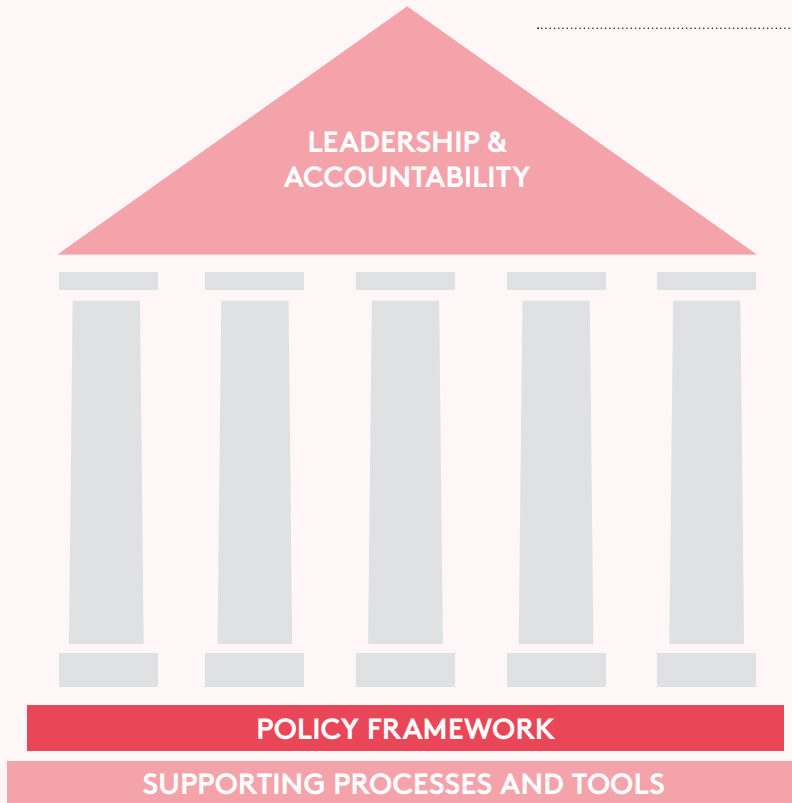
We do not support or fund political parties, candidates or any groups that promote party interests. Our employees may offer support and contributions to political groups in a personal capacity but no political contributions were made on behalf of Logitech in FY22. We are members of various industry trade 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 Investment** 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 Logitech Cares 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.

ETHICS CONTINUED



Ethical Framework

Board of Directors
Board-Level Committees
Management Team

**All relevant legislation
RBA Code of Conduct**

Logitech Code of Conduct
Corporate Governance Principles
Anti-Corruption Policy
Insider Trading Policy
Information Systems
Acceptable Use Policy

Key Elements:

- Training
- Auditing
- Communication
- Whistleblowing hotline
- Auditing
- 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 whistle-blowing mechanism, which employees or individuals outside of Logitech 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 & 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.

ETHICS CONTINUED

In FY22, 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 significant¹ noncompliances with environmental laws and regulations. For further insights on compliance, please refer to the [Data](#) section of this report.

Regulatory Product Labeling and Marketing

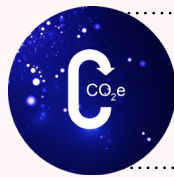
100% of our Major Product Lines in CY21 were regulated by laws on Restrictions on Hazardous Substances (RoHS) and Waste Electronic and Electrical Equipment (WEEE). All relevant products were marked with the required regulatory labels and safe use information. We communicate the meaning of all our regulatory 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 FY22, we did not have any fines or penalties or regulatory warnings for regulatory noncompliances in relation to product and service information or labeling, or marketing communications (including advertising, promotion, and sponsorship).

PRODUCT FEATURES AND PROGRAMS



Recycled Plastic

Made from post-consumer recycled plastic.



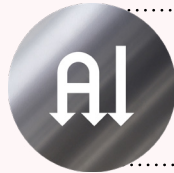
Carbon Neutral

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



Responsible Packaging

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



Low-Carbon Aluminum

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



Carbon Clarity

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

We conduct business in a fair, honest, and transparent manner. Employing exceptional ethical standards and practices is how we work, and this approach helps us ensure the long-term interests of our stakeholders.

Farschad Farzan

Associate General Counsel and Chief Compliance Officer

ETHICS CONTINUED

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 FY22, 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.

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 are shared with Major Suppliers², 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 third parties, noncompliance may result in the termination of our business relationship (see [Supplier Development](#) section of this report for further information).

PRIVACY AND SECURITY

We respect and protect the privacy and personal data of our employees, customers, and all 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.

PRIVACY

Our privacy team, led by the Global Head of Privacy, is part of the legal organization and is responsible for our privacy strategy. We take a cross-functional approach to privacy and our global privacy program covers all business groups and functional teams and all personal data 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 and data and record classification policies.

Privacy training is implemented for employees and contractors via 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 are involved in creating the technologies through which this data is collected (e.g. engineering, design, human resources, vendor management, legal compliance and/or marketing teams).

RELEVANT SDGs



PRIVACY AND SECURITY CONTINUED

For customers, we maintain our **Privacy Policy for Products & 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 concerning breaches of customer privacy. 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) (Tana Dubel) 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 **The Global CISO 100 2022** list, putting her in the company of a number of notable leaders who are protecting brands and customers from cyber-attacks and threats.

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.



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



PRIVACY AND SECURITY CONTINUED

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.

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, via 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 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, and 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

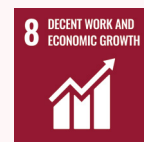
As a committed member of the Responsible Business Alliance (RBA) and the Responsible Minerals Initiative (RMI), we use industry-leading best practice tools and processes to promote responsible sourcing and avoidance of conflict minerals throughout our global supply chain.

Conflict minerals are minerals that are mined in areas of the world where armed conflict and human rights abuse exist and where such mining may also be financing armed groups. U.S. legislation currently defines Conflict Minerals as cassiterite (tin), coltan (tantalum), wolframite (tungsten) and gold (or derivatives of these minerals), which have been mined in the Democratic Republic of the Congo (DRC) or adjoining countries (collectively, the “Covered Countries”), and which fund conflict. These four minerals are commonly referred to collectively as 3TG.

As a manufacturer of products that contain 3TG, we understand the importance of avoiding conflict minerals and are committed to sourcing components and materials from companies with shared values around human rights, ethics, and environmental responsibility. We comply with all relevant legal requirements and have implemented a robust due diligence process to ensure we and our suppliers meet our legal obligations and adhere to our values. Mining activity is crucial to the development of the DRC economy and therefore our program helps 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.

In June 2011, RBA launched the world’s first Conflict-Free Sourcing Initiative. As an RBA member, we responded by communicating our first Conflict Minerals Policy Statement to suppliers and launched our Conflict Minerals Sourcing Program. In 2013, we formalized this position with the publication of our **Responsible Sourcing of Minerals Policy**. This policy is subject to regular review. It is communicated to all suppliers and embedded into our contractual agreements.

RELEVANT SDGs



RESPONSIBLE SOURCING OF MINERALS CONTINUED

Our Responsible Sourcing Minerals Program aligns with all relevant legal requirements and industry best practice for conflict minerals, including the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Since 2013 we have worked with our suppliers and other RBA members to exert the full influence of the electronics industry on Smelters or Refiners (SORs) worldwide, and encourage SOR participation in credible certification programs such as the Responsible Minerals Assurance Process (RMAP). We use the tools and processes as advised by the RBA and RMI to ensure responsible sourcing and avoidance of conflict minerals. We engage our direct suppliers to raise awareness and understanding of conflict minerals risks and our requirements for compliant good practice.

Each year, we review our Tier 1 direct suppliers to identify those that supply materials at risk of containing 3TG. We use the **RMI Conflict Minerals Report Template** (CMRT) to request information from our direct suppliers and screen 3TG SORs in our supply chain using the RMI's Responsible Minerals Assurance Process (RMAP) and Reasonable Country of Origin (RCOI) data. In CY21, we also utilized an independent third party to provide an assessment of SORs disclosed by our direct suppliers, to conduct Smelter RCOI, verify data and identify risks in SORs. We commit to only accept 3TG minerals from SORs that are validated as conformant, engaged in the RMAP or an equivalent program¹, or confirmed by an independent 3rd party as having not sourced from the Covered Countries.

Where a supplier is not yet meeting our requirements, we work with the supplier to develop Due Diligence Plans showing the actions the supplier will take, within a defined time frame, to engage, request and encourage SORs to join RMAP, or remove those nonconforming SORs from their supply chain.

We track and report supplier progress, as part of both internal reporting and reporting to the US Securities Exchange Commission (SEC). Our FY22 report to the SEC can be found on our website [here](#). The results of our combined efforts have produced tangible outcomes for our supply chain already, as the number of SORs participating in third-party audit programs and conformance has increased year on year. A summary of progress to date is shown in the following figures. As shown, for CY21, we again achieved a 100% response rate from our Tier 1 suppliers and identified 253 SORs in our 3TG supply chain. Of those SORs, 244, or 96.4%, participate in an independent third-party audit program. Another 9 SORs were confirmed by an independent third-party to not be sourcing from the Covered Countries. Thus, 100% of the 253 identified SORs that process 3TG in our supply chain met our requirements in CY21.

We will continue to maintain 100% conformance for responsible sourcing 3TG, and we will further extend the concerned risk area from Covered Countries to worldwide Conflict-Affected and High-Risk Areas (CAHRAs) in CY22. As a responsible and ethical company, we look beyond legal requirements to align with international good practices and grow our program in partnership with our suppliers.

RESPONSIBLE SOURCING OF MINERALS CONTINUED

GOING BEYOND REGULATIONS: COBALT AND MICA DUE DILIGENCE

We have also broadened our responsible minerals sourcing program to include cobalt and mica. Cobalt and mica are not “conflict minerals”, as defined by law, but **reports in recent years** have shown a link between cobalt and mica mining activity and human rights abuses. More than 50% of cobalt mining worldwide occurs in the Democratic Republic of the Congo (DRC), which is recognized to be a high-risk for mining and human rights abuses. In India and Madagascar, the two major mica-producing countries, mica supply chains rely heavily on artisanal and small-scale extraction as well as manual processing. Reports in recent years have highlighted instances and risks of child labor, illegal operations and unsafe health and safety conditions in mica production and processing.

Our cobalt due diligence surveys started in CY16, with surveys of lithium ion battery suppliers and magnet suppliers. Since CY18, we have leveraged the established RMI tools, the RMAP certification program and **Extended Minerals Reporting Template (EMRT)** to collect supplier data and identify cobalt smelters. At this stage, 100% of surveyed suppliers are actively participating in our survey effort and 52% of the relevant SORs are participating in the RMAP certification program.

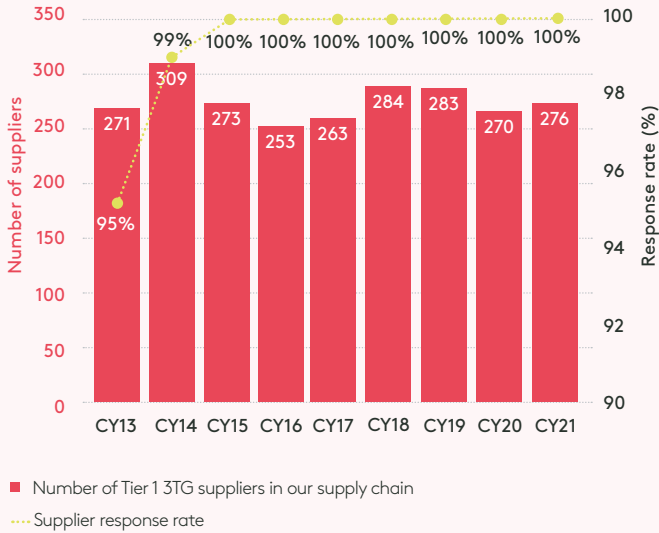
Since CY20, we identified that mica might be used in our products as a metallic pigment of painting and printing ink, and began engaging with relevant suppliers to identify the source utilizing **Extended Minerals Reporting Template (EMRT)**. We involved more Tier 1 suppliers to broaden the mica survey coverage to the entire supply chain in CY21. Through the due diligence process, we work with suppliers to identify whether any mica was used in their painting process. The result of CY21 shows 100% of surveyed suppliers are actively participating in the survey effort, and submitted relevant information to clarify the composition of painting and/or printing ink.

To approach 100% conformance of responsible sourcing of cobalt and mica, we will initiate enhancement plans in CY22. We will not only engage with Tier 1 suppliers, but also reach out to the SORs and encourage them to participate in RMAP actively. In order to emphasize the importance of 3TG, cobalt, and mica, we will conduct supplier training in CY22.

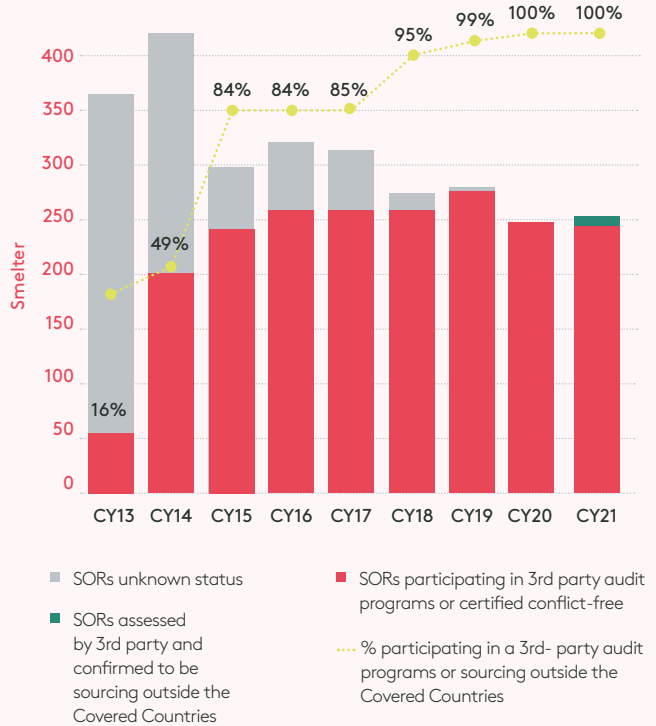
Over the forthcoming years, we will continue to support the RMI and encourage further adoption of responsible sourcing standards for cobalt and mica by encouraging more cobalt smelters and mica processors to voluntarily join RMAP or equivalent verified certification schemes. We will do so by making this a requirement for companies who wish to do business with Logitech.

RESPONSIBLE SOURCING OF MINERALS CONTINUED

Supplier Response Rate



Validation of 3TG SORs Responsible Sourcing



RESPONSIBLE SOURCING RISK ASSESSMENT

MATERIAL	POTENTIAL USE IN OUR SUPPLY CHAIN	CONCERN/RISK	CY21 UPDATES
Tantalum Tin Tungsten Gold (3TG)	<ul style="list-style-type: none"> Solder Gold plating Capacitor Integrated Circuit Cable other electronic parts 	Human rights risks in the Democratic Republic of the Congo	<ul style="list-style-type: none"> Participation and support of the RMI working group and SORs engagement. 100% response rate from Tier 1 suppliers. 100% participation in third-party certification audits or confirmed by an independent third-party to not be sourcing from the Covered Countries.
Cobalt	<ul style="list-style-type: none"> Li-ion battery Magnet 	Human rights risks in the Democratic Republic of the Congo	<ul style="list-style-type: none"> 100% response rate from relevant Tier 1 suppliers, including battery and magnet. 52% participation in third-party certification audits.
Mica	<ul style="list-style-type: none"> Painting Ink 	Human rights risks in the Democratic Republic of the Congo, India, and Madagascar	<ul style="list-style-type: none"> 13 SORs identified in the supply chain. Extended survey scope to entire supply chain Worked with Tier 1 suppliers to understand the possible components in painting and ink.

HUMAN RIGHTS AND LABOR

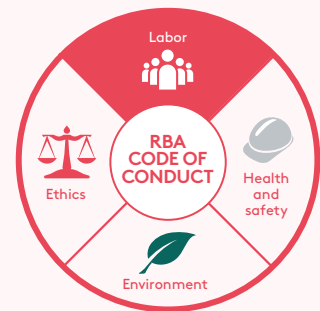
The RBA Code of Conduct and the United Nations Global Compact (UNGC) is our framework for the management of human rights and labor at our production facility. The RBA Code is aligned with international norms and standards including the Universal Declaration of Human Rights, ILO International Labor Standards, OECD Guidelines for Multinational Enterprises, ISO and SA standards.

Our commitment to human rights and labor management is communicated in the Logitech Code of Conduct, which is the highest policy document in our governance framework and applies to both our own production facility and our entire supply chain. This commitment is underpinned by our [RBA Commitment Statement](#), which communicates our commitment to uphold the RBA Code of Conduct as a full supply chain commitment. The RBA Code provides our framework for sustainability, including human rights.

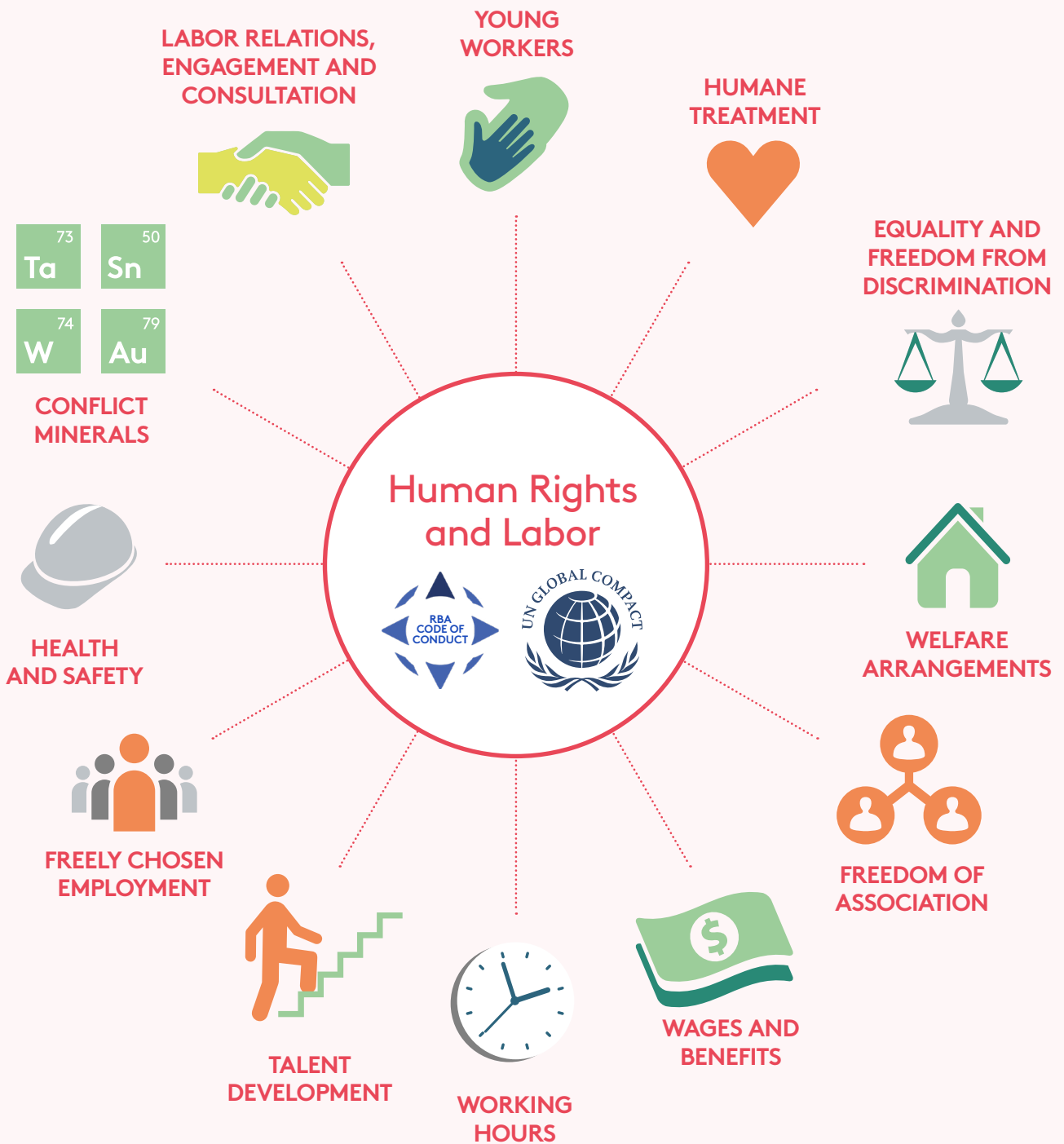
As an RBA member, we follow RBA requirements and implement due diligence processes to assess social performance and risks, including human rights compliance and risks. We use the RBA's Self-Assessment Questionnaire (SAQ) and Risk Assessment Tool to assess and communicate our performance. Our production facility is subject to periodic third-party audits to verify compliance with the RBA Code, including requirements relevant to human rights and labor management. These audits are carried out by RBA-approved auditors under the RBA-validated audit process (VAP) and include site observation, document reviews, and interviews with management and employees. Audit findings are rated as "minor," "major", or "priority" and are reviewed and validated by a second, independent consulting firm, to ensure accuracy and objectivity. For all three categories of findings, the auditee has a defined period of time to prepare and implement Corrective Action Plans (CAPs), remedy the identified issues, and implement systems to prevent a recurrence. Any potential, perceived, or actual violation of human rights and related RBA Code aspects are taken very seriously.

During the most recent independent VAP audit of our factory we were awarded a 'Silver' rating (see 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.

RELEVANT SDGs



HUMAN RIGHTS AND LABOR CONTINUED



HUMAN RIGHTS AND LABOR CONTINUED



FREELY CHOSEN EMPLOYMENT

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. We have established a **Responsible Recruitment Policy** reflecting RBA requirements and best practice expectations, to guide our recruitment activities.

As part of the hiring process, workers are provided with a written employment agreement in their native language. This agreement describes the terms and conditions of employment. Workers are free to terminate their employment at any time, subject to reasonable notice, as per worker's contract. Holding employee documents (e.g. IDs, passports, work permits, etc.) is forbidden and workers are not required to pay recruitment fees or other related fees. We have long-term, established relationships with a limited number of trusted recruitment agencies and our requirements for due diligence checks are built into our contractual agreements with these agencies. We audit the recruitment activities of these agencies and we carry out worker interviews as part of new-hire orientation and check to ensure workers have not paid any recruitment fees, as part of this process.

To demonstrate our commitment to Freely Chosen Employment, and in alignment with the legal requirements of the California Transparency in Supply Chains Act, we introduced a **Statement on Slavery and Human Trafficking** in 2012. This statement also incorporates the requirements of the UK Modern Slavery Act and the Australian Modern Slavery Act of 2018. The statement is subject to review and update by our Board of Directors on an annual basis. The latest version of the statement is available on our website and communicates the key mechanisms we have established to eradicate the risk of slavery and human trafficking.



YOUNG WORKERS

Our requirements in relation to Young Workers reflect RBA requirements and include zero tolerance for child labor. Child labor is defined as work by any person under the age of 15, under the age for completing compulsory education in the country of origin, or under the minimum age for employment in the country of origin (whichever is greatest). Workers under the age of 18 are protected from work that could potentially impact their health or safety (e.g. night shifts and/or excessive overtime). Apprentices, interns, and student workers can only be employed when adequate policies and procedures are in place, as defined in our **Responsible Recruitment Policy**. We check identification documents and interview a sample of workers on a periodic basis to verify employee age, as part of our internal and supplier audit programs.

HUMAN RIGHTS AND LABOR CONTINUED



WORKING HOURS

Eliminating excessive overtime is a key commitment of ours and a key requirement of the RBA Code of Conduct. It remains a significant challenge for our sector as a whole. Excessive overtime can have adverse effects on the safety and well-being of workers, and, over long periods, can have impacts on health and quality of life. The root causes of excessive overtime are usually forecasting, capacity planning issues, shortened production timelines and seasonal spikes in production demand. Traditional compensation models also often reward overtime with additional pay, which can sometimes encourage workers to request working hours in excess of that which is permitted by local law or endorsed by RBA.

In CY21, VAP auditors identified one major finding and one minor finding, in relation to working hours at our production facility. A sample of working hours were reviewed and found to exceed the maximum permissible of 60 hours a week. While all overtime hours are arranged on a voluntary basis and requested by or agreed with workers directly, this finding is not in line with our commitment to the RBA Code. We continue our efforts to train, educate, and communicate good practices and approaches to enable better management of working hours at our production facility and perform regular management reviews of performance versus findings.



WAGES AND BENEFITS

We have not yet used a living wage methodology to assess the wage level of employees but our approach and compensation structures are fully aligned with the RBA Code of Conduct requirements. Worker compensation complies with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. Workers are compensated for overtime, at pay rates greater than the regular hourly rate. Deduction of wages as a disciplinary measure is not permitted. 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.



HUMANE TREATMENT

The RBA Code of Conduct includes requirements to ensure humane treatment of workers and safeguard workers from actual or threatened sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, or verbal abuse.

We have clearly defined policies and disciplinary procedures addressing these risks and those policies and procedures are communicated to workers. In reality, we aim to significantly surpass RBA requirements for humane treatment and instead be known as an employer of choice, and a place where workers feel respected and fully engaged, as members of our global team.

HUMAN RIGHTS AND LABOR CONTINUED



EQUALITY AND FREEDOM FROM DISCRIMINATION

We are committed to providing a workplace free from harassment and unlawful discrimination. We have established recruitment and employment practices to safeguard against discrimination 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.

Workers or potential workers are not subjected to physical exams that could be used in a discriminatory way. Our policies and practices reflect RBA requirements, and compliance with the RBA Code is stipulated as a requirement in our contracts with suppliers and recruitment agencies. We check and compare the wages, rewards, and training records for various individuals at our production facility to ensure discriminatory practices are not implemented in any area.

For further information on our supply chain diversity, equity and inclusion programs, please refer to the [Diversity, Equity and Inclusion](#) section of this report.

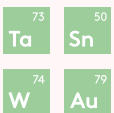


FREEDOM OF ASSOCIATION

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, as well as the right of workers to refrain from such activities.

In conformance with local law, 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.



CONFLICT MINERALS

Management of human rights risks related to sourcing of conflict minerals 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.

HUMAN RIGHTS AND LABOR CONTINUED



HEALTH & SAFETY

We have an established Health and Safety management system, which is certified to international health and safety standard ISO 45001 and compliant with the RBA Code of Conduct, which reflects ILO Guidelines on Occupational Safety and Health.

We work in accordance with RBA requirements including specific provisions relating to the Hierarchy of Controls and addressing key risks associated with our sector e.g. emergency preparedness, management of occupational injuries and illnesses, industrial hygiene, physically demanding work and machine guarding.

We aim to establish and maintain a safe and healthy work environment, which enhances worker retention, and morale and recognizes the essential need for ongoing consultation, communication, training, and education to identify, manage, and solve health and safety issues in the workplace.

In CY21, VAP auditors identified one minor finding, relating to the need for an indoor muster point, to provide a safe muster point in the case of an emergency and extreme weather shelter-in-place. 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. 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.



WELFARE ARRANGEMENTS

Welfare facilities are provided in accordance with RBA Code requirements and include toilet and sanitary facilities, potable water, food preparation, storage, and eating facilities. Worker accommodation is kept clean and safe and provided with appropriate emergency access and egress, hot water for bathing and showering, adequate heat and ventilation, and reasonable personal space. Our overall objective is to significantly exceed RBA requirements and provide facilities that enhance the daily working life of employees and ensure our production facility is a great place to work.



TALENT DEVELOPMENT

Our employee development programs offer workers the opportunity to grow, learn new skills, and develop.

Our dedicated training center at our production facility includes workshop facilities, presentation areas, and simulated production lines for workers to try out and learn new skills. New employees are provided with robust induction training and put forward for additional training following defined periods of on-the-job experience.

HUMAN RIGHTS AND LABOR CONTINUED



LABOR RELATIONS, ENGAGEMENT AND CONSULTATION

Ensuring open, two-way dialogue between managers and employees helps us build and maintain trusting, loyal 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 mobile chat to share company news and leadership updates in the local language. 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.



SUPPLY CHAIN STANDARDS

Further information on our approach to the management of human rights and labor performance at supplier facilities and across our supply chain is provided in the **Supplier Development** section of this report.

EMPLOYEE SAFETY, HEALTH AND WELL-BEING

Our continued success is fuelled 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.

We aim to safeguard the safety, health and well-being of all members of the Logitech team. We want to ensure everyone feels cared for, and employees can respond safely and creatively to the fast-paced environment of our sector, and the challenges of a competitive marketplace.

Our **Global Health, Safety and Security Policy Statement**, is a foundational policy, which applies to all elements of our business. It demonstrates the commitment of our executive management team to protecting our employees and ensuring that we are operating in compliance with legislative requirements.

We implement training and communication programs across the business each year to ensure employee awareness of the importance of health and safety management, and our key programs and provisions.

In 2021, we launched our 'Healthy Working Program' in an e-learning format that was particularly suited to the new hybrid and remote working environment. This new program helps us 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.

BUSINESS CONTINUITY

As part of our global business continuity program, we have assessed the potential impact of disruptive events (either natural or man-made) to our facilities, and established Business Resumption Plans that prioritize the health and safety of personnel, emergency communication to affected stakeholders, and the resumption of controlled operations. Refresher training and desktop crisis simulations are conducted on a regular basis.

RELEVANT SDGs



OHSAS

18001

SINCE 2004

ISO

45001

SINCE 2020

EMPLOYEE SAFETY, HEALTH AND WELL-BEING CONTINUED

Over the last year, we have continued to manage the impact of COVID-19 under the guidance of our Corporate Crisis Management Team (CMT) and in collaboration with our local site leaders.

During 2021, most of our offices began to reopen, as and where permitted by local regulations. To support our employees during the pandemic and while offices were closed, we continued to offer additional benefits, including a partial internet reimbursement, work-from-home equipment contribution, and increased flexibility in our leave programs to support employees caring for children and others at home.

As we progressed through 2021, we adapted our approach while managing through the pandemic, to also ensure that our flexible working arrangements for our employees could continue to effectively support our business operations. With the efforts of our cross-functional CMT, we did not experience any significant business impacts or interruptions in 2021. We continue to monitor the situation, including regular evaluations of local COVID-19 infection rates. We take measures to mitigate potential disruption and ensure business continuity remains unimpacted.

The latter part of 2021 has seen the engagement of Logitech with an external partner, to conduct a detailed assessment of our Cybersecurity and Business Continuity Program. This work will continue into 2022.

OUR PRODUCTION FACILITY

To help us ensure the safety, health, and well-being of employees at our production facility, we follow the RBA Code and have an integrated Environmental, Health and Safety (EHS) Management System. This management system was certified to OHSAS18001 since 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&S certifications year-on-year and achieved a 'low risk' SAQ score in the RBA Validated Audit Process (VAP).

EMPLOYEE SAFETY, HEALTH AND WELL-BEING CONTINUED

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.

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.

WELL-BEING 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 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.

EMPLOYEE SAFETY, HEALTH AND WELL-BEING CONTINUED

FLEXIBLE WORKING ARRANGEMENTS

In the post-pandemic working world, we want to continue to be inclusive and help employees to build their work days as they see fit. Logitech has always supported flexible working, encouraging our teams, where possible, to focus more on what they need to achieve and who they need to collaborate with, rather than where or when they choose to work.

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 very human need to connect and interact socially - one which makes it the place where people choose, and want, to come to whenever they need to spark creativity, innovation, and collaboration with diverse minds.

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 a variety of 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, caring for an elder, continuing improvement/education, legal resources, and staying healthy. EAPs have always been available to our U.S.-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.

HEALTH CARE COVERAGE

Logitech provides a competitive benefits package that enhances the well-being of our employees. As a minimum, our benefits include statutory and core benefits such as medical, savings/retirement, life insurance, and leaves/disability. Depending on location, employees can also enroll themselves and their eligible dependents in medical, dental, vision, telehealth, and health reimbursements plans.

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.

EMPLOYEE SAFETY, HEALTH AND WELL-BEING CONTINUED

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 70% of our employees participated in this program in FY22. Reimbursable items include gym memberships, fitness classes (virtual or in-person), fitness & 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

In FY21 we launched a well-being platform that provides employees with tools and resources that they can customize to match their personal needs and interests including 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. 53% of our employees enrolled in the last year, which is above the typical enrollment of 35% with most taking advantage of the activity, nutrition, and sleep resources.

MENTAL WELLNESS PROGRAM

In October 2021, we launched a new global mental wellness program as part of our continued efforts to enhance our Logi Wellness program. We know that the pandemic was challenging - working from home, with schools, and daycares closed, lack of social interaction, etc. 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. We implemented a solution that enabled 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 the first quarter of launching the program, we had more than 130 members engage 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. Our employees have a Workforce Well-being Index of 56, which is above the benchmark index of 53.



[They] really helped understand what was happening to me internally and how to work on it to improve my well-being.

Logitech employee

EMPLOYEE SAFETY, HEALTH AND WELL-BEING CONTINUED

LogiThanks Days

In FY21 in acknowledgment of all the hard work undertaken by employees during the pandemic, as well as in response to what we heard from employees through our Logi Pulse engagement surveys, we introduced LogiThanks Mondays which provided a number of additional days of paid leave for all employees. During FY22, we extended the LogiThanks days to provide two LogiThanks long weekends each quarter (i.e. back-to-back LogiThanks days on a Thursday and Friday to give a long weekend of paid leave). With everyone off at the same time, employees have the opportunity to shutdown 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.

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 and reinforce how much we value our employees. 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.

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. For an overview of our activities within and with supplier organizations, please refer to the [Supplier Development](#) section of this report.

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 commitments to the UNGC and RBA Code commitments.

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 develop 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 Labour Standards, OECD Guidelines for Multinational Enterprises, ISO 45001, ISO 14001 and SA8000.

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.

Approximately 50% of our annual revenue is generated from the products we manufacture at our production facility. 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 and with our oversight. We work in partnership with our suppliers to ensure Logitech products are produced in accordance with international good practice sustainability and quality.

The RBA Code is embedded in our due diligence process for mergers and acquisitions as well as our processes for new supplier qualification and onboarding. 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 adoption of the RBA Code across our full value chain.

RELEVANT SDGs



SUPPLIER DEVELOPMENT CONTINUED

Supplier Performance and Auditing Activities

Major Suppliers are the suppliers who account for 80% of direct spend. RBA members are required to risk assess and audit all Major Suppliers. We go beyond this minimum requirement.

- We audit 100% of our Major Suppliers;
- In addition, we audit 100% of our JDMs; and
- We audit 100% of new suppliers against Priority Aspects¹ of the RBA Code and legal requirements.

Our in-house auditing team are all certified to RBA audit standard and utilize the RBA's Validated Audit Process (VAP) and use engagement, shared learnings, corrective actions, tracking, and reporting. During CY20, we increased our focus on desk-based audits, to respond to travel restrictions associated with COVID-19 and other challenges associated with on-site auditing. This approach allowed us to maintain our goal of ensuring 100% of Major Suppliers, JDMS, and new suppliers were audited. Metrics for our audit program for the last calendar year can be summarized as follows.

100%

MAJOR SUPPLIERS HAVE ISO14001

100%

MAJOR SUPPLIERS AUDITED

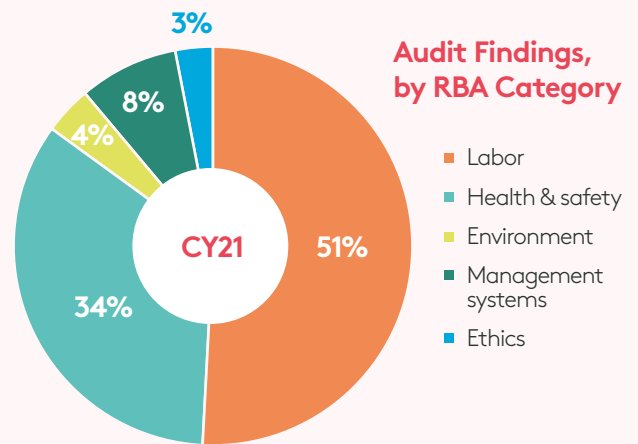
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NEW SUPPLIERS AUDITED

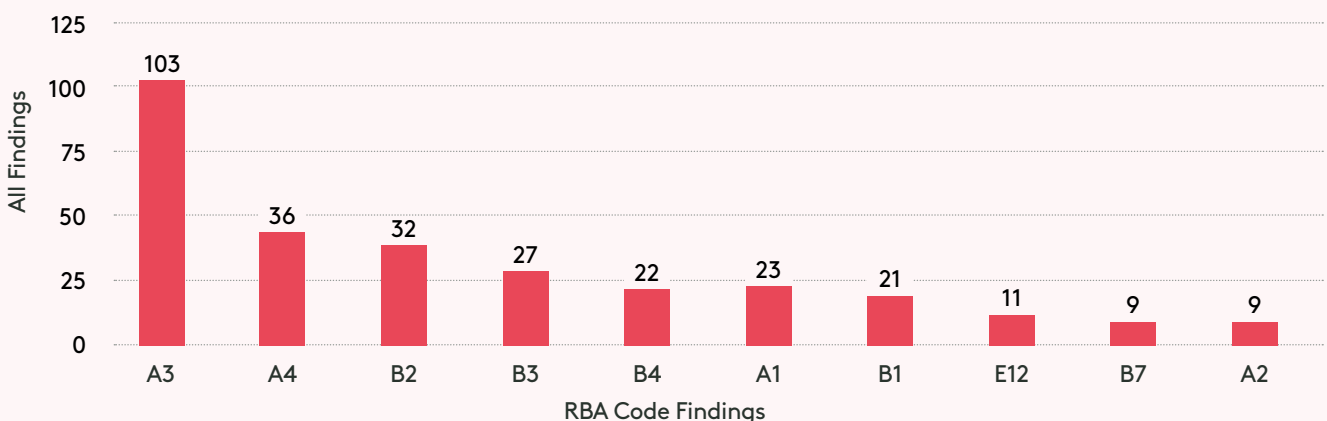
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AUDIT FINDINGS ADDRESSED BY ACTION PLAN

	CY21
Major Suppliers	
Number of Major Supplier facilities	57
% of Major Supplier facilities audited	100%
New suppliers	
Number of new suppliers facilities	41
% of new suppliers facilities audited	100%
All audits	
Total number of audits completed (on-site or desktop)	229



CY21 Top 10 Supplier Nonconformances by RBA Code



A3: Working Hours; A4: Wages and Benefits; B2: Emergency Preparedness; B3: Occupational Injury and Illness; B4: Industrial Hygiene; A1: Freely Chosen Employment; B1: Occupational Safety; E12: Supplier Responsibility; B7: Sanitation, Food and Housing; A2: Young Workers

SUPPLIER DEVELOPMENT CONTINUED

As part of our Quarterly Business Review (QBR) process is where 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 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 also 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 performance does not improve in line with agreed timelines.



We're targeting areas where we have the greatest potential to create value and lead the way. We want to influence our ecosystem of suppliers and partner with suppliers to progress a shared vision and sustainability goals.

Sree Chenincherry

Head of Global Sourcing
& Supply Planning

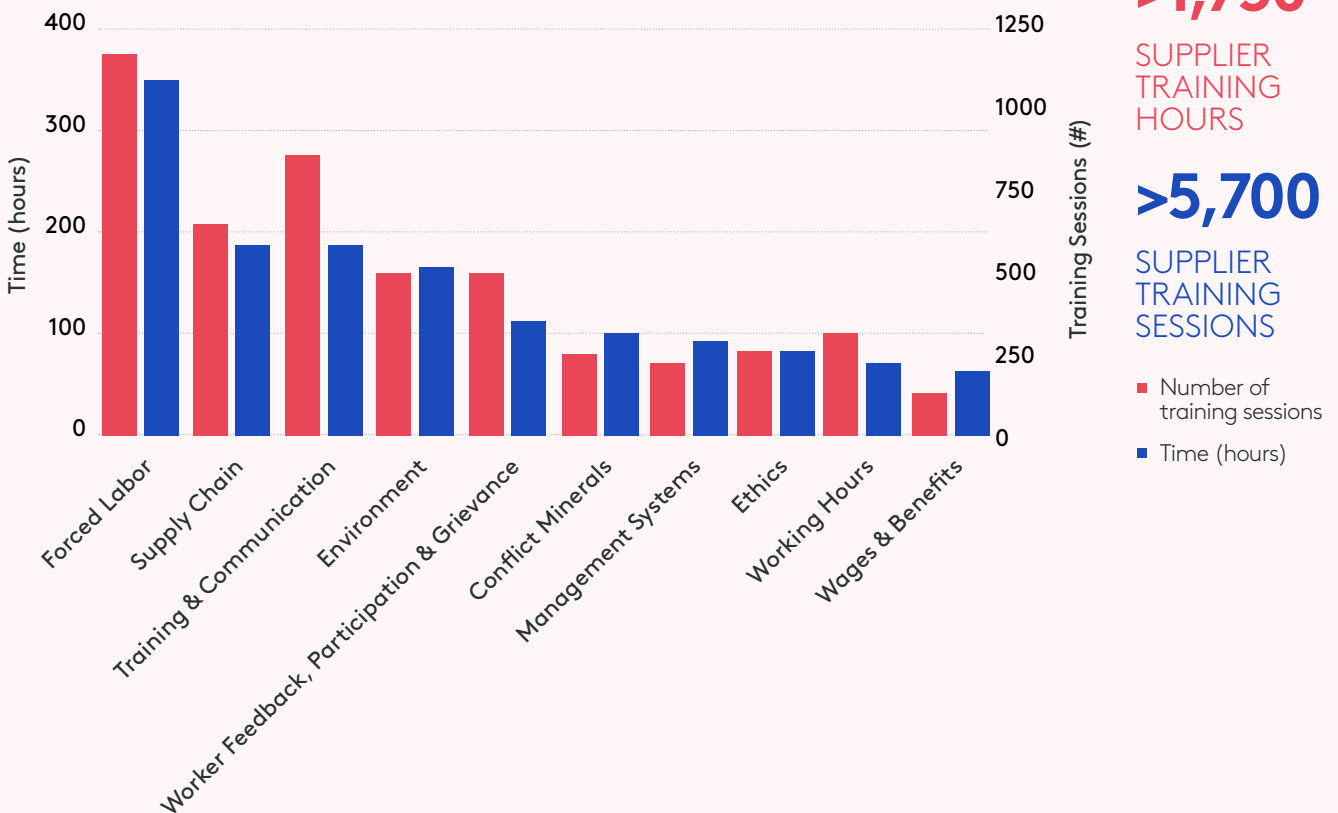


SUPPLIER DEVELOPMENT CONTINUED

Supplier Capability-Building

In addition to our auditing activities, we host and facilitate complimentary supplier capability-building events. As part of these events, we facilitate discussion of our standards and international good practice, while helping suppliers to share best practices and lessons learned with each other. We also connect our suppliers with RBA capability-building sessions and development resources and encourage their participation in such sessions, to achieve independent certifications. Over the last year, we encouraged our suppliers to make time for RBA e-learning. As a result of our efforts suppliers completed >5,700 RBA e-learning courses covering a range of sustainability topics. The top 10 training courses that were completed by suppliers are shown on the figure below.

CY21 Top 10 Supplier Training Courses



In the last year, we provided training on a number of topics including how to reduce the use of single-use plastics in the manufacturing and transportation of products. Our capability-building programs and audits help suppliers understand our good practice requirements, identify where improvements can be made, and develop real and measurable improvement plans to enhance the lives of people, communities, and the environment. In the last year, we were particularly focused on supplier capability and understanding of our Climate Action program and made particular efforts to onboard suppliers to support and drive the transition to renewable electricity. For more information on this topic, please refer to the [Climate Action](#) section of this report.

SUPPLIER DEVELOPMENT CONTINUED

Twice a year we run a competitive program known as the Continuous Improvement Process (CIP) that invites employees and our major suppliers to look at ways to improve our products, services, and processes. This initiative encourages our employees and suppliers to find ways to innovate our business and manufacturing processes and look at how we can make our approach more sustainable. Each entry is assessed on the potential financial benefit the innovation may provide to the business but also on the level of environmental benefit it may provide including for example reductions in carbon, toxicity, circularity, social benefit and green innovation.



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.





ABOUT THIS REPORT

LOGITECH SVC OFFICE

ABOUT THIS REPORT

We share our impact in a visible way to empower our 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 term sustainability is synonymous with SER (social and environmental responsibility) and ESG (environmental, social, and governance). SER is a term used by the Responsible Business Alliance. ESG is a term used by our investors. 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.

This year, for the first time, this report is titled our Impact Report. This is intentional and reflects our expanded commitment and approach. We wish to be candid about our impact, progress and the challenges that lie ahead. 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.

Reporting Period

This Impact Report was finalized in August 2022 and covers the Financial Year 2022 (April 01, 2021 to March 31, 2022), except where otherwise noted. In some cases, data in this report relates to the calendar year 2021 (January 01, 2021 to December 31, 2021) 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 Sustainability Report was issued in September 2021 and covered Financial Year 2021, except where otherwise noted. To download or access Impact Reports for previous years, please visit the [Resources](#) section of our sustainability webpage.

ABOUT THIS REPORT CONTINUED

Reporting Standards and Guidelines

We are working towards full alignment with the following good practice reporting standards.

- The Global Reporting Initiative (GRI) Sustainability Reporting Standards.
- Sustainability Accounting Standards Board (SASB) Sustainability Accounting Standards for the Technology & Communications Sector - Hardware and Electronic Manufacturing Services Standard and Original Design Manufacturing Standard.
- United Nations Global Compact (UNGC) Communication on Progress Guidelines.
- TaskForce on Climate-related Financial Disclosures (TCFD) Recommendations.

The GRI Content Index for each of our annual sustainability reports is available from the [Resources](#) section of our sustainability webspace. [The SASB Content Index](#), [UNGC Content Index](#) and [TCFD Content Index](#) are all presented in this section.

Corrections or Restatements of Information

In our FY21 Sustainability Report, Conflict Minerals section, the graph entitled “3TG SOR Third-Party Certification Participation” included an administrative error with respect to the labeling of data for CY24. The percentage of Smelters or Refineries (SORs) participating in a 3rd-party certification was 49% (CY14), 85% (CY17), and 95% (CY18). These data are now corrected and shown more clearly in the [Responsible Sourcing of Minerals](#) section of this report.

We continue to refine our existing Corporate Carbon Footprint model with updated and more evolved life-cycle analysis studies arising from our Carbon Clarity program and commitment to best-in-class carbon transparency and life-cycle assessment. When we source more refined data for an existing product that was sold in historic years, we update the model for all previous years to reflect the refined data. In 2021, updates to the model led to 9% decrease in our 2019 baseline estimation and 3% increase in our 2020 inventory as a result of these updates.

Contact Us

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. For questions or suggestions regarding any aspect of this report or our sustainability performance, please contact sustainability@logitech.com.

ABOUT THIS REPORT CONTINUED

Sustainability Accounting Standards Board (SASB) Content Index

The mission of the [Sustainability Accounting Standards Board](#) (SASB) Foundation 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 US investors, in particular. Our commitment to SASB Standards is evidenced on the [SASB website](#). The SASB Content Index for this report is shown below.

SASB CONTENT INDEX

TOPIC	METRIC	FY22 REPORTING
Product security	Description of approach to identifying and addressing data security risks in products	Privacy and Security section
Employee diversity & 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 which 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 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 alternatives.
	Discussion of approach to managing IEC62474 declarable substances	See Avoiding Targeted Substances section for an overview of how we manage products with 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 Circularity section and associated Data section.

ABOUT THIS REPORT CONTINUED

TOPIC	METRIC	FY22 REPORTING
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 or other sources. 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 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 Production 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 consumption of mains supply from the local authority.
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 CY21. See Data section
	Total days idle	

ABOUT THIS REPORT CONTINUED

TOPIC	METRIC	FY22 REPORTING
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 Production 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 Production 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	None of our Tier 1 facilities were classified as high-risk facilities in CY21. See Supplier Development section for further information.
	Our own production facility: <ul style="list-style-type: none"> • 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: <ul style="list-style-type: none"> • Nonconformance rate with the RBA Validated Audit Process (VAP) • Associated corrective action rate for priority nonconformances • Associated corrective action rate for other nonconformances 	CY21 performance: <ul style="list-style-type: none"> - An average of 1 priority finding, for every 4 audits (0.25); - An average of 4.82 major findings per audit; and - Less than 1 minor findings per audit (0.88). We are working towards full disclosure for this topic. See the Supplier Development section for further information.

ABOUT THIS REPORT CONTINUED

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 summarises the rationale supporting our mapping.



SDG CONTENT INDEX

REPORT SECTION	RELEVANT SDGS	RATIONALE
Climate Action	SDG 7 SDG 13 SDG 15	<p>We're adopting a climate-positive approach and supporting climate-impacted communities and ecosystems to create a net positive impact. Logitech is committed to being climate positive by 2030. By 2030, we aim to remove more carbon than we create.</p> <p>Our Climate Action strategy is to Reduce-Renew-Restore. 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 eco-systems.</p>
Forestry and Biodiversity	SDG 13 SDG 15	<p>In FY22, we reviewed our facilities, products, business partners and supply chains and identified a number of areas where we could have a significant positive impact on biodiversity:</p> <ul style="list-style-type: none"> • 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. • Activating employees via our LogiCares programs to support biodiversity conservation in our local communities as part of our giving back strategy.

ABOUT THIS REPORT CONTINUED

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 amongst 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 (DfS)	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 optimise our use of resources and avoid impacts on life on land.
Avoiding 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, end-users and recyclers.
Responsible Production	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.

ABOUT THIS REPORT CONTINUED

REPORT SECTION	RELEVANT SDGS	RATIONALE
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 17	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 directly or indirectly finances conflict.
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.
Employee Safety, Health and Well-being	SDG 3	Our continued success is fuelled 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 SDG17	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. catalyze change across our supply chain. 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 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 below. In the table below, we have also mapped the UNGC Ten Principles to the RBA Code of Conduct, to show how the two management frameworks are aligned.

ABOUT THIS REPORT CONTINUED

UNGC CONTENT INDEX

COMMUNICATION ON PROGRESS (COP) REQUIREMENTS		IMPACT REPORT SECTION
<p>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.</p> <p>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).</p> <p>A measurement of outcomes</p>		<p>Statement from Logitech President and CEO Bracken Darrell</p> <p>Various sections of the report as indicated below</p> <p>Various sections of the report as indicated below</p>
TEN PRINCIPLES	RBA CODE REQUIREMENTS	REPORT SECTION
<p>Human Rights</p> <p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights, and</p> <p>Principle 2: make sure that they are not complicit in human rights abuses.</p>	<p>Labor standards including</p> <p>Working Hours</p> <p>Wages and Benefits</p> <p>Humane Treatment</p>	<p>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.</p>
<p>Labour</p> <p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p>Principle 4: the elimination of all forms of forced and compulsory labor;</p> <p>Principle 5: the effective abolition of child labor; and</p> <p>Principle 6: the elimination of discrimination in respect of employment and occupation.</p>	<p>Labor standards including:</p> <p>Freedom of Association</p> <p>Freely Chosen Employment</p> <p>Young Workers</p> <p>Non-Discrimination</p>	<p>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 and alignment with the principles of the UNGC and standards of the RBA Code of Conduct.</p> <p>The Responsible Sourcing of Minerals section of this report provides an overview of the program and the initiatives we implement for the responsible procurement of minerals.</p>

ABOUT THIS REPORT CONTINUED

TEN PRINCIPLES	RBA CODE REQUIREMENTS	IMPACT REPORT SECTION
<p>Environment</p> <p>Principle 7: Businesses should support a precautionary approach to environmental challenges;</p> <p>Principle 8: undertake initiatives to promote greater environmental responsibility; and</p> <p>Principle 9: encourage the development and diffusion of environmentally friendly technologies.</p>	<p>Environmental standards including: 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 and Management Systems</p>	<p>The Avoiding Targeted Substances section of this report provides an overview of our approach to the management of hazardous substances, being cognisant of the precautionary principle.</p> <p>The Design for Sustainability (Dfs) section, Climate Action section, Responsible Production 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.</p>
<p>Anti-Corruption</p> <p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p>Ethics standards including: Business integrity, No improper advantage, Disclosure of information, Intellectual property, Fair business, advertising and competition, protection of identity and non-retaliation, Responsible sourcing of minerals and Privacy</p>	<p>The Ethics section of this report describes our commitment, policies and actions to work against corruption in all its forms, including extortion and bribery.</p>

Task Force on Climate-related Financial Disclosures index

As detailed in the **Climate Action** section of this report, we kicked off a Climate Risk & 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.

ABOUT THIS REPORT CONTINUED

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,
		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 & 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
	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	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
	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	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 & ELECTRICITY CONSUMPTION

ENERGY & ELECTRICITY CONSUMPTION	UNITS	CY15	CY16	CY17	CY18	CY19	CY20	CY21
Fuel & Refrigerant Consumption								
Production facility: Natural Gas	m ³	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
Production facility: Diesel	L	5,942	7,154	7,896	7,139	7,990	7,079	6,832
Production facility: HCFC-22	kg	162	213	215	185	105	100	48
Production facility: HFC-134a	kg	68	80	240	120	164	175	50
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
Electricity								
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
Offices: Electricity	kWh	7,680,409	8,368,482	9,047,402	9,251,047	8,412,782	7,579,511	7,067,106

*In CY18, we captured electricity use at a third-party, non-controlled dormitory. Previously we only reported emissions from owned and controlled facilities

TABLE 2 OUR SCOPE 1 EMISSIONS / CARBON FOOTPRINT

SCOPE 1 EMISSIONS	UNITS	CY15	CY16	CY17	CY18	CY19	CY20	CY21
Production facility: Natural Gas	tCO ₂ e	0	0	0	0	0	0	0
Production facility: Petrol	tCO ₂ e	47	42	28	27	25	21	20
Production facility: Diesel	tCO ₂ e	16	19	21	19	21	19	17
Production facility: HCFC-22	tCO ₂ e	293	386	389	335	190	181	87
Production facility: HFC-134a	tCO ₂ e	97	114	343	172	235	250	72
Offices: Natural Gas	tCO ₂ e	498	560	597	562	424	330	370
Total	tCO ₂ e	952	1,120	1,377	1,114	895	801	566

TABLE 3 OUR SCOPE 2 EMISSIONS / CARBON FOOTPRINT

SCOPE 2 EMISSIONS	UNITS	CY15	CY16	CY17	CY18	CY19	CY20	CY21
Production facility: Market-Based	tCO ₂ e	12,652	12,636	12,419	0	0	0	0
Offices: Market-Based	tCO ₂ e	3,473	3,558	3,874	4,242	1,954	1,088	895
Total	tCO ₂ e	16,125	16,194	16,293	4,242	1,954	1,088	895

DATA CONTINUED

TABLE 4 OUR SCOPE 1 & 2 EMISSIONS / CARBON FOOTPRINT

	UNITS	CY15	CY16	CY17	CY18	CY19	CY20	CY21
Total Scope 1 & 2 Emissions	tCO ₂ e	17,077	17,314	17,671	5,355	2,848	1,889	1,461

TABLE 5 RENEWABLE AND NON-RENEWABLE ENERGY

		CY15	CY16	CY17	CY18	CY19	CY20	CY21
Suzhou: Petrol	GJ	705	622	412	403	395	306	316
Suzhou: Diesel	GJ	215	258	285	258	314	278	263
Suzhou: Electricity	GJ	65,006	72,028	76,663	82,612	77,393	75,601	76,428
Offices: Gas	GJ	8,777	9,854	10,510	10,991	8,309	6,461	7,276
Offices: Electricity	GJ	27,638	30,127	32,571	33,304	30,286	27,286	25,539
Total Electricity Consumption	GJ	92,644	102,154	109,234	115,915	107,679	102,887	101,967
Total Energy Consumption	GJ	102,341	112,888	120,441	127,567	116,696	109,932	109,821
Renewable Energy (Suzhou & Offices): Total*	GJ	7,196	16,106	23,185	84,896	95,194	94,827	96,121
Non-Renewable Energy (Suzhou & Offices): Total**	GJ	95,145	96,782	97,256	42,671	21,503	15,105	13,701

Note: Standards, emission factors and conversion factors for converting all fuel and electricity consumption to kWhrs are listed in Table 10. kWhrs are converted to GJ by multiplying by a factor of 0.0036.

*Sources comprise: electricity only

**Sources comprise diesel, petrol and gas, as described in Table 1

TABLE 6 UPTAKE OF RENEWABLES AT OUR PRODUCTION FACILITY AND OFFICES

RENEWABLE ELECTRICITY & ENERGY	UNITS	CY15	CY16	CY17	CY18	CY19	CY20	CY21
At our production facility and offices								
Total renewable electricity	MWh	1,999	4,474	6,440	23,582	26,442	26,341	26,700
Total non-renewable electricity	MWh	23,735	23,902	23,903	8,616	3,468	2,239	1,624
% renewable electricity*	%	8%	16%	21%	73%	88%	92%	94%
% renewable energy**	%	7%	14%	19%	67%	82%	86%	88%

* Renewable electricity as a fraction of total electricity

** Renewable electricity as a fraction of all energy sources

DATA CONTINUED

GRAPH A: UPTAKE OF RENEWABLE ELECTRICITY AT OUR PRODUCTION FACILITY AND OFFICES

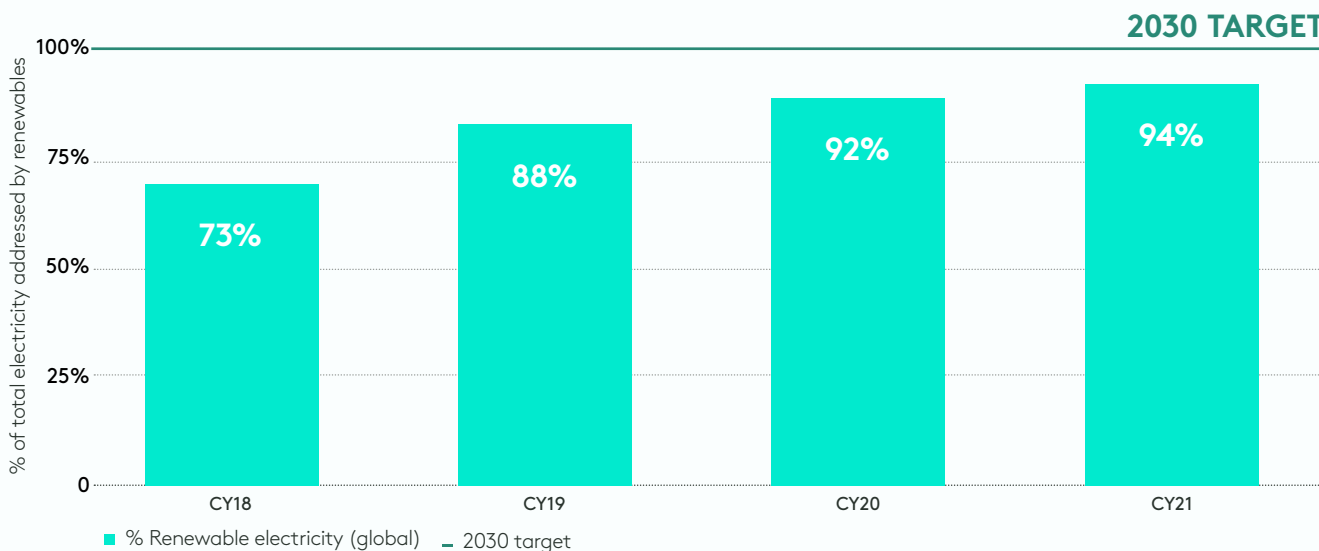


TABLE 7 SCOPE 1 AND 2 CARBON INTENSITY

Carbon intensity is calculated as total Scope 1 & market-based scope 2 emissions from our production facility and offices, divided by total net revenue.

	UNITS	CY15	CY16	CY17	CY18	CY19	CY20	CY21
Carbon intensity	tCO ₂ e/Million US\$	8.06	8.08	7.11	1.943	0.985	0.427	0.252

TABLE 8 CARBON ELIMINATION PROGRAMS

PROGRAM TYPE	Carbon (tCO ₂ e)		
	CY19	CY20	CY21
Application of Design for Sustainability principles to new products			13,103
Manufacturing: processes			
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	
Fugitive emissions reductions			81
Lower-carbon materials			
Use of post-consumer recycled plastic	235	3,371	21,922
Use of low-carbon aluminium			1,678
Use of recycled plastic to replace virgin plastic in packaging			446
Design modifications			
Optimising Printed Circuit Boards (PCB)			636
Steel plate removal			1,079

DATA CONTINUED

TABLE 8 CARBON ELIMINATION PROGRAMS (CONTINUED)

PROGRAM TYPE	Carbon (tCO ₂ e)		
	CY19	CY20	CY21
Braided cable			39
Packaging			300
RENEW			
Renewable electricity: our own production facility and offices	14,770	14,615	15,036
Renewable electricity: our suppliers	781	41,871	94,050
NET CARBON	965,894	1,336,725	1,528,156
RESTORE			
Carbon offsets	152,150	411,692	1,298,667
Carbon removals	895	1,889	229,498

TABLE 9 SCOPE 3 INVENTORY

GREENHOUSE GAS PROTOCOL CATEGORY	APPLICABLE	MATERIAL	ESTIMATED CARBON FOOTPRINT (TCO ₂ E)			CY21 % OF TOTAL ESTIMATED CORPORATE CARBON FOOTPRINT
			CY19	CY20	CY21	
Category 1: Purchased goods and services	Yes	Yes	566,503	707,208	788,963	52%
Category 2: Capital goods	Yes	No	19,355	36,845	46,733	3%
Category 3: Fuel & energy-related activities not included in Scope 1 or 2	Yes	No	4,726	3,708	5,135	<1%
Category 4: Upstream transportation and distribution	Yes	Yes	44,335	117,553	125,648	8%
Category 5: Waste generated in operations	Yes	No	38	38	37	<1%
Category 6: Business travel	Yes	No	6,167	1,072	1,200	<1%
Category 7: Employee commuting	Yes	No	9,494	6,288	7,000	<1%
Category 8: Upstream leased assets	No	No	0	0	0	0%
Category 9: Downstream transportation and distribution	Yes	No	12,219	15,450	18,309	1%
Category 10: Processing of sold products	No	No	0	0	0	0%
Category 11: Use of sold products	Yes	Yes	238,295	375,198	441,330	29%

DATA CONTINUED

TABLE 9 SCOPE 3 INVENTORY (CONTINUED)

Category 12: End-of-life treatment of sold products	Yes	Yes	61,913	71,475	92,348	6%
Category 13: Downstream leased assets	No	No	0	0	0	0%
Category 14: Franchises	No	No	0	0	0	0%
Category 15: Investments	No	No	0	0	0	0%
Total Scope 3 Emissions			963,045	1,334,835	1,526,704	100%

TABLE 10 EMISSION FACTORS & CONVERSION FACTORS

YEAR	SOURCE
CY21	As per CY20 below, except for updates made to reflect: <ul style="list-style-type: none"> 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: <ul style="list-style-type: none"> 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 & Industrial Strategy 2020 CEDA version 5.1 for calculation of capital goods
CY19	<ul style="list-style-type: none"> UK DEFRA: From Department for Business, Energy & 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	<ul style="list-style-type: none"> UK DEFRA: From Department for Business, Energy & Industrial Strategy 2018 IEA 2018, International Energy Agency emission factors EPA, Emission Factors for Greenhouse Gas Inventories
CY17	<ul style="list-style-type: none"> 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 & Industrial Strategy 2017 IEA 2015, International Energy Agency emission factors EPA 2014, Emission Factors for Greenhouse Gas Inventories
CY10 - CY16	<ul style="list-style-type: none"> GHG Protocol - International Energy Agency (Data Services - 2007 Edition) UK DEFRA: From Department for Business, Energy & Industrial Strategy 2016 IEA 2010, International Energy Agency emission factors EPA 2010, Emission Factors for Greenhouse Gas Inventories IPCC (default based on NCV) 2006

DATA CONTINUED

RESPONSIBLE PRODUCTION

TABLE 11 WATER CONSUMPTION

WATER CONSUMPTION	UNITS	CY15	CY16	CY17	CY18	CY19	CY20	CY21
At our own production facility: hot water	tons	15,720	12,297	12,232	17,240	18,632	17,800	19,696
At our own production facility: cold water	tons	250,645	247,752	256,738	313,948	326,482	314,076	294,650
At our offices: all water*	tons	N/R	N/R	26,076	27,198	30,288	34,479	45,923
Total	tons	N/R	N/R	295,046	358,386	375,402	366,355	360,269

* Assuming 41 litres of water consumption per office worker per working day for 240 working days and headcount as of 31 December

TABLE 12 WASTEWATER DISCHARGE

WASTEWATER DISCHARGE*	UNITS	CY15	CY16	CY17	CY18	CY19	CY20	CY21
At our own production facility	tons	266,365	260,049	268,970	331,188	345,114	331,876	314,346
At our offices	tons	N/R	N/R	26,076	27,198	30,288	34,479	45,923
Total	tons	N/R	N/R	295,046	358,386	375,402	366,355	360,269

* The volume discharged is assumed to be the same as the volume consumed as fugitive discharges and rainwater are incidental

DATA CONTINUED

TABLE 13 WASTE FROM OUR PRODUCTION FACILITY AND OFFICES

WASTE CATEGORY	UNITS	TREATMENT	CY17	CY18	CY19	CY20	CY21
At our own production facility							
Food waste	tons	Recycled	1,306.35	750.00	555.30	439.60	339.90
Paper packaging	tons	Recycled	112.40	358.66	389.02	412.93	287.57
Wood packaging	tons	Recycled	168.10	95.86	80.50	76.20	55.00
Plastic packaging	tons	Recycled	10.89	31.80	34.51	36.56	25.48
Defect product	tons	Recycled	N/R	N/R	4.24	6.18	5.99
LED lamp	tons	Incinerated (with energy recovery)	N/R	N/R	0.3	0.2	0.3
Printed circuit board	tons	Recycled	80.80	100.05	104.30	100.00	83.22
Waste oil	tons	Incinerated (with energy recovery)	0.00	0.00	0.10	0.00	0.00
Chemical bottles & wiping cloths	tons	Incinerated (with energy recovery)	1.94	4.03	3.22	2.80	3.20
Alcohol	tons	Incinerated (with energy recovery)	0.93	0.95	0.80	0.60	0.50
Lamps	tons	Recycled	0.21	0.15	0.14	0.15	0.00
At our offices:							
Mixed waste*	tons		530	553	616	701	933
Total:	tons		530	553	616	701	933

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 "CO₂e emissions due to office waste" accessed online 01 July 2021 ([here](#))

TABLE 14 WASTE RECYCLING %

WASTE CATEGORY	UNITS	CY17	CY18	CY19	CY20	CY21
At our own production facility						
Non-hazardous waste recycling	%	N/R	N/R	100%	100%	100%
Hazardous waste recycling	%	97%	95%	96%	97%	96%

DATA CONTINUED

TABLE 15 AIR EMISSIONS FROM OUR PRODUCTION FACILITY

AIR EMISSION CATEGORY	UNITS	CY17	CY18	CY19	CY20	CY21
Sulfur dioxide	tons	0	0	0	0	0
HFCs to air	tons	0	0	0	0	0
Carbon dioxide to air	tons	0	0	0	0	406
Dinitrogen oxide (Nitrous oxide)	tons	0	0	0	0	137
Methane to air	tons	0	0	0	0	16
Particulates to air	tons	0	0	0	0	0
VOCs to air	tons	0	0	0	0	0
Perfluorocarbons	tons	0	0	0	0	0

Note: Prior to CY21, emissions from mobile equipment (one forklift, one truck and five company vehicles) are not considered, as well as emissions from an emergency diesel generator. These emissions are not reported because the use of the vehicles and generator was immaterial during the reporting period. Air emissions from our operations are sub-threshold of any license requirements. Our activities are limited to assembly and testing. In CY21, we decided to include the emissions from petrol, diesel and natural gas.

TABLE 16 PRODUCT REFURBISHMENT PROGRAMS

BRAND	NUMBER OF REFURBISHED DEVICES
Blue Microphones	2,078
Astro & Logitech G	35,433
Ultimate Ears	3,235
Other	8,884
TOTAL	49,630

EMPLOYEE DIVERSITY

TABLE 17 GENDER DIVERSITY IN MANAGEMENT AND STEM METRICS FOR DJSI

	FY21	FY22
Share of women in all management positions, including junior, middle and top management (as % of total management positions)*	32%	34%
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)**	35%	36%
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)***	26%	29%
Women managers in revenue-generating positions as a % of all managers in revenue-generating positions****	7%	7%
Share of women in STEM-related positions (as % of total STEM positions)	19%	21%

*With reference to the Diversity Equity and Inclusion section of this report, this includes women in the Logitech "People Managers" category, "Leadership level roles" category and "Leadership" category.

**With reference to the Diversity Equity and Inclusion section of this report, this is a subset of women in the Logitech "People Managers" category who are in the first level of management.

***With reference to the Diversity Equity and Inclusion section of this report, this includes women in the Logitech "People Managers" category and "Leadership level roles" category and "Leadership" category.

**** With reference to the Diversity Equity and Inclusion section of this report, this comprises women in revenue generating positions, who are also managers.

DATA CONTINUED

TABLE 18 RACIAL DIVERSITY IN MANAGEMENT METRICS FOR DJSI

EMPLOYEES IN MANAGEMENT	FY21	FY22
Asian	32%	34%
Black or African American	1%	4%
Hispanic or Latino	9%	5%
White	47%	49%
Indigenous or Native American	0%	0%
Native Hawaiian or other Pacific Islander	2%	2%
N/A: Declined to state and/or not specified	9%	6%

TABLE 19.A EMPLOYEE AGE DIVERSITY

	FY21	FY22
Under 30	39%	31%
30-50	55%	61%
51+	6%	8%

TABLE 19.B EMPLOYEE AGE DIVERSITY BY EMPLOYMENT LEVEL

	FY21			FY22		
	Under 30	30-50	51+	Under 30	30-50	51+
Leadership Team	0%	50%	50%	0%	44%	56%
Leadership level roles	0%	68%	33%	0%	67%	33%
People Managers	4%	83%	13%	3%	81%	15%
All Other Employees	35%	59%	6%	28%	64%	8%

DATA CONTINUED

TABLE 20 EMPLOYEE DATA FOR GRI REPORTING

20.A Total number of employees by employment contract (permanent and temporary), by gender

	MALES	FEMALES	NON-REPORTING
Regular	3,249	1,920	3
Temporary	115	116	10

20.B Total number of employees by employment contract (permanent and temporary), by region

	EMEA	AMERICAS	ASIA-PACIFIC
Regular	1,207	1,674	2,291
Temporary	123	11	107

20.C Total number of employees by employment type (full-time and part-time), by gender

FULL-TIME			PART-TIME		
Female	Male	N/A	Female	Male	Non reporting
1,967	3,321	4	69	43	9

DATA CONTINUED

CHARITABLE INVESTMENTS

TABLE 21 BREAKDOWN OF CHARITABLE CASH CONTRIBUTIONS

% OF TOTAL SPEND	Units	FY21	FY22
Charitable donations	%	45	72
Community investments	%	37	25
Commercial initiatives	%	18	3
Total Logitech Business Giving Cash Contribution	US\$	-	\$ 4,579,652

TABLE 22 BUSINESS GIVING CAUSES & DONATIONS

ORGANIZATION NAME	CURRENCY	AMOUNT	TO SUPPORT:
From the Logitech Cares Fund at the Tides Foundation:			
A Better Life Foundation USA Inc	USD	11,905.00	General Operations, as part of our #Creators4BIPOC program
Adopt An Angel Inc	USD	5,000.00	General Operations
Asian Mental Health Collective	USD	11,905.00	General Operations, as part of our #Creators4BIPOC program
Bail Project Inc	USD	11,905.00	General Operations, as part of our #Creators4BIPOC program
BIPOC Support Foundation	USD	11,905.00	General Operations, as part of our #Creators4BIPOC program
Black Girl Film School	USD	11,905.00	General Operations, as part of our #Creators4BIPOC program
Black Girls Smile	USD	11,905.00	General Operations, as part of our #Creators4BIPOC program
Bootstrap Capital Incorporated	USD	11,905.00	General Operations, as part of our #Creators4BIPOC program
Caritas Vaud	USD	5,000.00	To support the homeless shelter
Chinese for Affirmative Action	USD	11,905.00	General Operations, as part of our #Creators4BIPOC program
Detroit Heals Detroit	USD	11,905.00	General Operations, as part of our #Creators4BIPOC program
Empowerment Labs	USD	65,300.00	To Support the creation of educational content
Favored Nations	USD	11,905.00	General Operations, as part of our #Creators4BIPOC program
GLAAD Inc	USD	100,000.00	To support GLAAD's Social Media Safety Index (SMSI)
ILGA World	USD	10,000.00	To support Trans and Intersex Activists in their fight for protection, recognition, and decriminalization
JaQuel Knight Foundation	USD	11,905.00	General Operations, as part of our #Creators4BIPOC program
Know Your Rights Camp	USD	11,905.00	General Operations, as part of our #Creators4BIPOC program
Loveland Foundation Inc	USD	11,905.00	General Operations, as part of our #Creators4BIPOC program
Make-a-Wish Foundation International	USD	4,660.00	To support Make-a-Wish Ireland's Grant Wishes
Monsoon Asians & Pacific Islanders in Solidarity	USD	11,905.00	General Operations, as part of our #Creators4BIPOC program

DATA CONTINUED

TABLE 22 BUSINESS GIVING CAUSES & DONATIONS (CONTINUED)

ORGANIZATION NAME	CURRENCY	AMOUNT	TO SUPPORT:
From the Logitech Cares Fund at the Tides Foundation:			
National Black Women's Justice Institute	USD	11,905.00	General Operations, as part of our #Creators4BIPOC program
National Indian Child Care Association	USD	11,905.00	General Operations, as part of our #Creators4BIPOC program
Policing Equity	USD	11,905.00	General Operations, as part of our #Creators4BIPOC program
Refugee & Immigrant Center for Education & Legal Services	USD	11,905.00	General Operations, as part of our #Creators4BIPOC program
South Asian Americans Leading Together Inc.	USD	11,905.00	General Operations, as part of our #Creators4BIPOC program
The Ablegamers Foundation Inc	USD	20,000.00	General Operations
The Spastics Society of Tamilnadu (SPASTN)	USD	3,227.56	To support the rehabilitation & education programs
UC San Diego Gift Services	USD	120,000.00	To support the Scripps Institute of Oceanography's student delegations at COP26/COP27
Universal Hip Hop Museum	USD	11,905.00	General Operations, as part of our #Creators4BIPOC program
Western Washington University Foundation	USD	5,000.00	To Support WWU's Industrial Design program
WeXL Org	USD	11,905.00	General Operations, as part of our #Creators4BIPOC program
Subtotal	USD	588,192.56	
Additional to the above:			
501CTHREE	USD	50,000.00	For General Operations
All Access Life	USD	31,000.00	To support annual marathon event
AnyKey	USD	1,000.00	General operations as part of our Creator Spotlight streaming fundraisers
Archibong Heritage Foundation	USD	250,000.00	To support the Pavilion of the African Diaspora
Black Girls Code	USD	50,000.00	For General Operations
Black Girls Smile	USD	1,000.00	General operations as part of our Creator Spotlight streaming fundraisers
DAV Charitable Service Trust	USD	5,000.00	General Operations in honor of Veterans Day
DirectRelief	USD	1,000.00	General operations as part of our Creator Spotlight streaming fundraisers
Do Good Foundation	USD	6,000.00	To support Ukraine relief efforts
Forest Nation	USD	8,000.00	To plant trees in Tanzania in honor of Earth Day
Girls Who Code	USD	300,000.00	To support closing the gender gap in technology and computer science

DATA CONTINUED

TABLE 22 BUSINESS GIVING CAUSES & DONATIONS (CONTINUED)

ORGANIZATION NAME	CURRENCY	AMOUNT	TO SUPPORT:
Girls Who Code	USD	1,000.00	General operations as part of our Creator Spotlight streaming fundraisers
IE Foundation	USD	60,000.00	To support a more equitable + diverse future of environmentalism.
Loveland Foundatioin	USD	1,000.00	General operations as part of our Creator Spotlight streaming fundraisers
NAACP	USD	25,000.00	To support Powershift Entrepreneur Grants
National Minority Supplier Diversity Council	USD	50,000.00	to help minority businesses that were impacted by covid related economic challenges
No Label Academy	USD	200,000.00	To support fostering inclusion and innovation in the music industry
Oui, je le veuz	USD	43,584.00	To support marriage equality in Switzerland
Oxygen for India	USD	2,000,000.00	To support the distribution of oxygen cylinders and concentrators in India during Covid-19 crisis
PitchBkck	USD	60,000.00	To support black-owned startups
Plastic Oceans	USD	1,000.00	General operations as part of our Creator Spotlight streaming fundraisers
Project HOPE	USD	130,000.00	To support Ukraine relief efforts
Royal College of the Arts	USD	393,000.00	To support a scholarship program for students in underrepresented communities entering into the design field.
Save the Children	USD	63,000.00	To support Ukraine relief efforts
StackUp.Org	USD	1,000.00	General operations as part of our Creator Spotlight streaming fundraisers
StopAAPIHate	USD	50,000.00	For General Operations in response to the mass shooting in Atlanta, GA in March 2021
The Best Buy Foundation	USD	50,000.00	To support the Best Buy Teen Tech Center at the Boys & Girls Club of San Leandro, CA
The Trevor Project	USD	1,000.00	General operations as part of our Creator Spotlight streaming fundraisers
TheAbleGamers	USD	1,000.00	General operations as part of our Creator Spotlight streaming fundraisers
Total	USD	4,421,776.50	

DATA CONTINUED

HEALTH AND SAFETY

TABLE 23 HEALTH AND SAFETY METRICS FOR OUR PRODUCTION FACILITY

H&S METRIC	UNITS	CATEGORY	CY18	CY19	CY20	CY21
Number of fatalities, due to work-related injury	# cases	Direct contract*	0	0	0	0
		Indirect contract**	0	0	0	0
Number of fatalities, due to work-related ill-health	# cases	Direct contract	0	0	0	0
		Indirect contract	0	0	0	0
Number of high-consequence work-related injuries	# cases	Direct contract	0	0	0	0
		Indirect contract	0	0	0	0
Number of recordable work-related injuries***	# cases	Direct contract	5	4	4	3
		Indirect contract	0	0	0	0
Number of recordable work-related ill health cases	# cases	Direct contract	0	0	0	0
		Indirect contract	0	0	0	0
Number of near-misses	# cases	Direct contract	0	2	2	
		Indirect contract	0	0	0	2
Total recordable incident rate****	# cases	Direct contract	0.14	0.09	0.13	0
		Indirect contract	0	0	0	0.07
Total hours of Health & Safety training provided	# hours	Direct contract	45,384	88,872	42,576	68,856
		Indirect contract	203,208	110,952	227,880	122,976
% of workers covered by the H&S management system	%	Direct & Indirect contract	100%	100%	100%	100%

* Direct contract: Regular Employees with a direct employment contract with Logitech. Does not include temporary, intern or fixed-term.

** Indirect contract: Temporary Staff/Interns/Fixed Terms

*** 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 24 ETHICS & COMPLIANCE

METRIC	FY21	FY22
Substantiated complaints concerning breaches of customer privacy.	0	0
Substantiated complaints concerning leaks, thefts, or losses of customer data were identified	0	0
Confirmed incidents of corruption	0	0
Confirmed incidents in which employees were dismissed or disciplined for corruption	0	0
Confirmed incidents where contracts with business partners were terminated or not renewed due to violations related to corruption	0	0
Legal cases brought against the organization or our employees for organizational corruption	0	0

DATA CONTINUED

TABLE 24 ETHICS & COMPLIANCE (CONTINUED)

Staff disciplined or dismissed due to noncompliance with anti-corruption policy/policies	0	0
Legal actions (pending or completed) regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant	0	0
Significant fines* and non-monetary sanctions for noncompliance with environmental laws and/or regulations in the last 4 years	0	0
Substantiated cases of corruption and bribery in the last 4 fiscal years.	0	0
Incidents of noncompliance with regulations concerning the health and safety impacts of products and services resulting in a fine or penalty or regulatory warning	0	0
Number of incidents of noncompliance with regulations concerning product and service information and labeling resulting in a fine or penalty or regulatory warning	0	0
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

* Significant fines in this case is defined as > US\$10 000.

N/R: Not reported

TABLE 25 POLITICAL CONTRIBUTIONS

	FY21	FY22
Political contributions by, or on behalf of, Logitech	0	0

DATA CONTINUED

RBA CODE COMPLIANCE

TABLE 26 RBA CODE COMPLIANCE AT OUR PRODUCTION FACILITY (VALIDATED AUDIT PROCESS)

	UNITS	CY18	CY19	CY20	CY21
SAQ Score	%	94.0	93.9	93.4	93.2
Priority Findings	#	-	0	-	0
Major Findings	#	-	1	-	2
Minor Findings	#	-	1	-	1

TABLE 27 SUPPLIER DEVELOPMENT ACTIVITIES

	UNITS	CY18	CY19	CY20	CY21
MAJOR SUPPLIERS					
Number of Major Suppliers	#	N/R	N/R	57	57
Percentage of major supplier facilities audited	%	N/R	N/R	100	100
NEW SUPPLIERS					
Number of new supplier facilities	#	N/R	N/R	59	41
Percentage of new supplier facilities audited	%	N/R	N/R	100	100
AUDITS					
Total number of audits completed (on-site or desktop)	#	N/R	N/R	290	229
CONFLICT MINERALS					
Supplier participation	%	100	100	100	100
RENEWABLE ELECTRICITY					
Carbon saving from supplier uptake of renewable electricity	tCO _{2e}	21	781	41,871	94,341

ENDNOTES

INTRODUCTION

COMPANY STRUCTURE

1. Regular employees with a direct employment contract with Logitech. This does not include temporary, intern or fixed-term.

LOGITECH IN FIGURES

1. Regular employees with a direct employment contract with Logitech. This does not include temporary, intern or fixed-term.
2. As of 31st March 2022

OUR APPROACH

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

PRODUCTS & THE ENVIRONMENT

CLIMATE ACTION

1. An 85% reduction by 2030 compared to a 2019 baseline.
2. Offices that account for 80% of total floor space.
3. For further information on our carbon footprint, including nonmaterial segments and GHG Protocol categories, please refer to the Data section of this report.
4. Major Product Lines: the Product Lines that account for more than 80% of shipments, by weight in the previous calendar year.
5. The Global Logistics Emissions Council (GLEC) Framework: a globally-recognized methodology and good practice standard for harmonized calculation and reporting of greenhouse gas emissions across a multi-modal supply chain. The GLEC Framework is fully aligned with the Greenhouse Gas Protocol, UN-led Global Green Freight Action Plan and CDP reporting standards.
6. Major Countries of Sale: Countries accounting for more than 80% of shipments, by weight, in the previous calendar year.
7. Major Suppliers: the direct (Tier 1) supplier who accounted for 80% of our spend in the previous calendar year.

FORESTRY AND BIODIVERSITY

1. WWF (2009) Zero Net Deforestation by 2020- A WWF Briefing Paper.
2. Measured as the number of units shipped with FSC-certified packaging divided by the total number of units shipped, in the Calendar Year.

CIRCULARITY

1. 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(TM)-certified paper packaging, and post-consumer recycled plastic as examples of circular materials, which support the transition to a more circular economy.
2. A new circular vision for electronics. Time for a Global Reboot. In support of the United Nations E-Waste coalition. January 2019. World Economic Forum and the Platform for Accelerating the Circular Economy (PACE).

PEOPLE

ETHICS

1. Our definition of significance is aligned with the materiality definition applied in our mainstream annual financial reporting.
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. 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).

SUPPLIER DEVELOPMENT

1. 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.

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