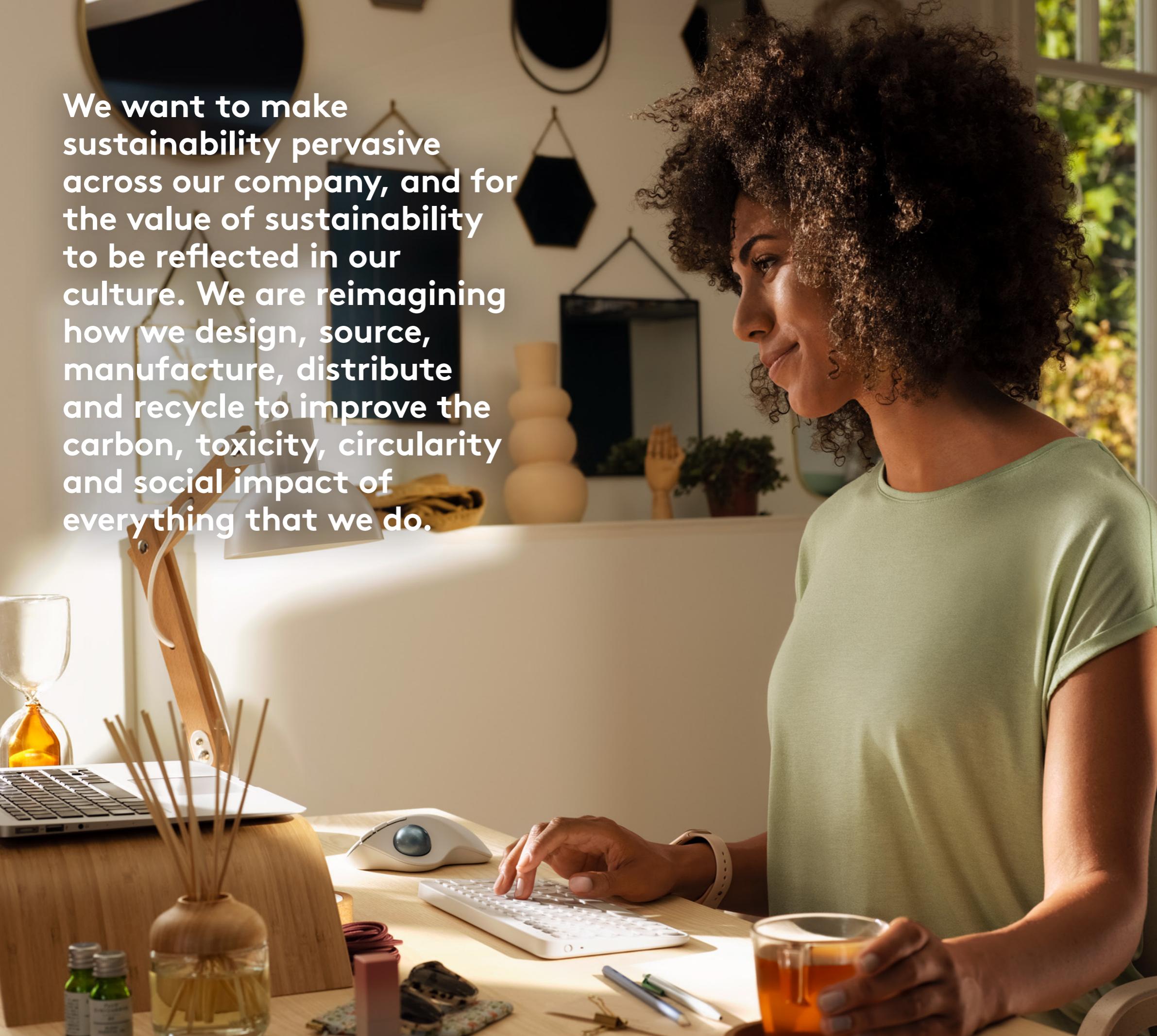




logitech®

SUSTAINABILITY  
REPORT FY21



**We want to make sustainability pervasive across our company, and for the value of sustainability to be reflected in our culture. We are reimagining how we design, source, manufacture, distribute and recycle to improve the carbon, toxicity, circularity and social impact of everything that we do.**

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# INTRODUCTION



## Reflecting on Sustainability at Logitech

This is Logitech's 40th year, and our purpose has never been stronger or clearer - to enable people to pursue their passions by designing experiences so that everyone can create, achieve, and enjoy more. We are committed to doing this in a way that is good for the planet.

Two values in our company culture were propelled to prominence in 2021: equality and environment. They are core to what we want to be and they drive our actions daily. In a year when environmental and social issues became undeniable, we strengthened our commitments and took their implementation far further than we had ever done so before.

### Equality

We are taking action to address the need for a more diverse, equitable, and inclusive society. We have outlined a seven-point plan to address injustice and create a more equitable world. Diversity, Equity and Inclusion (DEI) plans and goals are in place and we are actively cultivating a culture of inclusive leaders who work together to ensure that employees, suppliers, partners, and customers feel supported, and are part of a thriving, diverse community.

We created a Supplier Diversity Program, increasing the number of suppliers from underrepresented communities by 30% this year. We established a LogiCares Donor Advised Fund for charitable giving, to accelerate the pace

of social change. We know we cannot drive change alone and are working with innovative partners to solve society's toughest problems. We are only just getting started.

The sustainability standards set forth in the Responsible Business Alliance (RBA) Code of Conduct have guided us for well over a decade. We continue to hold ourselves accountable to the highest environmental, social, and governance standards in the industry and we are committed to the United Nations Global Compact and the Sustainable Development Goals (SDGs). With these commitments, we are pursuing opportunities to solve social and environmental challenges, protect our planet for future generations, and fight inequality and injustice.

### Environment

We also want to be a company that is good for the environment, rather than just being "less bad than before". So we have accelerated our Climate Action Strategy to become Carbon Neutral Logitech (scope 1, 2 and 3) in 2021 and adopt a Climate Positive Approach to deliver Net Zero by 2030 and Climate Positive thereafter. These are big steps. But addressing our own impact is not enough. Change isn't happening fast enough across the world. We believe urgent action is needed to raise awareness and address the climate crisis that is impacting the future of our planet.

We were the first consumer electronics company to make the commitment to provide carbon impact labeling on product packaging across our entire portfolio. We did this because we want to enable consumers to assess our products for their environmental impact, just as they would assess food products for their calorie content. Our first carbon-labeled products hit the shelves on Earth Day 2021 and all our Major Product Lines will be labeled by 2025. Through Carbon Clarity, we are held publicly accountable for driving down our impact. We continue to integrate sustainability into our product development process, ensuring that the next generation of products will have the lowest impact we have ever designed.

We can't do it alone - real change is driven by partnerships and collaboration. We want all companies to adopt and share accurate carbon labeling so that consumers can make choices based on a product's features, price and impact on the planet. We're making our carbon impact measurement tool available to industry partners and competitors. Our hope is that its broad adoption across the industry will help drive all of us to reduce carbon production to keep pace with our competitors.

### Future

We were grateful to be recognized for our accomplishments this year. We were named on the Dow Jones Sustainability™ Index Europe, made Fast Company's list of the World's Most Innovative Companies for 2021 with a top 5 ranking for Corporate Social Responsibility, and had all of our gaming portfolio labeled Climate Pledge Friendly on Amazon.com. In Switzerland, Bilanz ranked us #1 for climate consciousness and the Financial Times ranked Logitech #12 in Europe for greenhouse gas emission intensity reductions.

While these milestones are gratifying, they also show how much more work there is to do in this area. If we are regarded as one of the best, then the world must improve dramatically. We must set a new standard for good.

We believe we are at our best when we are open and ourselves, always acting with integrity, hungry to do more, and humble enough to recognize that continuous learning shapes our character. We will not slow down. Our long-term approach to sustainability and social impact, coupled with our determination to "defy the logic" of the past, will help us lead the way to a more sustainable and equitable future.



**Bracken Darrell**  
President and Chief Executive Officer

As a company, we believe positive change is necessary. Change for the environment. Change for inclusion. And an equal playing field for all. The world needs companies to stand up for environmental sustainability and diversity. And Logitech is.

**Bracken Darrell**  
President and Chief Executive Officer

# SUSTAINABILITY

FY21 Highlights

## CARBON CLARITY



Target developed: 100% of products to be Carbon Impact labeled by 2025

## CLIMATE ACTION



- Climate Positive Approach adopted
- 94% reduction in Scope 1 & 2 carbon intensity since 2015
- 92% renewable electricity
- Carbon neutral products and production facility



## TARGETED SUBSTANCE REDUCTION



**77%**  
reduction in targeted substances since CY10

## END-OF-LIFE RECYCLING AND CIRCULARITY

### Global recycling

tons financed since CY10



**35,178**  
electrical devices



**3,238**  
batteries



**19,616**  
packaging

### Post-consumer recycled (PCR) plastic:



- 18 product lines using PCR
- 4000+ t of PCR to date
- 7000+ tCO<sub>2</sub> saving to date

### Responsible packaging:



- Single-use plastic policy established
- Eliminating single-use plastic wherever possible
- 9 product lines using FSC-certified packaging
- Supporting responsible management of the world's forests

## CONFLICT MINERALS

**100 %**

- Direct suppliers engaged
- Smelter and refiner participation in third-party certification programs
- Due diligence program expanded to include Cobalt and Mica

73	50
W	Au

## SOCIAL IMPACT



- 7 Commitments to Social Impact action made public
- Diversity, equity and inclusion (DEI) metrics established



- >600 professional coaching sessions
- Introduction of Logi-Learning networks



- \$30 million commitment to philanthropy over the next 10 years

## SUPPLIER DEVELOPMENT

RBA Code of Conduct



- Validated Audit Program at production facility and major supplier factories
- 100% major suppliers audited in CY20
- 290 audits carried out in CY20

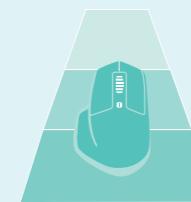
## DESIGN FOR SUSTAINABILITY (DfS)



DfS principles applied across all business groups to reflect DfS principles

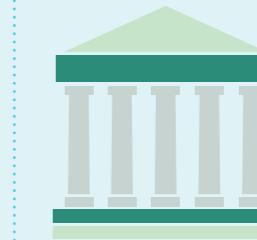


Launched G PRO X SUPERLIGHT which avoids an estimated annual impact of over 370 tCO<sub>2</sub>e



Developed a new strategic framework to drive ambitious portfolio-level goals for DfS

## GOVERNANCE



Board level oversight of sustainability



Executive compensation linked to sustainability performance

## AWARDS & ACKNOWLEDGMENTS

- Dow Jones Sustainability™ Europe Index
- FTSE4Good Index Series
- EcoVadis gold-rated
- World Finance Sustainability Award 2020
- Fast Company World's Most Innovative Companies 2021 for CSR Award
- Sustainalytics 96th percentile leader
- World Benchmarking Alliance SDG2000



# COMPANY STRUCTURE

We design possibilities that extend human capability.

As a global leader in the consumer electronics industry, we design products and service offerings that have an everyday place in people's lives, connecting them to the digital and cloud experiences they care about. Since 1981, we have been connecting people through computers, and now we are a multi-brand, multi-category company designing products that enable people to pursue their passions and connect to the world through computing, gaming, video, music and content creation.

Logitech was founded in Switzerland in 1981. Our registered office and holding company (Logitech International

S.A.) is in Aigle, 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. Our workforce includes more than 9,000+ people<sup>1</sup>. Our network of offices includes 19 Major Offices (i.e. offices that 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).

As of March 31, 2021, our total capitalization was \$2,262 million, funded 100% by equity, with zero debt. Total net sales for FY21 were \$5.25 billion.

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, electronics stores, computer and telecommunications stores, value-added resellers, and online merchants.

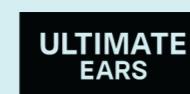
# logitech®



astro



JAYBIRD



From our humble beginnings as a Swiss hardware company, our products now participate in five large markets: Creativity & Productivity, Gaming, Video Collaboration, Music and Smart Home.

Additionally, the Logitech family currently comprises seven master brands: Logitech, Logitech G, ASTRO Gaming, Streamlabs, Blue Microphones, Jaybird, and Ultimate Ears.

## Creativity & Productivity

With ever-increasing connectivity and consistent growth in time spent by people on computing platforms, we continue to innovate and grow market share for pointing devices, keyboards/combos, tablets and other accessories, and webcams.

## 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, high definition (HD), 1080p video and affordability, to enable video conferencing by businesses of any size.

## Music

Our Music category includes two sub-categories: Mobile Speakers and Audio & Wearables.

The Mobile Speakers subcategory 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; wireless audio wearables for sports and active lifestyles; and a range of audio tools for recording or broadcasting applications, from YouTube and podcast production to music and gaming.

## Smart Home

This category includes advanced home entertainment controllers and home cameras that enable home monitoring via mobile devices. It also includes products dedicated to controlling emerging categories of connected smart home devices such as lighting, thermostats and door locks.

## Joint Ventures

We do not operate Joint Ventures.

## Acquisitions

On October 31, 2019, we acquired all equity interests in General Workings, Inc. (Streamlabs). Streamlabs is a leading provider of software and tools for professional streamers. The Streamlabs acquisition is complementary to our gaming portfolio. The scope of this Sustainability Report includes data and performance for Streamlabs from 2020 onwards.

On February 17, 2021, we acquired all equity interests of Mevo Inc. (Mevo). The Mevo Acquisition is complementary to the Company's PC Webcams portfolio and will better enable us to offer end-to-

end solutions for streaming and content creation.

The scope of this Sustainability Report does not include data and performance associated with this acquisition, because the Logitech-Mevo integration process was outside the reporting period.

## Production Facility

Our high-volume production facility was established in Suzhou, China in 1994. On-site 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 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

FY21

**6,300+**  
EMPLOYEES<sup>1</sup>

**33%**  
FEMALE BOARD  
OF DIRECTORS

**64%**  
MALE



**36%**  
FEMALE



**>\$226 m+**  
SPEND ON R&D

**23**  
DESIGN AWARDS

**\$5.25 BILLION  
NET SALES (FY21)**  
(% BY PRODUCT  
CATEGORY)



# SUSTAINABILITY AT LOGITECH

As a company, we commit to doing the right thing, behave ethically and act with integrity. We live and breathe our values. We commit to being part of global efforts to co-create a more sustainable future.

Our vision is to design new possibilities that extend human capability. Our mission and purpose is to help all people pursue their passions, by designing experiences that enable everyone to create, achieve, and enjoy more. 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 society. 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 force of our collective experience and capacity for innovation and social change.

Aligning our existing sustainability programs with the United Nations Sustainable Development Goals (SDGs) was the obvious next step, and a transformational commitment to the next phase of our sustainability journey. In each section of this report, we have highlighted the SDGs that are core areas of focus for us, as an organization. A mapping of our programs to the SDG framework can also be reviewed on the Reports + Resources page [of our website](#).

**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.**

## Sustainable Development Goals

Our key areas of focus



### The United Nations Global Compact

We support the Ten Principles of the United Nations Global Compact (UNGCG) on human rights, labor, environment, and anti-corruption. We are committed to making the UNGC part of our strategy, culture, and day-to-day activities and to engage in collaborative projects which advance the broader development goals of the United Nations, 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. Over the next year, we will review our programs to confirm broad alignment with the UNGC and identify any opportunities for improvement. At this stage, we envisage our annual Sustainability Report can be expanded to address all relevant requirements of the [UNGCG's Communication on Progress](#).

### 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 develop and implement tools and programs that address 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, the ILO's International Labour Standards, OECD Guidelines for Multinational Enterprises, OHSAS 18001, ISO 14001, and SA8000.

## WE SUPPORT



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.

### Design with People

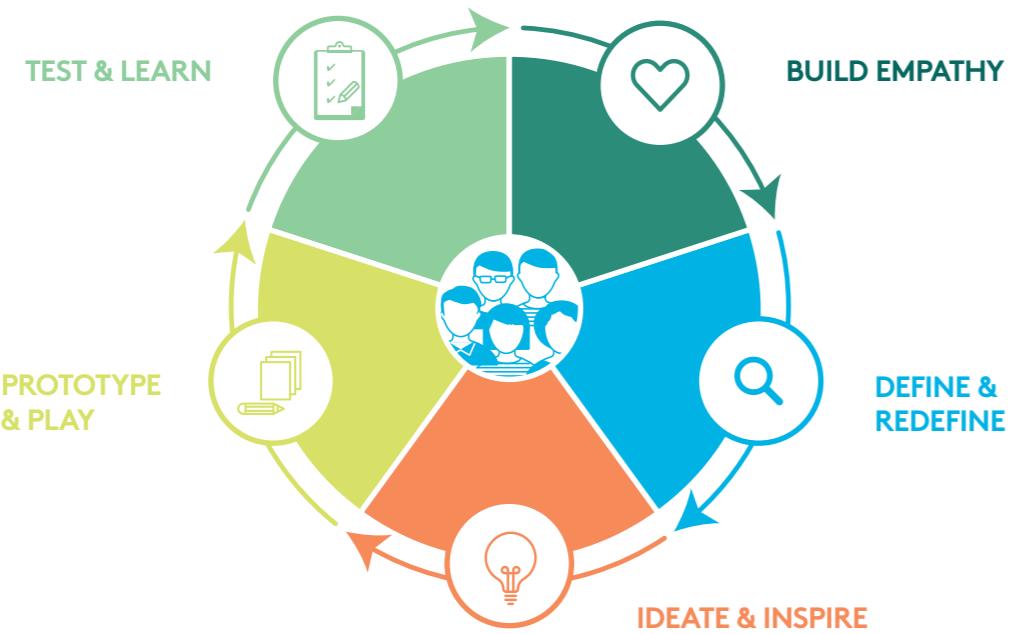
Design 3.0 is the third stage in Logitech's evolution as a design company. Design 1.0, was very much around the form and finish of a product ensuring our product experiences were emotional and magical. Design 2.0 pushed the boundaries of design across the full end-to-end customer experience. Design 3.0 is where we tread design into everything we do, whether that is an employee experience, a community experience, or a customer experience, we look to apply our principle of **Design with People** to solve problems in a creative approach with people who will benefit.

Design with People is Logitech's approach and mindset to design thinking. We design directly with people when solving complex problems.

**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 at Logitech

### Design with people



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 non-linear, 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.

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 Clarity, 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.



### Responsible Business Alliance

Formerly the Electronic Industry Citizenship Coalition

Advancing Sustainability Globally



#### LABOR

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



#### ETHICS

- Fair business, advertising and competition
- Protection of identity and non-retaliation
- Responsible sourcing of materials
- Privacy
- Business integrity
- No improper advantage



#### ENVIRONMENT

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



#### HEALTH AND SAFETY

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



#### MANAGEMENT SYSTEMS

- Management commitment
- Risk assessment and management
- Improvement objectives
- Training and communication
- Feedback, participation and grievance mechanisms
- Audits, assessment and corrective actions
- Supply chain responsibility
- Other

**OUR COMMITMENTS**

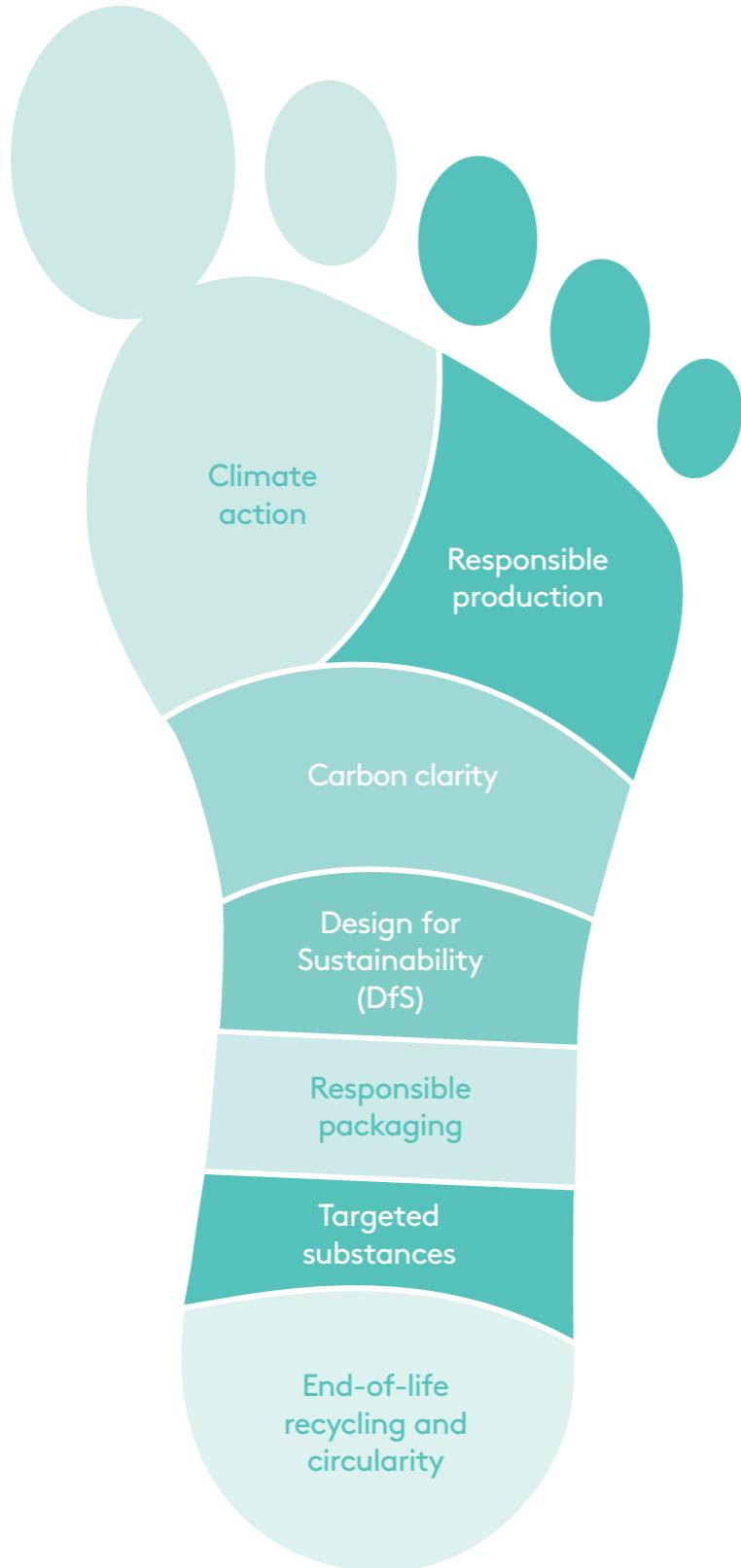
We are often asked what we mean by sustainability at Logitech. Sustainability can mean different things to different people depending on your priorities, experience, and perspective. Within Logitech, the terms SER (social, environmental, responsibility) and ESG (environment, social, and governance) are synonymous with sustainability. SER is the term used by the 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 **footprint** activities and programs which focus on reducing our environmental impact on the planet:

- Climate action
- Carbon clarity
- Design for Sustainability (DfS)
- Responsible packaging
- Targeted substances
- Responsible production
- End-of-life recycling and circularity

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



We have **handprint** activities and programs which focus on enhancing our positive impact on people, communities and society:

- Human rights and labor
- Ethics
- Privacy and security
- Conflict minerals
- Supplier development
- Talent development
- Diversity, equity and inclusion
- Employee safety, health, and well-being
- Charitable contributions
- Sustainability reporting

Some of our management programs are cross-cutting, creating value in terms of a reduced environmental footprint and enhanced positive handprint on people and society e.g. our Supplier development program and Sustainability reporting program. But our use of the handprint and footprint framework has helped us simplify communication of our approach and performance and establish internal alignment and external understanding. We like it. We hope you do too.



## 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.

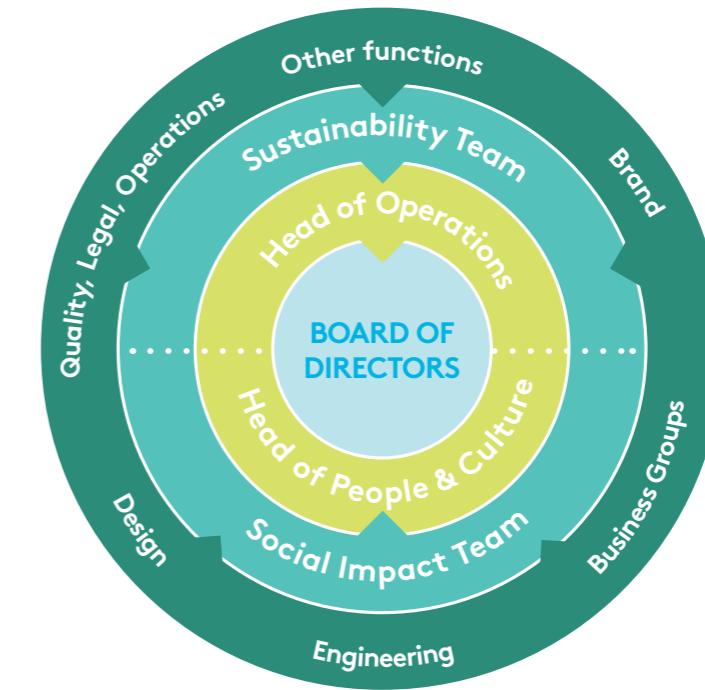
Best practice is driven by strong, effective, and committed leadership. We have established a number of collaborative mechanisms to promote and support rapid innovation around key sustainability priorities and enable collaboration across all levels and groups, within Logitech. A simplified overview of 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.

The effectiveness and outcomes of each of our key sustainability

programs is managed by program managers and 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, evaluate key highlights from the last year and identify further opportunities for growth and program evolution in the forthcoming year. We also review and refresh our policy framework in consideration of any identified opportunities for further improvement and we evaluate the need for new policies, to strengthen our management approach.

Beginning in FY22 we have incorporated sustainability metrics that will count towards a portion of our annual incentive plan. The metrics will be assessed as a composite, based on a number of different dimensions of sustainability. For more information, see "Commitment to Sustainability" in the "Executive Compensation Highlights" section of the 2021 Proxy.

## Governance framework for sustainability



### Board of directors

#### Oversight

The Board of Directors, including our CEO, liaise with the Head of Global Operations & Sustainability and the Head of People & Culture and provide oversight, where relevant.

#### LEADERSHIP Commitment & Sponsorship

The Head of Global Operations and Sustainability and the Head of People & Culture advocate for sustainability, select projects to prioritize, sponsor and finance and drive strategy and execution, in collaboration with other business leaders.

#### SUSTAINABILITY FORUMS Making Sustainability Pervasive

Proposals, projects, emerging themes and ideas are discussed in a cross-functional open forum to catalyze sharing of knowledge and ideas and cross-pollination of ideas, lessons learned and capabilities established.

#### SUSTAINABILITY TEAM AND SOCIAL IMPACT TEAM Analyzing and Prioritizing

The Sustainability Team and Social Impact team routinely review the purpose, scope and value of sustainability proposals and how they align with external factors and our overall commitments and values.

#### ALL TEAMS Innovating and Ideating

Sustainability opportunities can be identified by any individual across the company and channeled to Sustainability Champions, to be tabled via our forums and exposed to further analysis of the potential value and impact of the program.

## 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, sustainability reporting, and sustainability strategy.

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 ISO9001, and our carbon 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 **Sustainability 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



**"Gold"** Rating



DJSI Europe Listed



FTSE4Good Listed



**"AA"** Rated\*



SIX Switzerland Sustainability 25®



Climate Leader



SDG2000 Listed



2020 Overall Winner  
in Consumer  
Technology category  
2021 Honoree  
#4 in CSR



# 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 socialize 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; and
- decide and do.

Equality and Environment was explicitly included as a values set last year. 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 strive to be responsible for our planet and advocate for sustainability. We strive to be responsible for our planet and 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, nor 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 surfaces 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 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 look to foster an environment where we receive and provide candid and constructive feedback and share insight, 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 (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 six broad stakeholder groups with views and perspectives relevant to our activities:

- Customers, consumers and the public
- Employees
- Regulatory authorities
- Shareholders/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 tend to 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.

## ENGAGEMENT STRATEGY

### **Customers, consumers and the public**

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, media 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 method. Our FY21 NPS score was 30 which was lower than previous years predominantly due to low online inventory and higher response times in the initial COVID-19 lockdown period. FY20 NPS score was 50.

We are increasingly speaking up and out on both environmental and social issues. Public commitments in these key topic areas were communicated in FY21 via press releases, social media platforms, and customer-facing websites.

**Climate Action:** We announced 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 gaming products are now certified CarbonNeutral®, with additional product portfolios to follow.

In 2021 our 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.

**Carbon Clarity:** We communicated a pledge to provide carbon impact labels on product packaging across our entire portfolio. This announcement was intended to engage and empower consumers with sustainability information and enable carbon-cognizant purchasing decisions. The announcement was also intended 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.

**Post-Consumer Recycled Plastics:** An integrated media announcement this year marked the commitment to incorporating post-consumer recycled plastic (PCR) into products at scale. By the end of 2021, more than 50% of mice & keyboards in our largest portfolio will use recycled plastic.

**LogiTalks:** The external facing LogiTalk series was launched to amplify the stories of dynamic individuals and activists who align with Logitech's values and are making a difference in the communities in which we live and work. Employees were encouraged to participate live to engage with LogiTalk creators and activists before we shared the content with the outside world.

### **Employees**

As a global company with a small company attitude, 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.

Online huddles were conducted this year 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. Continuing our response to COVID-19 and in line with our intent to support streaming and broadcasting, we held virtual events to educate and inspire employees.

## TOPICS OF DISCUSSION

- Product performance, including warranty process
- Customer satisfaction
- Product features
- End-of-life recycling and circularity
- Hazardous substances (RoHS, REACH)
- Responsible production
- Product energy efficiency
- Use of packaging
- Charitable contributions
- Diversity, equity, and inclusion
- Climate Action

- Employee benefit and compensation offerings
- Employee development opportunities
- Company strategy and priorities; vision and values
- Company commitment to social and environmental issues
- Corporate philanthropy and individual/team charitable opportunities

ENGAGEMENT STRATEGY	TOPICS OF DISCUSSION
<p>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. New programs were added this year to support employees at home. "Logi at Home", Work from Home Tips, Ergo at home tips, plus weekly CEO Videos were available for employees to share the challenges and stressors of working from home.</p> <p>We have always been an open culture, free to share ideas and feedback. In order to capture employee perspectives, we launched a twice-yearly survey, which not only identified what we do well and where we can work to improve, but also resulted in personalized, ongoing coaching of individuals across Logitech via regular prompts of how small actions can have big impacts. We had 79% of employees participating in the December Survey. As part of this survey, employees provided weighted feedback on their experience at Logitech, on measures such as happiness, retention and their perspective on our current state of workplace inclusivity at Logitech.</p> <p>At our production facility, we conduct regular team meetings and utilize mobile chat, to share company news and leadership updates in local language. More formally, we conduct periodic worker interviews to further collate and understand employee views, provide suggestion boxes and an anonymous whistle-blowing mechanism, which employees can use to submit comments, confidentially.</p>	
<p><b>Regulatory Authorities</b></p> <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, relevant to current and planned activities.</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"> <li>Hazardous substances (RoHS, REACH)</li> <li>Compliance with environmental permits</li> <li>Legal compliance reporting</li> <li>Conflict minerals</li> <li>End-of-Life stewardship reporting</li> </ul>
<p><b>Shareholders / Investors</b></p> <p>Engagements are managed by our Investor Relations team and include our Annual General Meeting, routine conferences, and briefings, and direct engagements. Annual financial statements, Investor Reports, and other pertinent information is shared via the <a href="#">Investor Page</a> 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 2021 Analyst and Investor Day, we presented the acceleration of Logitech's sustainability impact and commitments, to a global audience.</p>	<ul style="list-style-type: none"> <li>Financial performance</li> <li>ESG (Environment, Social and Governance) performance</li> <li>Climate action</li> <li>Sustainability reporting</li> <li>Supply chain management</li> </ul>
<p><b>Special Interest Groups</b></p> <p>Special Interest Groups can include industry bodies, Non-Governmental Organisations (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 is provided on the following page of the key industry initiatives and industry bodies that we maintain membership in. We consider the public views of a number of Special Interest Groups, as part of the External Factors Review and Materiality Assessment underpinning this Sustainability Report. Please refer to the <a href="#">Materiality Assessment</a> section for further information.</p>	<ul style="list-style-type: none"> <li>Sustainability performance at our production facility</li> <li>Supply chain management</li> <li>Climate action</li> <li>Worker safety, health and well-being</li> <li>Human rights and labor</li> </ul>

ENGAGEMENT STRATEGY	TOPICS OF DISCUSSION
<p><b>Suppliers &amp; Business Partners</b></p> <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 suppliers. Facing the challenging context of COVID-19, we continued to prioritize supplier engagements with our annual Supplier Day taking place as virtual sessions, to set sustainability expectations and engage in dialogue and transparent Q&amp;A. In our February 2021 suppliers conference, we presented our approach to sustainability and our expectations of our partners for carbon reduction, renewable electricity carbon reporting, and overall designing for sustainability.</p>	<ul style="list-style-type: none"> <li>Ethical code of conduct</li> <li>Responsible marketing and product labeling</li> <li>Responsible manufacturing</li> <li>Hazardous substances (RoHS, REACH)</li> <li>Product takeback and circular supply chains</li> </ul>
<p><b>EXTERNAL INITIATIVES &amp; MEMBERSHIPS</b></p> <p>We believe collaboration across our sector and multi-stakeholder engagement is required, to catalyze society's transition to a more sustainable future.</p>	<p>In recent years we have taken a more overt approach to demonstrate our commitment to Sustainability. In doing so, we decided to be more vocal. Since then, 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.</p>
<p><b>REPORTING STANDARDS AND SUSTAINABILITY PARTNERSHIPS</b></p> <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> 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: <a href="http://www.epa.gov/greenpower">www.epa.gov/greenpower</a>.</p>	<p><b>WHAT THIS PARTNERSHIP MEANS FOR US</b></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. By sharing our performance in this best practice way, we work to galvanize sector-wide transparency and credibility.</p> <p>We are committed to, and working towards, full alignment with Core GRI standards to enable enhanced transparency, credibility and accountability in reporting.</p>

REPORTING STANDARDS AND SUSTAINABILITY PARTNERSHIPS	WHAT THIS PARTNERSHIP MEANS FOR US
 Girls Who Code is a nonprofit organization that aims to support and increase the number of women in computer science by equipping young women with the necessary computing skills to pursue 21st-century opportunities.	In FY21 we became a long-term partner with Girls Who Code to support its mission of helping young girls discover a passion for engineering and creativity through a series of collaborative tactics. To help support this mission in addition to financial donations We will sponsor a Girls Who Code Summer Immersion Program, host virtual sessions and events for students, provide internship opportunities and more. See the <a href="#">Charitable Contributions</a> section for more information.
 The Global Reporting Initiative (GRI) is a nonprofit organization that promotes one of the world's most prevalent standards for sustainability reporting - the GRI Standards	We are committed to, and working towards, full alignment with Core GRI standards to enable enhanced transparency, credibility and accountability in reporting.
 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.	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.
 The National Minority Supplier Development Council (NMSDC) matches certified minority-owned business enterprises (MBE) in the United States with corporate member companies and builds MBE capacity and capabilities through programs and other educational offerings.	Through our membership of the NMSDC, we are working to develop our Supplier Diversity Program and connect with MBEs across the U.S., to diversify our supplier base.
 The Organization for Economic Co-operation and Development (OECD) is an international economic body of 37 countries dedicated to stimulating economic progress and world trade. The OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas sets out best practice guidance for companies to respect human rights and avoid contributing to conflict through their mineral purchasing decisions and practices.	We follow the OECD due diligence guidelines for supply chain due diligence specifically around minerals from conflict-affected and high risk-areas.

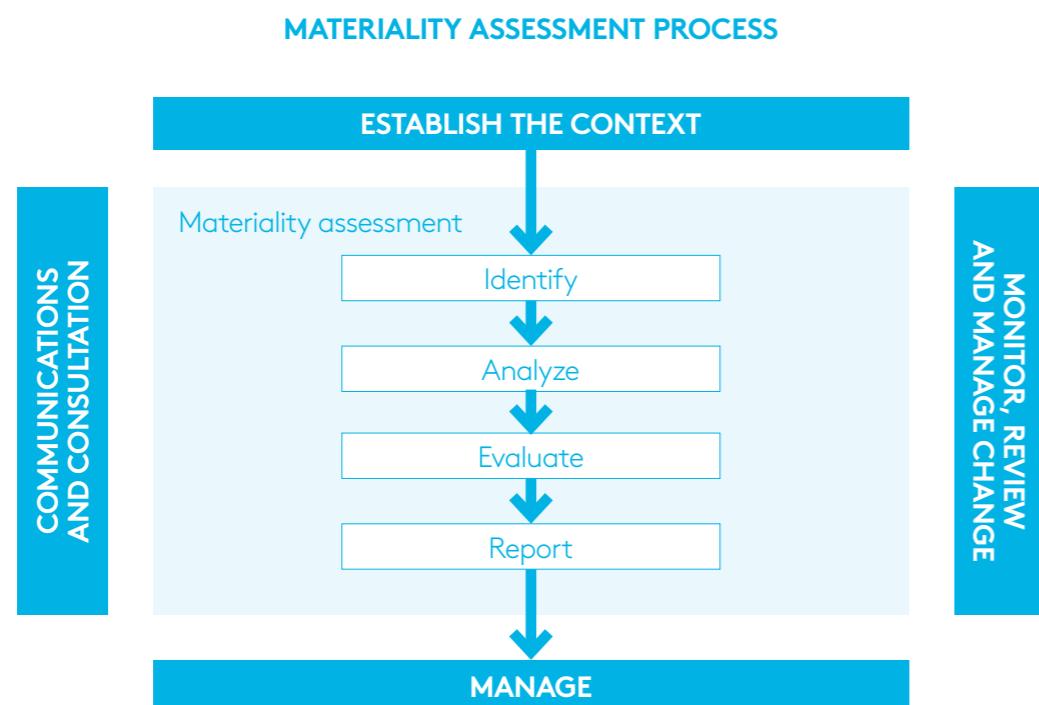
REPORTING STANDARDS AND SUSTAINABILITY PARTNERSHIPS	WHAT THIS PARTNERSHIP MEANS FOR US
 The Responsible Business Alliance (RBA), formerly EICC, is a non-profit coalition of companies committed to improving social, environmental and ethical conditions in their global supply chain. The RBA Code focuses on priority issues for the RBA membership including labor, environment, health and safety, ethics, management systems and human rights.	We joined the RBA in 2007 and our commitment to the RBA Code drives our business, sustainability and supply chain strategy. It informs decision-making and is reflected in our internal policy framework, standards, audit processes, and contractual agreements with suppliers.
 The Responsible Minerals Initiative (RMI) is an industry initiative focused on responsible mineral supply chain of conformant smelters and refiners for tin, tungsten, tantalum and gold. The RMI developed the Responsible Minerals Assurance Process (RMAP) which includes tools for members to use and leverages independent, third-party audit processes to identify conflict-free smelters and refiners.	Through our membership of the RMI, we gain access to tools and resources for our Conflict 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
 The Responsible Labor Initiative (RLI) is a multi-stakeholder initiative launched by the RBA which is focused on ensuring that the rights of workers vulnerable to forced labor in global supply chains are consistently respected and promoted.	Through our membership of the RLI, we gain access to tools and resources which support our Supplier Development due diligence programs including the Supplemental Validated Audit Process (SVAP) on Forced Labor.
 The Responsible Factory Initiative (RFI) provides a unifying architecture for RBA factory-level tools and programs for companies looking to assess and develop their supply chain partners and factories at all levels of maturity.	Through our membership of the RFI, we gain access to tools and resources which support our Supplier Development program.
 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.	We joined the RE100 initiative in November 2019 to collaborate with other industry leaders in pursuit of the global movement to catalyze uptake of 100% renewable electricity.
 The mission of the Sustainability Accounting Standards Board (SASB) Standards 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. The Standards are maintained by the Value Reporting Foundation.	We are working towards full alignment with SASB standards to enable transparency, credibility and accountability in reporting - for our U.S. investors, in particular

REPORTING STANDARDS AND SUSTAINABILITY PARTNERSHIPS		WHAT THIS PARTNERSHIP MEANS FOR US
 SCIENCE BASED TARGETS	The <a href="#">Science Based Targets Initiative (SBTi)</a> is a partnership between CDP, the United Nations Global Compact (UNGC), World Resources Institute (WRI) and the World Wide Fund for Nature (WWF). SBTi defines and promotes best practice in science-based target setting with the support of a Technical Advisory Group. Signatories are required to set ambitious and meaningful carbon reduction targets, which are independently assessed to verify alignment with the newest science and recommendations from the Intergovernmental Panel on Climate Change (IPCC)	By joining SBTi, we commit to a science-based approach to climate action and ambitious, best-practice reduction targets for our Scope 1, 2 and 3 emissions. In our specific case, we have committed to the ambitious 1.5 degree pathway.
 SUSTAINABLE DEVELOPMENT GOALS	The United Nations <a href="#">Sustainable Development Goals (SDGs)</a> 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.	We pledge to support the SDGs and recognize their strategic importance to our business and to the world.  In 2019, we mapped the goals and their supporting targets, against our materiality assessment to focus our implementation efforts on 11 material SDGs. We learned from our key stakeholders that credible contributions to the SDGs require tangible links between our operations and products and the intended social, environmental, and economic impact. Otherwise, the story becomes arbitrary. With this prioritization completed, we will continue to improve our measurement and accountability toward these goals in the coming years.
 TCFD	The aim of the <a href="#">Task Force on Climate-related Financial Disclosures (TCFD)</a> is to develop voluntary, consistent climate-related financial risk disclosures for use by companies in providing information to investors, lenders, insurers, and other stakeholders.  The Task Force will consider the physical, liability and transition risks associated with climate change and what constitutes effective financial disclosures across industries.	We are working towards full alignment with TCFD guidance, with the disclosure of relevant information in our annual CDP Report and Sustainability Report.
 USPAACC	The United States Pan Asian American Chamber of Commerce ( <a href="#">USPAACC</a> ) is a well-established large nonprofit organization representing Pan Asian American and their related groups in business, sciences, the arts, sports, education, public, and community services.	Through our membership of the USPAACC, we are working to strengthen our Supplier Diversity Initiatives and connect with Asian American Owned businesses across the US, to diversify our supplier base.

REPORTING STANDARDS AND SUSTAINABILITY PARTNERSHIPS		WHAT THIS PARTNERSHIP MEANS FOR US
 The Valuable 500	The <a href="#">Valuable 500</a> was launched in Davos in 2019 as a campaign to get 500 national and multinational, private sector corporations to be the tipping-point for change and help unlock the social and economic value of people living with disabilities across the world.	We joined The Valuable 500 in 2020. Being a member means that we have committed to having disability inclusion on our business leadership agenda.  We will also share <a href="#">our commitment</a> to The Valuable 500 both internally and externally.
 WEConnect INTERNATIONAL	<a href="#">WeConnect International</a> 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.
 WOMEN OWNED	The <a href="#">Women's Business Enterprise National Council (WBENC)</a> is the largest certifier of women-owned businesses in the U.S. and a leading advocate for women business owners and entrepreneurs.	Through our membership of WBENC, we are working to develop our Supplier Diversity Program and connect with women-owned businesses across the U.S. to diversify our supplier base.

# 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.



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 an External Factors Review of 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 sustainability 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.

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 Report 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. 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 in to 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, as advised by GRI:

- **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.

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 six Stakeholder Groups. We consider

- comments views and information requests submitted to Logitech directly;
- information gathered as part of our industry memberships and engagements with various 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.

## Report

The result of the materiality assessment process is reported in the following figures. The first figure shows the materiality of specific Sustainability Topics. The second figure shows the value chain boundary for each topic.

## MATERIALITY ASSESSMENT



Typically, each sustainability topic is reported in a report section with the same name. Three notable exceptions were made, to avoid duplicate reporting of some cross-cutting topics:

- Water in our operations and waste in our operations is addressed in the [Responsible Production](#) section of this report, along with other aspects of environmental performance at our production facility. Health and safety performance in both our factory and offices is reported in the [Employee Safety, Health and Well-being](#) section;
- Human Rights and Labor in our production facility is addressed in the [Human Rights and Labor](#) section of this report. Human rights and labor in our supply chain,

as well as all other aspects of supplier sustainability performance (including social, environmental, health, safety, And ethical performance), are reported in the [Supplier Development](#) section.

- Diversity in our supply chain is reported in the [Diversity, Equity and Inclusion](#) section of this report.

Where relevant, the scope of each report section is clearly defined and related sections are highlighted and cross-referenced. A comprehensive GRI Index is available on our website, on the [Reports and Resources webpage](#), to show where specific GRI metrics are reported. A SASB matrix is included in the [About this Report](#) section of this report, to indicate where SASB metrics are reported.

## VALUE CHAIN BOUNDARIES FOR MATERIAL ASPECTS

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		✓			
End-of-life recycling and circularity					✓
Climate action	✓	✓	✓	✓	✓
Conflict minerals	✓	✓			
Privacy and security		✓			
DfS (Responsible products)	✓	✓	✓	✓	✓
Responsible production	✓	✓			
Charitable contributions		✓			
Carbon clarity	✓	✓	✓	✓	✓
Responsible packaging	✓	✓	✓	✓	✓
Targeted substances	✓	✓			

# PRODUCTS AND THE ENVIRONMENT



## Over a Decade of Progress. Continually Pushing Boundaries

Thanks to over a decade of progress, Logitech has taken significant strides towards our sustainability commitments. Our commitment to our Climate Action Strategy and our desire to defy business-as-usual remains steadfast. We will continue to push boundaries, acting with a heightened sense of urgency to restore our planet. For this reason, we committed to Carbon Neutral Logitech (scope 1, 2 and 3) in 2021 and a Climate Positive Approach to deliver Net Zero by 2030 and Climate Positive thereafter.

Reduce-Renew-Restore is the mantra driving our journey, and is central to our Climate Action Strategy. The core pillars of our strategy are to reduce our carbon footprint to align with the 1.5 degree "Paris Agreement", to use renewable energy and to restore climate-impacted communities. From the beginning, we have focused on this environmental challenge with a view toward our entire direct and indirect footprint (scope 1, 2 and 3) - a reflection of our desire to influence as much of our value chain impact as possible and being completely transparent.

**Reduce:** As a design company, we know that the most effective ways to reduce environmental impact arise early in the product design process when key decisions are made. With this in mind, we have established a Design for Sustainability approach that allows us to compare carbon emissions, toxicity impacts, and circularity benefits as part of the design development process. Design decisions are informed by data, thanks to our investments in a life-cycle assessment (LCA) methodology that tracks the impact of each product throughout its full life cycle.

For example, the carbon footprint of our latest G435 headset is 40% lower than its predecessor and it has better performance. We have redesigned our M185 keyboard to optimize the printed circuit board (PCB) design and reduce its carbon footprint by more than 15%. And we have upgraded our existing M185 mouse to deliver lower weight, lower impact plastic molding and better PCB design, resulting in a 15% reduction in its carbon footprint.

With respect to circularity, we want to empower consumers

with simple and convenient opportunities to create a more circular economy. By scaling the number of devices utilizing post-consumer recycled plastic (PCR) and expanding color options for recycled plastic resins, we have eliminated an estimated 7,100 tons of virgin plastic and 11,000 tons of carbon this year. An estimated 50 million products with PCR will be shipped this year alone and in two of our largest markets (the U.S. and China), we developed drop-off and mail-back services to enable consumers to return their end-of-life devices to us free-of-charge for recycling.

This year also marked a milestone in our ongoing work to meet our conflict-free mineral commitment, which we first made in 2013. All of the smelters and refiners in our supply chain are now participating in conflict-free certification programs.

As part of our wider Sustainable Packaging Design Guidelines, we have introduced a pledge to avoid single-use plastic packaging whenever possible. This pledge reflects our commitment to tackling the problem of plastic leakage into the environment, and

directly supports our vision of 100% recyclable packaging materials. All of our packaging is 100% PVC-free and we are committed to making our entire product portfolio PVC-free by 2030. Our ASTRO Gaming, Jaybird, and Ultimate Ears products are already 100% PVC-free and we transitioned more than 550 tons of material in other product categories to PVC-free alternatives in the last year.

Now we are taking our sustainability commitments a step further. Last year, we became the first consumer electronics company to commit to Carbon Clarity across our entire portfolio. We already have seven gaming products with Carbon Impact Labels that depict the carbon our product generates and more are under development. Our intention is to inform consumers so they better understand their carbon consumption and can hold us accountable for that impact. We are committed to openly sharing and learning from others and we are calling on industry peers and consumers to join us in Carbon Clarity. We are already seeing the growing desire for industry collaboration and industry-wide standards. It will take an industry-wide effort to truly make a difference. Please join us [here](#).

**Renew:** Where we cannot reduce our impact through design, we aim to transition our energy footprint to carbon-free sources. We have committed to RE100, to become 100% renewable in our footprint by 2030 and influencing our extended value chain to do that same. In the last year, we were

delighted to be recognized by the Environmental Protection Agency (EPA) in the United States, as a Green Power Partner because of our commitment to renewable electricity in the U.S. and we achieved 92% renewable electricity worldwide. Our production facility and many of our offices are powered by renewable electricity and we are expanding our program to drive responsibility for renewable electricity across our value chain. We have launched a Renewable Electricity Portal and Buyers Club to catalyze bulk purchase of third-party-certified renewable electricity for supplier factories engaged in Logitech manufacturing. We estimate that this generated a carbon saving of 41,800 tCO<sub>2</sub>e in the last year.

**Restore:** While we continue to develop our reduce-renew programs, we see the urgent need to address climate impacts that are already apparent. We are rethinking how we do business, while continuing to deliver aggressive science-based reduction targets and renewable electricity, but we believe that limiting global warming to 1.5°C above pre-industrial levels is not sufficient. We have decided to expand our existing programs to commit to Carbon Neutral Logitech (ALL Logitech products and operations) starting in 2021 and we are adopting a Climate Positive Approach to become Net Zero by 2030 and Climate Positive thereafter.

Our production facility and gaming business were already Carbon Neutral last year. With the adoption of a Climate

Positive Approach, we are now expanding that commitment to address all of our emissions (scope 1, 2 and 3) with further investment in high-quality and third-party verified, carbon-offset projects focused on forestry, renewable energy infrastructure, and climate-impacted communities. In addition, for the first time last year, we invested in a carbon removal project in Henan, China, where more than 40 million trees have been planted to remove more than 450,000 tCO<sub>2</sub>e from the atmosphere. We pledge to grow our carbon removal capability year-on-year to rectify the damage caused by fossil fuels over time and create net positive environmental and social benefits for climate-impacted communities, by 2030.

The challenges of this year helped us accelerate our transformational journey to Climate Positive. With our Reduce-Renew-Restore strategy, we will now eliminate more than 1 million tCO<sub>2</sub>e year-on-year. We are encouraged by the collaborative efforts and the desire to push boundaries to address climate impacts across our community. We know there is still much more to do and I invite you to share comments or suggestions at [sustainability@logitech.com](mailto:sustainability@logitech.com).



**Prakash Arunkundrum**  
Head of Global Operations & Sustainability

“ Everything we make has an impact on the world. We pledge to future generations that we will use our resources and leadership to make a positive and sustainable impact.

**Prakash Arunkundrum**  
Head of Global Operations & 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 in supporting climate-impacted communities and creating a net positive impact.

In December 2019, we joined the Science-Based Targets initiative (SBTi) and committed to supporting the Paris Agreement and our 1.5°C Climate Pledge.



The Science Based Targets initiative (SBTi) is a partnership between CDP (formerly the Carbon Disclosure Project), 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 and climate action. Signatories are required to 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).

We recently finalized our targets to align with SBTi definitions and criteria and deliver on our 1.5°C climate pledge. We expect our targets to be approved before the end of this year.

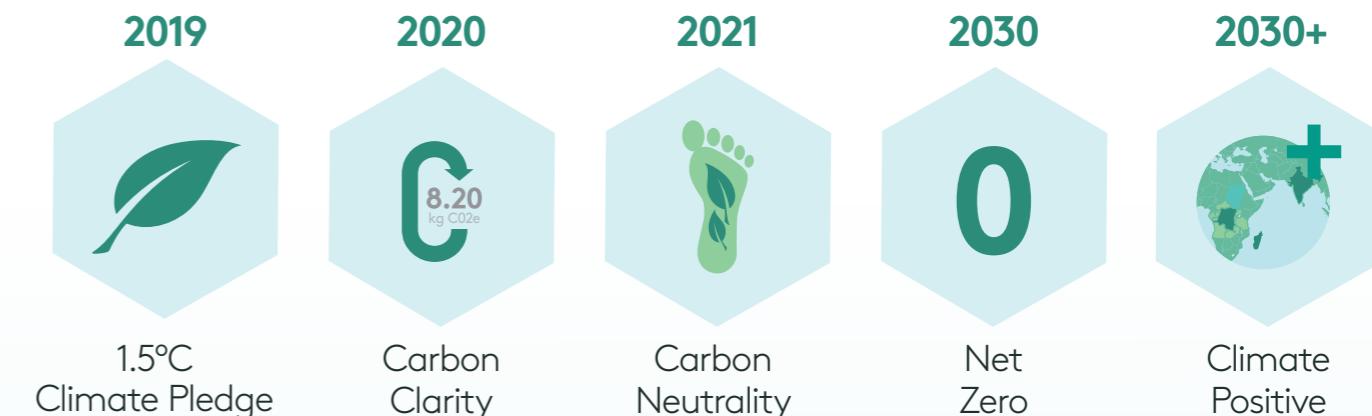
## RELEVANT SDGs



## OUR CORPORATE CARBON FOOTPRINT: EMISSIONS EXPLAINED

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		Our value chain, including supply chain and products

## OUR JOURNEY TO CLIMATE POSITIVE



### 1.5°C CLIMATE PLEDGE

We are committed to the Paris Agreement to limit global warming to 1.5°C by 2050.

To deliver on this pledge, we adopt a science-based approach and a Reduce-Renew-Restore strategy to prioritize absolute carbon reductions and accelerate action across our value chain by 2030.

### CARBON NEUTRALITY

For 2021, we are neutralising all of our Scope 1, 2 and 3 emissions by designing for sustainability, using renewable energy and investing in high-quality, certified projects to offset and address our residual carbon impact. We are adopting a **Climate Positive Approach** and commit to maintaining Carbon Neutrality year-on-year, until we achieve **Climate Positive**.

Our Carbon Neutrality commitment encompasses all of our emissions i.e. our own facilities and our entire value chain. Our commitment to a Carbon Neutrality is **additional to** (and does not substitute) our standing commitments to prioritize science-based reduction targets and renewable energy.

### CARBON CLARITY

We were the first consumer electronics company to put carbon impact labels on our products, with a commitment to do this across our entire portfolio to help consumers make informed choices.

### NET ZERO

Going a step further, by 2030 we'll have halved our carbon impact compared to our 2019 baseline, will be running our manufacturing supply chain and our own premises on 100% renewable electricity and will have removed 100% of residual carbon emissions.

### CLIMATE POSITIVE

And we'll keep going beyond Net Zero, reducing further and removing even more carbon than we create to become climate positive.

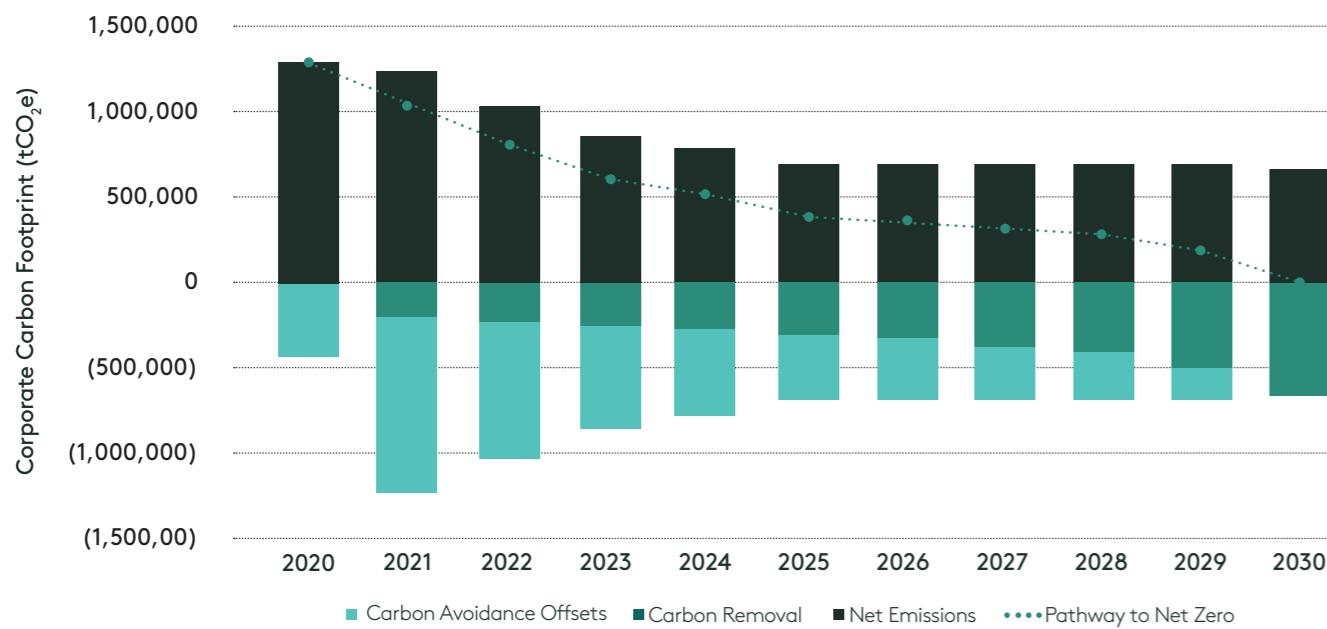
## Climate Positive Approach

A climate positive approach is a commitment to maintain Carbon Neutrality year-on-year by designing for sustainability, using renewable energy and investing in high-quality, certified projects to offset and address our residual carbon impact until **Climate Positive** is achieved.

## Restoration projects

We invest in high-quality, certified restoration projects to address our carbon impact and remove carbon to deliver net zero. Our investments are focused on projects to conserve and restore forestry, support climate-impacted communities and develop renewables infrastructure. These investments act like a bridge—they are one of the ways that we take positive action right now—while we develop capability (along with the rest of the world) to design for sustainability and transition to low-carbon alternatives and renewable energy.

## Climate Positive Approach and pathway to Net Zero



## OUR STRATEGY

To deliver our 1.5°C pledge, we adopt a science-based approach and a Reduce-Renew-Restore strategy, which reflects a best practice hierarchy of climate action.

**Reduce:** This pillar is the heart of our strategy. It focuses on optimizing products and energy-intensive activities across our product portfolio, operations, and value chain. We Design for Sustainability. This means, we engineer better design solutions for our products and processes, to eliminate as much of the associated carbon footprint as possible, before it arises. We use recycled and renewable materials. We revise and update existing products and processes, to reduce the impact of our existing activities year-on-year.

**Renew:** Where we cannot reduce our impact, we look to transition our footprint to renewable sources. We use life-cycle analysis to identify and map the energy footprint of our full value chain. We work with our suppliers and other stakeholders, to catalyze the transition of our value chain energy footprint to renewable electricity.

**Restore:** With climate impacts becoming apparent, we see the urgent need to invest in and support forestry conservation, renewable energy infrastructure and climate-impacted communities. This year, we are expanding our existing programs to commit to Carbon Neutrality for 2021 and Net Zero by 2030. Between now and 2030, we will be adopting a Climate Positive Approach and our goal

**94%**  
REDUCTION IN CARBON INTENSITY SCOPE 1 & 2 EMISSIONS SINCE 2015

**92%**  
RENEWABLE ELECTRICITY WORLD-WIDE

## is to achieve Climate Positive.

Between now and 2030, we will balance all of our residual emissions by accelerating renewable energy programs and investing in high-quality and third-party certified restoration projects worldwide. We will eliminate approximately 1 million tCO<sub>2</sub>e year-on-year, with our Reduce-Renew-Restore strategy. We will be rethinking how we do business, while continuing to deliver science-based reduction targets and renewable electricity. We will progressively increase our investment in projects that capture and remove carbon out of the air, to rectify the damage caused by fossil fuels over the last century, and restore natural environments.

This commitment to transparency permeates all of our climate action programs and commitments. Our climate and carbon reporting follow good practice standards, including the reporting protocols and definitions of the Science-Based Targets initiative (SBTi) and CDP, the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), the Global Reporting Initiative (GRI) Standards and the Greenhouse Gas Protocol.

Good governance is driven by strong and effective leadership. We believe that full board oversight is important to ensure our climate action strategy aligns with overall company strategy. As a result, our Board oversees all of our sustainability programs, including our climate action program, with support at the committee level. To support the Board in its oversight efforts, in 2021, as part of the enhancement of its role, the Nominating and Governance Committee was tasked with evaluating and advising on the Board's process and cadence for oversight of our sustainability strategy. We have also now established climate action metrics that will count towards 10% of our annual cash bonus plan for our Group Management Team and other members of our leadership team. The metrics will be assessed as a composite based on five dimensions: net carbon reduction, carbon impact labeling, renewable electricity, design for sustainability principles, and external reporting.

**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 Operations & Sustainability

## CLIMATE RISKS & OPPORTUNITIES

In November 2020, we kicked off a Climate Risks & Opportunities assessment aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). This process is still ongoing. As part of work to date, we have developed a TCFD risk framework and methodology, which is fully integrated with our enterprise risk management (ERM) process and a preliminary risk register. An overview of the risk management framework can be viewed on our website

and further information will be disclosed later this year as we continue work to assess the full range of short-term, medium-term, and long-term risks and opportunities associated with our business, as part of a multidisciplinary risk management process.

An index of our disclosures in relation to the TCFD framework is included in the [About this Report](#) section of this report. The index builds on the information in this section and includes links to relevant sections of our CDP submission.

## TARGETS

From day one, we have considered the full scope of our impact (Scope 1, 2 and 3). Specific, Measurable, Achievable, Realistic, and Timely (SMART) targets are always needed, to create a sense of urgency and drive change. With the following targets, our intention is to go beyond the current requirements of the Science-Based Targets initiative (SBTi) and adopt additional targets to drive our internal tracking, monitoring, and reporting. We expect our SBTi targets to be approved before the end of this year.

## OUR PERFORMANCE

### Our production facility and offices (scope 1 & 2)

We have one production facility in China, a global network of 19 Major Offices and 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. Our performance in the last year can be summarised as follows:

**Reduce:** At our production facility, we replaced one of our older compressors with a double-stage, high-efficiency air compressor and improved efficiency by an estimated 11%. We also upgraded two chillers. Those energy efficiency projects generated an estimated carbon saving of 630 tCO<sub>2</sub>e.

**Renew:** We continue to implement 100% renewable electricity for our production facility and offices. The electricity footprint of our production facility and our offices in Switzerland, the United States, Ireland, the Netherlands, India, and China is now matched with renewable electricity purchases. In the last year, we were delighted to be recognized by the Environmental Protection Agency (EPA) in the United States, as a Green Power Partner because of our commitment to renewable electricity in the U.S and we achieved 92% renewable

electricity worldwide, bringing us ever-closer to our goal. With this program, we estimate we avoided 14,615 tCO<sub>2</sub>e this year. Since 2015, we have reduced our carbon intensity by more than 94% through reduce-renew strategies. Our year-on-year reductions in carbon intensity were recognized this year, when we topped the list of [climate-conscious companies in Switzerland](#) (#1) and were ranked #12 in Europe, in the Financial Times' Climate Leaders ranking.

**Restore:** Over the last three years, we have invested in a number of restoration projects across the world. This year, we financed the removal of our residual Scope 1 and 2 targets (782 tCO<sub>2</sub>e), which could not be addressed by reduce-renew strategies. We chose to invest in the Qinghai Afforestation Project to address this part of our footprint. The Qinghai Afforestation Project was developed on degraded and barren lands in Xining City. Prior to the project, there was no natural renewal and reforestation and the project has generated carbon removals through planting of native trees. We selected this project because we wanted to invest in nature-based solutions, with associated local community benefits and alignment with the UN Sustainable Development Goals. The project met those requirements and demonstrated additionality and third-party certification to Verra standards: ([VCS: 1826](#)).

In addition to contributing to SDG 13 (Climate Action) and SDG 15 (Life on Land), the project helps create community benefits by providing relevant technical skills and training, as well as local job opportunities.

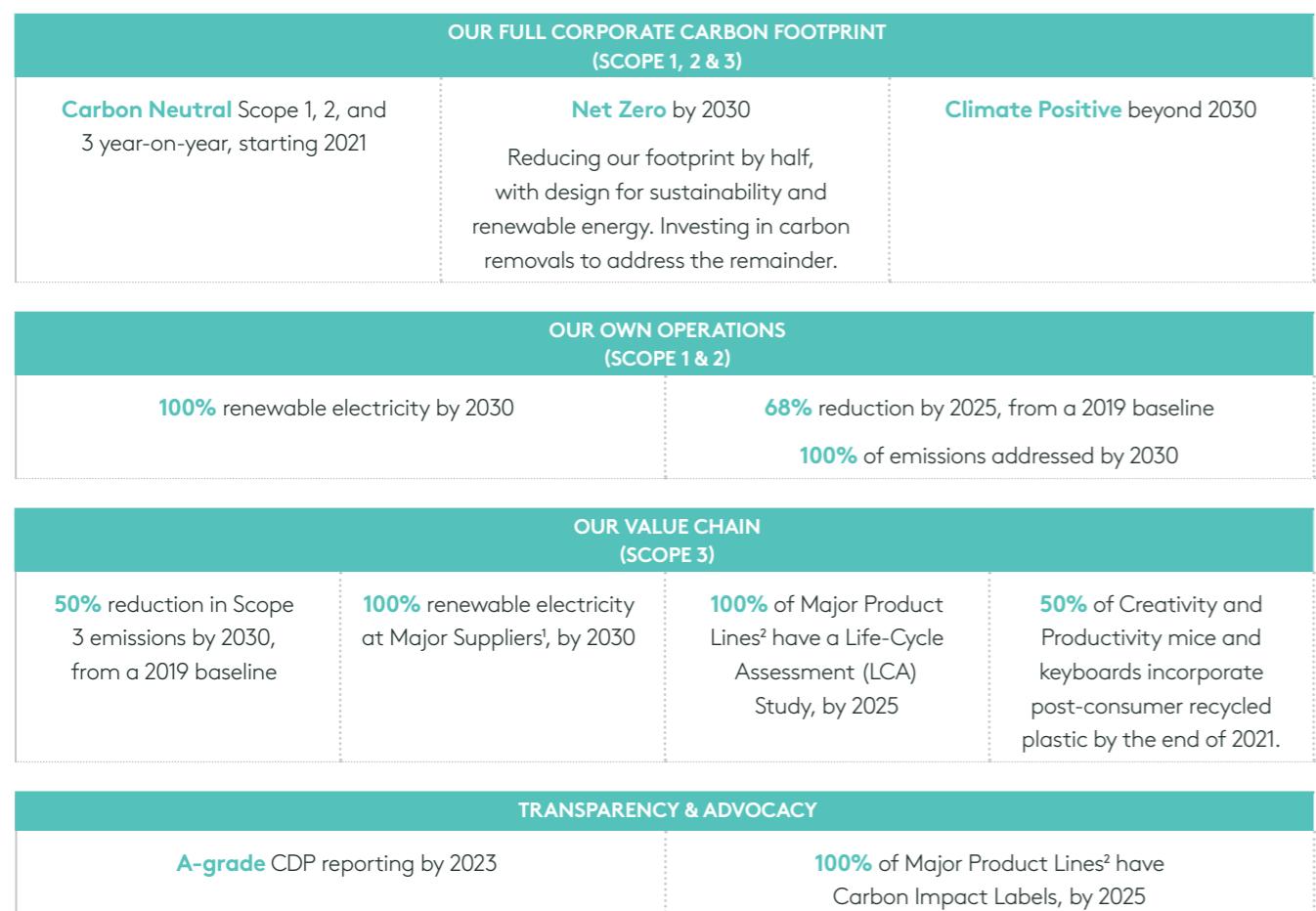
Our production facility has been certified carbon neutral year-on-year since 2018. This year we achieved third-party certification of all Scope 1 and 2 offices, by adding our offices to the scope of certification.



#1 climate-conscious company in Switzerland



CERTIFIED  
CARBON NEUTRAL®  
2020  
PRODUCTION BUILDING



<sup>1</sup> Major Suppliers - the suppliers that account for 80% of direct spend

<sup>2</sup> Major Product Lines - the product lines that account for 80% of annual shipments, by number of units

## Carbon Neutral Working from Home

The impacts of COVID-19 have resulted in far-reaching changes to our daily personal and professional lives. Since early 2020, a large number of our employees have adapted to working from home and working remotely. From the perspective of emission reporting, this introduced some unique challenges. In many cases, the carbon footprint of our offices did not substantially decrease in 2020 because base loading of servers or other services continued to be needed. At the same time, our employees created new workspaces in their homes, with an associated carbon impact. Measuring the carbon impact of home workers is a relatively new science but we want to recognize the importance of this new emission source and take responsibility for it. With that in mind, we estimated the carbon footprint of our employees' working from home activities using an applied version of the Ecoact methodology (as defined in Ecoact's **Homeworking Emissions Whitepaper 2020**). We explored the possibility of purchasing renewable electricity to match the employee footprint but this was not possible due to its fragmented nature. We, therefore, purchased carbon offsets to address the full impact (including contingency for uncertainties) and deliver Carbon Neutral Working from Home.

## Our value chain (scope 3)

Greenhouse gas emissions from our production facility and offices (Scope 1 & 2) account for less than 0.01% of our total footprint. As such, the vast majority of our emissions come from our value chain. The sourcing and manufacture of materials, components, and products continue to be the largest segment of our footprint. This segment accounts for an estimated 50% of our total impact. This is followed by Consumer Use (26%), End-of-Life (10%), and Distribution (9%). These four segments are considered to be material. Over the next year, we will 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 LCA modeling. To date, we have established LCA studies of representative products from 28% of our Major Product Lines. These studies help us identify reduction opportunities and develop our Design for Sustainability program and Carbon Clarity commitment. For further information on reduction opportunities relating to products and opportunities, please refer to the [Design for Sustainability \(DfS\)](#) section and [Carbon Clarity](#) 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 developed to reflect the GLEC Framework and was certified by the Smart Freight Centre in January 2020. 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 reduction of our impact by halving our baseline distributions emissions by 2030, to align with our corporate commitments to reduce all of our scope 3 emissions by 50% by 2030. This prioritization of reduction activities will be supplemented by restoration activities to achieve Net Zero overall by 2030. We are working with our distribution partners to identify reduction opportunities, as well as opportunities 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 Sale<sup>7</sup>. We are working to increase the rate of collection and recovery from end-of-life devices worldwide with pilot projects and working to develop methodologies to measure

the carbon impact of our activities and programs in this area. For further information, please refer to the [End-of-Life Recycling & Circularity](#) section of this report.

**Renew:** We survey our Major Suppliers 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 launched a [Renewable Electricity Portal and Buyers Club](#) to enable and catalyze bulk purchase of high-quality and third-party certified renewable electricity for supplier factories engaged in Logitech manufacturing. For the CY20 reporting period, Suppliers allocated 186,246 MWh of electricity to Logitech manufacturing activities and purchased 70,599 MWh of renewable electricity from our Renewable Electricity Portal (97%) or other sources (3%), to balance a significant proportion of this electricity footprint. We estimate this generated a carbon saving of 41,871 tCO<sub>2</sub>e.

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 work to accelerate change towards zero carbon grids at scale.

**Restore:** With our new commitment to carbon neutrality and a climate positive approach, we have scaled up our investment in carbon avoidance offsets and started to finance carbon removal projects. Our current restoration investments focus on preventing deforestation, supporting renewables and supporting climate-impacted communities. However, over time we expect this to evolve to other forms of carbon removal as we constantly look for new avenues of decarbonization. Our offsetting strategy is illustrated in the following graphic.

When searching for projects to finance, we only 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.

# 28%

OF MAJOR PRODUCT LINES HAVE AN LCA

# 100%

OF MAJOR PRODUCT LINES WILL HAVE AN LCA BY 2025

# 41,871

tCO<sub>2</sub>e CARBON SAVING  
DUE TO SUPPLIER PURCHASE  
OF RENEWABLE ELECTRICITY  
VIA OUR RENEWABLE  
ELECTRICITY PORTAL  
AND BUYERS CLUB

## Our Climate Positive Strategy

Rethinking business

### REDUCE



#### Design for Sustainability (DfS)

to achieve ambitious carbon reductions in our products, operations and supply chain

### RENEW



Drive ambitious uptake of **renewable electricity** in our own operations and supply chain.

### RESTORE



Adopt a **climate positive approach** to restore forestry and climate-impacted communities and catalyze carbon removals

## Restoration Strategy

### FOCUS AREAS:

- Forestry
- Renewables
- Climate-impacted communities



### INSTRUMENT TYPE

- Carbon avoidance
- Carbon removals

### RELEVANT SDGs



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)



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



CHAO'ER FOREST MANAGEMENT PROJECT, CHINA (VERRA REG: 1529)



KEYIHE FOREST CONSERVATION, CHINA (VERRA REG: 1718)



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



RIMBA RAYA BIODIVERSITY RESERVE, INDONESIA (VERRA REG: 674)

# CARBON CLARITY

We are aware of the urgent need to take climate action. By being open and transparent about our impact, we believe we can drive better design decisions in our own teams and more informed purchase decisions among consumers.

Carbon footprinting is one way to measure and quantify a product's complex impact on the environment. From the weight of plastics to the size of the printed circuit boards, to the recycled content, to the end-of-life recycling - carbon footprinting helps us to quantify environmental impacts and informs our design decisions.

We have developed our Life Cycle Analysis (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 continue to evolve year on year. We continue to invest time and resources to ensure we're at the forefront of innovation in this space.

In 2020 we announced an industry-first full Carbon Clarity initiative<sup>1</sup> to provide detailed carbon impact labeling on product packaging across the entire portfolio. In April 2021, we delivered on our promise and announced in the US that carbon impact labels on packaging were now available at retail and online. We also

reinforced our efforts by committing to sharing the entire methodology and measurement process with the consumer electronics industry in order to scale the impact it has in the marketplace. Several initial products debuted through the Logitech G gaming portfolio and we made the commitment to label all of our products by 2025.

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 allow consumers to make informed decisions about the environmental impact of their purchase. We also hold ourselves accountable for future carbon reductions. We intend to decrease our product carbon footprint 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 our learnings and the expertise we have developed, it will encourage others to follow and build on our body of knowledge.

## RELEVANT SDGs



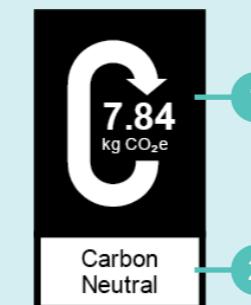
## CARBON CLARITY

CERTIFIED TO DEKRA STANDARDS AND ISO 14067 AND ISO 14026<sup>1</sup>

# 2025

CARBON IMPACT LABEL  
ON EVERY PRODUCT

## Our carbon impact label



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

**2** The product's carbon footprint has been verifiably offset, thereby rendering it Carbon Neutral.

To support the integrity of carbon calculations, we worked with Natural Capital Partners, iPoint Group, and an independent verifier to critically verify and validate product-level carbon impacts to DEKRA certification standards. We communicate both the product carbon footprint (on the box) and the calculation methodology and protocol applied, to meet ISO 14067 and ISO 14026 best practice standards.

All our gaming products have been Certified CarbonNeutral® since December 2019 and this year, we significantly

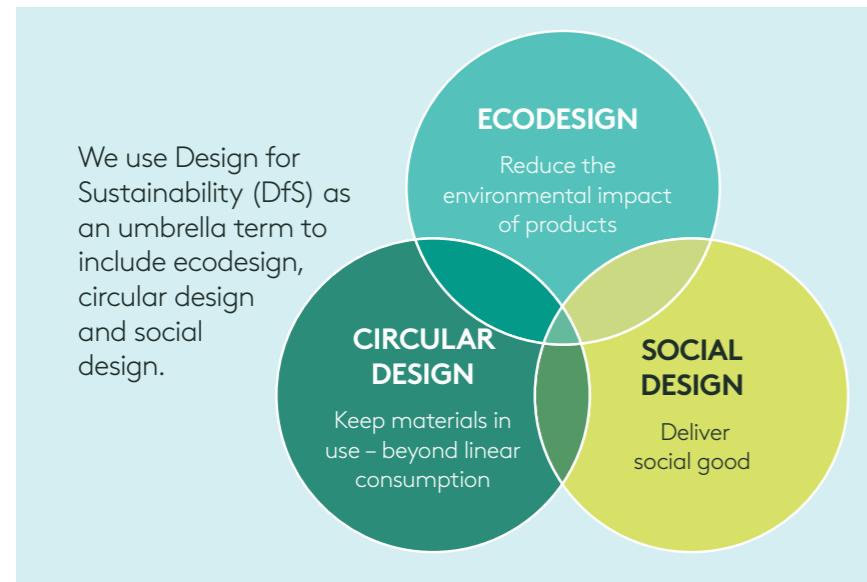
expanded our investment in carbon instruments to achieve carbon neutrality across our full portfolio. Our investment projects focus on forestry conservation and develop new forestry, as well as catalysing the growth of renewables and supporting climate-impacted communities. For more information, please visit [www.logitech.com/sustainability/carbon-transparency.html](http://www.logitech.com/sustainability/carbon-transparency.html)

**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 of Logitech

# 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. 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.



## RELEVANT SDGs



**Ecodesign** is focused on impact reduction through the design of lighter, more efficient products and packaging that use lower impact materials and that require less energy to source, manufacture, distribute and use.



In FY21 the redesign of our best-selling M185 reduced environmental impact by rethinking the layout of its printed circuit board. Total life-cycle carbon impact is reduced per unit by >15%.

**Circular** design helps ensure products last for as long as possible by optimizing for longevity, repairability, reuse, and eventually, recycling at end-of-life.



The Astro A40 Call of Duty Edition Headset launched in FY21 demonstrates a more circular approach through a durable, user-serviceable design that allows the user to upgrade the product with sealed Speaker tags, synthetic leather ear cushions and headband, and a voice-isolating microphone.

**Social design** considers the positive social impact of our products - this goes beyond the traditional user experience concerns to the role our products can have in empowering positive change.



In FY21 the design of the M575 had a positive social impact through its scientific and human-centered approach to ergonomic support.

## Our Design Process

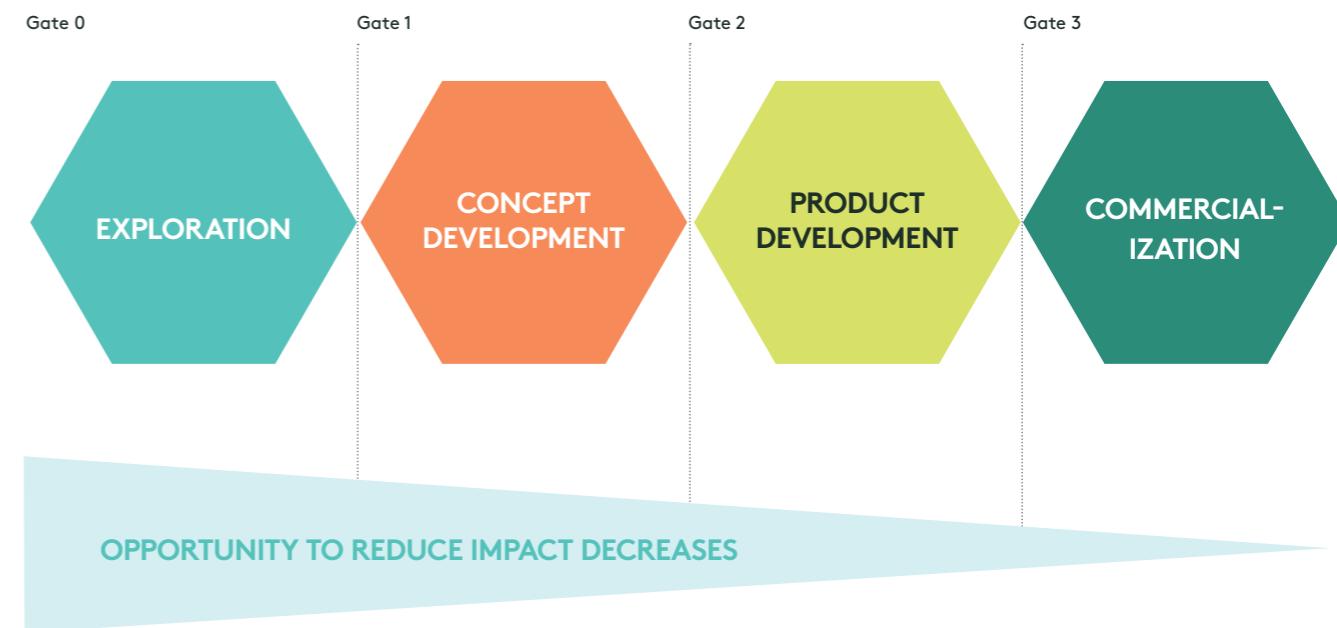
We realize that the biggest opportunities to reduce environmental impact arise early in the design process when key decisions about a product are made.

In FY21 we scaled up the integration of DfS into the development of new products. DfS engineers were embedded in product development teams for over 25% of products for the first time, helping to drive and guide more

sustainable design decisions. This integration of DfS experts into product development teams has fostered learnings around the practice of DfS for all team members, so that the language, principles, and practice of DfS are being used as part of our design process.

The result is that the upcoming generation of Logitech products will be among the lowest impact and most durable, repairable, and recyclable that we have ever made.

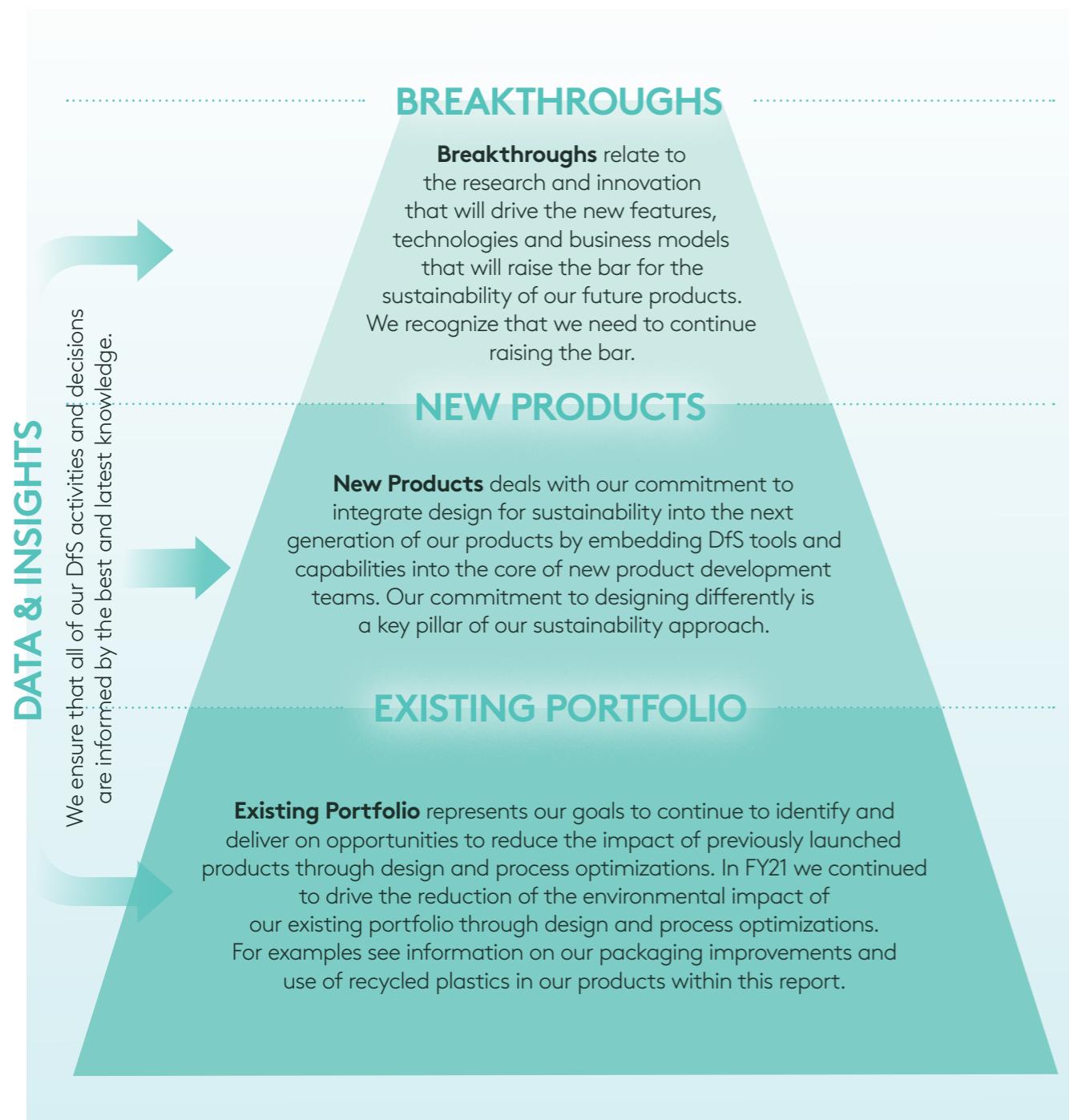
## Sustainability is tracked at project gates



In our design process, the environmental performance of a design direction relative to its target is made visible at each project gate.

## DfS Framework

In FY21 we introduced a new framework to define and drive goals for DfS at Logitech. This new framework articulates our DfS strategy across three key areas of focus - Breakthroughs, New Products, and Existing Portfolio, and articulates our corporate goals at an actionable level for our business groups.



## Breakthroughs

We continue to accelerate the DfS research and development work that is central to delivering breakthrough and more sustainable solutions and features in future products. Here is a sample of just some of the areas of focus for us in FY21

### CIRCULARITY EXPLORATIONS

In FY21 we carried out extensive research to identify opportunities to support moves towards a Circular Economy. For us, this means moving towards longer-lasting, more repairable products, new service-based business models, and reverse logistic capabilities. In-person ethnographic research was carried out internationally to understand users' perspectives and needs, and the results of this study are directly informing our move towards circularity in upcoming generations of products.

### DESIGN FOR REPAIR

In FY21 we partnered with iFixit to conduct a repairability evaluation of a range of products. We are actively working to incorporate that feedback in future designs.

### MATERIAL FUTURES

In FY21 we launched our Material Futures group - a team dedicated to exploring, developing, and embedding new sustainable materials within our portfolio of experiences and products. Material Futures is navigating experimental territories to inspire the future of sustainable product experiences.

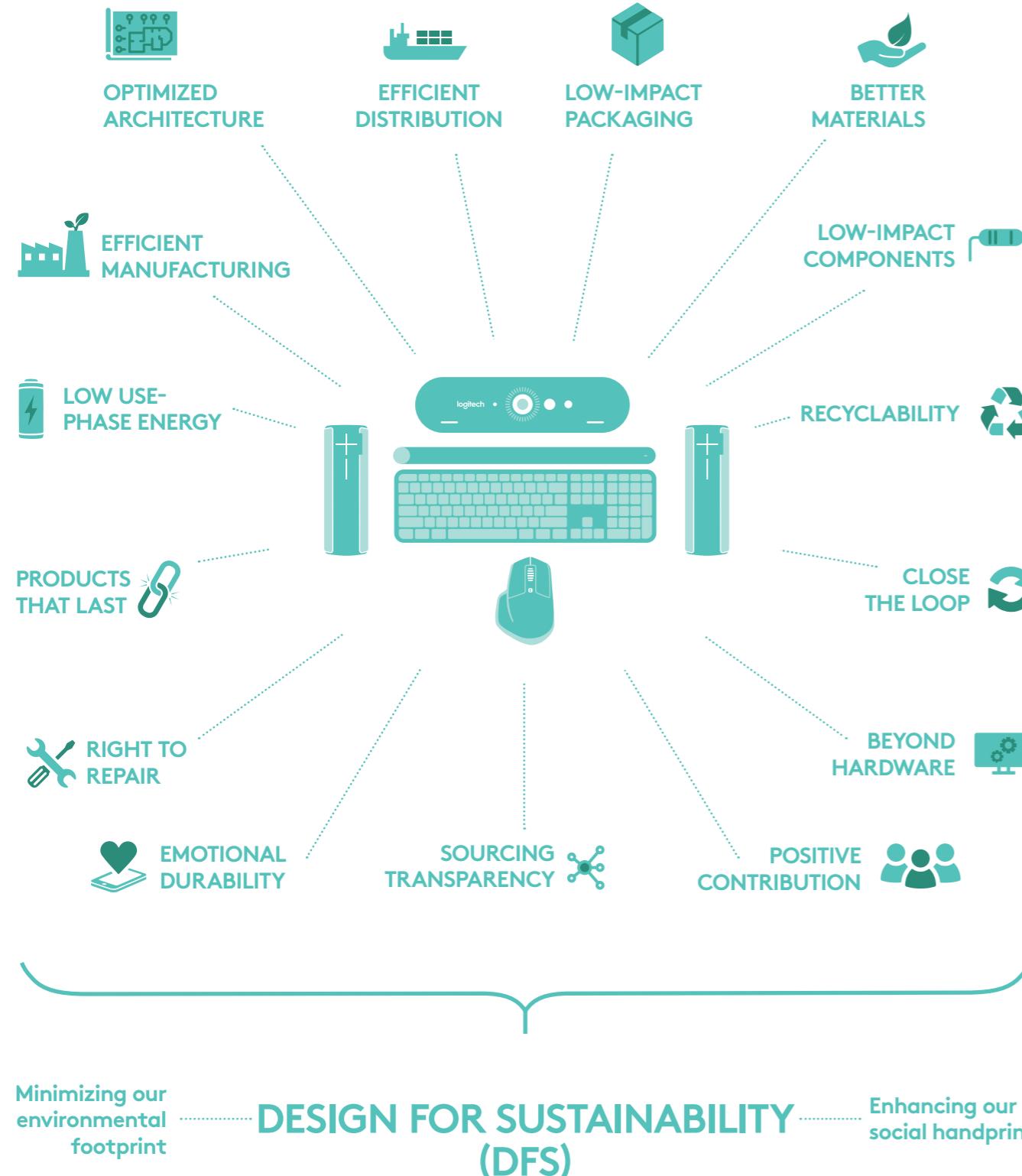
### TECHNICAL MATERIALS COLLABORATION

In FY21 we launched a collaboration with polymer science research body Applied Polymer Technologies (APT) to trial a range of lower-impact alternatives to existing materials. This group is focused on trialing and qualifying new rigid polymers with improved environmental performance as well as the additional benefits of new colors, surface finishes, and effects.

### FUTURE ELECTRONICS

We recognize the role that electronic components have in the environmental footprint of our products. In FY21 we accelerated our work to identify emerging technologies, processes, and design solutions that will be central to reducing these impacts in future products.

## Sustainable Design Principles



### Sustainable Design Principles

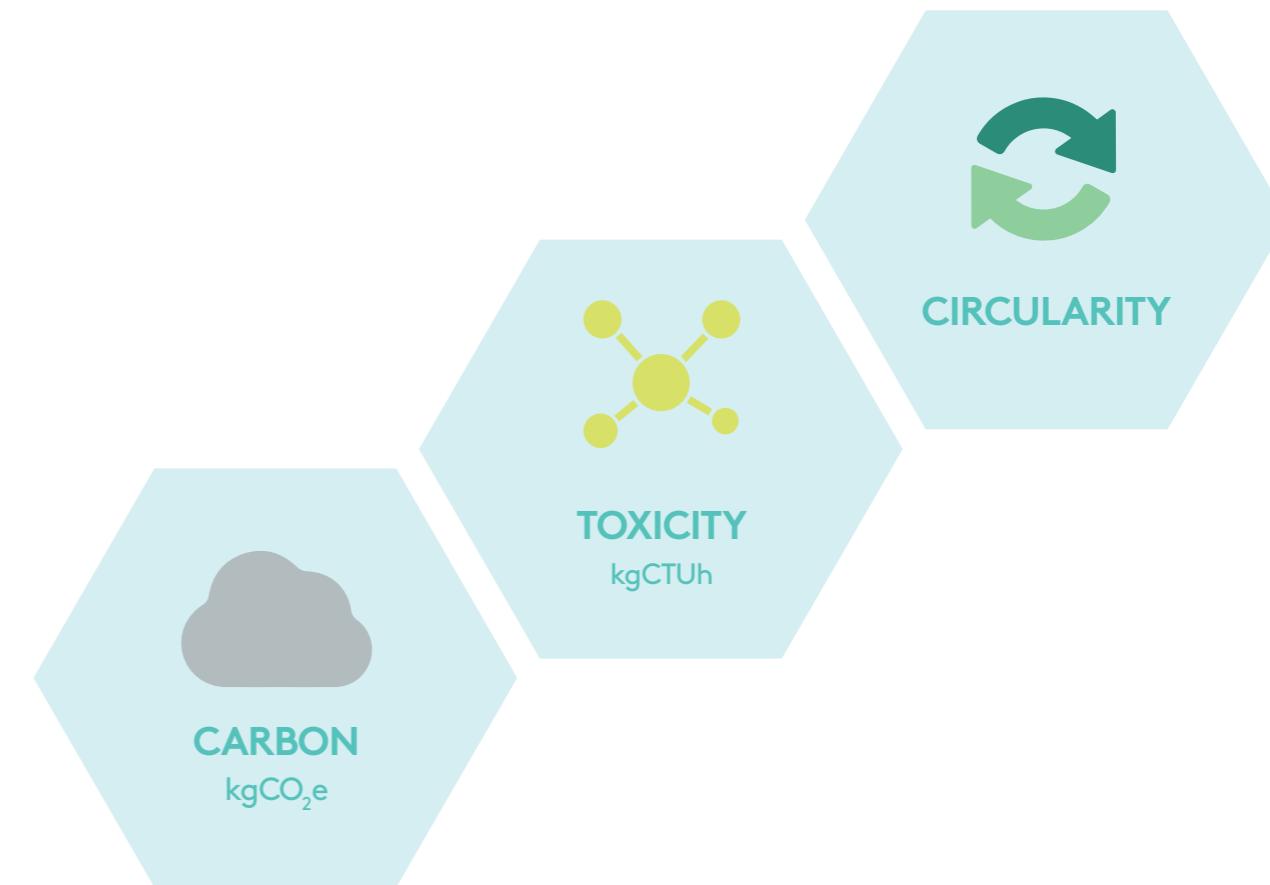
Incorporating design for sustainability into product development involves navigating the complex intersections of technical product performance, user experience, business viability, and environmental and social impacts.

Our designers are driven by 15 key sustainable design principles

### Measuring Sustainability

We translate the likely environmental performance of our designs into carbon, toxicity, circularity, and other key indicators which are then used to guide design decisions. Tracking these metrics across our product portfolio allows us to gauge our progress and to set meaningful targets for environmental impact reduction.

To support decision-making during the design process we have developed internal guidelines, tools, and calculators. More detailed insight into two example tools is given on the following page.



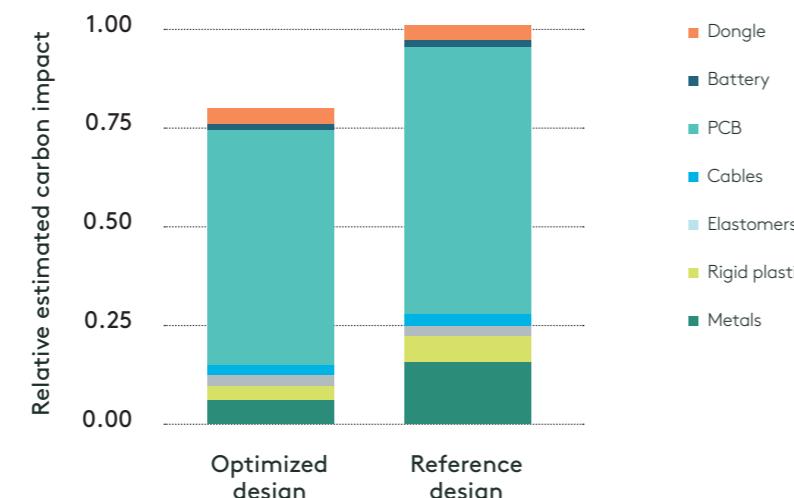
## TOOLS


**PRODUCT IMPACT  
CALCULATOR**

In FY21 we further refined our Product Impact Calculator tool which uses standardized LCA data for our commonly used materials and components. This tool presents a quick snapshot 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.

**Carbon impact assessment**

A carbon impact assessment example between two competing design directions

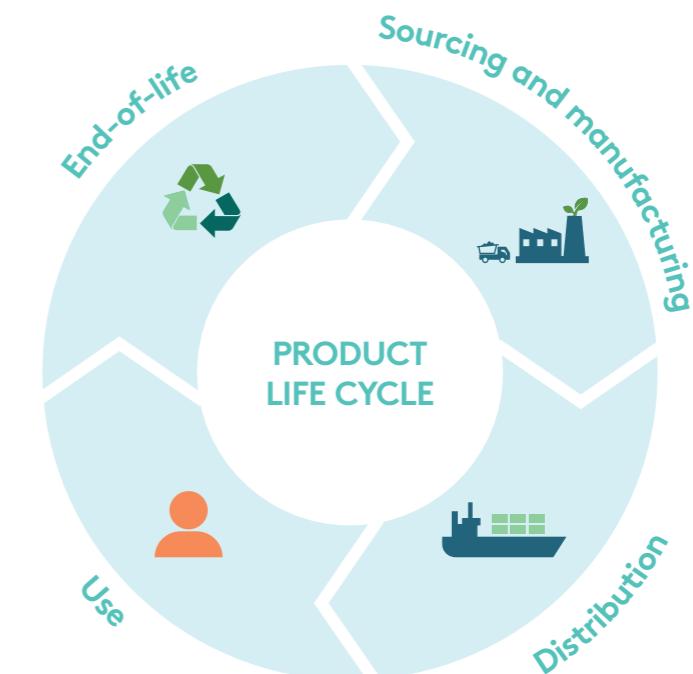
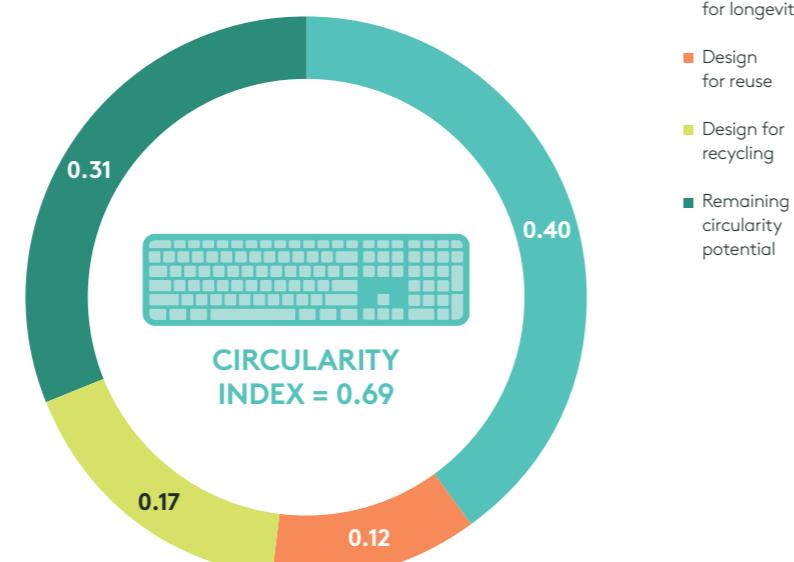


**CIRCULARITY  
ASSESSMENT TOOL**

In FY21 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 eco-labeling systems including Blue Angel, EPEAT, EU Ecolabel, and others.

**Circularity assessments**

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

**Data & Insights**

Our DfS initiatives are grounded in taking a life-cycle approach to addressing the impact of our products. We describe our product life cycles as being divided into four stages as shown above.

The ability to measure the impact of our products across the life cycle is underpinned by our internal Life Cycle Assessment (LCA) capability. Throughout FY21 we continued to partner with the iPoint Group, who are internationally recognized leaders in LCA, to support our ambition to advance this capability even further by:

- evolving our insights into the impact of materials, components, and processes which are not currently included in commercially published LCA data sets, but which are relevant to our current applications

decisions for environmental impact. In the case of our electronics components, we have also developed an entirely new assessment methodology, allowing us to assess the impacts of our key electronic components and associated processes levels of granularity that are unprecedented in the industry.

## NEW PRODUCTS CASE STUDIES

Here are examples of just some of the DfS improvement in products launched in FY21



### Logitech G Pro X Super Light

In FY21 we launched the Logitech G PRO X SUPERLIGHT. Meticulously redesigned and engineered to reduce weight while enhancing performance, the new PRO X SUPERLIGHT is less than 63 grams and nearly 25% lighter than the Logitech PRO Wireless. Weight reduction is achieved through the use of 7.5% less plastic, a smaller printed circuit board, smaller magnets, fewer screws, and even a lighter cable.

The lightweight architecture of the G PRO X SUPERLIGHT leads to an estimated annual carbon impact avoidance of 260 tCO<sub>2</sub>e.

In addition, the PRO X SUPERLIGHT comes equipped with Logitech G's HERO 25K sensor which utilizes a smart power management system to continuously adjust frame rates based on the movement of the mouse to minimize power consumption. Even at high DPI, HERO is 10X more power-efficient than previous Logitech G sensors equating to an estimated annual impact avoidance of 117 tCO<sub>2</sub>e.



### M190 Full-Size Wireless Mouse

In FY21 we launched the M190 full-size wireless mouse with optimal comfort for either hand, a lag-free wireless connection, precision tracking, and an 18-month battery life. The M190 also leverages a new approach to printed circuit board (PCB) design. In FY21, by rationalizing the design of the various PCBs used in multiple product lines we achieved significant reductions in carbon impact across new and

existing product lines including the M190. This innovation together with more efficient power sensors contributes towards a reduced carbon impact of the product by 10%, when compared with the M170



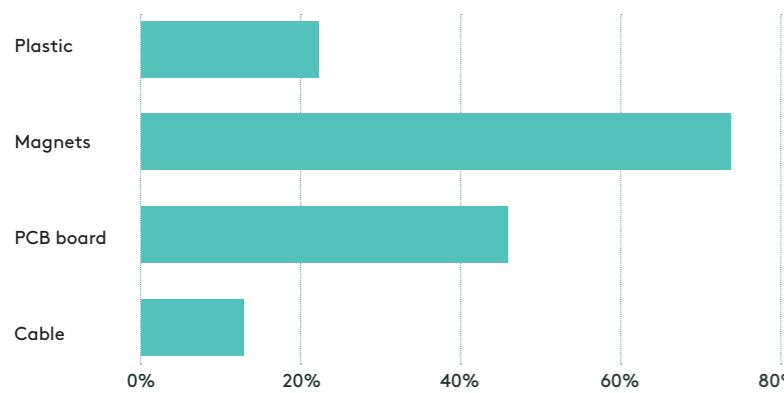
### M185 Wireless Mouse

In FY21 we also upgraded our best selling M185 with a range of improvements leading to a significantly reduced environmental footprint

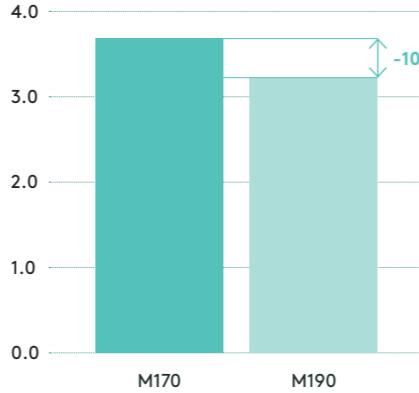
- Revolutionary platform PCB design
- Lower impact scrolling wheel module
- More efficient molding process
- Refined part design for lower weight

These improvements resulted in a total estimated carbon footprint reduction of at least 15% when compared with the previous version of the M185.

### Estimated Carbon Impact Reduction (%) of Logitech Pro X Superlight vs Logitech Pro Wireless



### Estimated Carbon Footprint of M170 vs M190 (kgCO<sub>2</sub>e)



# RESPONSIBLE PACKAGING

Packaging plays a critical role in all our products, keeping them safe as they move around the world from our factory floor to your home, as well as defining the first look and feel of the product experience. We continually refine the design of our packaging with the goal of minimizing environmental impact while always exceeding user expectations.

Throughout FY21 we made significant progress towards more sustainable packaging in the following four key focus areas:

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

Toxicity potential. To support this approach, in FY21 we began the process of transitioning our packaging life-cycle assessment tools (LCA) to a customized, web-based LCA platform to enable broader access to key environmental impact data within our packaging design team. Importantly, our new LCA platform ensures full consistency between our product and packaging assessments. This work was carried out in partnership with IFU Hamburg (part of the iPoint Group), who are internationally recognized leaders in LCA.

In FY21 we also introduced the first of our products to carry our new Carbon Impact Label, which provides a full life-cycle carbon footprint value on the product's packaging with the aim of helping consumers to better understand the environmental impact of our products. For more information, please refer to the [Carbon Clarity](#) section.

## 1. Calculate

All of our packaging designs are developed with sustainability in mind, meaning that material choices and structural design decisions are fully informed by measurements of carbon impact, water depletion, and



## RELEVANT SDGs



## 2. Create

Designing for sustainability means thinking beyond the norm. In FY21 we continued to innovate, delivering new and creative solutions for our product packaging designs to reduce their impact even further.

In FY21 we launched ERGO M575, featuring an innovative packaging solution that delivers a 34% lower carbon footprint than its predecessor the M570, while reducing the weight of single-use plastic by 98%\*.

By integrating assessments of environmental impact throughout the design and development process, the team arrived at a solution that completely removed the need for a plastic tray or plastic bag, instead using an internal protective wrap made from paper based material to protect the product. To further reduce impact and material waste, all setup instructions were printed directly onto this protective paper-based wrap.

In FY21 we also introduced our 100% paper-based hang tabs - an innovative design solution that uses molded pulp to replace the plastic or regular cardboard used in previous designs. Unlike other paper-based hang tabs, our new design is specially reinforced to reduce the risk of tearing. Because our new molded hang tab is 100% paper-based, it is also 100% recyclable.

## 3. Consider

In FY21 we continued to reduce the impact of our existing portfolio through ongoing packaging update and redesign programs.

We significantly reduced the size, weight and material usage across a range of webcam packaging, with final package size reduced by up to 71%, depending on the product line. This change has also allowed us to reduce the number of pallets required for every shipment - a pallet can now hold between 30% to 60% more units than before. All of this work has resulted in an estimated impact reduction of over 1,760 tCO<sub>2</sub>e per year.

**As part of our wider Sustainable Packaging Design Guidelines, we introduced this year a pledge to avoid single-use plastic (SUP) packaging whenever possible. This initiative reflects our efforts to tackle the problem of plastic leakage into the environment, and directly supports our vision of 100% recyclable packaging materials.**

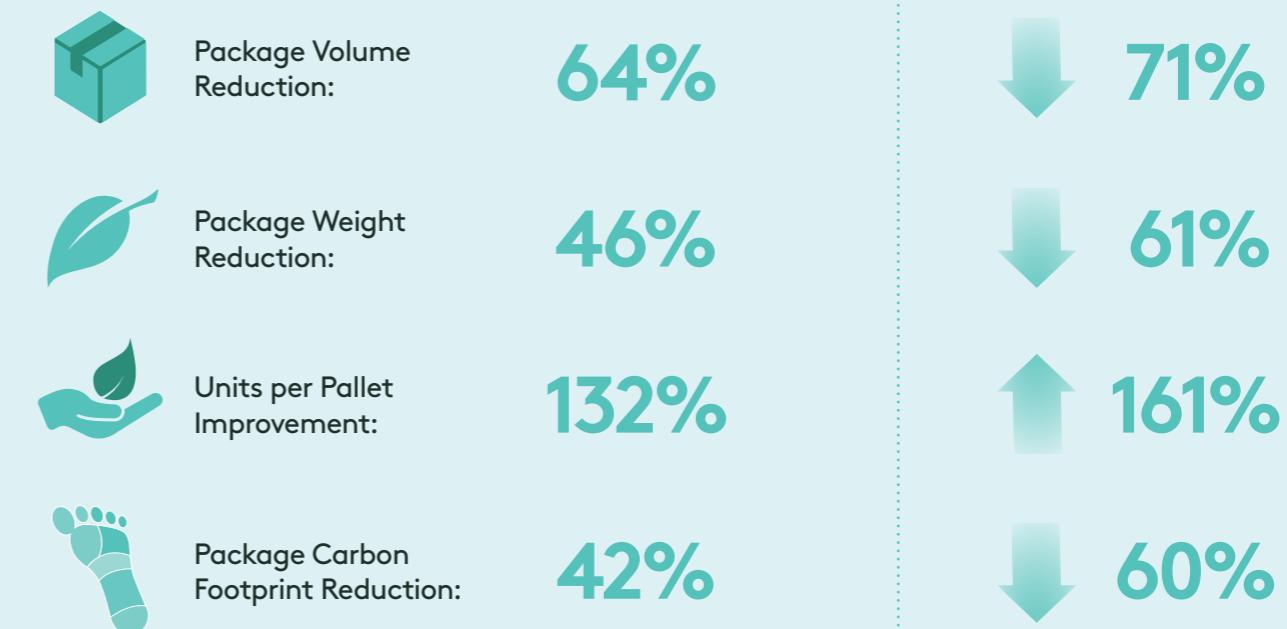
## Consider

### C922 PRO HD STREAM WEBCAM

### MEDIUM BOX



### SMALL BOX



What we've  
achieved so far...

**462 t paper/card**  
Total material avoidance in FY21

**>1,760 t CO<sub>2</sub>e**

Total CO<sub>2</sub> avoidance in FY21

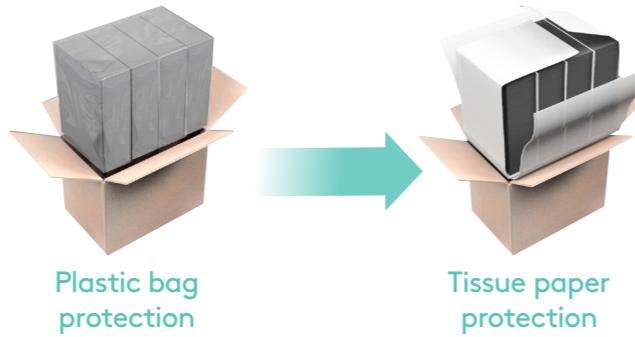
\* Remaining plastic in M575: Tamper seal label (0.05 g) and product packaging lamination on the primary box (approximately 1 g).

## 4. Cut

In FY21 we continued to scale up our efforts to eliminate single-use plastic from our packaging;

 We developed a single-use plastic policy, highlighting our commitment to reducing plastic packaging as much as technically possible across all product ranges with the longer-term goal to eliminate it completely. For more information, you can access this policy on our website [here](#).

 In FY21, the bags used to protect our packaging boxes in distribution were changed to tissue paper wrap in a number of existing product lines, leading to the elimination of more than **2.6 million plastic shipping bags** from our portfolio. In newly launched products, we avoided using an additional **3 million plastic bags** thanks to the introduction of tissue wraps for shipping protection.



 In FY21, we also eliminated the use of plastic bags inside the retail box for many of our product lines, using tissue wrap & soft paper-based bags to protect the product & accessories instead. This has resulted in the elimination of a further **5.8 million plastic bags**.



 By switching to **brown box** packaging for products sold online we successfully eliminated over 1.1 million plastic clamshells from our portfolio this year.

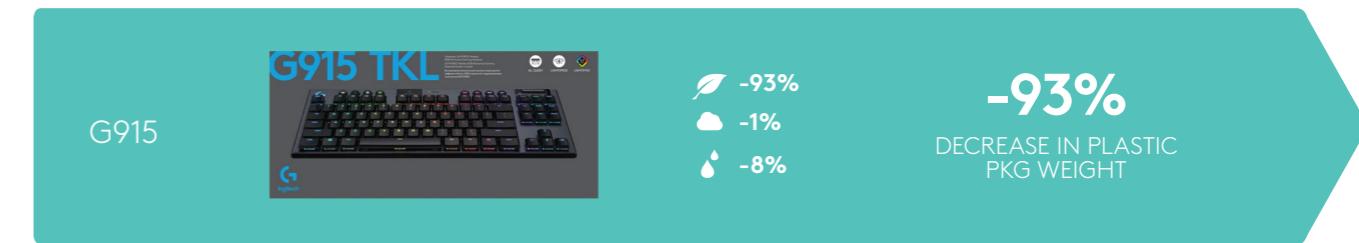
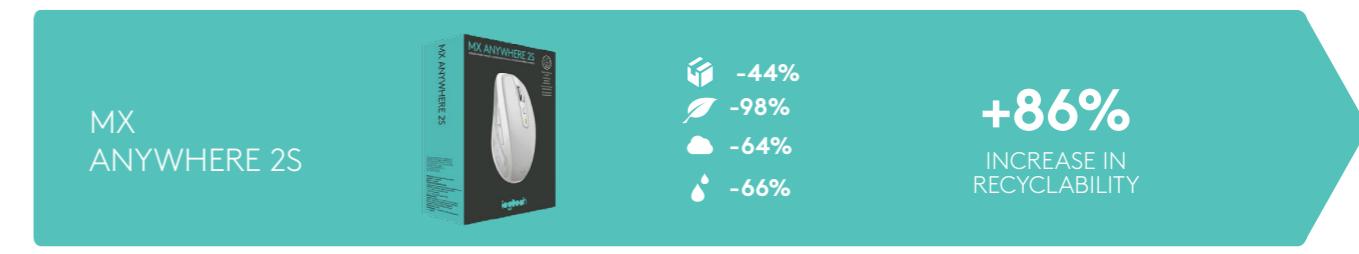


 We continue to update the material on millions of our remaining clamshells, introducing 35% recycled PET plastic in place of 447 metric tons of virgin plastic annually- achieving a total estimated carbon reduction of **254 tCO<sub>2</sub>e** last year.

### Case studies

Eco impact compared to previous generation

-  Total weight of packaging
-  Total weight of plastic packaging
-  Carbon footprint
-  Life cycle water use



# 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 non-toxic 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 General 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 General 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 FY20, 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.

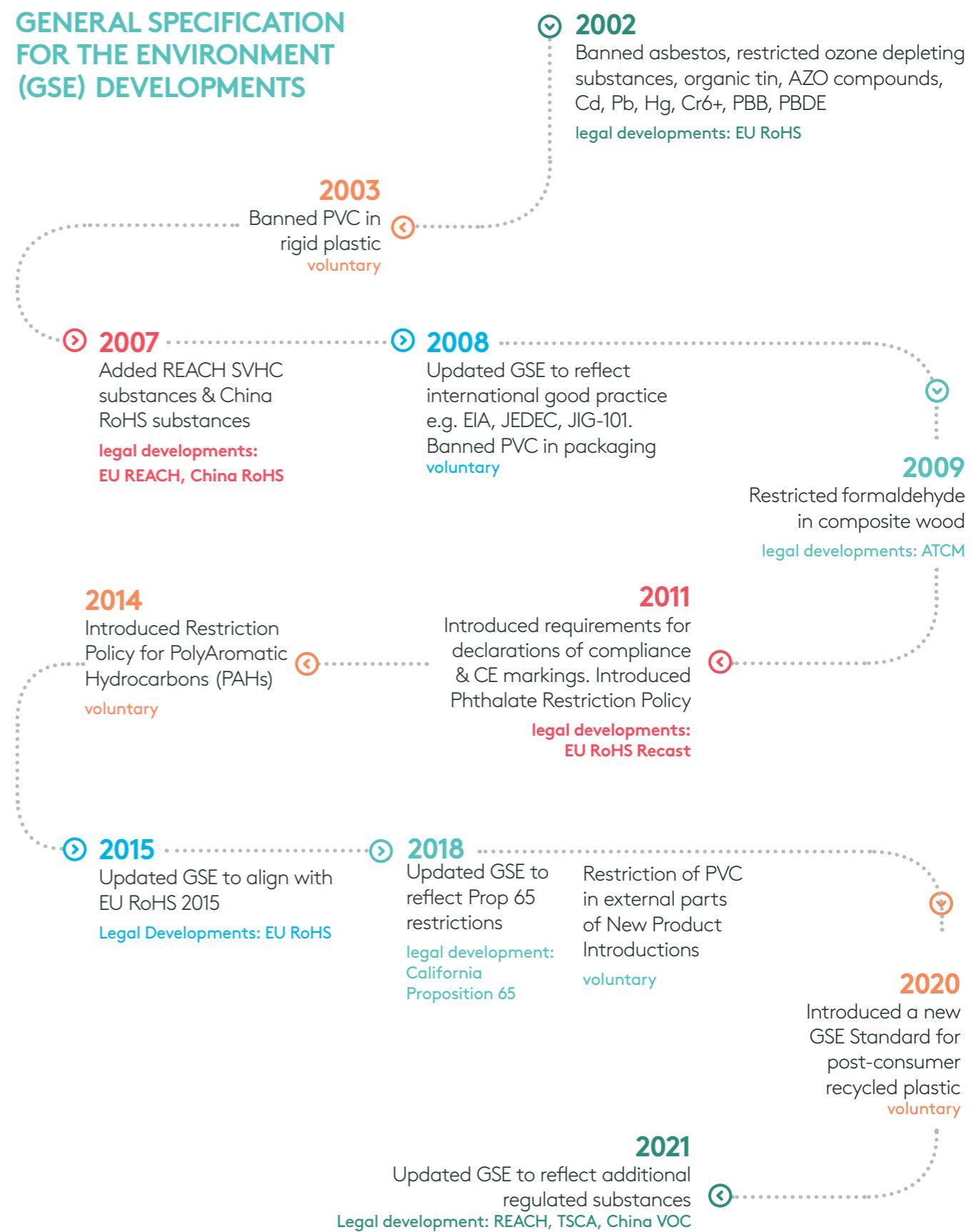
## RELEVANT SDGs



## GSE STANDARDS

GREEN PROCUREMENT STANDARDS BASED IEC 62474

## GENERAL SPECIFICATION FOR THE ENVIRONMENT (GSE) DEVELOPMENTS



**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 which claim 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 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.

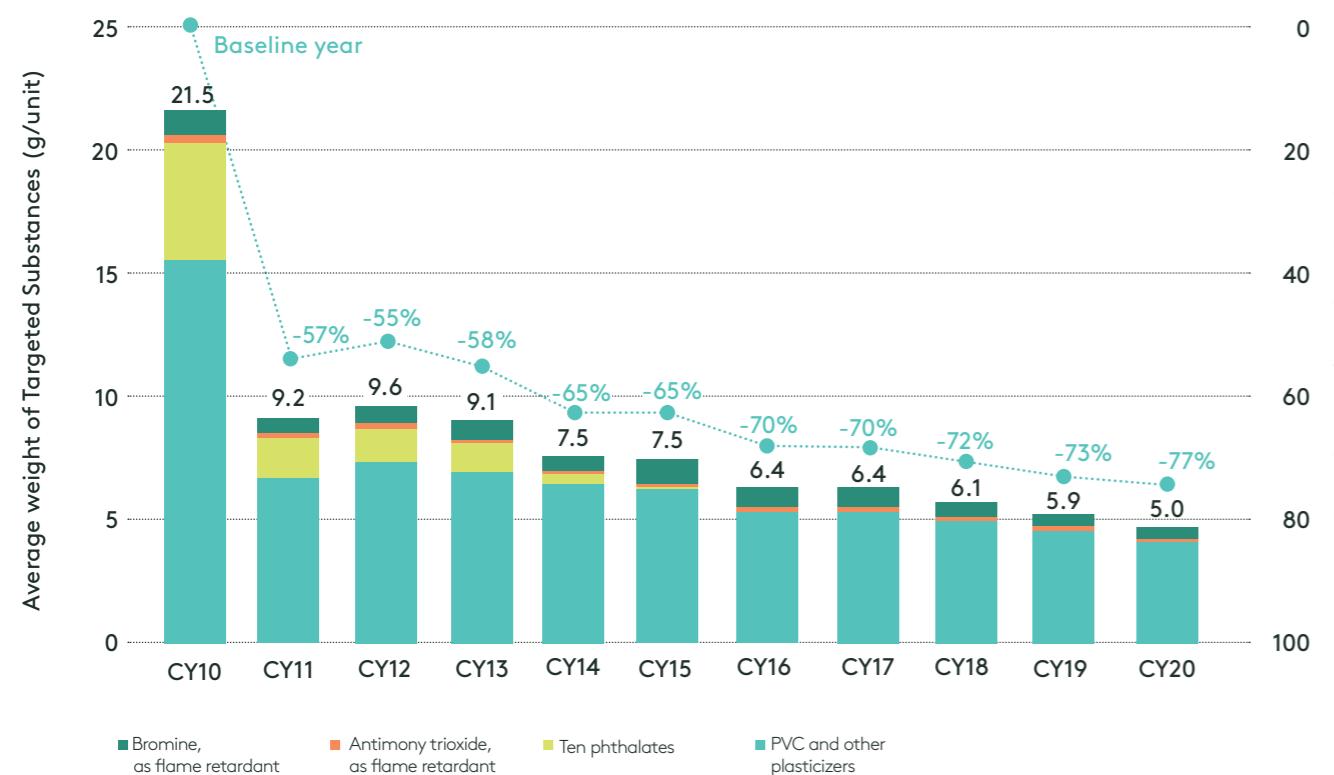
**Testing & Auditing Standards**

We have an established and systematic testing program, which includes sampling of Logitech products, components, and manufacturing consumables, regularly 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 disjointed to the homogeneous level and tested in accordance with good laboratory practice methods, including x-ray fluorescence (XRF) and laboratory-based chemical analysis. Our approach allows us to demonstrate and declare single component traceability, full legal compliance and test

**77%**  
REDUCTION IN TARGETED SUBSTANCES SINCE CY10

**Targeted Substances**

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.

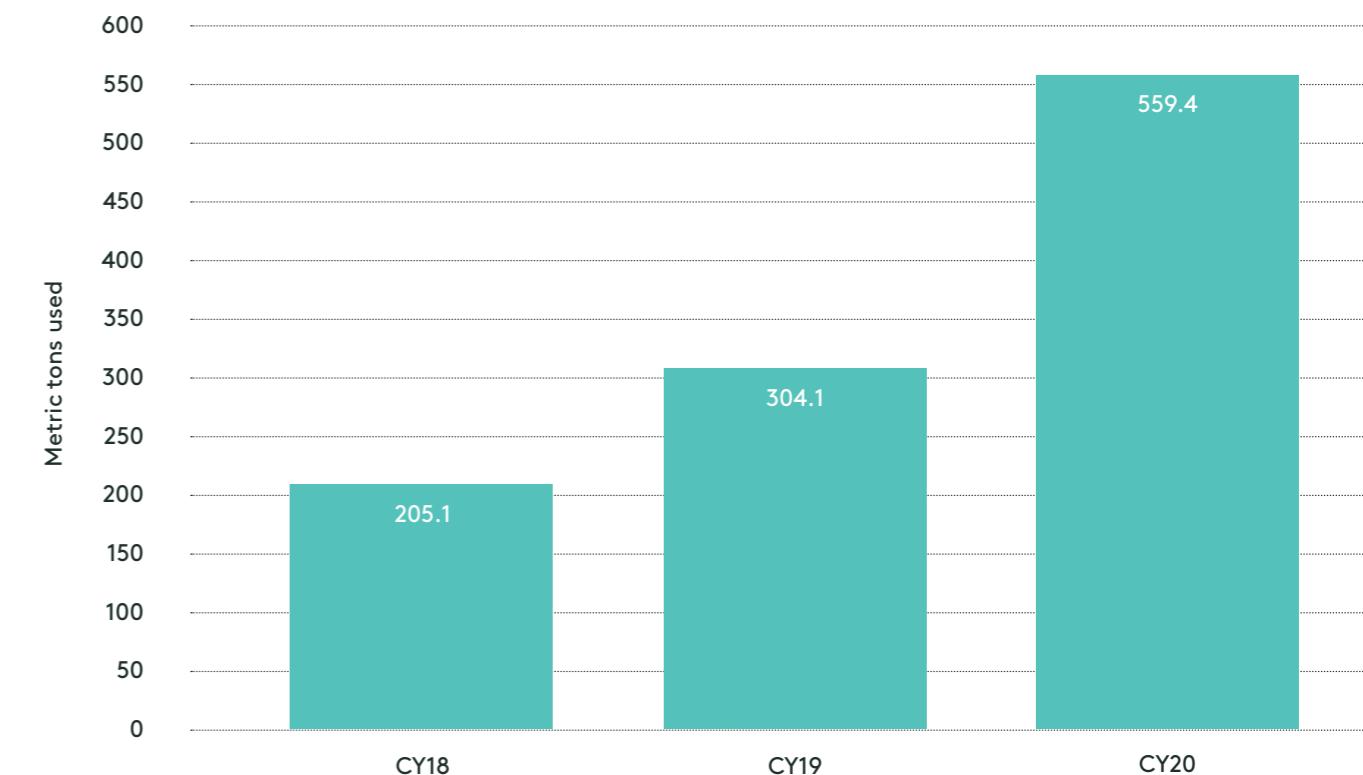
We have a robust supplier audit program, which includes auditing of supplier facilities to check compliance with RBA Code requirements for materials management, compliance with hazmat legislation, and compliance with our green procurement standards. Both our product testing program, and supplier factory 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 phase-out of certain Targeted Substances of concern including, 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 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

**559 t**  
OF PVC ALTERNATIVES USED IN CY20

**Zero PVC**  
GOAL FOR 2030

**Use of PVC Alternatives**

Targeted Substances in our top 50 retail products (units sold in FY21). As shown in the graph, the average total weight of Targeted Substances per unit has now reduced to 5g/unit, which is a 77% reduction of CY10 levels.

#### 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](#) on logitech.com for the first time, in 2019. Our Astro, Jaybird and Ultimate Ears products are all PVC-free at this stage. Thermoplastic elastomer (TPE) is a low-toxicity alternative to PVC. In CY20 we continued our use of TPE and implemented more than 559t 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 towards our ambition of Zero PVC by 2030.

#### Elimination of Solvent-Based Paints

Volatile organic compounds (VOCs) are organic chemicals which 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 skies' strategy, 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-borne paints entirely and use waterborne paints as a substitute.

Our goal is to eliminate solvent-based paints wherever possible, by 2023. In 2019, we estimate we used ~1,300 metric tons of solvent-borne (SB) paints to manufacture our products. We estimate the switch to water-borne (WB) paints will enable us to produce the same number of products with ~1,100 metric tons of WB paints and 400 metric tons of SB paints. This equates to a 52% reduction in annual solvent use.

**410 t**  
OF VOCs  
ELIMINATED IN 2020

# 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 [Safety, Health and Welfare 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.

**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) 14001 and (ISO) 45001.

We first achieved ISO 14001 and OHSAS 18001 certification of our production facility in 1999 and 2004. We transitioned from 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, 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.

#### RELEVANT SDGs





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.

#### 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, as well as 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 in the following chart.

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 tend to be 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 between CY19 and CY20 decreased as we temporarily shut down one part of our on-site facilities, to facilitate some upgrade works.

As indicated above, water use 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



**35+**  
YEARS PRODUCTION EXPERIENCE

Management Procedure, which includes a process for defining annual reduction plans and objectives, but the scale of opportunity associated with water-saving initiatives is small. Our commitment to lean manufacturing drives ongoing efforts to identify water-saving initiatives of benefit, for the environment and our workforce.

Water-saving initiatives typically relate to control systems for toilets and preventative maintenance procedures to avoid water leaks and repair any leaks that do occur. In FY20, we replaced a number of valves and water pipes to reduce water loss. We also installed

additional systems to enable convenient 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 align with good practice expectations and provide fair working conditions for workers. Additional performance data for water use is provided in the [Data Section](#) of this report.

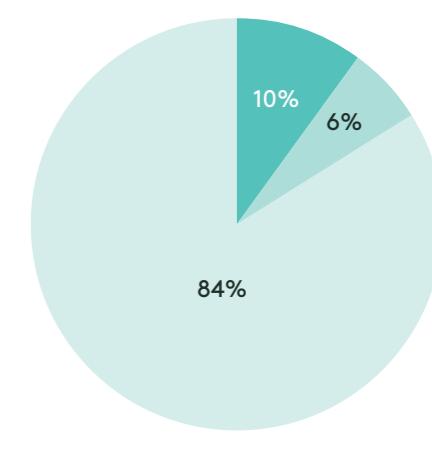
#### Wastewater

Wastewater emissions from our facility are limited to municipal wastewater and rainwater. We do not produce or discharge industrial wastewater. Municipal wastewater from on-site welfare

facilities is discharged via the local authority network, in accordance with all relevant conditions of our environmental permit. We have annual third-party testing, to verify 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, as per good practice.

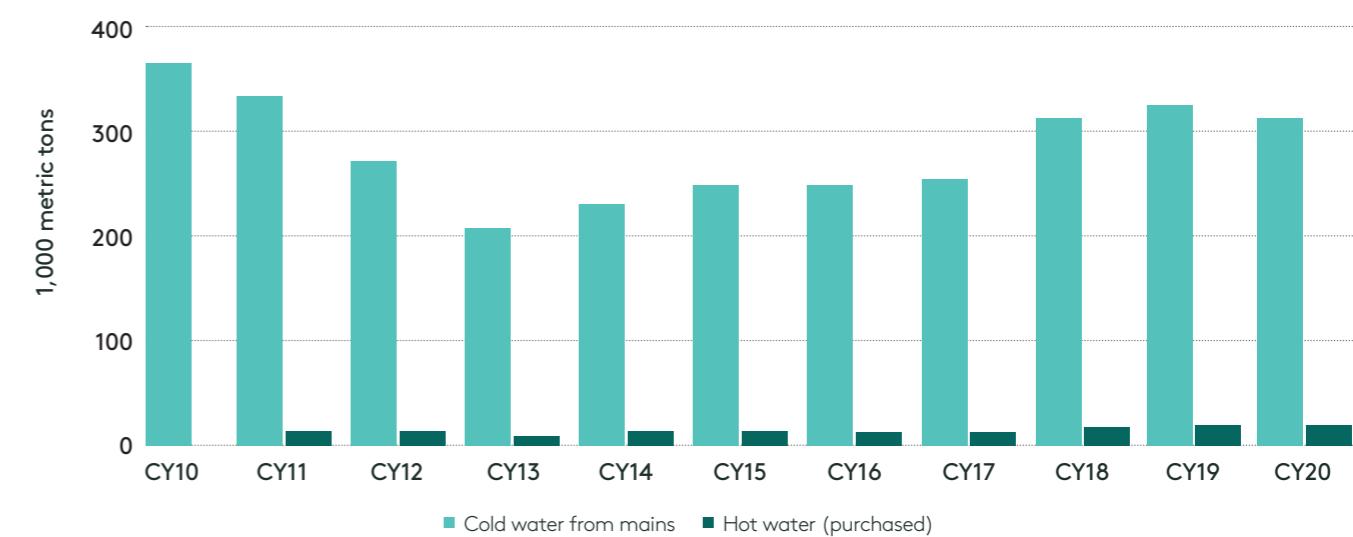
For more information on water use and environmental impacts in our supply chain, please refer to the [Supplier Development](#) section of this report.

#### Water use



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

#### 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.

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 also have a corporate standard establishing our expectations for environmental good practices and appropriate management of workplace emissions and air quality. We have not had 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.

## 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, solvent, 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.

We track and report the end-of-life treatment pathway for all waste streams arising at our facility and visit recycling and disposal sites, where necessary to verify end-of-life treatment.

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

Prakash Arunkundrum,  
Head of Global Operations

## OHSAS 18001

SINCE 2004

## ISO 45001

SINCE 2021

## ISO 14001

SINCE 1999



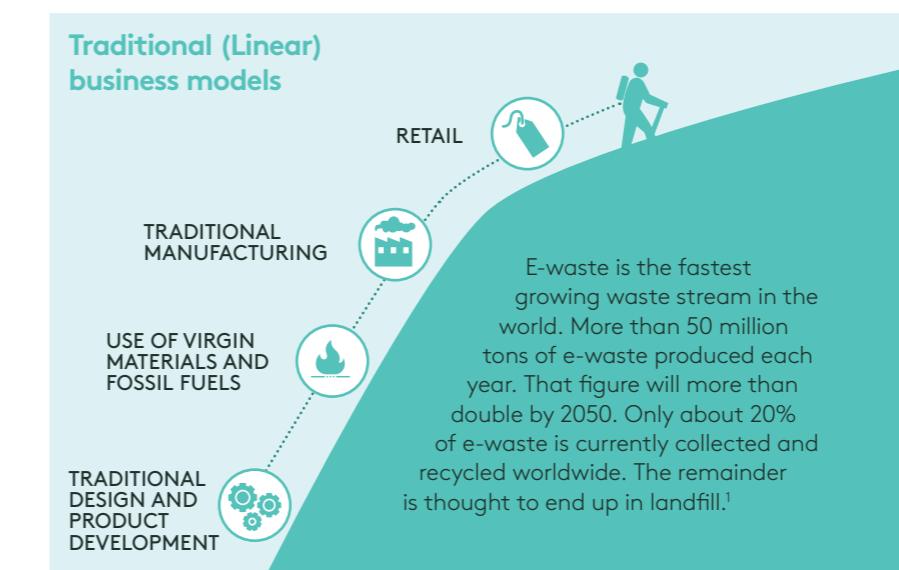
# END-OF-LIFE RECYCLING AND CIRCULARITY

Our ambition is to empower consumers to extend the life of electronic devices, components, and materials. We are working to innovate and develop more circular production and consumption systems, to meet the growing consumer demand for electronics, while also addressing the need to conserve natural resources, biodiversity, and carbon sinks.

**Earth Overshoot Day** marks the date each year when society has exhausted the planet's annual capacity to produce natural resources for human consumption. In 2021, Earth Overshoot Day fell on July 29. For the rest of the year, society's demand for resources is fulfilled by depleting legacy stocks of natural resources with significant, resulting impacts on biodiversity and natural carbon sinks.

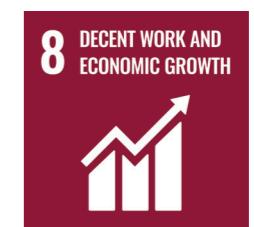
When considering the resource demands of society, consumer demand for electronics and the resulting e-waste at end

of life warrant particular consideration. E-waste is now the fastest growing waste stream in the world. Linear business models have traditionally relied on virgin materials and fossil fuels, with electronic products designed for a finite period of use, before ending up in landfills. These linear business models are putting significant pressure on the planet's resources, as well as adversely impacting society's collective potential to deliver on the UN Sustainable Development Goals.



<sup>1</sup> 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)

## RELEVANT SDGs



## The opportunity

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.

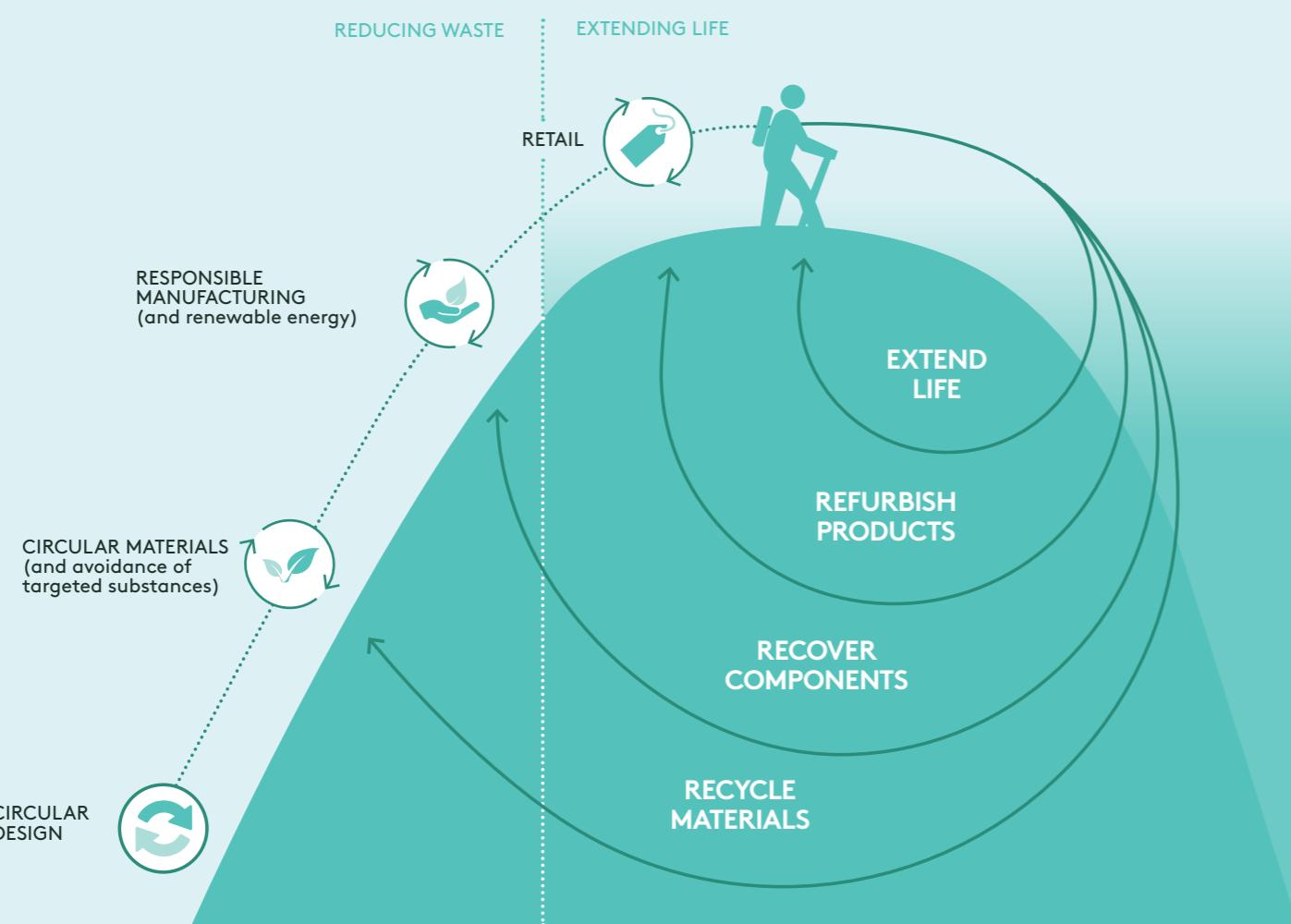
Consumers often struggle to find avenues to repair and extend the life of their products. More needs to be done by brands and by broader value chains to enable circularity to become a core business imperative.

We want to transition our business to one based on circularity. 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 opportunity for circularity is critical. We aim to engage all members of our value chain to extend the life of electronics devices, components, and materials beyond single use. Our strategy can be outlined as follows:

## 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

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 more durable and energy-efficient product designs, dematerialization, design for reuse, repairability and recycling, design for circular materials, and design for other circular business models. For more information, please refer to the [Design for Sustainability](#) section of this report.

● **Circular Materials** are renewable and recycled materials. Our long-term goal is to only use renewable or recycled materials, by adapting and finding new sources, applications and developing new materials. Renewable materials are natural materials that are recyclable at end-of-life and sourced from natural reserves that are managed responsibly, to ensure 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. Recycled materials, FSC®-certified paper packaging and post-consumer recycled plastic

are all examples of circular materials and support the transition to a more circular economy. As well as selectively encouraging the 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 following [Circular Materials](#) section.

- **Responsible Manufacturing** is a manufacturing activity that draws only on renewable electricity and is managed under an established code of conduct, to minimize environmental and social impacts and ensure responsible management of materials, resources, and waste. We recognize and apply the RBA Code of Conduct, which reflects good practice requirements for environmentally and socially responsible manufacturing and a zero-tolerance approach to child labor and human trafficking, as well as other labor, ethical and human rights issues, which are often associated with informal processing of e-waste. For further information on the application of the [RBA Code of Conduct](#), please refer to the [Sustainability at Logitech](#) section of this report.
- **Extending product life:** supporting 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.
- **Refurbishing products:** Offering trade-in programs for used or damaged products, to refurbish them to "like-new" condition for sale on e-commerce platforms.
- **Recovering components:** Recovering product components for reuse in new device manufacturing.
- **Recycling materials:** Ensuring products and parts that cannot be refurbished or recovered are sent for recycling, to recover raw materials, which can then

be used in our business or in external supply chains. 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.

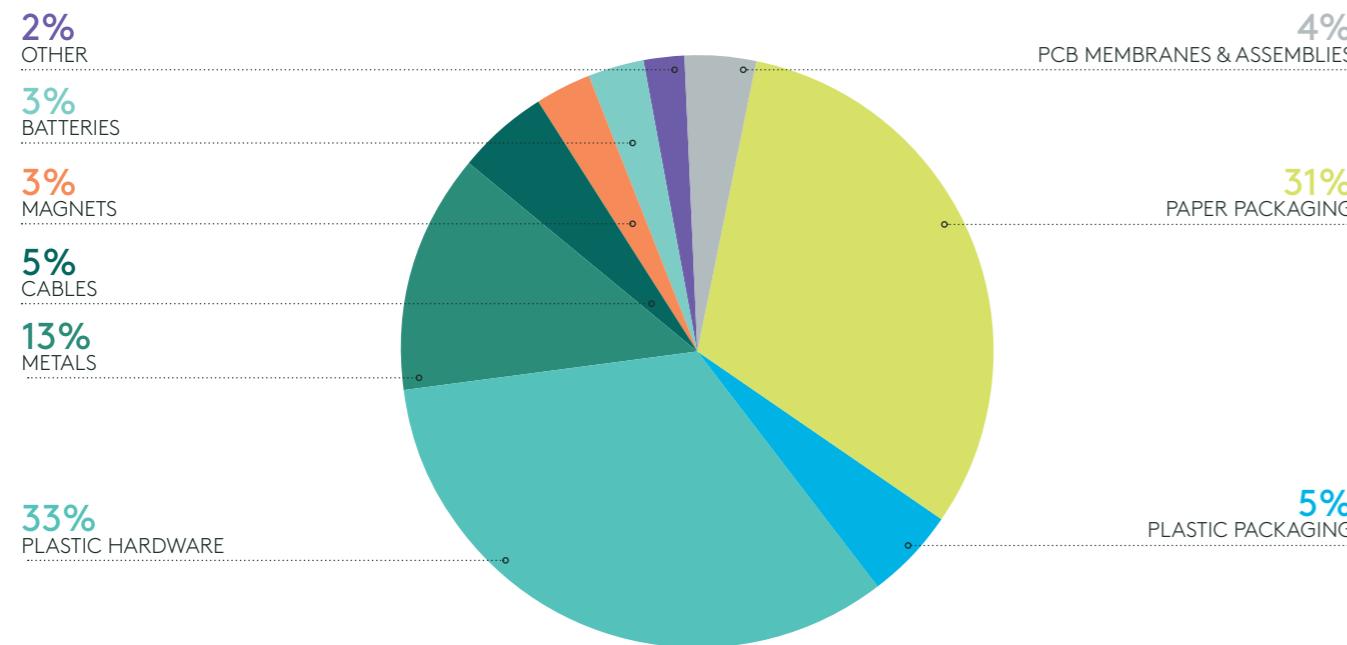
By reducing waste and extending product life, while accelerating the transition to renewable energy, we believe we can eliminate waste and reduce our carbon footprint to Net Zero by 2030, while evolving our current business model to circularity.

### CIRCULAR MATERIALS

At Logitech, the selection of materials for a product's design is informed by its 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. We continue our work to develop more circular alternatives for all three material categories.

**50%**  
OF OUR CREATIVITY &  
PRODUCTIVITY MICE AND  
KEYBOARDS WILL BE MADE  
WITH RECYCLED PLASTIC  
BY THE END OF 2021

### Weight of materials and components in our portfolio



### USING RECYCLED PLASTICS

We have an established recycled plastic program, which promotes the use of post-consumer recycled plastic as an alternative to virgin plastic, in our devices. Our capability has grown rapidly as we've 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've also worked with [SCS Global Services](#) to certify our products with recycled plastic and verify our recycled plastic resins come from end-of-life electronics, thus contributing to a more circular economy.

In FY21, we were delighted to launch our first product with off-white recycled plastic (the ERGO M575). This was a technical accomplishment of note as dark-colored recycled resins (e.g. black and grey) are commonly available in the marketplace because darker colors tend to hide the small cosmetic blemishes that can sometimes occur when molding with recycled plastics. Lighter colors are much less forgiving and therefore the development of such resins requires more stringent control of resin feedstock and formulation, cosmetic performance standards and the molding process. As a result, the

graphite version of the ERGO M575 was launched with 71% post-consumer recycled plastic and the off-white version, with 21% content. We are particularly proud of the off-white version due to the challenges it presented. The development of the off-white resin has opened up whole new opportunities for lighter colored recycled plastic products in our portfolio. Our teams are now working to increase the percentage of recycled content over time, through the continued work of our materials innovation team, suppliers and molders. All of this effort is directly contributing to reducing our carbon impact.



We are also progressing an expansion of the program with a large number of existing product lines being upgraded to incorporate recycled plastic. As a result of those efforts, more than 50% of the mice and keyboards in our Creativity and Productivity portfolio will be made with recycled plastic by the end of 2021. Check out our [Recycled Plastics Webpage](#), for further information on this innovative program.

#### Eliminating Plastic Packaging

Single-use virgin plastic is plastic that is designed to be used only once before being quickly disposed of. This includes most forms of plastic packaging. A staggering 80% of single-use plastic waste ends up in landfills<sup>2</sup> or the environment. In 2020, we developed 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.



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. By sourcing packaging materials from FSC-certified suppliers, we are supporting responsible management of the world's forests to ensure no net depletion in biodiversity and natural resources, thus contributing to a more circular economy.

All of the paper packaging of our MX product lines is now FSC-certified and over the last year, the program has expanded to encompass other business divisions and product categories with new products in development and coming soon from our gaming, video-conferencing, and Jaybird divisions.

#### Avoiding Targeted Substances

To eliminate the risk of hazardous substances accumulating in waste plastic recycling streams, we review and evolve our General 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 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.

## 2020

### LAUNCH OF SINGLE-USE PLASTICS POLICY

#### EXTENDING THE LIFE OF PRODUCTS & COMPONENTS

This part of our strategy is new and emerging. In the last year, teams across Logitech have been working to develop conceptual models for extending product life, refurbishing products and recovering components and materials. We have studied consumer attitudes and behaviors and we have connected with thought leaders and potential partners in this area. At this stage, the strategy

and priorities are starting to become clear and we hope to provide further information in next year's Sustainability Report.

#### EXTENDING THE LIFE OF MATERIALS

Recycling rates depend on collection and recovery rates and are still very low worldwide. 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. We have an established [Recycling Standard](#), which sets out our requirements for good practice recycling and adherence to the Logitech Code of Conduct requirements for appropriate labor, health, and safety, and environmental good practice. In FY21 we launched a [drop-off and mail-back solution for customers in the US](#) and set up a number of [drop-off points in major cities in China](#).

#### PRO Recycling Partners



In many countries worldwide, we leverage a network of in-country, third-party distributors, who are required to support legally required recycling programs on our behalf, as a contractual requirement of doing business with Logitech. Over the next year, we will be working to develop

a reporting system to capture the scale of recycling occurring in this part of our business.

In addition to directly and indirectly financing in-country recycling capability, we recognize the need to raise consumer awareness. We continue to build our [Recycling Webpage](#),

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

# PEOPLE AND SOCIETY



### An invigorated focus on both people and communities

As a company that believes in enabling people to pursue their passions by designing experiences so that everyone can create, achieve, and enjoy more, our ambition for positive social impact is no small thing. Our social impact ambition is: We believe that together we can drive big change, and help enable people to design more fulfilling lives and a better planet. We do that by advocating for people and providing the resources — time, money, new products or in-kind donations — to play a positive role and help level the playing field. We dedicate ourselves to the communities in which we live and work globally, by

making sure our employees can thrive and succeed, and join others in pursuit of a more equitable world.

People make a company what it is. I'm proud to work among our incredibly talented team. However, we haven't yet done enough when it comes to balanced representation. When we look at our employees by race, ethnicity, gender and many other factors, it is clear that we need to ensure employees from marginalized communities are represented, feel included and are supported. We have made good progress on gender at the board level and leadership team level - shareholders elected our first woman Chair in 2019 and 38% of our leadership team are women. While Logitech has

always held dear the core tenets of Diversity, Equity and Inclusion (DEI), we have more work to do for all underrepresented groups throughout the business and are taking strong steps forward in 2021.

To strengthen and cement our social impact efforts, we have built our strategy on the three pillars of Culture - Community - Customer:

**We cultivate a company culture** that promotes inclusive leaders and ensures team collaboration, innovation and excellence in an environment where employees feel like they belong. We empower this culture by encouraging people to contribute to the causes they have personal passions for.

This means diversifying our hiring and recruitment strategies, providing support through employee resource groups (ERGs), ensuring our benefits and wellness offerings reflect the needs of all our people, overhauling our talent and development practices to ensure equity, and addressing any biases that may have influenced the workplace and its culture in the past.

**We support our underrepresented employees and communities** by fostering visibility, capability, community and access for everyone, including people who come from underserved backgrounds and communities. We create opportunities to join with other Logitech people to give back to the communities in which we live and work.

This is not only an urgent social responsibility, but a key aspect of our commitment to diversity, equity and inclusion and is seen through our work with [Girls Who Code](#), supporting its mission to close the gender gap in tech, or Logitech G's work with [AbleGamers](#) to shape a more supportive, inclusive gaming industry. From donating money and products to a cause, or partnering with others to drive larger initiatives, there are many ways to do the right thing, and we offer community advocacy that is open and accessible to all.

**Changing the way we do business** by continuously reviewing and improving Logitech processes and

programs to better connect with stakeholders (i.e. customers, employees and partners) and being more inclusive in serving a range of people while leveraging the skills and products that our people and company have to offer.

We have strengthened our supplier diversity program. With partners like [WEConnect International](#) and [The National Minority Supplier Development Council \(NMSDC\)](#), we recorded an almost 30% increase in the number of diverse suppliers we partnered with in FY21 which resulted in a 6% increase in diverse spend compared to FY20.

During the year, we joined [The Valuable 500](#), an initiative that challenges business leaders to ignite social change for people living with disabilities across the world. This is one step in expanding our commitment to create products for persons with different accessibility needs following the introduction of the

Logitech G Adaptive Gaming Kit. In addition to expanding our product development efforts to be more inclusive, we've placed a similar emphasis on creating communications that's reflective of the wide range of people we serve as seen with the cultivation of a diverse Creator Network to partner with influencers who represent different identities from race, gender, sexual orientation and more.

Bringing our vision to life also relies upon the very personal connection to the causes we're most passionate about.

Whether it's by supporting those personal passions through matching employee donations or encouraging volunteer time off or working with others to, our mission is to imbue Logitech culture with a sense of responsibility and support to help build a better world.

We have also doubled down on our public-facing social impact ambition. Focusing on our central values of equality and the environment, we have proudly launched a Donor Advised Fund to facilitate employee charitable giving and encourage better employee relationships with their communities.

This year we have committed to several global change movements, and we continue to seek out innovative partners that can help us drive big change. As a member of the RBA, we are held accountable to the RBA Code of Conduct and as a signatory of the UN Global Compact, we are taking action in support of the UN Sustainable Development Goals.

We are committed to our employees and our communities. It's going to take all of us, working together, fighting every day, to support a more vibrant and successful company, and achieve a more equitable and sustainable world.

**Kirsty Russell**  
Head of People & Culture



“

In the past year, Logitech has put an invigorated focus on both people and communities because we have an ambition that 'together we can drive big change.' There's no question that now, more than ever in our recent history, it is our responsibility to not only do what's right for, and brings out the best in, our people; it's our responsibility to help level the playing field for all people to create more fulfilling lives.

”

**Kirsty Russell**  
Head of People & Culture

# SOCIAL IMPACT

Through our people and community programs, our ambition is to enable people to design more fulfilling lives and a better planet. Together we can drive big change.

Social Impact has been an integral part of Logitech's sustainability focus for many years, with Logitech reporting on these activities as part of our annual Sustainability Report since 2013. Building on this foundation, we have been working towards an increasingly pervasive approach, where our social impact efforts actively permeate through all of our business activities rather than through isolated efforts. Committed to by our Leadership team, we want to be part of the larger shared vision of global initiatives and be supported by resources, tools and targets. We will measure and report our progress while ensuring integration and alignment with our brands.

This year we articulated and shared our **Social Impact Ambition**, laddering up to our company vision and purpose and driven by our two most fundamental values of **Equality and the Environment**. This ambition, "to drive big change and enable people to design more fulfilling lives and a better planet", is centered around people and communities. Our strategy to deliver this Social Impact Ambition

comprises three key pillars: Culture, Community and Customer, which are translated into action, according to our **Seven Commitments** - a public commitment to action laid out in June 2020.

While Diversity, Equality and Inclusion (DEI) was already a company priority, the dialogue around racial equity, bias and social justice in the wake of the Black Lives Matter movement, re-centered our focus. These historic events, compounded by the COVID-19 pandemic, provided an important moment for us to reaffirm our values and our commitment to accountability, transparency and action. We will continue to focus and invest in measures to address systemic racism, implicit bias and underrepresentation in every country and community that we touch, and are continually expanding our internal programs and community-based advocacy work.

This report is another step towards our commitment of being transparent, holding ourselves accountable and keeping our employees and external stakeholders informed

and a part of our journey. In the following sections, you can read more about the newest programs and activities, which we have implemented over the last year, to deliver on this Social Impact Ambition and Seven Commitments:

- Diversity, Equity and inclusion
- Charitable Contributions
- Talent Development

**We believe volunteering is much bigger than something nice to do. We want to make an impact for causes in our communities.**

Jessica Monney, Head of Community & Advocacy



## COMPANY VISION & PURPOSE

### OUR SOCIAL IMPACT AMBITION

To drive big change and enable people to design more fulfilling lives and a better planet

Driven by:

### OUR EQUALITY AND ENVIRONMENT VALUES

Centered Around:

#### PEOPLE

We are advocates for people. We provide resources that enable everyone to design more fulfilling lives and better futures.

#### COMMUNITY

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.

#### CULTURE

Cultivating a company culture that promotes inclusive leaders and ensures team collaboration, innovation and excellence through promoting an environment where employees feel like they belong.

Empowering our culture by contributing to the causes we have personal passions for.

#### COMMUNITY

Enabling and supporting our under-represented employees and communities by fostering visibility, capability, community and access for people who come from underserved backgrounds and communities.

Creating opportunities to join with other Logitech people to give back to the communities in which we live and work.

#### CUSTOMER

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.

Delivered via our Social Impact Strategy:

Translated into action according to our 7 commitments

- |   |   |   |
|---|---|---|
| <p>1 We will Speak Up, Speak Out; be a voice for change, even as we change ourselves</p> <p>2 We will support other activists for this change</p> <p>3 We will support our communities: Personal, Local, Professional</p> | <p>4 We will support suppliers &amp; partners that are black, women and minority owned</p> <p>5 We will transparently measure and report our improvement</p> <p>6 We will support education</p> | <p>7 at every level We will never stop. We will make mistakes, and we will learn and evolve</p> |
|---|---|---|

# DIVERSITY, EQUITY AND INCLUSION

We believe that reflecting the diversity of the world inside Logitech provides us with the foundation needed to create experiences that enable all people to pursue their passions. On top of this foundation, we aim to truly understand the needs of different stakeholders; build inclusive innovation processes; and engage with diverse partners to bring these experiences to the widest possible market.

Beyond the connection and experiences we build, we're committed to igniting sweeping changes in our industry, beginning within. We are creating a more equitable culture that strives for fair representation, access and opportunity for advancement at all levels of the company.

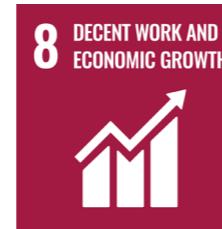
Across all of the brands within our family, including Logitech G, ASTRO Gaming, Streamlabs, Blue Microphones, Jaybird and Ultimate Ears, we're on a mission to continue growing and nurturing a representative and inclusive company culture. We believe that by supporting and empowering our underrepresented employees and communities, and reimagining our business practices, we can shape a more equitable industry and meet increasingly diverse customer needs. We believe whole-heartedly in what we're creating, but we know that our work cannot be truly exemplary or boundary-breaking if we're unable to fully honor the humanity and diversity of experiences around the world.

## Culture

We're working to build a company culture where everyone feels respected, valued and belongs; a culture that promotes inclusive leaders and ensures team collaboration, innovation and excellence through promoting 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 virtually and globally on a variety of diversity, equity and inclusion (DEI) topics to educate employees on issues faced by marginalized groups to foster understanding and empathy, champion diverse leadership, and 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 Black History Month, International Women's Day, Pride and more.

## RELEVANT SDGs



Flexible working has long been part of our culture. Being cognizant of our globally dispersed teams, diversity of time zones, and the demands of navigating working from home, our contracts include flexi-hours where relevant. Our managers are routinely encouraged to support employee decision-making with respect to working hours that work. Many contracts specify the total number of working hours in the week across a specified number of days, rather than prescribed start and finish times. In Ireland, for example, we introduced voluntary sun-days - additional time-off for employees to take advantage of sunny weather during off-peak times.

However, the events of FY21 reinforced that the work day has truly been reimaged. After a year where many of our offices have been closed and employees have had to work from home, we have adopted a hybrid working approach and look forward to the anticipated benefits this will bring in terms of supporting individual employees working in a way which supports them to do their best work as they contribute to achieving our goals.

Annually, each global leadership team member conducts a review of their organization, with extensive analysis of their teams' composition from a gender perspective as well as from

an ethnicity/race perspective for employees in the U.S. In partnership with other senior leaders including our CEO, each organization is able to identify and commit to furthering diversity in their teams through the development of existing talent, internal development opportunities and external hiring. These organization reviews are aggregated to analyze the company's overall diversity in executive bench strength and ensure that talent of all backgrounds continues to grow within Logitech. These reviews are also used as preparation for our focal compensation process, and where required by law, we also carry out affirmative action planning.

When it comes to pay equity, we conduct an annual compensation review to help ensure we pay fairly. 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. This opens dialogue and action in the organization to eliminate gender, racial and other discrimination in the workplace. This doesn't mean that everyone in the company is paid the same salary, but that there is comparable pay for comparable work, regardless of race, gender, age or other factors. We make salary adjustments as necessary

each year during the review process to ensure wages are market competitive and fair. This year we launched a new global policy of parental leave - providing a global minimum of 18 weeks of fully paid time off for all parents welcoming a new child through birth, surrogacy or adoption, within the first year of the child's life. We believe that all employees should receive the support they need as new parents, regardless of where they are in the world, and that every parent should have the opportunity to have more time with children new to their family. Logitech's global

parental leave is available to all birth and non-birth parents – regardless of their gender, sexual orientation or length of service.

We also understand that every family is built differently, and offer to contribute to eligible expenses associated with adopting a child or using a surrogate parent to assist in carrying and giving birth to your child.

To build on our culture, we need to measure it, so it's critically important to hear directly from our employees about their satisfaction at work. Twice a year, we release an employee engagement survey, LogiPulse.

As part of this survey, employees provided weighted feedback on their experience, on measures such as happiness, retention, and their perspective on our current state of workplace inclusion so we can take action. On the inclusion measures, we scored 74 out of 100. Scores of 80 and above are considered Very Good, and scores 85 and above are considered Exceptional. With a score of 74, this indicates that while employees do feel our company is reasonably inclusive, there is still work to be done.

### Community

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

At Logitech, creating spaces for employees to have open and transparent conversations with trusted colleagues is an invaluable way to show support. We have created employee resource groups (ERGs) to help foster authentic connections between employees, and to help our organization counteract exclusionary behaviors in an effort to build a more inclusive workplace. These voluntary, employee-led groups also incubate networking, mentorship, and professional development opportunities; we offer formal and informal leadership opportunities, including professional coaching to those who are most active and lead ERGs. ERGs include LogiPride, Rising Professionals, LogiWomen, LogiVeterans, and LogiColor. We also have a global LogiTogether mailer, a company-wide newsletter that shares best practices and facilitates learning around how to support a truly inclusive culture, encompassing topics that cover gender, race, ethnicity, generation, disability, special needs, LGBTQ+, veterans, various working styles, and more.

**"While we have made progress in diversity, equity, and inclusion the past several years, we faced our own inadequacy in attacking DEI within Logitech this past year. Like most companies, we have so far to go and are nowhere near where we need to be in representation or in being the kind of company that makes all people, regardless of their uniqueness, feel they belong. As much as we love our culture, this aspect of our company needs to change."**

Kirsty Russell,  
Head of People & Culture

### Questions focused on key areas such as:

- People at Logitech would speak up for others if something unjust or unfair happens
- I can succeed at Logitech without compromising my values
- I am appropriately involved in the decisions that affect my work
- When I am with my coworkers, I feel included as part of the team
- Logitech encourages employees to be their true selves at work
- On my team, we view mistakes as learning experiences
- My coworkers seek to learn about perspectives different from their own
- My performance at my job is fairly evaluated
- Decisions that affect me are made in a fair and unbiased manner
- Promotion or advancement is equally accessible to everyone at Logitech
- I feel comfortable speaking up at work, even when bringing up problems or tough issues
- In my day-to-day work, my opinions are considered

74

OVERALL SCORE  
ACROSS STATEMENTS  
RELATING TO  
INCLUSIVE CLIMATE\*

\* Overall score combines survey responses across statements relating to Inclusive Climate.  
Scores range from 0-100 with more weight given to responses towards the lower end of the scale.

Furthering our commitment to social movements such as Black Lives Matter and stopping the dangerous rise in Anti-Asian violence, we made donations to the Equal Justice Initiative, and the Southern Poverty Law Center, and StopAAPIHate. We continue to support other organizations and activists working to improve fairness, eradicate racism, and improve the lives of underrepresented individuals. Streamlabs launched its BIPOC Equality Commitment, a long-term response plan to end systemic racism both internally and among the global creator community. As part of this initiative, Streamlabs launched a ten-year, \$1,000,000 minimum commitment to organizations focused on the fight for racial equality.

In support of our commitment to education and equality, we have partnered with Girls Who Code with Girls Who Code, an organization focused on helping young girls discover a passion for engineering and double the amount of women in coding. As part of this relationship, we will sponsor Immersion Programs, virtual sessions, and events for students and provide internship opportunities. We will also donate an amount measured on a portion of global sales from every Master Series product sold, including MX Master 3, MX Keys, and MX Anywhere 3, to Girls Who Code, supporting its programming and outreach efforts.

In recognition of Black History Month, Logitech G highlighted Black creators in their community, while raising

money for The Loveland Foundation. Blue Microphones directly contributed to 10+ of their Black creator partners both directly (via tips and subscription gifting) or indirectly (via charity donations). In addition, they funded the production of purpose-made Black History Month content. Streamlabs urged relevant charities on its charity platform, to create events for Black History Month. In addition, they've reached out to their high-profile streamers to encourage them to schedule a charity stream. Streamlabs promoted these charity events throughout the month to its community.

#### **Customer**

In order to leverage our resources to achieve a more equitable future, we're identifying ways to be more inclusive and minimize bias within our own business practices. By continuously improving our processes and programs to better connect with employees, partners, and suppliers we can shape a more equitable industry and ultimately meet increasingly diverse customer needs. This includes championing underrepresented suppliers, strengthening processes to protect pay equity and performance management, making products to fit an expansive range of consumer needs, and partnering with people who are making the tech and gaming industries more vibrant, inclusive, and multi-faceted.

Looking at our thousands of suppliers, it's clear we lack Black, women and other minority

representation. Our new formalized Supplier Diversity Program, publicly announced in August 2020, has a full-time supplier diversity lead, new internal policies, and external contractual obligations for our suppliers that will help move us from powerful words to powerful action. This foundation, coupled with collaboration across our sector with advocacy groups that strengthen our commitment to accountability, will deliver a positive impact in the years ahead.

In June 2020, we committed to make diversity a priority and to dedicate resources to improve the diversity of our supply base. We pledged to five key actions and introduced internal guidelines for engaging with diverse suppliers and established principles that were designed to make it easy for diverse suppliers to do business with us. We also established the supplier diversity leadership forum to develop policies and strategies to help achieve the objectives of our pledge.

In 2020 our diverse spend grew from 1.9% in 2019 to 2.3%, and in 2021, we achieved 8.5% diverse spend against a 5.0% goal and increased the total number of diverse suppliers by 30%. Additionally, we launched our Tier 2 procurement initiative and worked with several of our leading partners to support our efforts. In FY21 this Tier 2 partnership accounted for 11% of our total diverse spend. To further improve our output and provide diverse suppliers with the most practical business and development opportunities,

REPORTING STANDARDS AND SUSTAINABILITY PARTNERSHIPS	WHAT THIS PARTNERSHIP MEANS FOR US
 <b>WEConnect INTERNATIONAL</b>	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.
 <b>WOMEN OWNED</b>	The Women's Business Enterprise National Council (WBENC) is the largest certifier of women-owned businesses in the U.S. and a leading advocate for women business owners and entrepreneurs. Through our membership of WBENC, we are working to develop our Supplier Diversity Program and connect with women-owned businesses across the U.S. to diversify our supplier base.
 <b>NMSDC</b>	The National Minority Supplier Development Council (NMSDC) matches certified minority-owned business enterprises (MBE) in the United States with corporate member companies and builds MBE capacity and capabilities through programs and other educational offerings. Through our membership of the NMSDC, we are working to develop our Supplier Diversity Program and connect with MBEs across the U.S., to diversify our supplier base.

we established two signature events, namely, Logitech's Supplier Diversity Academy day (SDA), geared towards the advanced and ready to engage supplier and Logitech's Diverse Supplier Development program (DSD) for those smaller suppliers looking to acquire new skills, knowledge, and tools to scale up.

In FY21 we deepened our relationships with several diverse supplier advocacy and affinity groups: we supported the **National Minority Supplier Development Council** - with their "In This Together" campaign to alleviate hardship brought on by the pandemic. We also provided their 23 regional councils with donations of mice, keyboards, webcams, and headsets. We also supported WEConnect International with their "Rise2thechallenge" initiative by committing to a 10% year-on-year increase on spend with women-owned businesses and sponsored their STEM program.

We also engaged with the **Women Business Enterprises National Council**, and more recently, the **United States Pan Asian American Chamber of Commerce**, whose leadership offered us a seat on their Southeast board in recognition of our commitment to diverse suppliers and the Asian American business community.

Recognized as one of TIME Magazine's 100 Best Inventions of 2020 and an award winner of Fast Company's Innovation by Design award, the Logitech G Adaptive Gaming Kit represents our commitment to bring play to all — unlocking the full potential of the Xbox Adaptive Controller (XAC) for persons with different accessibility needs. Expanding on this commitment, we joined **The Valuable 500**, an initiative that challenges business leaders to ignite social change for people living with disabilities across the world.

In addition to expanding our product development efforts to be more inclusive, we've placed a similar emphasis on creating communications that's reflective of the wide range of people we serve. We've cultivated a diverse Creator Network to partner with influencers who represent different identities from race, gender, sexual orientation, and more. This initiative comes to life today on social media, where we use it to engage with our customers and fans. To spotlight different creators, we leverage cultural moments to join existing conversations and put diverse identities at the forefront. Creator spotlights spanned Black History Month, International Women's Day, Pride, and more. In November 2020, we also launched our first-ever esports tournament for gamers with disabilities.

We also debuted our DefyLogic brand campaign, celebrating the endeavors of exceptional people and organizations in

pursuit of passion and purpose. The campaign follows the stories of creators, streamers, artists, and activists pushing boundaries in creative innovation, environmental activism, and the fight towards racial justice and gender equality. We love the vibrant, inclusive network we've created so far, and are excited to keep pushing to break down barriers and amplify the stories of these amazing individuals and organizations. This is just the beginning.

### Company Representation

Transparency and accountability are fundamental to achieving fair treatment, access, opportunity, and advancement for employees at every level.

Sharing our company representation in this report is a defining step towards identifying and eliminating barriers that prevent the full participation, success, and support of individuals from underrepresented backgrounds and communities. This year's data serves as the baseline for us to establish plans and targets moving forward. Our job now, is to take swift action.

Despite our truly global footprint, we recognize that we still have a lot of work to do. One of the most important ways we can enable and support underrepresented employees is to increase representation in a way that better reflects the customers and communities that we serve.

We have invested in diversifying our employee base to ensure our efforts are equitable and inclusive and have begun to see how commitment to action

can yield real results: we have increased the percentage of females in Logitech over the last three years, with notable percentage point increases at the leadership team level (+6% FY19-21), at leadership level roles (+4%) and across our technical employee base (+2% FY19-21).

People want to see themselves reflected in the world and as such, having more females in leadership positions is a positive first step in demonstrating this to females in, or joining Logitech.

However, it's not enough and we have not yet seen significant results on ethnicity/race representation in the U.S. Further, we do not currently have mechanisms in place globally for employees to voluntarily disclose other aspects of their identities which would support us in targeting additional action. We are committed to exploring the feasibility of increasing transparency further through such mechanisms.

Moreover, Logitech participates in the Dow Jones Sustainability Index (DJSI) survey each year and makes DEI data available to DJSI via this report. The majority of the metrics that DJSI require are covered in this section because they are tracked and reported across our four dimensions of gender, location, race and age. Where additional metrics are required by DJSI and do not track across all four dimensions, these metrics are included in the [Data](#) section of this report (Table 16 and Table 17). Our intention is to expand our reporting further year-on-year in response to evolving stakeholder needs and feedback, including DJSI.

The following graphs include our global company demography as of March 31 2021, through the lens of race, ethnicity, gender, and location, by organizational level. The data covers all individuals with a direct employment contract with Logitech.

### Gender Representation among Global Employees

Our company's global gender diversity skews towards males at every organizational level. Reflective of the larger trend of the male-dominated tech and design industries, we recognize that this is inadequate parity and we are actively working to improve the gender representation gap at Logitech by level as well as in STEM and revenue-generating roles (defined as sales and other relevant roles earning commission).

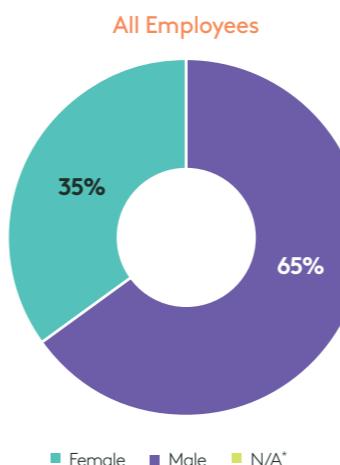
### Regional Representation (% of employees in each region of the world)

We must look at DEI efforts at a global scale because we are a truly global company. With more than 6,300 total employees around the world, our international presence offers enhanced creativity and varying cultural perspectives to problem-solve and innovate.

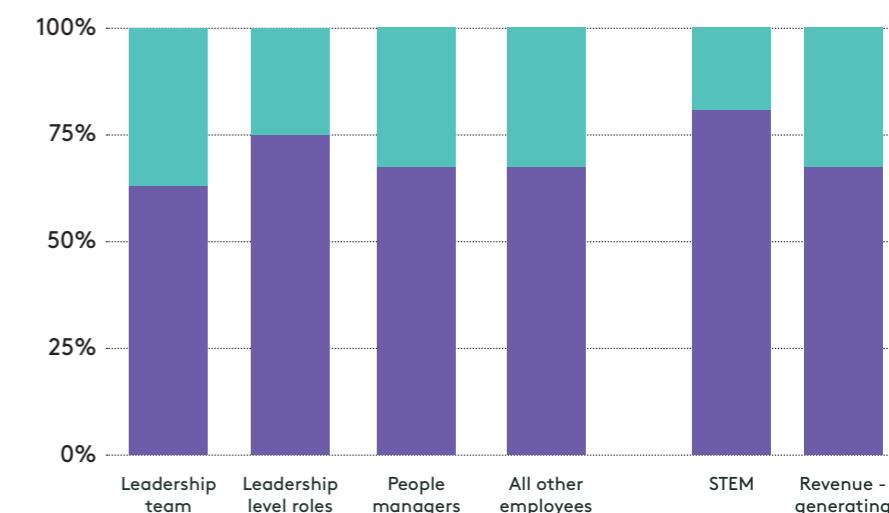
### Age Representation Globally

A look at our total age breakdown shows that 55% of our employees range between ages 30 and 50. This group dominates our People Manager and Leadership levels while individuals under 30 dominate other employee levels.

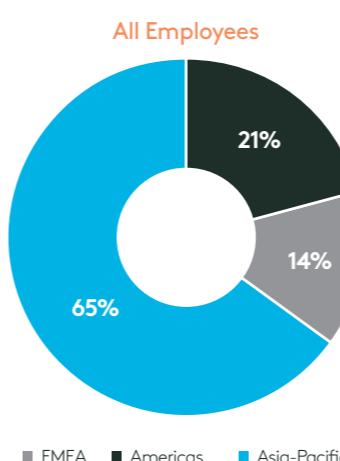
### Gender Diversity



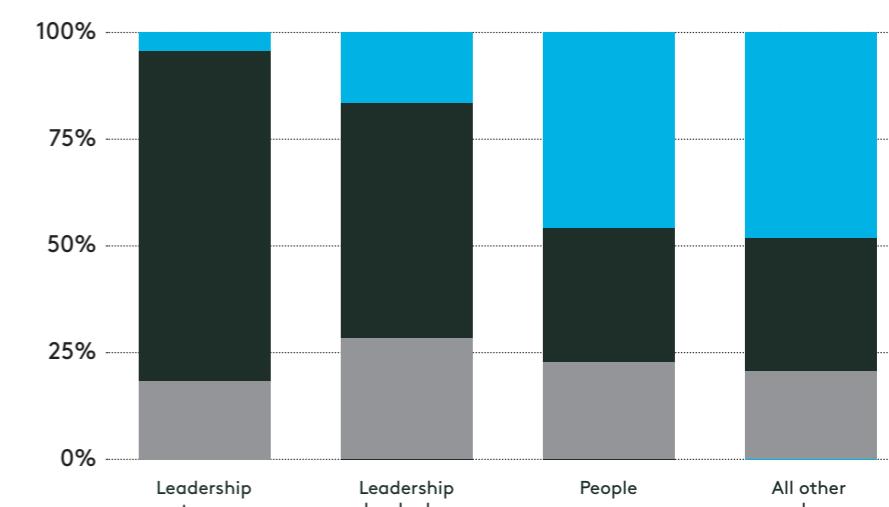
\*N/A: Declined to state and/or not specified.  
N/A employees were less than 1%



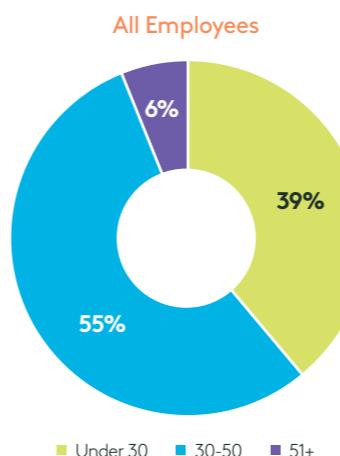
### Regional Representation



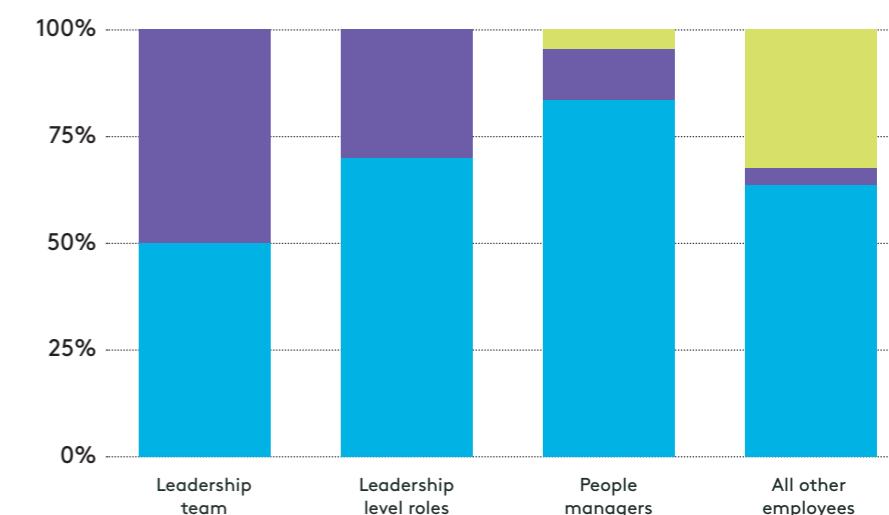
■ EMEA ■ Americas ■ Asia-Pacific



### Age Representation Globally



■ Under 30 ■ 30-50 ■ 51+



**Race/Ethnicity in the U.S.**

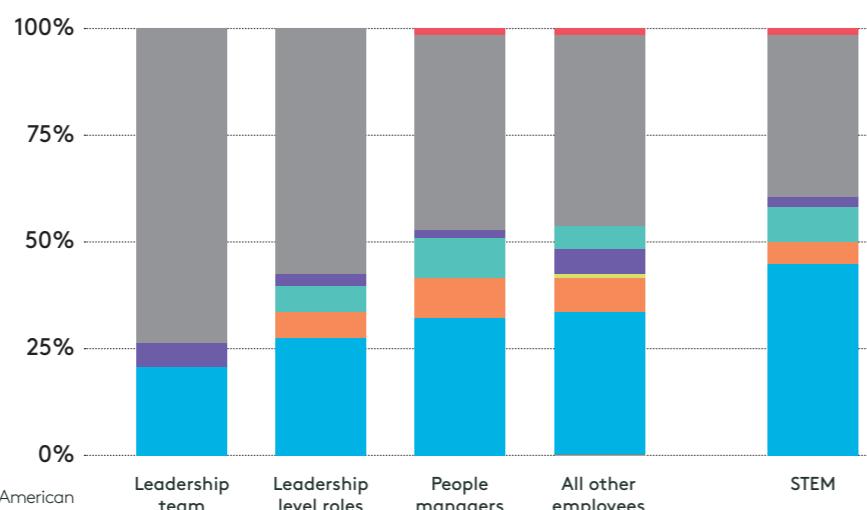
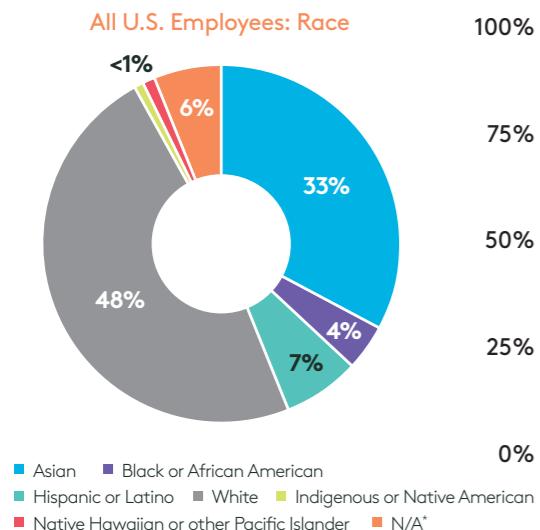
We need to make significant progress when it comes to achieving equitable representation of race and ethnicity at Logitech. And it's not enough to simply have employees from underrepresented groups—we must have greater representation of those groups at all levels of the company, including leadership.

**Intersectionality:  
Representation by  
Level, Gender & Race/  
Ethnicity in the U.S.**

This examines both race and gender across job levels. Our demographic makeup skews white and male, with male employees representing higher numbers across every racial/ethnic group.

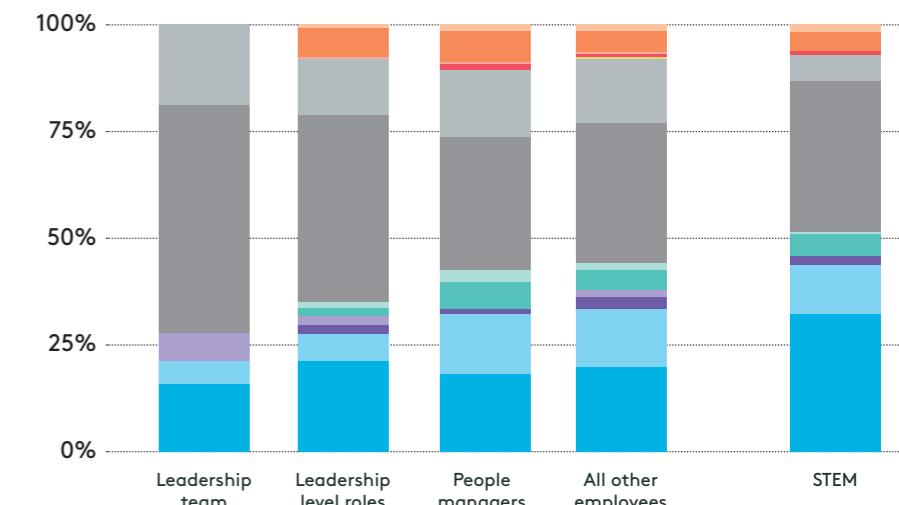
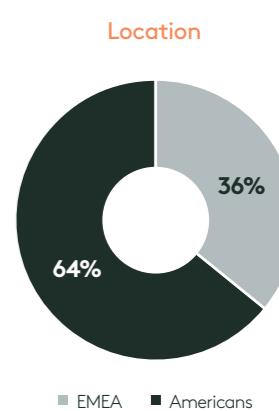
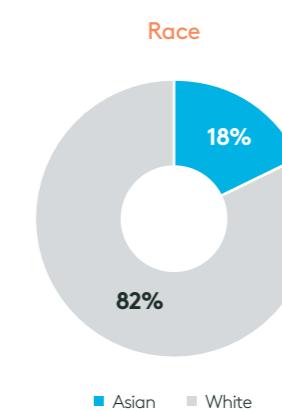
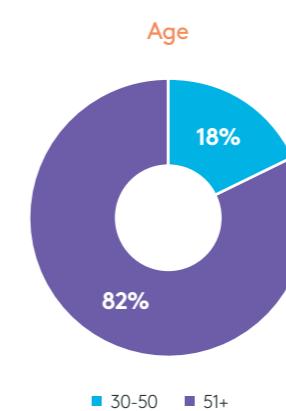
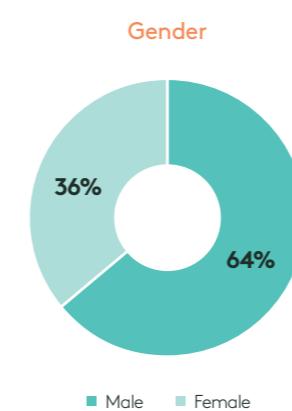
**Board Member Representation**

As of March 31, 2021 we had an 11-person board, including our first-ever female chairperson. Seven of our board members are located in the Americas and four in the EMEA region. You can learn more about our board members [here](#).

**Race/Ethnicity in the U.S.****Intersectionality: Representation by Level, Gender & Race/Ethnicity in the U.S.**

- Native Hawaiian or Pacific Islander Female
- Native Hawaiian or Pacific Islander Male
- Indigenous or Native American Female
- Indigenous or Native American Male
- White Female
- White Male
- Hispanic or Latino Female
- Hispanic or Latino Male
- Black or African American Female
- Black or African American Male
- Asian Female
- Asian Male
- N/A\* Female
- N/A\* Male

\*N/A: Declined to state and/or not specified

**Board Member Representation**

# CHARITABLE CONTRIBUTIONS

LogiCares embodies the culture of philanthropy at Logitech. Through LogiCares, we dedicate ourselves to the communities in which we live & work. We join others to help build thriving communities & reduce our environmental footprint

The challenges of FY21 heightened our awareness of our responsibility to communities, and was matched by a new level of philanthropic initiatives. Guided by our strategic pillars of **Culture, Community and Customer**, and aligned with the unique voices of our brands, we contributed product, skills and monetary donations to programs and non-profit partners who better our communities. To further advance our impact and refine the scope of our future giving, we established the LogiCares 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 LogiCares 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

Fundamental to our charitable investment philosophy, is our strategy of empowering our employees to deepen relationships with their local communities. Through donating their time or through monetary giving, we encourage our people to contribute to the communities in which we live and work, including supporting disaster relief efforts.

In FY21 we officially added volunteer time off to our list of employee benefits. Our aim is to enable our employees to partner with local organizations, and participate in community engagement opportunities that are impactful, meaningful, and close to their hearts. All employees can volunteer up to 4 business days per fiscal year with a verified Non-Governmental Organization (NGO)/Non-Profit Organization/501(c)(3) Public Charity or a government/public entity. On top of the volunteer time off, we added 8 hours (in half-day or full-day increments) as "Speak Up Speak Out" time. The Speak Up Speak Out time can be used to advocate for the social causes that run close to our peoples' hearts.

## RELEVANT SDGs



This year, we also took the steps to expand our existing donations matching program globally. Through our partnership with GlobalGiving.org - a platform with a vetted and approved network of nonprofits in 170+ countries - we amplified the impact of our employee donations. We matched individual charitable contributions made through our [GlobalGiving page](#), dollar for dollar, up to US\$500 (or equivalent) per employee per fiscal year.

## 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.

Work towards this aim is carried out in collaboration with employees, who, on top of their day jobs, help envision and execute on how we contribute to communities.

## Logi's Got Talent

During May Month of Giving, our employees are encouraged to come together in groups to volunteer in their local communities. This year, due to

the COVID-19 pandemic, we took May Month of Giving digital and hosted Logi's Got Talent. The purpose of this program was to bring some joy to employees while also raising money for three global charities: Save the Children, World Central Kitchen, and GlobalGiving's Coronavirus Relief Fund. We asked employees to post entertaining videos of themselves singing, dancing or displaying a talent on our intranet site, and list which of the three charities they were "playing" for. All employees then had the opportunity to go and vote for their favorite videos, with the top-voted videos winning funds for their selected charity.



### #LogiTogether (Giving Tuesday)

In December, we invited everyone across the company to share those moments that showcased Togetherness, Optimism, Gratitude, Excitement, Teamwork, Happiness, Enjoyment and Resilience - the various themes that brought us "together" in 2020. Employees submitted their #LogiTogether photo and video moments and we provided each participant with a gift card to donate to the organization of their choice on GlobalGiving.org.

### LogiCares Step Challenge

In January, we hosted a step challenge encouraging employees to walk more, build healthy habits and have their steps converted to dollars for GlobalGiving's COVID-19 Relief Fund. LogiCares made a contribution to the GlobalGiving COVID-19 Relief Fund for every mile walked. Over the course of the 10 day challenge, employees walked 11,380 miles, with the top 20 walkers receiving a \$25 GlobalGiving gift card.

To celebrate Earth Day, we partnered with Forest Nation

to plant 6,000 trees with local communities and schools in Tanzania. The project included education and hands-on experience to empower youth groups to reforest their future. In honor of Veterans Day, we made donations to the DAV (Disabled American Veterans) Charitable Service Trust and The Station Foundation. We also provided our U.S. military veterans, reservists and families of military service members, a GlobalGiving gift card to donate to a charitable organization of their choice.

### Our Brands & the community

In our Streaming and Gaming business groups, we are all about growing and nurturing communities. This year our brands truly leveraged this outlook to amplify our social impact.

During FY21, we launched the Defy Logic Campaign with the goal to showcase inspiring stories of creators, streamers, artists, and activists in pursuit of their passion and purpose. Ordinary people are doing extraordinary things. As part of celebrating the incredible influencers and creators that participated in this campaign and to amplify the impact they are having in social and environmental justice, we donated to organizations including

Bootstrap Capital, Kids Against Plastic, Sanctuary of Families, The Free Black University and Our Rescue.

Logitech G's #CreatorSpotlight streams are a monthly series that serve to highlight creators around a particular topic or theme. These streams on the Logitech G Twitch and Facebook pages allows the broader Logitech G community to get to know these creators. Logitech G also added a charity component to this series. Each month, streamers highlight a different charity that also ties into the social issues our creators are passionate about. Some of the charities

featured were AbleGamers and The Trevor Project.

Streamlabs Charity is a fundraising platform that allows live-streamers to start fundraising campaigns on behalf of a nonprofit of their choice. This year Streamlabs celebrated the launch of version 2.0 of its charity platform at StreamlabsCharity.com. Since launch this summer, Streamlabs Charity has supported 220+ charities by helping them raise over \$1 million from the gaming community. Streamlabs offers this service for free, taking a 0% cut of donations and charging no monthly fee for this service.

ASTRO Gaming donated to St. Jude Children's hospital as part of the St. Jude Play Live event, and donated to Gamers Outreach as part of the annual Gamers 4 Giving

### CHARITABLE CONTRIBUTIONS AROUND THE WORLD

#### Scholarships to Students (Mexico)

This initiative is associated with a loyalty program where the main objective is to create a common purpose within our distributors and resellers in Mexico. Each quarter, these teams' sales achievements result in a donation to various focus areas such as medical kits, feeding programs and education. During Q3, this program contributed to scholarships that helped 147 students.

**\$42,220**  
TOTAL EMPLOYEE DONATIONS

**243**  
EMPLOYEE DONORS

**45**  
COUNTRIES SUPPORTED

**280**  
VOLUNTEER HOURS TAKEN



### **COVID-19 Disaster Relief (India)**

In April 2021, India experienced the largest spike in coronavirus cases in the world, overwhelming the country's health care system and creating a desperate need for medical oxygen. Through Oxygen for India, 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 PPE and oxygen converters to our Chennai site which coordinated distribution to local NGOs and hospitals.

### **Logitech Employees Publish a Children's Book: Molly the Mouse (Ireland)**

Molly the Mouse is a children's storybook conceived, designed, written, edited and illustrated by 50 employee volunteers (and some of their extended family and friends) to raise funds for the Make-A-Wish Foundation in Ireland. The story book comprises six chapters of stories. Through her adventures, Molly learns about being kind and creative and about how important it is to play well with her pals. Our Cork colleagues created Molly the Mouse in order to build team spirit while working from home and to support the children and parents associated with the Make-A-Wish Foundation.

### **Adopt an Angel (United States)**

For almost 20 years the employees in our Newark, California office have partnered with Adopt An Angel, a program that calls on the community to help provide for children who are in shelters, group homes, foster care or low-income homes under the auspices of Alameda County Protective Services and Terra Firma. This year Adopt An Angel hosted a Gift Card Drive in lieu of physical gifts due to safety restrictions from COVID-19 and our Employees contributed 75 gift cards.

### **Logicares Lausanne Gets in the Spirit of Holiday Giving (Switzerland)**

During November and December, the Lausanne office lobby is usually filled with the annual holiday tree. This year, the tree was donated to Caritas Vaud in nearby Yverdon-les-Bains. Caritas Vaud offers social services, training programs, and emergency housing in the Canton of Vaud. The holiday tree was delivered, set up and decorated for Caritas, bringing a bit of joy to the individuals, families and children who utilize their services. The Lausanne office also donated gaming products, including headsets, keyboards and mice, to the Ricardo.ch online auction, benefitting Save the Children, who've partnered with throughout the year.

### **CUSTOMER: Leveraging our skills and products**

We believe that our products, and the people behind them, can better the lives and futures of others. This year COVID-19 represented the most pervasive social challenge in memory, but we responded. From designing innovative PPE solutions for frontline workers and taking advantage of our procurement network to get these to people in need, to our video conferencing products keeping education going and ensuring people stayed connected with their loved ones, we leveraged our people and products to drive impactful programs in healthcare, education, and the communities we touch.

### **DEI Giving Stories**

The events of the past year, such as the Black Lives Matter movement, reinforced our commitment to social justice and the fight for equality for all, and provided a sharp focus for our charitable initiatives. We continued our support of organizations and activists working to improve fairness, eradicate racism and gender bias, and improve the lives of underrepresented individuals. These initiatives are expanded upon in the **Diversity, Equity and Inclusion** section of this report.

# TALENT DEVELOPMENT

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.

Many companies aim to get the most out of their employees. Not us. We cannot expect to meet ever-increasing 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 offer individuals the opportunity to build skills and gain insights relevant to their lives as a whole. Our LogiLearner portfolio provides a wealth of curated development opportunities, so employees can learn in a way that fits with their schedule, no matter where they are across the globe. From short, on-demand videos to extended, interactive programs, there is something for everyone's preferred learning style.

## Talent attraction

We strive to not only create a pipeline of talent for Logitech, but to also attract candidates with diverse backgrounds and experiences. We actively post

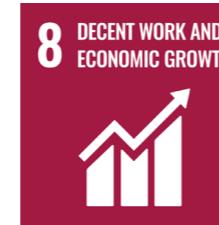
on local job boards, promoting diversity, equity and inclusion around the world. We promote these partnerships through local site gatherings and via emails and posts on our intranet.

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 and publicize opportunities, to attract a diverse pool of interns. We continue to 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.

## 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; and all through actions that foster Equality and the Environment.

## RELEVANT SDGs



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 to put them to use. 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.

This past year we took a deep dive into our value set Collaborate but Challenge, with a virtual and interactive two-day series on Cross-functional Collaboration and Influence, an on-demand mini series, or "Talent Talks" on Techniques for Better Collaboration, and other curated resources to support ways to better collaborate but also challenge each other here at Logitech.

## Leading @ Logi

Through global internal focus groups, interviews, thorough research into leadership, and a deep dive into 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.

The Leading @ Logi program is centered on the global leadership development of our people in a way that supports Logitech's culture and business priorities.

We believe our Leadership Principles are more than words on paper and have begun to bring them to life through our Logi Leader Video Series where various leaders across the organization share personal stories, insights, and identify the behaviors they personally plan to put into practice more. These principles and the supporting core behaviors serve as a foundation for our leadership frameworks, tools, curated resources, and training across the global organization.

## New Leader Assimilation Process

When new people leaders come into Logitech or existing managers transition to lead a new team, we provide support to get them up to speed with their team. New teams participate in a facilitated session designed to accelerate communication, collaboration, and a shared vision between the new leader and their direct reports. The session is followed

with additional resources, a review with the leader, defined next steps, feedback and coaching, where needed. The new leader assimilation helps new leaders to quickly develop relationships with their direct reports during their transition.

#### **Design 3.0 - Design with People**

In 2020, we launched an initiative called "Design 3.0" as part of our ongoing evolution as a design-led company. Through design thinking training programs, catalyst and leadership cohorts, and targeted project partnerships this initiative aims to create a culture of human-centered innovation and build on our current human performance capability. The Design 3.0 team has partnered closely with Design Thinking industry leaders to create meaningful experiences for employees across the organization.

#### **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 our Inspire Speaker Series. Through connecting more, we believe individuals can more easily share ideas and resources to identify best practices and introduce their passions to others.

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 Inspire Speaker series brings us together on a wide range of topics for discussion and learning beyond the confines of our individual work at Logitech. This past year we hosted 16 Inspire speaker events with over 2,000 hours of participation. Topics cover both the personal and professional arenas including: Inclusive Innovation, How Design-led Business can Transform the Environment and Economy, Global Giving, and Emotions at Work: Remote Teams and Navigating Uncertainty.

Our efforts across these programs are already delivering great outcomes. Feedback from employees to date, 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.

#### **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 on-line practice, with periodic refresher training and testing. Our supervisors look for opportunities to encourage, train and develop employees, where possible to grow and retain talent.

# 600+

PROFESSIONAL  
COACHING SESSIONS  
IN THE LAST YEAR

#### **Tracking Employee Feedback for Employee Development Programs**



**"This was a great webinar to help us better understand the company values and to give us practical tips on how we can work better together."**



**"Logitech's success is a result of a culture that encourages leadership in every single job within the company. The leading @ Logi Program articulates this extremely well, and breaks it down into actionable steps to help you develop yourself, and tells you whom you can go to for mentorship and support."**



**"The Design 3.0 program has helped me approach both my work and my everyday life with more creativity. The new techniques and concepts that we've learned has helped change the way the team tackles problem solving. It's been exciting to see team members take on ownership of projects, while we continue to spread Design Thinking in our organization."**

# ETHICS

We look 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 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.

## 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

## RELEVANT SDGs



our geographically diverse workforce and communicated across the globe to employees, as part of induction training and periodic refresher training. 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 makes clear our Anti-Corruption Policy statement: Logitech does not tolerate corruption in any form. Neither Logitech nor anyone working for or on our behalf 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 also have our [Corporate Governance Principles](#), [Information Systems Acceptable Use Policy](#), and

[Insider Trading Policy](#), which further 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.

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. No political contributions were made on behalf of Logitech in FY21. Our employees may offer support and contributions to political groups in a personal capacity.

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 of Logitech

**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 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.

In FY21, we did not have any legal actions pending or completed for corruption, anti-competitive behavior or violations of anti-trust or monopoly legislation. We also did not have any significant non-compliances with environmental laws and regulations.

**Product Labeling  
and Marketing**

100% of our Major Product Lines in CY20 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 around the variety of different labels that we apply. In FY21, we did not have any incidents of noncompliance with regulations concerning product and service information, labeling or marketing communications (including advertising, promotion and sponsorship), resulting in a fine or penalty.

In the last two years, we have adopted a number of voluntary environmental labels to raise consumer awareness around the work we are doing to minimize our environmental footprint. Examples include our use of the Forest Stewardship Council® label (to indicate packaging sourced from responsibly-managed forests), the Certified CarbonNeutral Product® label

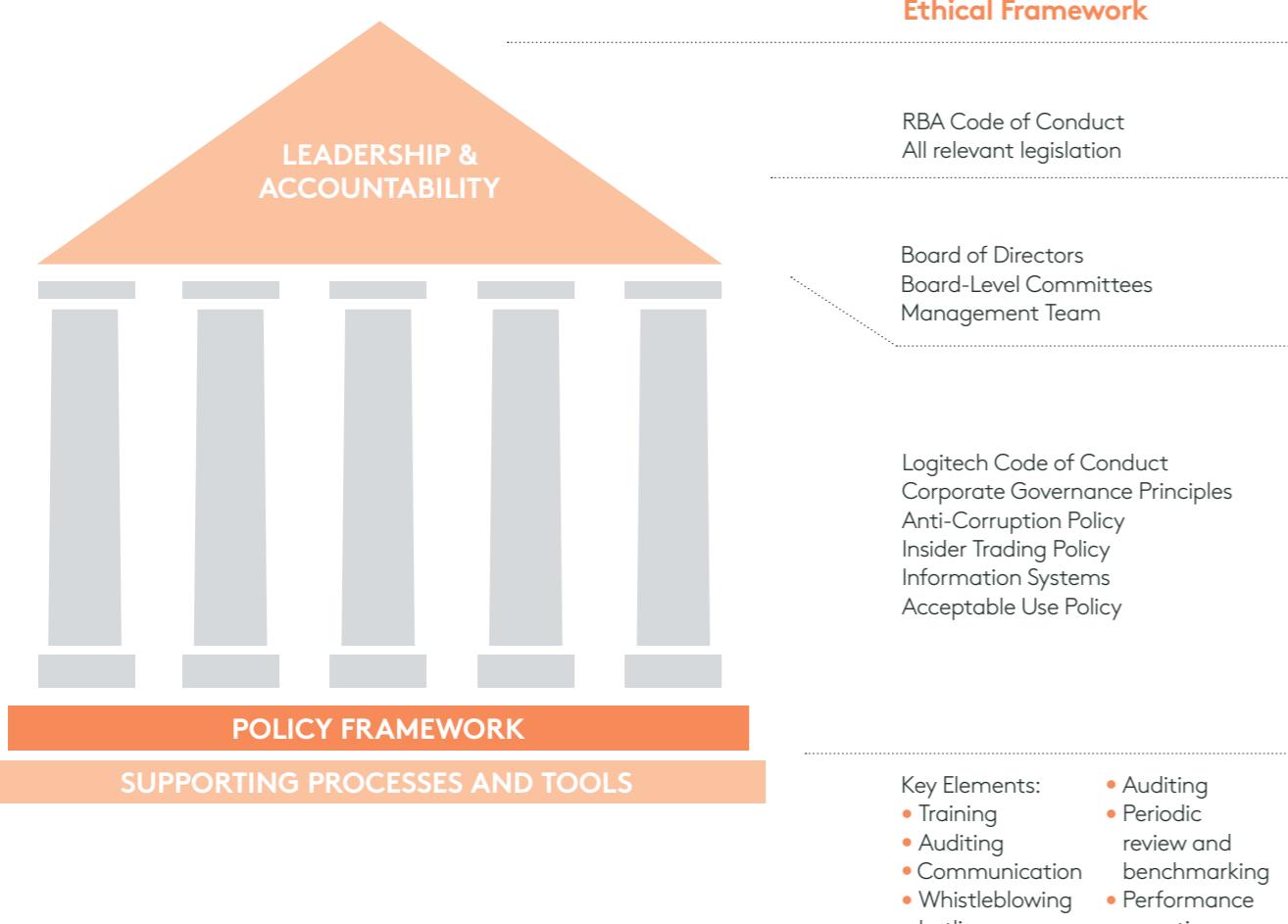
(to indicate where we have neutralized the carbon footprint of gaming products) and our Carbon Impact Label (to indicate where we have calculated and neutralized the carbon footprint of products). In FY21, we did not have any incidents of noncompliance with these voluntary standards, resulting in a warning, fine or penalty.

**Suppliers and Supply Chain**

We take particular care to ensure our suppliers understand our ethical commitment and requirements. The Logitech Code of Conduct and RBA Code is shared with Major Suppliers, as part of our supplier on-boarding and training and embedded as a contractual condition of doing business<sup>2</sup>.

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, non-compliance may result in the termination of our business relationship. (see [Supplier Development](#) section of this report for further information).

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



# 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.

Maintaining stakeholder trust is of paramount importance. 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 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 and the execution of our global privacy program. We take a cross-functional approach to privacy and our global privacy program covers all business groups and includes both customer and employee data. Our privacy team develops and leads data and privacy governance, vendor risk assessment, data protection, and data transfer contracts, processing of data 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

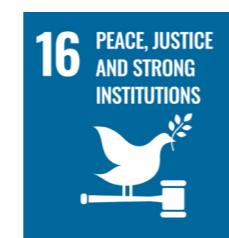
and other controls governing access to Logitech devices.

Privacy training has been rolled out on our workforce management system with additional resources available through the dedicated privacy page on our employee intranet. In addition to this foundational training, we have provided focused guidance for specific teams who deal with personal data and those that are involved in creating the technologies through which this data is collected (e.g. teams involved in engineering, design, human resources, vendor management, legal compliance or marketing).

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-enhancing technologies.

## RELEVANT SDGs



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.

## Cybersecurity

Cybersecurity is of utmost importance for our Leadership Team and the Board of Directors. Our Chief Information Security Officer leads the security strategy and the cybersecurity team, who works in close collaboration with the privacy and product security teams.

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

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

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

tools to keep up with the evolving threat landscape. Everyone at Logitech is responsible for cybersecurity and the protection of information. Employees regularly receive training and communications regarding key risks and best practices to follow. This applies to our partners and vendors, who are obligated to comply with our standards, and which security is assessed to guarantee this 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 practice. We are also members of several Industry Standards Groups focusing on product security standards.

We define a security vulnerability as an unintended weakness in a product that could allow a malicious act 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, multi-factor authentication, and network security as needed, based on each product's data and network access needs. We carry out full security testing, prior to product launch and the Chairperson of the PSRB has the authority to halt any new product launch if the product security standards are not met. The PSRB reviews and provides final approval on the security design for all new products under development.

The decision of the PSRB Chair can only be overruled by our Chief Executive Officer (CEO). 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 bounty paid to the relevant reporter. We gather data on product security breaches and incidents on a regular basis and we have not experienced any breaches, incidents, fines, or accrued liability in the past three years.

# CONFLICT 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 may also be financed by 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, and which fund conflict. These four minerals are commonly referred to collectively as 3TG.

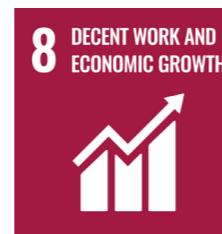
As a manufacturer of products that contain 3TG, we understand the importance of avoiding conflict minerals and are committed to sourcing components and materials from companies with shared values around human rights, ethics and environmental responsibility. We comply with all relevant legal requirements 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 understood to be 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 smelter program. We responded by communicating our first **Conflict Minerals Policy** Statement to suppliers and launched our Conflict-free Sourcing Program. In 2013, we formalized this position with the publication of our Conflict Minerals Policy. This policy is subject to annual review and refresh. It is communicated to all suppliers and embedded into our contractual agreements.

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).

## RELEVANT SDGs



**100%**  
OF PRODUCTS COMPLY  
WITH CONFLICT FREE  
STANDARDS

We use the tools and processes 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. We commit to only accept 3TG minerals from SORs that are certified as conflict-free, or engaged in the RMAP or an equivalent program.<sup>1</sup>

Where a supplier is not yet engaged in a program, 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 an equivalent certification program, and obtain evidence of conflict-free status. We track and report supplier progress, as part of both internal reporting and reporting to the Securities Exchange Commission (SEC). Our FY21 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 certified as conflict-free has increased year on year. A summary of progress to date is shown in the following figures. As shown, for CY20, we are delighted to report that we again achieved a 100% response rate from our Tier 1 suppliers and verified that 100% of our identified SORs are now participating in certification programs.

We will continue to maintain 100% conformance for 3TG in CY21. 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.

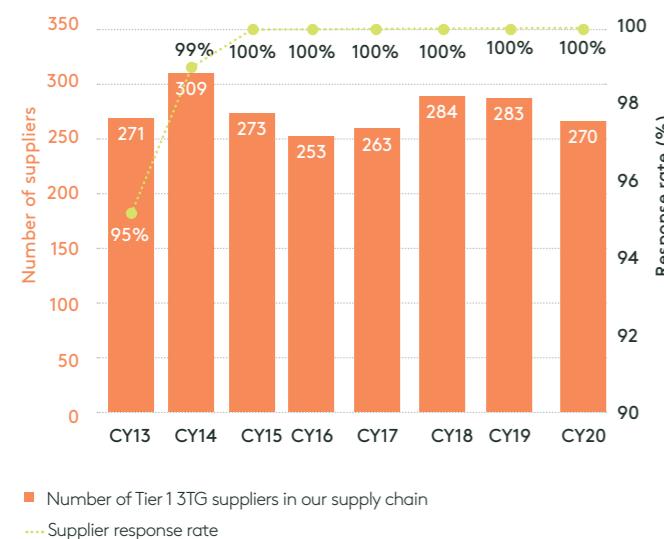
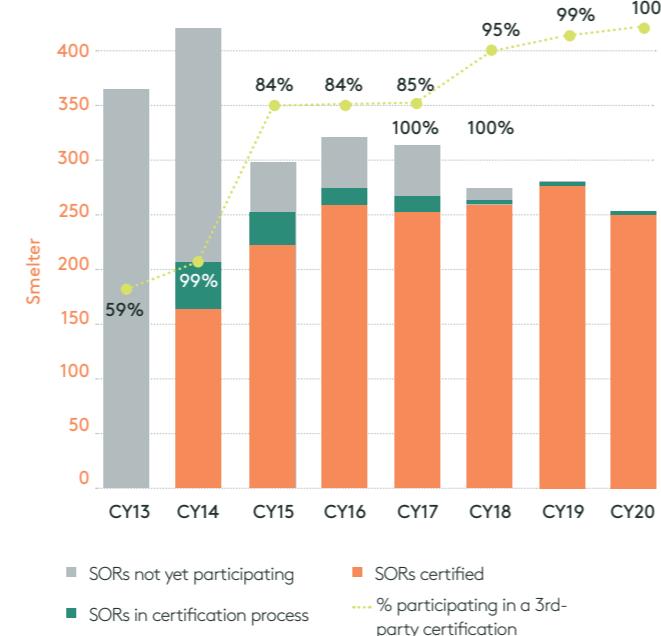
## Going beyond regulations: cobalt and mica due diligence

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. Mica mining in India and Madagascar has also been linked to child labor risks and 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 of child labor, illegal

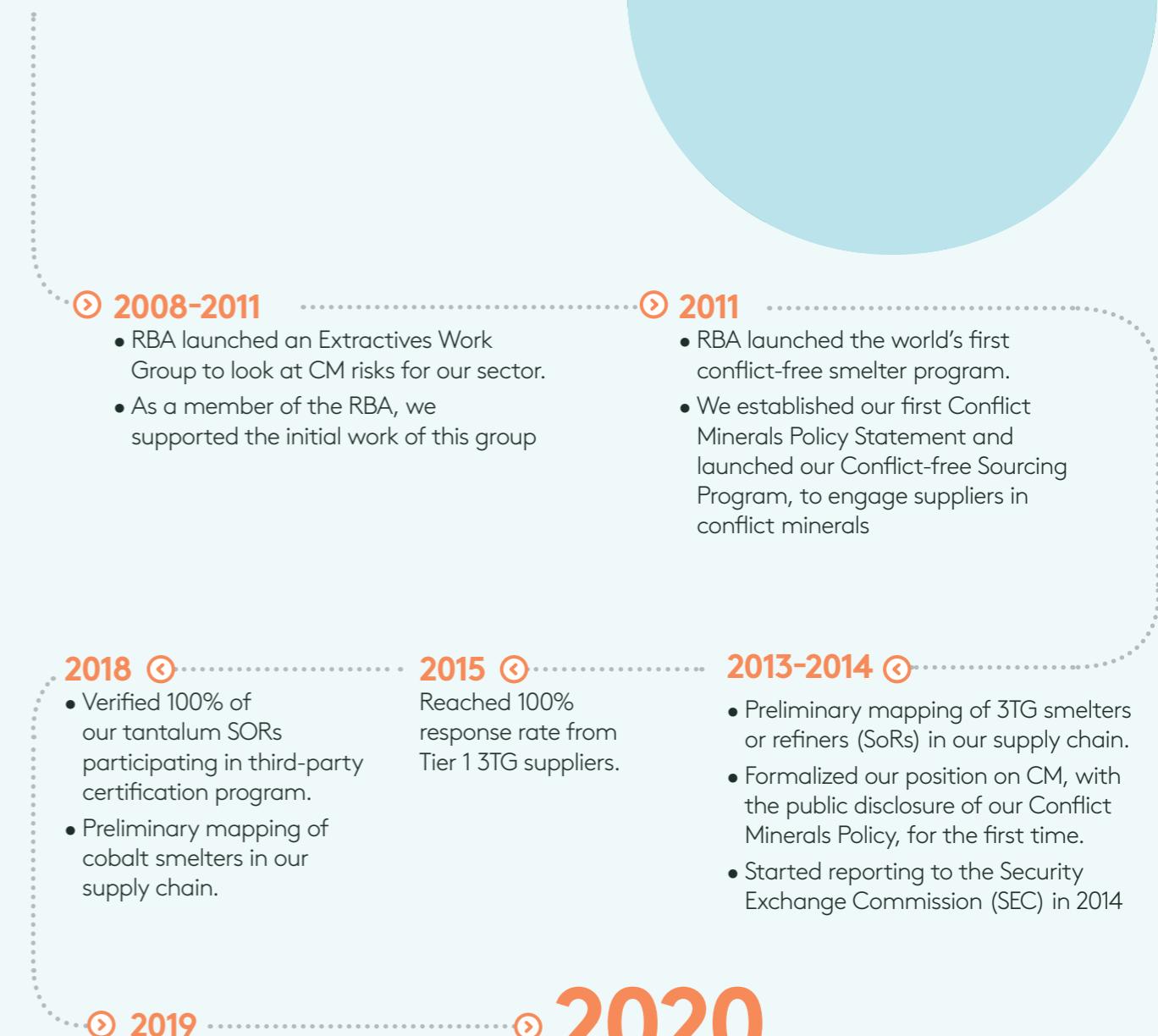
operations and unsafe health and safety conditions in mica production and processing. Our cobalt due diligence surveys started in CY16, with surveys of lithium ion battery suppliers and magnet suppliers. Since CY18, we have leveraged the established RMI tools, the RMAP certification program and **Cobalt Report Template** (CRT) to collect supplier data and identify cobalt smelters. In CY20, we extended the survey scope to include Integrated Circuit (IC) suppliers. At this stage, 95% of surveyed suppliers are actively participating in our survey effort and 49% of the relevant SORs are participating in the RMAP certification program.

Mica is known for its use in paint and use for insulation and heat resistance. We carried out an internal review to investigate the potential usage of mica in our products, and identify that mica is used in Logitech products as a metallic pigment of painting and printing ink. In CY20, we began engaging with relevant suppliers and identified mica processors using the **RMI Mica Report Template** (MRT).

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 the Responsible Minerals Assurance Process or equivalent verified certification schemes. We will do so by making this a requirement for companies who wish to do business with Logitech.

**Supplier Response Rate****3TG SOR Third-Party Certification Participation****RESPONSIBLE SOURCING RISK ASSESSMENT**

MATERIAL	POTENTIAL USE IN OUR SUPPLY CHAIN	CONCERN/RISK	CY20 UPDATES
Tantalum	• Solder	Human rights risks in the Democratic Republic of Congo	• Participation and support of the RMI working group and SOR engagement
Tin	• Gold plating		• 100% response rate from Tier 1 suppliers.
Tungsten	• Capacitor		• 100% participation in third-party certification audits.
Gold (3TG)	• Integrated Circuit (IC) • Cable • other electronic parts		
Cobalt	• Li-ion battery • Magnet • Integrated Circuit(IC)	Child labor risks in the Democratic Republic of the Congo	• Expanded our existing program to consider IC suppliers. • 95% response rate from relevant Tier 1 suppliers, including IC suppliers. • 49% participation in third-party certification audits.
Mica	• Painting • Ink	Child labor risks in the Democratic Republic of the Congo, India, and Madagascar	• Added mica to our responsible minerals sourcing program. • Worked with internal teams to understand possible use cases and suppliers. • Support the expansion of the RMAP process by contributing data on mica processors.

**OUR RESPONSIBLE SOURCING MINERALS PROGRAM**

# HUMAN RIGHTS AND LABOR

The RBA Code of Conduct 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 reflected in the Logitech Code of Conduct, which applies to both our own production facility and our entire supply chain. The scope of our program is summarized in the facing figure.

As set out in our [RBA Commitment Statement](#), we have adopted the Code in full and it provides our framework for sustainability, including human rights. Recognizing the importance of human rights, the Logitech Code of Conduct also includes a specific commitment to uphold labor and human rights laws and explicitly communicates our policy to prohibit the use of forced labor, child labor and unsafe working conditions.

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, 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 finding, 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 in place, to manage relevant issues.



## RELEVANT SDGs





### 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.

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. Holding employee documents (IDs, passports, work permits, etc.) is strictly 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 excessive overtime). Apprentices, interns and student workers can only be employed when adequate policies and procedures are in place. 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.



### 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 2021, 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 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

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 work performed.

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 look 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.



### 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

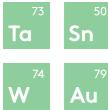
policies and practices reflect RBA requirements, and compliance with the RBA Code is stipulated as a requirement in our contracts with suppliers and recruitment agencies. We check and compare the wages, rewards and training records for various individuals at our production facility to ensure discriminatory practices are not implemented in any area.



### 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.

We maintain an open-door policy and provide workers the opportunity to openly communicate and share their ideas and concerns with management regarding 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 risks relating to 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 [Conflict Minerals Policy](#) and the [Conflict Minerals](#) section of this report.



### Health & Safety

We have an established H&S 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 recognize the essential need for ongoing consultation, communication, training and education to identify, manage and solve health and safety issues in the workplace.

In 2021, VAP auditors identified the need for an indoor muster point, to provide a safe muster point in the case of an emergency and tornado/extreme weather shelter-in-place. We outlined a corrective action plan to fully address the issue and have established an indoor muster point to address this finding.



### 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 maintained

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 talent 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.



### Labor Relations, Engagement and Consultation

Ensuring open, two-way dialogue between managers and employees helps us build and maintain trusting, loyal and long-lasting relationships. We look to 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, provide suggestion boxes and an anonymous whistleblowing mechanism, which employees can use to submit comments, confidentially.



### 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 – within Logitech, and in our supply chain. The safety, health and well-being of all our people is important to us.

We look 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 [Corporate 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.

## **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.

We continue 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.

With everybody's health and safety in mind, we implemented work-from-home policies for our employees and responded with compassion to support those employees who have been affected.

Where employees were forced to work from home, we also provided financial support to ensure that they could adapt their home work arrangements, in the most suitable ergonomic manner.

With the efforts of our cross-functional CMT, we have not experienced any significant business impacts or interruptions to date. We continue to monitor the situation and take measures to mitigate potential disruption and ensure business continuity remains unimpacted during this time.

## **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 OHSAS 18001 since 2004 and we transitioned to ISO 45001 certification in July 2020.

The 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 along with a "low risk" SAQ score in the RBA Validated Audit Process (VAP).

A number of health and safety initiatives were delivered during CY20 to ensure regulatory compliance, good practice and continual improvement 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, 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 generally provided by the landlord. At larger, self-managed offices, we implement,

## **RELEVANT SDGs**



## **OHSAS 18001** SINCE 2004

## **ISO 45001** SINCE 2020

and directly manage our health and safety programs to ensure compliance, and to provide a safe, secure, comfortable environment for employees.

Employees in our larger offices globally 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 all 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.

### Parental Leave

In October 2020, we introduced parental leave, to support employees and their families. Effective October 2020, We provide a minimum of 18 weeks of fully paid time off, within the

### Employee Assistance Program (EAP)

Our Employee Assistance Program was introduced in 2019. The EAPs are voluntary-worked 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. Issues supported include improving relationships, managing life changes, improving esteem and confidence and achieving work-life harmony as well as help with childcare needs, caring for an elder, school success, legal resources and for staying healthy. EAPs have always been available to our U.S-based employees and we made the program available around the world 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.

first year of the child’s life, for all parents welcoming a new child through birth, surrogacy or adoption. Our parental leave benefit 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 run concurrently with, any local maternity or paternity/parental leave benefits.

### Wellness Reimbursement

To support employees’ health and fitness, we now provide a wellness reimbursement program. This new program is flexible and supports a wide range of wellness activities that may be meaningful and relevant for each individual employee. Reimbursable items include gym memberships, fitness classes (virtual or in-person), fitness & sports equipment, sports participation/usage fees, and other wellness programs like 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 interests including emotional well-being, creating healthy habits or increasing daily activity. Employees have on demand access to courses, trainings and articles related to mindfulness, resilience, yoga, stress reduction, sleep and other well-being topics. In the last year, we completed our first ever global activity challenge on the platform, with our employees logging over 166 million steps in just two weeks.

### Logi Thanks Mondays

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 the Logi Pulse, we introduced Logi Thanks Mondays. This wellness initiative provided our employees an additional six Mondays of paid leave between September 2020 and April 2021 when the majority of our offices were closed. With everyone off at the same time, employees had the opportunity to shutdown and recharge.

### Meeting-Free Fridays

Meeting-Free Fridays were initiated to provide employees with a day to be creative, get through emails or have meaningful time to focus on individual tasks or projects.

### Our Supply Chain

Our commitment to the safety, health and well-being of production line workers also extends beyond our own workforce to fully 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.

**The health, safety and well-being of all our people is a critical priority for Logitech, and we are committed to ensure everyone feels safe and receives the support to comfortably make a positive impact on our business.**

Massimo Rapparini,  
Chief Information Office



# SUPPLIER DEVELOPMENT

Our continued success is coupled with the continued success of our suppliers. We look to establish long-term relationships with our suppliers, based on our shared value of ethics, good practice, and RBA Code commitment.

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 SA 8000. 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 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 Joint Design Manufacturers (JDMs); and
- We audit 100% of new suppliers against Priority Aspects of the RBA Code and legal requirements.

Our in-house auditing team replicate the RBA's Validated Audit Process (VAP) and use RBA-endorsed audit protocol and tools. The audit process includes a full process for supplier 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.

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".

**100%**  
MAJOR SUPPLIERS HAVE ISO14001

**100%**  
MAJOR SUPPLIERS AUDITED

**100%**  
NEW SUPPLIERS AUDITED

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.

## 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.

In the last year, we provided training on a number of topics including hot work management training. 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.

For our annual Supplier Conference, exceptional circumstances (travel restrictions due to the COVID-19 outbreak) lead us to transition the usual live event, to a Zoom Webinar forum, for the second year. Our goal was to provide our suppliers an update on our business, trends, and expectations for the coming year, including sustainability expectations.

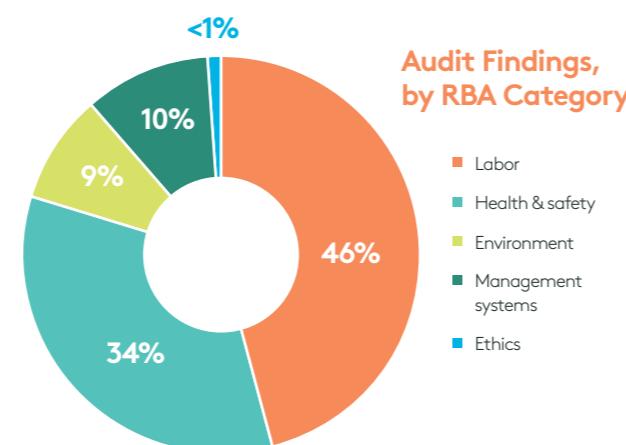
We invited suppliers to partner with us for sustainability and share sustainability solutions, materials, and technologies, which could advance our sustainability goals. We also continued our supplier incentivization program, with the award of a Logitech Torch Award to one supplier, for most improved sustainability performance. We introduced the Sustainability Torch in 2016, to acknowledge our commitment to leading the way to a more sustainable future, and “passing the torch” to our suppliers.

**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.**

Prakash Arunkundrum,  
Head of Global Operations  
and Sustainability



	CY20
Major Suppliers	
Number of Major Supplier facilities	57
% of Major Supplier facilities audited	100%
New suppliers	
Number of new suppliers facilities	59
% of new suppliers facilities audited	100%
All audits	
Total number of audits completed (on-site or desktop)	290



<sup>1</sup> 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.



# ABOUT THIS REPORT

From our beginnings in a small farmhouse in Switzerland in 1981, we have grown to become a multi-brand, multi-category company that operates across all continents, to create unique experiences for consumers.

# 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.

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 the term used by the RBA. ESG is the term used by our investors. Our sustainability programs, as described in this report, address all material aspects of sustainability, SER and ESG.

## Reporting Period

We follow an annual reporting cycle. Our last Sustainability Report was issued in September 2020 and covered Financial Year 2020, except where otherwise noted. To download or access Sustainability Reports for previous years, please visit [logitech.com/sustainability](https://logitech.com/sustainability). This report was finalized in August 2021 and covers Financial Year 2021 (April 01, 2020 to March 31, 2021), except where otherwise noted. In some cases, data in this report relates to the calendar year 2020 (i.e.

January 01, 2020 to December 31, 2020) because stakeholders specifically requested this time frame of reporting or we participate in industry initiatives and wish to align with the reporting period of the initiative.

## Reporting Standards

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

- Global Reporting Initiative (GRI) Sustainability Reporting Standards, 2020;
- Sustainability Accounting Standards Board (SASB) Sustainability Accounting Standards for the Technology and Communications Sector - Hardware and Electronic Manufacturing Services Standard and Original Design Manufacturing Standard October 2018;
- Task-Force on Climate-Related Financial Disclosures (TCFD) Recommendations.

Our SASB Content Index for this year's report is in the following table. Our goal is to fully align with SASB within the next two to three years. Our GRI Content Index is available from logitech.

com/sustainability. Our goal is to achieve full alignment and third-party assurance to GRI (Core Application Level) within the next two years. For TCFD reporting, please refer to the **Climate Action** section of this report and the Disclosure Index below. TCFD is now fully adopted and reflected by the Carbon Disclosure Project (CDP) and therefore also reported in our CDP submission for this year. All our CDP reports and submissions are available for review on the [Climate Action page of our website](#).

## Corrections or Restatements of Information

Water consumption and waste generation at our offices is a small segment of our total water and waste footprint because the majority of our water and waste footprint is linked to our production facility. For the last number of years, we have estimated water and waste consumption based on floor-space data. This year, we refined our approach to consider headcount data and back-dated our estimates. Updated estimates for CY15 to CY20 are now provided

in the **Data** section of this year's Sustainability Report. Last year, we reported air emissions of HFCs for CY19, on the assumption that HFCs consumed during CY19 were purchased to replace refrigerants that had leaked to air as a result of fugitive emissions. The management team at our production facility have now confirmed refrigerant consumption is due to equipment servicing (where fluids are drained and sent for recycling, with no air emissions) and there is no material

leakage from the system. The air emissions data presented in the **Data** section of this year's report is now corrected to reflect this evolved understanding.

Last year, we calculated Scope 1 and 2 carbon intensity as total Scope 1 & 2 emissions from our production facility and offices, divided by the revenue from our own operations (i.e. excluding revenue from JDM and Contract

Manufacturing). At that time, our Scope 1 & 2 emissions were tracked by calendar year and our financial data was tracked by financial year. This year, we have evolved our methodology to align both reporting periods (i.e. track financial data by calendar year) to give a better estimate of carbon intensity. The evolved methodology was applied to all previous reporting periods and the updated numbers are presented in the **Data** section of this year's report.

## Contact Us

This annual Sustainability Report is prepared by the global Sustainability team, with input from key functions across Logitech and the oversight and approval of Logitech leaders. For questions or suggestions regarding this report or any aspect of our sustainability performance, please contact [sustainability@logitech.com](mailto:sustainability@logitech.com)

## SASB CONTENT INDEX

TOPIC	METRIC	FY21 REPORTING
Product security	Description of approach to identifying and addressing data security risks in products	<a href="#">Privacy and Security</a> section
Employee diversity & inclusion	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	See <a href="#">Diversity, Equity and Inclusion</a> 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 RoHS law. A number of 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 <a href="#">Avoiding Targeted Substances</a> 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
	Weight of end-of-life products and e-waste recovered, percentage recycled	See <a href="#">End-of-Life Recycling and Circularity</a> section and associated <a href="#">Data</a> section.
Materials sourcing	Description of the management of risks associated with the use of critical materials	See <a href="#">Conflict Minerals</a> 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 <a href="#">SEC Conflict Minerals Report</a> . We are working towards full disclosure for this topic.
Water management	Total water withdrawn (m³)	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 m³)	See <a href="#">Responsible Production</a> section
	Percentage of total water consumed, which was consumed in regions of High or Extremely High Baseline Water Stress	91% of our estimated water consumption is consumed at our production facility, which is located in an area of High Baseline Water Stress.
Waste management	Amount of hazardous waste from manufacturing (t)	See <a href="#">Data</a> section
	Percentage of hazardous waste from manufacturing, which is recycled	

## SASB CONTENT INDEX (CONTINUED)

TOPIC	METRIC	FY21 REPORTING
Labor practices	Number of work stoppages	Zero. We did not have any strikes or lockouts or days idle in CY20. See <a href="#">Data</a> section
	Total days idle	
	Total recordable incident rate (TRIR)	
	Near-miss frequency rate (NMFR) for direct employees	See <a href="#">Data</a> section
	Near-miss frequency rate (NMFR) for contract employees	
Labor conditions	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 <a href="#">Responsible Production</a> 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 <a href="#">Responsible Production</a> 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: <a href="#">Supplier Development</a> section for further information.
	Percentage of our Tier 1 high risk facilities audited in the RBA Validated Audit Process (VAP) or equivalent	4% of our Tier 1 facilities were classified as high risk facilities. Both were audited in accordance with our established supplier management processes. See <a href="#">Supplier Development</a> section for further information.
	Our own production facility:	
	<ul style="list-style-type: none"> <li>Nonconformance rate with the RBA Validated Audit Process (VAP)</li> <li>Associated corrective action rate for priority nonconformances</li> <li>Associated corrective action rate for other nonconformances</li> </ul>	Not yet available. We are working towards full disclosure for this topic. See <a href="#">Human Rights and Labor</a> section for further information.
	Tier 1 supplier facilities:	
	<ul style="list-style-type: none"> <li>Nonconformance rate with the RBA Validated Audit Process (VAP)</li> <li>Associated corrective action rate for priority nonconformances</li> <li>Associated corrective action rate for other nonconformances</li> </ul>	Not yet available. We are working towards full disclosure for this topic. See the <a href="#">Supplier Development</a> section for further information.

## 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, considering

the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). This process is still ongoing. The following index includes links to the disclosure we have made to date, including the information in the [Climate](#)

[Action](#) section of this report and our Carbon Disclosure Project (CDP) submission this year. Our CDP results can be viewed on the [Logitech CDP webpage](#) and our submissions are all available for review on our own [Climate Action webpage](#).

## TCFD INDEX

TOPIC	DISCLOSURE FOCUS AREA	DISCLOSURE	LOCATION
Governance	Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the board's oversight of climate-related risks and opportunities	Section: Climate Action: Governance & Transparency CDP C1.1, C1.1a C1.1b, C1.2
		b) Describe management's role in assessing and managing climate-related risks and opportunities.	Section: Climate Action: Governance & Transparency CDP 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.	Section: Climate Action: Our Strategy CDP C2.1,C2.2, C2.2a, C2.3b, C2.4b  We kicked off our TSFD Climate Risk & Opportunities assessment in November 2020. As part of this process, we have developed a TCFD Risk Framework and methodology, which is fully integrated with our Enterprise Risk Management Management (ERM) process. This methodology is available to review on our Climate Action Webpage.  As yet, we have not identified climate change risks that have the potential to generate a substantive financial or strategic impact on the business.
		b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Section: Climate Action: Our Strategy CDP C2.2a, C2.3b, C2.4b, C3.1, C3.1b 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.	Section: Climate Action: Our Strategy CDP C2.3b, C3.1b 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.	Section: Climate Action: Climate Risks & Opportunities CDP C2.2, C2.2a, C11.3a
		b) Describe the organization's processes for managing climate-related risks.	Section: Climate Action: Climate Risks & Opportunities CDP C2.2, 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.	Section: Climate Action: Climate Risks & Opportunities CDP 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.	Section: Climate Action: Metrics & Targets CDP 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.	Section: Climate Action: Metrics & Targets 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.	Section: Climate Action: Metrics & Targets CDP C1.3a, C4.1, C4.1a, C4.1b, C4.2a, C4.2c

## DATA

## CLIMATE ACTION

TABLE 1 ENERGY &amp; ELECTRICITY CONSUMPTION

ENERGY & ELECTRICITY CONSUMPTION	UNITS	CY15	CY16	CY17	CY18	CY19	CY20
<b>Fuel &amp; Refrigerant Consumption</b>							
Production facility: Gas	m³	0	0	0	0	0	0
Production facility Petrol	L	21,506	18,967	12,567	12,286	11,418	8,865
Production facility: Diesel	L	5,942	7,154	7,896	7,139	7,990	7,079
Production facility: HCFC-22	kg	162	213	215	185	105	100
Production facility: HFC-134a	kg	68	80	240	120	164	175
Offices: Natural Gas	kWh	2,438,12	2,737,125	2,919,415	3,052,978	2,308,108	1,794,832
<b>Electricity Consumption</b>							
Production facility: Electricity	kWh	18,057,215	20,007,694	21,295,383	22,947,641*	21,498,069	21,000,185
Offices: Electricity	kWh	7,680,409	8,368,482	9,047,402	9,251,047	8,412,782	7,579,511

\*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 &amp; 2 CARBON FOOTPRINT

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

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

SCOPE 1 & 2 EMISSIONS	UNITS	CY15	CY16	CY17	CY18	CY19	CY20
<b>Total</b>	tCO <sub>2</sub> e	17,077	17,314	17,671	5,355	2,848	1,889

**TABLE 3** CARBON REDUCTION PROGRAMS

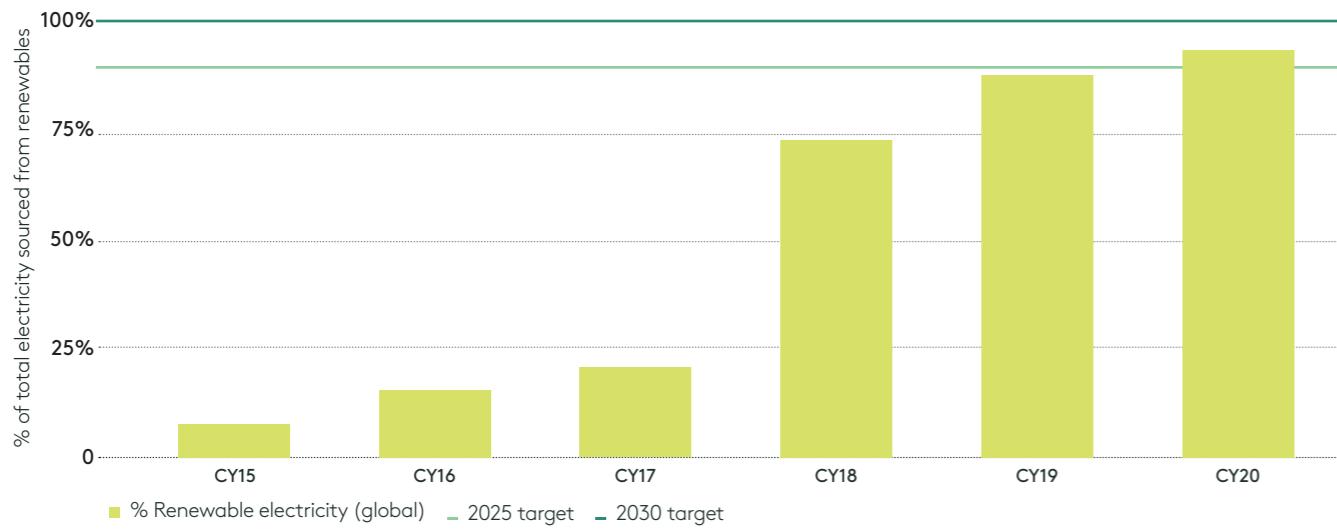
PROJECT TYPE	PROJECT SUBTYPE	ESTIMATED ANNUAL ENERGY SAVING		CY15	CY16	CY17	CY18	CY19	CY20
		MWh	tCO <sub>2</sub> e						
Energy efficiency: processes	Implemented a double-stage air compressor to replace older equipment and increase efficiency by 11%	60.0	37						
Energy efficiency: processes	Chiller upgrade: Replace 2 existing 433 kWh chillers with 3 new 192.8 kWh chillers. As well as improving energy efficiency, this will reduce use of R134a in chillers by 50%.	968.5	594						
Post-Consumer Recycled Plastic	Use of post-consumer recycled plastic in Logitech products	N/A	2,441						
Renewable electricity	Renewable electricity: our own production facility and offices	26.3	14,615						
Renewable electricity	Renewable electricity: our Tier 1 suppliers	70.6	41,871						
<b>Total Savings</b>		<b>1,025.4</b>	<b>59,558</b>						

**TABLE 4** UPTAKE OF RENEWABLES AT OUR PRODUCTION FACILITY AND OFFICES

RENEWABLE ELECTRICITY & ENERGY	UNITS	CY15	CY16	CY17	CY18	CY19	CY20
<b>At our production facility and offices</b>							
Total renewable electricity	MWh	1,999	4,474	6,440	23,582	26,442	26,341
Total non-renewable electricity	MWh	23,735	23,902	23,903	8,616	3,468	2,239
% renewable electricity <sup>1</sup>	%	8%	16%	21%	73%	88%	92%
% renewable energy <sup>2</sup>	%	7%	14%	19%	67%	82%	86%
<b>In our supply chain</b>							
Total renewable electricity allocated to Logitech	MWh	0	0	0	0	0	70,599
<b>Total carbon saving</b>	tCO <sub>2</sub> e	0	0	0	0	0	41,271

1 Renewable electricity as a fraction of total electricity

2 Renewable electricity as a fraction of all energy sources

**GRAPH A:** GLOBAL UPTAKE OF RENEWABLE ELECTRICITY**TABLE 5** ENVIRONMENTAL INSTRUMENTS

	UNITS	CY15	CY16	CY17	CY18	CY19	CY20
Renewable electricity: our own production facility and offices	tCO <sub>2</sub> e	1,575	3,157	4,842	15,269	14,770	14,615
Renewable electricity: our Tier 1 suppliers	tCO <sub>2</sub> e	0	0	0	21	781	41,871
Carbon avoidance offsets	tCO <sub>2</sub> e	0	0	0	2,218	270,386	383,210
Carbon removals	tCO <sub>2</sub> e	0	0	0	0	895	1,889

**TABLE 6** CARBON INTENSITY

	UNITS	CY15	CY16	CY17	CY18	CY19	CY20
Carbon intensity	tCO <sub>2</sub> e/Million USD	12.21	10.43	8.87	2.53	1.40	0.68

\* Carbon intensity is calculated as total Scope 1 & market-based scope 2 emissions from our production facility and offices, divided by gross revenue from our own operations (i.e. excluding revenue from JDM and Contract Manufacturing)

**TABLE 7** SCOPE 3 INVENTORY FOR CY20

GREENHOUSE GAS PROTOCOL CATEGORY	APPLICABLE	MATERIAL	CY19 ESTIMATED CARBON FOOTPRINT (tCO <sub>2</sub> e)	CY20 ESTIMATED CARBON FOOTPRINT (tCO <sub>2</sub> e)	CY20 % OF TOTAL ESTIMATED CORPORATE CARBON FOOTPRINT
Category 1: Purchased goods and services	Yes	Yes	579,420	650,060	50%
Category 2: Capital goods	Yes	No	19,355	36,845	3%
Category 3: Fuel & energy-related activities not included in Scope 1 or 2	Yes	No	4,726	3,708	<1%
Category 4: Upstream transportation and distribution	Yes	Yes	52,733	117,553	9%
Category 5: Waste generated in operations	Yes	No	38	38	<1%
Category 6: Business travel	Yes	No	6,167	1,072	<1%
Category 7: Employee commuting	Yes	No	9,494	6,288	<1%
Category 8: Upstream leased assets	No	No	0	0	0%
Category 9: Downstream transportation and distribution	Yes	No	12,219	15,450	1%
Category 10: Processing of sold products	No	No	0	0	0%
Category 11: Use of sold products	Yes	Yes	259,320	343,915	26%
Category 12: End-of-life treatment of sold products	Yes	Yes	105,886	124,663	10%
Category 13: Downstream leased assets	No	No	0	0	0%
Category 14: Franchises	No	No	0	0	0%
Category 15: Investments	No	No	0	0	0%
<b>Total</b>			<b>1,049,359</b>	<b>1,299,592</b>	<b>100%</b>

\*The estimated carbon footprint of Logitech software has not yet been considered but this aspect of our footprint is not currently considered to be material

**TABLE 8 EMISSION FACTORS**

YEAR	SOURCE
CY20	As per CY19 below, except for updates made to reflect <ul style="list-style-type: none"> <li>IEA 2020, International Energy Agency emission factors <a href="https://www.iea.org/data-and-statistics/data-product/emissions-factors-2020">https://www.iea.org/data-and-statistics/data-product/emissions-factors-2020</a></li> <li>UK DEFRA: From Department for Business, Energy &amp; Industrial Strategy 2020</li> <li>CEDA version 5.1 for calculation of capital goods</li> </ul>
CY19	<ul style="list-style-type: none"> <li>UK DEFRA: From Department for Business, Energy &amp; Industrial Strategy 2020</li> <li>IEA 2018, International Energy Agency emission factors</li> <li>EPA 2018, Emission Factors for Greenhouse Gas Inventories</li> <li>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</li> <li>Sphera, 2021. GaBi LCA Databases (Service Pack 39). Available online: <a href="http://www.gabi-software.com/international/databases/gabi-databases/">http://www.gabi-software.com/international/databases/gabi-databases/</a> (accessed on 07 August 2021)</li> <li>Ecoinvent, 2021. Ecoinvent LCA Database (ecoinvent version 3.6). Available online: <a href="https://www.ecoinvent.org/database/database.html">https://www.ecoinvent.org/database/database.html</a> (accessed on 07 August 2021)</li> <li>ifu Hamburg, 2021. Umberto LCA + (version 10). Available online: <a href="https://www.ifu.com/en/umberto/lca-software/">https://www.ifu.com/en/umberto/lca-software/</a> (accessed on 07 August 2021)</li> <li>The Global Logistics Emissions Council Framework for Logistics Emissions Accounting and Reporting Version 2.0 ("the GLEC Framework")</li> </ul>
CY18	<ul style="list-style-type: none"> <li>UK DEFRA: From Department for Business, Energy &amp; Industrial Strategy 2018</li> <li>IEA 2018, International Energy Agency emission factors</li> <li>EPA, Emission Factors for Greenhouse Gas Inventories</li> </ul>
CY17	<ul style="list-style-type: none"> <li>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</li> <li>UK DEFRA: From Department for Business, Energy &amp; Industrial Strategy 2017</li> <li>IEA 2015, International Energy Agency emission factors</li> <li>EPA 2014, Emission Factors for Greenhouse Gas Inventories</li> </ul>
CY10 - CY16	<ul style="list-style-type: none"> <li>GHG Protocol - International Energy Agency (Data Services - 2007 Edition)</li> <li>UK DEFRA: From Department for Business, Energy &amp; Industrial Strategy 2016</li> <li>IEA 2010, International Energy Agency emission factors</li> <li>EPA 2010, Emission Factors for Greenhouse Gas Inventories</li> <li>IPCC (default based on NCV) 2006</li> </ul>

**TABLE 9 DESIGN FOR SUSTAINABILITY (DFS)**

METRIC	UNITS	CY19	CY20
Major Product Lines*, for which we have a Full or Screening LCA	%	23	28
Major Product Lines*, which are certified CarbonNeutral® copyright manufactured with post-consumer recycled plastic, or incorporating FSC-certified packaging	%	22	31
Major Product Lines*, which are eco-labeled (certified CarbonNeutral®, certified FSC, certified recycled plastic)	%	20	23

\* Major Product Lines: Product Lines accounting for more than 80% of shipments, by units, in the last calendar year. These metrics are calculated in terms of the number of product lines with the specified attribute, divided by the total number of product lines. No weighting is given to reflect the relative number of units or weight of units per product line.

**RESPONSIBLE PRODUCTION****TABLE 10 WATER CONSUMPTION**

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

\* Assuming 41 litres of water consumption per office worker per working day for 240 working days and headcount as of 31 December 2020

**TABLE 11 WASTEWATER DISCHARGE**

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

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

**TABLE 12 WASTE**

WASTE CATEGORY	UNITS	TREATMENT	CY17	CY18	CY19	CY20
<b>At our own production facility</b>						
Food waste	tons	Recycled	1,306.35	750.00	555.30	439.60
Paper packaging	tons	Recycled	112.40	358.66	389.02	412.93
Wood packaging	tons	Recycled	168.10	95.86	80.50	76.20
Plastic packaging	tons	Recycled	10.89	31.80	34.51	36.56
Defect product	tons	Recycled	N/R	N/R	4.24	6.18
LED lamps	tons	Incinerated (with energy recovery)	N/R	N/R	0.3	0.2
Printed circuit board	tons	Recycled	80.80	100.05	104.30	100.00
Waste oil	tons	Incinerated (with energy recovery)	0.00	0.00	0.10	0.00
Chemical bottles & wiping clothes	tons	Incinerated (with energy recovery)	1.94	4.03	3.22	2.80
Alcohol	tons	Incinerated (with energy recovery)	0.93	0.95	0.80	0.60
Lamps	tons	Recycled	0.21	0.15	0.14	0.15
<b>At our offices</b>						
Mixed waste*	tons		530	553	616	701
<b>Total</b>	tons					
Waste arising	tons		2,212	1,894	1,789	1,777
Waste recycled	tons		665	666	704	759
Waste disposed	tons		1,547	1,228	1,085	1,018

N/R = Not Reported. Data was not available at the time of reporting

\* Assuming 200 kg of waste per worker per year, according to Cundall Johnston & Partners, LLP "CO<sub>2</sub>e emissions due to office waste" accessed online 01 July 2021 ([here](#))

**TABLE 13** WASTE RECYCLING %

WASTE CATEGORY	UNITS	CY17	CY18	CY19	CY20
<b>At our own production facility</b>					
Non-hazardous waste recycling	%	N/R	N/R	100%	100%
Hazardous waste recycling	%	97%	95%	96%	97%
<b>End-of-life products</b>					
Estimated % of products and materials that were reused or recycled relative to total products produced:	%	N/R	N/R	N/R	12%

**TABLE 14** AIR EMISSIONS FROM OUR PRODUCTION FACILITY

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

Note: Air emissions from our operations are sub-threshold of any license requirements. Our activities are limited to assembly and testing.

## END-OF-LIFE RECYCLING

**TABLE 15** FINANCED RECYCLING SINCE 2010

	CY10	CY11	CY12	CY13	CY14	CY15	CY16	CY17	CY18	CY19	CY20	Cumulative (Since CY10)
Electrical devices (t)	5,173	2,815	2,485	1,948	2,310	2,275	3,782	3,319	3,355	3,531	4,186	35,178
Batteries (t)	171	113	177	189	211	287	427	409	394	419	441	3,238
Packaging (t)	2,216	1,872	1,381	1,213	1,146	1,207	2,095	2,070	1,900	1,893	2,623	19,616
<b>Total (t)</b>	<b>7,560</b>	<b>4,800</b>	<b>4,044</b>	<b>3,349</b>	<b>3,667</b>	<b>3,769</b>	<b>6,303</b>	<b>5,798</b>	<b>5,650</b>	<b>5,843</b>	<b>7,249</b>	<b>58,032</b>

## DIVERSITY, EQUITY AND INCLUSION

**TABLE 16** ADDITIONAL GENDER DIVERSITY IN MANAGEMENT METRICS FOR DJSI

	FY21
Share of women in all management positions, including junior, middle and top management (as % of total management positions)*	32%
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)**	35%
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%
Women managers in revenue-generating positions as a % of all managers in revenue-generating positions****	7%

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

\*\* With reference to the DEI 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 DEI 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 DEI section of this report, this comprises women in revenue generating positions, who are also managers.

**TABLE 17** ADDITIONAL RACE/ETHNICITY DIVERSITY IN MANAGEMENT METRICS FOR DJSI

	Asian	Black or African American	Hispanic or Latino	White	Indigenous or Native American	Native Hawaiian or other Pacific Islander	N/A*
Management positions	30%	2%	7%	53%	0%	1%	7%

\* N/A: Declined to state and/or not specified

## CHARITABLE CONTRIBUTIONS

**TABLE 18** BREAKDOWN OF CHARITABLE CONTRIBUTIONS

% OF TOTAL SPEND	Units	FY21
Charitable donations	%	45
Community investments	%	37
Commercial initiatives	%	18

## LABOR

**TABLE 19** SASB METRICS FOR LABOR RELATIONS

	Units	CY19	CY20
Number of work stoppages (i.e. strikes or lockouts)	#	0	0
Total number of days idle	#	0	0

## HEALTH &amp; SAFETY

**TABLE 20** HEALTH AND SAFETY METRICS FOR OUR PRODUCTION FACILITY

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

\* Direct contract: Individuals with a direct employment contract with Logitech

\*\* Indirect contract: Individuals who do not have a direct employment contract with Logitech but their routine work and/or workplace is controlled by Logitech

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

\*\*\*\* Total number of recordable injuries and illness cases per 200,000 hours worked

## ENDNOTES

## INTRODUCTION

## COMPANY STRUCTURE

1. Includes individuals directly and indirectly employed by Logitech

## LOGITECH IN FIGURES

1. The data covers all individuals with a direct employment contract with Logitech.

## SUSTAINABILITY AT LOGITECH

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 providers, and are provided 'As-Is' and without warranty. MSCI names and logos are trademarks or service marks or MSCI.

## PRODUCTS &amp; THE ENVIRONMENT

## CLIMATE ACTION

3. Offices that account for 80% of total floor space

4. For further information on our carbon footprint, including non-material segments and GHG Protocol categories, please refer to the Data section of this report.

5. A Life Cycle Assessment (or Life Cycle Analysis) is a method to calculate the environmental impact of a product over its entire life-cycle from resource extraction to production, use, and disposal thus making sure negative environmental impacts aren't shifted to other life cycle phases of the product.

6. Major Product Lines: the Product Lines that account for more than 80% of shipments, by weight in the previous calendar year.

7. 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 Carbon Disclosure Project (CDP) reporting standards.

8. Major Countries of Sale: Countries accounting for more than 80% of shipments, by weight, in the previous Calendar Year

9. Major Suppliers: the suppliers that account for 80% of direct spend in the previous calendar year

## CARBON CLARITY

1. Carbon Transparency is now referred to as Carbon Clarity to reflect our approach to sharing product carbon impact with consumers and industry.

## END-OF-LIFE RECYCLING AND CIRCULARITY

1. 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)

2. UNEP: Single-Use Plastics, A Roadmap to Sustainability. Accessed at the following link in August 2021: <https://wedocs.unep.org/handle/20.500.11822/25496>

## PEOPLE &amp; SOCIETY

## DIVERSITY, EQUITY AND INCLUSION

1. Indirect spend

## 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.

## CONFLICT 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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SUSTAINABILITY  
REPORT FY21

