



## **FY24 Stakeholder Engagement Report**

# 1 Introduction

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

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

# 2 About this Report

This report covers the reporting period of 01 April 2023 to 31 March 2024.

The document was prepared in accordance with GRI reporting requirements, as summarized below.

2-28 Membership associations	The organization shall: a. report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role
2-29 Approach to stakeholder engagement	The organization shall: a. describe its approach to engaging with stakeholders, including: i. the categories of stakeholders it engages with, and how they are identified. ii. the purpose of the stakeholder engagement. iii. how the organization seeks to ensure meaningful engagement with stakeholders.

It includes a summary of Logitech’s:

- commitment to stakeholder engagement;
- key stakeholder groups and the rationale supporting their selection;
- engagement activities during the reporting period; and
- key areas of interest, for each of our key stakeholder group.

To understand how stakeholder engagement activities informed progress and performance during the reporting period, please refer to Logitech’s FY24 Impact Report.

### 3 Who We Engage

When we identify key stakeholder groups, we consider five key attributes, which are shown in the following box.

<b>Dependency</b>	Groups or individuals who are directly or indirectly dependent on Logitech's activities, products or services and associated performance, or on whom Logitech is dependent in order to operate.
<b>Responsibility</b>	groups or individuals to whom Logitech has, or in the future may have, legal, commercial, operational or ethical responsibilities.
<b>Tension</b>	Groups or individuals who need immediate attention from Logitech regarding financial, wider economic, social, or environmental issues.
<b>Influence</b>	Groups or individuals who can have an impact on Logitech's or a stakeholder's strategic or operational decision-making.
<b>Diverse perspectives</b>	Groups or individuals whose different views can lead to a new understanding of relevant situations and the identification of opportunities for action that may not otherwise occur.

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

- **Customers:** Our direct and indirect customers include retailers,etailers, and end consumers through our e-commerce platform and indirect sales to end customers (end-users) through distributors. Deep engagement with customers and consumers is critical to understanding and anticipating stakeholder needs and executing on our company mission.
- **Employees:** Our employees develop and implement sustainability programs and are the driving force behind our innovation and success.
- **Regulators and Policy Makers:** Many aspects of our activities and business are regulated worldwide. We engage with regulators on regulatory matters and when fulfilling our regulatory reporting obligations. As part of this stakeholder group, we also consider public policy-makers.
- **Shareholders:** We value open and meaningful engagement with our shareholders. We also engage with rating agencies and advisors who work on behalf of actual and potential shareholders because they offer valuable insight into the views of the investor community more broadly.
- **Special Interest Groups:** Special interest groups may include nonprofits, nongovernmental organizations (NGOs), and other groups with a particular interest in certain aspects of sustainability performance. These groups help to define good practice standards and communicate stakeholder expectations for our industry. Their input can catalyze and inform decision-making.

- **Our Industry:** We work closely with suppliers to innovate in manufacturing, develop new designs, and establish and advocate for responsible supply chains. Many of our sustainability programs and targets rely on supplier innovation and support. We also consider peer companies as part of this group. We engage with peer companies to share thought leadership and advocate for positive change and sustainability action across our industry. Other business partners and value chain partners are also considered part of this stakeholder group. For programs like circularity and climate change, full value chain activation and engagement are needed.

## 4 Engagement Activities

Functions across Logitech manage and interact with stakeholders and key stakeholder groups in various ways. Regular engagements include the bi-annual employee LogiPulse survey, supplier audits, and an annual shareholder meeting. Other engagements are ongoing, such as conversations with customers about our sustainability performance, collaboration with industry peers on specific programs, and discussions with policymakers.

We conduct an annual External Factors Review (EFR), reviewing publicly available information to identify concerns or perceptions about our approach to sustainability management, risks, and performance. Our EFR process includes market intelligence and key insights gathered by functions across Logitech through direct engagement with all stakeholder groups throughout the year. The following table summarizes a selection of stakeholder engagement activities in FY24.

**Table A FY24 Stakeholder Engagement Activities**

STAKEHOLDER GROUP	MECHANISMS OF ENGAGEMENT	EXAMPLES OF ENGAGEMENT ACTIVITIES AND TOPICS OF ENGAGEMENT
Customers	<ul style="list-style-type: none"> <li>• Direct engagement with strategic customers.</li> <li>• Consumer insight surveys and other engagement activities with consumers.</li> <li>• Press releases and email blasts.</li> <li>• Website communications.</li> <li>• Online communities, social media and blogging.</li> <li>• Conference attendance and related engagements</li> <li>• Customer feedback surveys</li> <li>• Sharing of information on established platforms supporting sustainability procurement e.g. Ecovadis.</li> </ul>	<p><b>Consumers:</b></p> <ul style="list-style-type: none"> <li>• Feedback from our Customer Experience team indicates customers are eager to learn about recycling centers in their region or country so that they can recycle their end-of-life products; and they appreciate Logitech’s efforts to reduce carbon impact, use recycled plastics and eliminate single-use plastic to enable curbside recycling. In response to this interest, we have doubled down on our efforts to reduce carbon, use recycled plastics and eliminate single-use plastic.</li> <li>• Throughout the year, we monitor customer satisfaction ratings for customers who engage with our Customer Experience team using Net Promoter Scores. This helps us understand the impact of our current customer support processes and adapt our strategies to changing circumstances.</li> <li>• We partner with iFixit to monitor the growth and development of consumer-developed repair guides on iFixit.com and use these data and insights to prioritize the development of supporting guidance and spare parts.</li> <li>• We engage, educate and activate consumers around sustainability-related topics and this includes consumer activation campaigns, which may be launched in partnership with other retailers. Examples from the last year include our Recycle &amp; Save program with Best Buy our <b><u>Women Who Master Campaign</u></b> and our participation in the Amazon Climate Pledge Friendly Program to help customers discover the products that align more closely with their values and provide them with accurate, credible, and meaningful information on sustainability at the product level.</li> <li>• We continue to evolve the sustainability spaces on logitech.com to include educational assets and information. In the last year, we provided more information on how consumers can support <b><u>Carbon Clarity</u></b> and understand what it means to have a carbon impact label on their product. We also added more information to our <b><u>Recycling Webpage</u></b>, to help consumers find recycling opportunities for end-of-life electronics in their local areas.</li> </ul> <p><b>Enterprise Customers:</b></p> <ul style="list-style-type: none"> <li>• Throughout the year we regularly liaise with enterprise customers (including businesses, distributors, resellers and retailers), to understand customer needs and ensure products are brought to market in a manner that reflects our sustainability expectations and good practice requirements.</li> <li>• In FY24, we received more than 90 requests for sustainability information from enterprise customers looking to understand our sustainability performance and data. We hosted a number of strategic engagements with enterprise customers to share relevant information on our strategy and performance</li> </ul>

STAKEHOLDER GROUP	MECHANISMS OF ENGAGEMENT	EXAMPLES OF ENGAGEMENT ACTIVITIES AND TOPICS OF ENGAGEMENT
		<p>and elicit feedback on our current strategy. That feedback has helped us develop and tailor pilot programs for our Enterprise Customers as described in the FY24 Impact Report e.g. Collect &amp; Recycle.</p> <ul style="list-style-type: none"> <li>● To celebrate Earth Day 2024, we launched the Logitech-ForestNation Tree-Planting Campaign and offered enterprise customers the opportunity to opt in and plant trees on behalf of their customers. This campaign is a multi-year activation for sustainability and more than 31,443 tree seedlings have been planted and cultivated by local community groups working in ForestNation's nursery to date as an outcome of this engagement.</li> </ul>
Employees	<ul style="list-style-type: none"> <li>● Team, site, and business group huddle meetings (weekly and monthly)</li> <li>● Company surveys (bi-annually)</li> <li>● Workshops on specific sustainability topics</li> <li>● Sustainability Forum sessions and Social Impact Forum sessions.</li> <li>● All Hands events (quarterly)</li> <li>● Whistleblower hotline and mailbox</li> </ul>	<p>We endeavor to create an open-door environment, where employees feel they can interact at every level. Employee engagement across the company is supported in a number of ways.</p> <ul style="list-style-type: none"> <li>● We host quarterly company-wide "All Hands" meetings, with weekly and monthly huddle sessions in specific sites and regions.</li> <li>● Our Leadership Team also hosts regular "Ask Anything" sessions, where no question is off-limits and questions can be raised by employees anonymously in real-time. These sessions are used to share news, discuss our company priorities and ensure employees understand how their role aligns to company objectives. These sessions also empower employees to share their views, questions, and concerns directly with senior leaders. Videos of the sessions are added to our company intranet within days, to facilitate further employee views, comments and ongoing engagement.</li> <li>● We carry out full-company employee surveys ("LogiPulse") every 6 months to engage, understand and measure employee feedback and perspectives on our company, culture, performance and activities. As part of this survey, employees provide weighted feedback on their experience at Logitech, including their happiness, retention and other metrics that help understand employee perspectives of workplace inclusivity at Logitech. With an average 87% participation rate, employees actively engage and participate in these surveys. We use a "Happiness Index metric" as our indicator of employee satisfaction. Happy employees are employees who frequently experience positive emotions at work, recognize their organization as a great place to work, feel immersed in and passionate about the work they do, and experience a strong sense of belonging to their company. Our target is to remain above 70. Our results from recent years are shown in Appendix A and above target.</li> <li>● At our production facility, we use a mobile chat platform to engage employees in the local language. We also periodically conduct confidential or group interviews with employees to further understand their perspectives.</li> <li>● We have an established Ethics Hotline for whistleblowing, which employees can use to confidentially and anonymously report any issues they identify or observe in relation to our Code of Conduct and a suggestion box is available for anonymous suggestions.</li> </ul>

STAKEHOLDER GROUP	MECHANISMS OF ENGAGEMENT	EXAMPLES OF ENGAGEMENT ACTIVITIES AND TOPICS OF ENGAGEMENT
		<ul style="list-style-type: none"> <li>For sustainability-focused discussions, we have additional, dedicated forums. For example, the Sustainability Forum is an open and cross-functional forum for business leaders and colleagues to share knowledge and ideas on proposals, projects, lessons learned, and emerging themes. In the last year, we carried out a number of forum sessions covering a range of topics (e.g. Accessibility in Design, Sustainability in Printed Circuit Board manufacturing, Supplier Renewable Energy, and carbon reduction associated with circularity. In addition, the Sustainability team piloted a series of Design for Sustainability (DfS) workshops with Logitech design teams to drive further adoption of sustainability mindsets and know-how across the company. The effectiveness of these activities is demonstrated by the scale-up of DfS programs and efforts across the company as a sustainability mindset permeates employee thinking more and more.</li> </ul>
<b>Logitech's Board of Directors</b>	<ul style="list-style-type: none"> <li>Pre Reads and reporting</li> <li>Meetings</li> <li>Correspondence</li> </ul>	<ul style="list-style-type: none"> <li>Our COO and Head of Sustainability meet with our Board of Directors frequently to report on progress and raise awareness of emerging and important sustainability topics. For example, in FY24 our COO and Head of Sustainability provided board updates and educational sessions in relation to climate action and progress on carbon reductions, circularity and evolving and emerging sustainability reporting regulations such as Swiss Non-Financial Matters (NFM) Reporting.</li> </ul>
<b>Regulators and policy makers</b>	<ul style="list-style-type: none"> <li>Reporting</li> <li>Auditor and regulator meetings</li> <li>Official correspondence</li> </ul>	<ul style="list-style-type: none"> <li>As a global company, we comply with laws and engage with regulators in the countries where we do business. We provide regulatory reports to a number of government agencies worldwide, to verify and report compliance with trade, tax, safety, and design requirements for our business and our products.</li> <li>We monitor legal developments and regulatory perspectives on an ongoing basis. For example, in the last year, we actively monitored regulatory action and perspectives around EU, Swiss, SEC, and Californian laws relating to climate reporting, supply chain due diligence and repair with interest. We continue to evolve our reporting standards and programs in advance of envisaged and forthcoming legislation and ensure our forward-looking strategies are well-designed to deliver compliance with those laws in the future.</li> <li>As industry leaders, we believe open and transparent sharing of our experience can help lawmakers craft effective and responsible regulations that govern our business and help our customers. For example, in FY24, we worked with our EU advisory firm to engage with regulators and policy makers to share industry insights and perspectives in relation to EU Ecodesign Directive and related topics e.g. Ecodesign, Right to Repair, Green Claims. We support the EU Ecodesign, Right to Repair, Green Claims Directive in full. Our aim was to raise the ambition of each bill and establish a regulatory framework for carbon labeling. This included advocating for the development of best in class Life Cycle Analysis (LCA) methodologies to enable carbon transparency (on-box carbon impact labels to enable more informed</li> </ul>

STAKEHOLDER GROUP	MECHANISMS OF ENGAGEMENT	EXAMPLES OF ENGAGEMENT ACTIVITIES AND TOPICS OF ENGAGEMENT
		<p>purchasing decisions).</p> <ul style="list-style-type: none"> <li>● As responsible corporate citizens, we also choose to proactively engage on policy issues that align with our values. Logitech is just one small piece of a much larger global puzzle and we believe we should share our experience and knowledge to help inform effective policy on a global scale; establishing standards that can promote action, clarity, and stability as we move us all toward a more sustainable world. For example, we are also part of a working group formed by the Business for Innovative Climate and Energy Policy (BICEP) and overseen by <a href="#">CERES</a> to advocate for clean energy and the development of a regional transmission authority in the western US to enable the transmission of clean energy across state borders to catalyze the transition away from fossil fuels and enable greater self-sufficiency, at the State and regional level.</li> <li>● We conduct our engagement activities in line with the goals of the Paris Agreement. Logitech does not support or fund political party candidates or groups that promote party interests and we do not fund climate-denial or lobbying against climate regulations. Our spend is limited to payment of membership fees to organizations like ITIC and also consulting firms who we work with to advocate for, and positively influence, the development of policy and regulation that supports more sustainable business practices and a 1.5 degree world.</li> </ul>
<b>Shareholders</b>	<ul style="list-style-type: none"> <li>● Quarterly earnings calls</li> <li>● Annual General Meeting</li> <li>● Other direct engagements (meetings) with specific shareholders or their representatives.</li> <li>● Participation in benchmarking exercises conducted by rating agencies on behalf of shareholders.</li> </ul>	<ul style="list-style-type: none"> <li>● We meet with shareholders and investors at quarterly meetings and conferences, as well as our Annual General Meeting (AGM), annual Analyst and Investor Day (AID) and other direct and smaller engagements. At our 2023 Analyst &amp; Investor Day, we presented the acceleration of Logitech's sustainability impact and commitments, to a global audience.</li> <li>● We proactively participate in a number of industry benchmarking exercises that rating agencies run on behalf of investors to assess and report on the sustainability performance of our sector. For example, in the last year, we participated in more than ten rating exercises, including the Dow Jones Sustainability Index (DJSI), Morgan Stanley Capital Index (MSCI), Carbon Disclosure Project (CDP) and FTSE4Good. Where possible, we also meet with rating groups to ascertain new insights on investor expectations and how our performance will potentially be perceived, by current and potential shareholders.</li> </ul>
<b>Special Interest Groups</b>	<ul style="list-style-type: none"> <li>● Engagement via our RBA membership.</li> <li>● Participation in benchmarking exercises.</li> <li>● Direct engagements with meetings or calls.</li> </ul>	<ul style="list-style-type: none"> <li>● We are members of the Responsible Business Alliance (RBA). From time to time, RBA identifies special interest groups of relevance to our sector and helps guide the engagement with these stakeholder groups via mechanisms that are governed by Chatham House Rules and we participate or leverage the learnings that arise from these engagements.</li> <li>● We also participate in benchmarking surveys for our industry, which are organized by established and reputable Special Interest Groups. For example, in the last two years, we have participated in the</li> </ul>



STAKEHOLDER GROUP	MECHANISMS OF ENGAGEMENT	EXAMPLES OF ENGAGEMENT ACTIVITIES AND TOPICS OF ENGAGEMENT
		<p>following benchmarking surveys by Special Interest Groups.</p> <ul style="list-style-type: none"> <li>○ World Benchmarking Alliances (WBA) Digital Inclusion Benchmark: this benchmark takes place every two years and assesses the extent to which influential technology companies are taking action to reduce the global divides around access to technology, digital skills, inclusive technology development and exposure to online risks and harms that persist around the world, slowing the potential to achieve the SDGs. Our participation in the benchmarking exercise and direct engagement with the WBA team generated useful insight into best practice expectations from Special Interest Groups, which helps to inform the direction of our emerging programs in this area.</li> <li>○ KnowtheChain ICT Sector Benchmark: this benchmark examines how companies understand forced labor risks within global supply chains and the extent to which companies are operating in a transparent and responsible manner. Our engagement with the benchmark provided fresh insight on current expectations around supply chain transparency and the need for companies to share their experience of human rights and labor challenges in their supply chain, and the actions that companies are taking to remedy any issues that are identified in auditing programs. The Supplier Development section and Human Rights and Labor section of this report have expanded this year to share more insight on our experience, policies, strategies and current programs in this area.</li> </ul>
<b>Our Industry</b>	<ul style="list-style-type: none"> <li>● Activation campaigns and engagements around our flagship programs for sustainability</li> <li>● We issue supplier surveys and we respond to customer and partner surveys.</li> <li>● Capability-building programs and training</li> <li>● Supplier and value chain audits, meetings and conferences</li> </ul>	<p>We engage with companies within and outside our value chain to share our learnings and catalyze the adoption of positive change across our industry.</p> <ul style="list-style-type: none"> <li>● In 2020 we were the first consumer electronics company to place carbon impact labels on our products, to hold ourselves to account for our impact and to raise awareness about carbon impact. During FY24, we engaged with more than 30 brands, advocacy bodies and companies, to share our approach to carbon impact modeling and encourage others in their own journeys to Carbon Clarity.</li> <li>● In FY21, we launched the <u>Future Positive Challenge</u>, a technology and engineering challenge for startups and pioneers who seek sponsorship and support, to scale their sustainability innovations. The Future Positive Challenge was initiated to engage and foster collaboration with our supply chain and external parties, assessing and investigating the scalability of sustainability innovations that could be applied to our business. In our Future Positive Challenge we prioritize technologies that align with Logitech's Design for Sustainability principles and are fundamental to advancing breakthrough innovations within the consumer electronics industry while also contributing significantly to economic development and job creation. Led by Logitech's Sustainability team, the program aims to involve disruptive companies, startups, and pioneering engineers who drive sustainable changes in consumer electronics and related supply chains.</li> </ul>

## 5 Stakeholder Interests

Our stakeholder engagement activities have given us valuable insight into the following areas of stakeholder interests.

<b>Customers</b> <ul style="list-style-type: none"> <li>• Product performance and technical features</li> <li>• Logitech's unique selling points, with respect to sustainability</li> <li>• Product sustainability (design features)</li> <li>• Packaging sustainability (materials)</li> <li>• Hazardous materials compliance (RoHS, REACH)</li> <li>• Conflict minerals</li> <li>• Climate action and carbon targets</li> <li>• E-waste recycling and trade-in for reuse</li> <li>• Supply chain transparency and responsible manufacturing</li> <li>• Durability, repairability, spare parts</li> <li>• Product energy efficiency and carbon footprint</li> <li>• Diversity, equity, inclusion</li> </ul>	<b>Employees</b> <ul style="list-style-type: none"> <li>• Company strategy and priorities; vision and values</li> <li>• Company commitment to social and environmental issues</li> <li>• Development opportunities and career advancement</li> <li>• Well-being (work/life balance)</li> <li>• Corporate and employee philanthropy and volunteering</li> <li>• Employee benefit and compensation offerings</li> </ul>
<b>Shareholders</b> <ul style="list-style-type: none"> <li>• Financial performance</li> <li>• Preparedness for upcoming reporting regulations</li> <li>• Corporate governance, including supply chain management</li> <li>• Greenhouse gas reporting</li> <li>• Talent attraction and retention</li> </ul>	<b>Our Industry</b> <ul style="list-style-type: none"> <li>• E-waste</li> <li>• Supply chain management</li> <li>• Innovation and co-development of solutions</li> <li>• Hazardous substances (RoHS, REACH)</li> <li>• Product takeback and circular supply chains</li> </ul>
<b>Regulators and Policymakers</b> <ul style="list-style-type: none"> <li>• Ecodesign</li> <li>• Environmental claims, greenwashing, product sustainability information</li> <li>• Regulatory reporting</li> <li>• Circular economy, repairability, recycling information</li> <li>• Conflict minerals</li> <li>• Hazardous substances (RoHS, REACH)</li> </ul>	<b>Special Interest Groups</b> <ul style="list-style-type: none"> <li>• Human rights due diligence</li> <li>• Supply chain management</li> <li>• Sustainability performance at our production facility</li> <li>• Digital Inclusion</li> <li>• Worker safety, health, well-being</li> </ul>

## **6 Our Approach to Policy Advocacy**

### **6.1 Introduction**

As industry leaders, we believe open and transparent sharing of our experience can help lawmakers craft effective and responsible regulations that govern our business and help our customers. As responsible corporate citizens, we also choose to proactively engage on policy issues that align with our values. Logitech is just one small piece of a much larger global puzzle and we believe we should share our experience and knowledge to help inform effective policy on a global scale; establishing standards that can promote action, clarity, and stability as we move us all toward a more sustainable world.

We scale our efforts to achieve maximum impact through direct action, coalition building, collective action, or supporting the efforts of those aligned with our values but better able to influence a favorable outcome.

### **6.1 Roles, Responsibilities and Accountabilities**

Strategic priorities are set by our Chief Legal Officer and Chief of Operations, which fosters collaboration between our Head of Policy, Head of Sustainability and Deputy General Counsel and Chief Compliance Officer to find ways to meaningfully contribute to policies that support the Paris Agreement. The Head of Policy and Head of Sustainability propose policy directions in support of the Paris Agreement which are reviewed and approved by the CLO & COO.

### **6.2 Our Position**

In 2019, we committed to the Paris Agreement to limit global warming to 1.5°C by 2050. With our newest Climate Pledge, we have committed to SBTi-validated carbon reduction targets and a net zero target to unpin that commitment and clearly communicate our position and action in support of the Paris Agreement.

We have a Public Affairs Engagement framework that clearly outlines roles, responsibilities and decision-making flows in relation to our engaging activities to ensure all our activities are reflective of our public policy positions and support the goals of the Paris Agreement. We do not support or fund political party candidates or groups that promote party interests. Our spend is limited to the payment of membership fees to organizations like ITIC and also consulting firms who we work with to advocate for, and positively influence, the development of policy and regulation that supports more sustainable business practices and a 1.5 degree world. When choosing organizations to work with and causes to support we consider a range of factors including business impact, our values, the expertise we can offer and the impact potential of our actions.

We carry out due diligence reviews and monitoring to ensure we do not support organizations or public policy engagements that undermine the Paris Agreement. This approach helps to ensure we do not join

or support trade associations that do not share our values and selectively choose to support organizations and causes that are aligned with our public policies, our position on climate change and the Paris Agreement.

We report on our policy advocacy activities (directly and via trade associations) in our annual Impact Report and/or annual Stakeholder Engagement Report. Please see Table A above.

## Appendix A Data

**TABLE 1 CUSTOMER AND EMPLOYEE SATISFACTION**

	Units	Coverage	FY21	FY22	FY23	FY24
Our Global NPS score for customer interactions	#	Global	30	29	48	47
Employee Happiness Index	#	Global	-	77	75	75






**TABLE 2 POLITICAL CONTRIBUTIONS AND SPENDING ON LOBBYING AND TRADE ASSOCIATIONS**

	Units	CY24
Political contributions by, or on behalf of, Logitech	%	0
Trade association membership and consultant fees	#	1,395,375

## Appendix B External Initiatives and Memberships




We believe collaboration across our sector and multi-stakeholder engagement is required to catalyze society's transition to a more sustainable future. In recent years we have taken a more overt approach to demonstrating our commitment to sustainability. We have strengthened our existing involvement in external initiatives and membership associations and adopted a number of new membership initiatives and reporting standards. A full description of the initiatives and associations we currently participate in and some of our key reporting standards are provided below.





Initiatives and memberships		What these partnerships mean for us
	<p>The <a href="#">Carbon Disclosure Project</a> (CDP) is an international organization providing a global, standardized system for companies to disclose and share carbon, energy, and environmental information.</p>	<p>We leverage the CDP platform to report our energy and climate performance publicly, through the Climate Change questionnaire and to respond to customers via the CDP Supply Chain questionnaire. By sharing our performance in this best practice way, we work to galvanize sector-wide transparency and credibility.</p>
	<p>The <a href="#">Coalition for Gender Fair Procurement</a> launched in June 2022 and is an alliance of like-minded organizations seeking to promote gender fairness. It is based on the UN Women's Empowerment Principles and members are asked to inspire sustained positive progress towards UN Sustainable Development Goal 5 (Gender Equality) in their own organization and across all industries and organizations.</p>	<p>Our goal is to contribute to an industry-wide change in procurement practices whereby all organizations assess all their high-impact suppliers for gender fairness and make spend decisions accordingly. To provoke this industry-wide change, we need allies. We are therefore advocating for other like-minded organizations to join us in creating the "Coalition for Gender Fair Procurement".</p>
	<p><a href="#">Design for Good</a> is a nonprofit alliance of leading global organizations that will directly harness the creative talent of thousands of designers to design and deliver positive impact towards the United Nations' Sustainable Development Goals, on a scale only possible through global collaboration.</p>	<p><a href="#">Logitech</a> became a cofounding member in April 2022, sharing the mission to harness design as a way of enacting measurable positive change in support of the United Nations' Sustainable Development Goals (UN SDGs).</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>Using 100% renewable electricity for our U.S. offices helps reduce air pollution and lower our carbon footprint, while also sending a message to others across the country that green power is an affordable, accessible choice.</p>


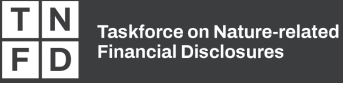
 <b>First Movers Coalition</b>	<p>The First Movers Coalition is a public-private partnership initiated to drive demand for innovative clean technologies and address climate change.</p> <p>Launched by the World Economic Forum and the U.S. Department of State, the coalition brings together leading companies committed to purchasing and promoting advanced technologies aimed at decarbonizing heavy industry and long-distance transportation sectors. By aggregating demand, the coalition aims to accelerate the development and deployment of these essential green technologies, fostering a market for innovations critical to achieving net-zero emissions by 2050.</p>	<p>Logitech joined the First Movers Coalition to signal the demand for emerging technologies that are essential for a net zero transition.</p> <p>Developing low-carbon and circular metals for our products is a crucial part of our Design for Sustainability approach and strategy for reducing our carbon impact and creating more circular business models.</p> <p>By joining the First Movers Coalition, we become part of a wider ecosystem that aims to advance low-carbon technologies that are crucial to reducing global emissions quickly.</p>
	<p><a href="#">ForestNation</a> helps companies, organizations and individuals engage with, and participate in, reforestation activities. ForestNation also helps companies communicate the impact of their activities.</p>	<p>We partner with ForestNation to activate employees around tree planting and celebrate Earth Day. This partnership has created a Logitech Forest of trees in Tanzania, which is represented virtually online <a href="#">here</a>.</p>
	<p><a href="#">Girls Who Code</a> is a nonprofit organization that aims to support and increase the number of women in computer science by equipping young women with the necessary computing skills to pursue 21st-century opportunities.</p>	<p>In FY24, we continued our partnership with Girls Who Code, in support of their mission to help young girls discover a passion for engineering and creativity through a series of collaborative actions. In addition to financial donations, we will again host a Girls Who Code Summer Immersion Program, virtual sessions, events for students, and provide internship opportunities, and more.</p>
	<p>The <a href="#">Global Reporting Initiative</a> (GRI) is a nonprofit organization that promotes one of the world's most prevalent standards for sustainability reporting—the GRI Standards.</p>	<p>We use GRI standards to ensure our reporting is transparent, credible, and reflective of good practice reporting standards.</p>
	<p>The <a href="#">Information Technology Industry Council</a> (ITI) is an advocacy and policy organization for the technology sector. Through its regional and topic-specific committees, ITI provides members with information, insights, and diverse perspectives on developing policy frameworks and regulatory</p>	<p>We participate in ITI's regional committees and topic-specific committees on Environmental Policy, Environment and Sustainability, Privacy and Cybersecurity, Energy Efficiency, Procurement, Product Stewardship and Regulatory Policy.</p>

	changes around the world.	
	<p>The mission of the National Veteran-Owned Business Association (<a href="#">NaVOBA</a>) is to create opportunities for companies to connect with Veteran Business Enterprises (VBEs) and Service-Disabled Veteran Business Enterprises (SDVBEs). NaVOBA provides VBEs and SDVBEs with tools, support, and connections, to help them access the business world through networking and training events, certification, advocacy, outreach, recognition, and education.</p>	<p>Our NaVOBA membership creates opportunities for us to connect with Veteran Business Enterprises and Service-Disabled Veteran Business Enterprises that are equipped to support our business strategies and create opportunities for collaboration and diverse supplier engagement.</p>
	<p><a href="#">NextWave Plastics</a> is a member-led, collaborative and open-source initiative of leading multinational companies who are working to develop the first global network for socially responsible ocean-bound plastic supply chains.</p>	<p>In 2022 Logitech joined NextWave Plastic to contribute our perspective and help drive transformational change towards next life and circular supply chains.</p>
	<p>The National LGBT Chamber of Commerce (<a href="#">NGLCC</a>) is an advocacy organization dedicated to expanding economic opportunities and advancements for LGBTQ people, and a certifying body for LGBTQ-owned businesses.</p>	<p>Our membership helps us reach LGBTQ-owned businesses that can support us, as well as those that need assistance to get their businesses to the next growth level.</p>
	<p>The <a href="#">National Minority Supplier Development Council (NMSDC)</a> matches certified minority-owned business enterprises in the United States with corporate member companies and builds minority business enterprise (MBE) capacity and capabilities through programs and other educational offerings.</p>	<p>Through our membership of the NMSDC, we connect with minority-owned business enterprises across the U.S. to diversify our supplier base.</p>
	<p>The <a href="#">Organisation for Economic Co-operation and Development (OECD)</a> is an international economic body of 37 countries dedicated to stimulating economic progress and world trade.</p> <p>The <a href="#">OECD Due Diligence Guidance for Responsible Supply Chains of</a></p>	<p>We follow the OECD due diligence guidelines for supply chain due diligence specifically around minerals from conflict-affected and high-risk areas.</p>



	<p><a href="#">Minerals from Conflict-Affected and High-Risk Areas</a> sets out best practice guidance for companies to respect human rights and avoid contributing to conflict through their mineral purchasing decisions and practices.</p>	
 <p><b>Responsible Business Alliance</b> Formerly the Electronic Industry Citizenship Coalition Advancing Sustainability Globally</p>	<p>The <a href="#">Responsible Business Alliance</a> (RBA), (formerly The Electronic Industry Citizenship Coalition (EICC)), is a nonprofit coalition of companies committed to improving social, environmental, and ethical conditions in their global supply chain.</p> <p>The RBA Code focuses on priority issues for the RBA membership including labor, environment, health and safety, ethics, management systems and human rights.</p>	<p>We joined the RBA in 2007 and our commitment to the RBA Code drives our business, sustainability, and supply chain strategy. It informs decision-making and is reflected in our internal policy framework, standards, audit processes, and contractual agreements with suppliers.</p>
	<p>The <a href="#">Responsible Labor Initiative</a> (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.</p>	<p>Through our membership of the RLI, we gained access to the RLI Responsible Recruitment Due Diligence Toolkit to drive and inform responsible recruitment across Logitech and our supply chain.</p>
	<p>The <a href="#">Responsible Minerals Initiative</a> (RMI) is an industry initiative focused on responsible mineral supply chain of conformant smelters and refiners for tin, tungsten, tantalum, and gold. The RMI developed the Responsible Minerals Assurance Process (RMAP), which includes tools for members to use and leverages independent, third-party audit processes to identify conflict-free smelters and refiners.</p>	<p>Through our membership of the RMI, we gained access to tools and resources for our Responsible Sourcing of Minerals Due Diligence program, including the Conflict Minerals Reporting Template, Reasonable Country of Origin Inquiry data, and a range of guidance documents supporting responsible minerals sourcing.</p>
	<p>The <a href="#">Responsible Factory Initiative</a> (RFI) provides a framework for factories to advance their performance beyond RBA code compliance and establish their facility as a Factory of Choice.</p>	<p>Through our membership of the RFI, we look to advance our own production facility and supplier facilities to achieve RFI certification through RBA Code Compliance, leadership training, and employee engagement.</p>

	<p>Renewable Energy 100 (<a href="#">RE100</a>) is a global initiative led by The Climate Group in partnership with the Carbon Disclosure Project (<a href="#">CDP</a>). RE100's mission is to accelerate a global shift to clean energy and zero carbon grids—delivering a cleaner, healthier future for all. RE100 membership comprises the world's largest businesses who work together to advocate for 100% renewable electricity worldwide, in the shortest time line possible. They work in partnership with others to address policy and market challenges.</p>	<p>We joined the RE100 initiative in November 2019 to collaborate with other industry leaders in pursuit of the global movement to catalyze the uptake of 100% renewable electricity.</p>
	<p>The mission of the <a href="#">Sustainability Accounting Standards Board</a> (SASB) is to establish and improve industry-specific disclosure standards across financially material environmental, social, and governance topics that facilitate communication between companies and investors about decision-useful information.</p>	<p>We are working towards full alignment with SASB standards to enable transparency, credibility, and accountability in reporting for our U.S. investors, in particular.</p> <p>Our commitment to SASB Standards is evidenced on the <a href="#">SASB website</a>.</p>
	<p>The <a href="#">Science Based Targets</a> Initiative (SBTi) is a partnership between the Carbon Disclosure Project (CDP), the United Nations Global Compact (UNGC), World Resources Institute (WRI) and the World Wide Fund for Nature (WWF). SBTi defines and promotes best practice in science-based target setting with the support of a Technical Advisory Group. Signatories are required to set ambitious and meaningful carbon reduction targets, which are independently assessed to verify alignment with the newest science and recommendations from the Intergovernmental Panel on Climate Change (IPCC).</p>	<p>By joining SBTi, we commit to a science-based approach to climate action and ambitious, best-practice reduction targets for our Scope 1, 2, and 3 emissions. In our specific case, we have committed to the ambitious 1.5 degree pathway and have established Scope 1, 2 and 3 reduction targets including a renewable electricity target for our own operations and a net zero target.</p>
	<p><a href="#">Sustainable Brands</a> (SB) is a global community of brand leaders who are tapping environmental and social challenges to drive innovation, business, and brand value.</p>	<p>We joined the Sustainable Brands community in August 2021 to help support awareness of today's pressing social and environmental issues, drive engagement, and collaborate with other brands in the co-creation of solutions.</p>

	<p><u>SB Brands for Good</u> is a movement initiated by Sustainable Brands that uses the voices of brands and companies to demonstrate and encourage sustainable behavior.</p>	<p>We joined the Brands for Good Initiative within the Sustainable Brands community in August 2021 with the aim of harnessing the power of our collective brand influence to make sustainable living accessible, inspirational and rewarding. We are also committed to working with consumers to drive behavioral change at scale.</p>
	<p>The United Nations <a href="#">Sustainable Development Goals</a> (SDGs) are a call to action for bold breakthroughs across 17 development areas, by the year 2030. The aim of the SDGs is to push multi-stakeholder collaboration to improve quality of life, protect the environment, and foster equitable growth.</p>	<p>In FY19, we pledged to support the SDGs and recognize their strategic importance to our business and to the world. Our Materiality Assessment process helps us to identify the key areas of material importance to our business and stakeholders, and where we need to report. Each of the material aspects that we report on has linkages to the SDG goals. Please refer to our FY24 Impact report for information on how our programs align with the SDG's.</p>
	<p>The <a href="#">Task Force on Climate-Related Financial Disclosures</a> (TCFD) pioneered the development of disclosure recommendations to guide voluntary, consistent, climate-related financial risk disclosures by companies, to provide information to investors, lenders, insurers, and other stakeholders.</p> <p>The TCFD recommendations consider the physical, liability, and transition risks associated with climate change and what constitutes effective financial disclosures across industries.</p>	<p>We are working towards full alignment with TCFD recommendations with the disclosure of relevant information in our annual CDP Report and Impact Report.</p> <p>Our commitment to TCFD is evidenced on the TCFD <a href="#">website</a>.</p>
	<p>The <a href="#">Task Force on Nature-Related Financial Disclosures</a> (TNFD) pioneered the development of disclosure recommendations and guidance that provides a framework for businesses to assess, report, and act on their nature-related dependencies, impacts, risks, and opportunities.</p> <p>The Task Force considers land, ocean, freshwater and atmosphere realms and the ecosystem services they provide to business and society, such as freshwater for drinking and irrigation.</p>	<p>We are working towards full alignment with TNFD recommendations, with the disclosure of relevant information in our annual Impact Report.</p> <p>Our commitment to TNFD is evidenced by our <a href="#">membership of the TNFD forum</a>.</p>

	<p>The <a href="#">United Nations Global Compact (UNGC)</a> is a nonbinding United Nations pact to encourage businesses worldwide to adopt sustainable and socially responsible policies and to report on their implementation. The Ten Principles of the UNGC cover human rights, labor, environment, and anti-corruption.</p>	<p>Our <a href="#">UNGC Commitment Letter</a> is available on our website. The Ten Principles of the UNGC are also reflected in the RBA Code of Conduct, which we are already a signatory to (<a href="#">RBA Commitment Statement</a>).</p> <p>With our annual Impact Report, we provide a Communication on Progress with respect to human rights, labor, environment and anti-corruption. Please refer to the <a href="#">About this Report</a> section of our Impact Report to review our UNGC Content Index.</p>
	<p>The U.S. Pan Asian American Chamber of Commerce (<a href="#">USPAACC</a>) is a large, nonprofit organization representing Pan Asian Americans and their related groups in business, sciences, the arts, sports, education, public and community services. USPAACC aims to create a single, unified voice for equal opportunity for Asian American businesses and to collaborate with other large, medium, and small businesses for mutually beneficial growth in the domestic and global economy.</p>	<p>Partnering with USPAACC gives us the opportunity to engage with the Asian American business community and their unique expertise in IT, research, advertising, media, and a plethora of programs designed to support their members and companies like Logitech. Logitech is a Corporate Brain Trust member of this organization and sits on the Board of its SouthEast Region. Last year, we also contributed to this organization's scholarship program.</p>
	<p>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.</p>	<p>We joined The Valuable 500 in 2020. Being a member means that we have committed to having disability inclusion on our business leadership agenda.</p> <p>Our commitment to the Valuable 500 is evidenced on their <a href="#">website</a></p>
	<p>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.</p>	<p>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.</p>
	<p><a href="#">WEConnect International</a> is a global network that connects women-owned businesses to qualified buyers around the world.</p>	<p>Through our membership of WEConnect, we are working to develop our Supplier Diversity Program and connect with women-owned businesses across the globe to diversify our supplier base.</p>