



# **Sustainability Databook**

**Logitech International S.A.**

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# 1. INTRODUCTION

This Sustainability Databook provides a comprehensive and transparent overview of Logitech's non-financial performance. It includes data tables and methodology overviews across key environmental, social and governance (ESG) metrics, showcasing key initiatives, and highlighting our basis of reporting, for sustainability.

Where relevant, the presented data aligns with the requirements of relevant reporting frameworks, including the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), the Carbon Disclosure Project (CDP) and the Greenhouse Gas (GHG) Protocol. This ensures our disclosures are consistent with globally recognised standards, allowing for comparability and accountability. This Databook complements our annual sustainability reports, which typically focus on material aspects of our performance and current year reporting, by offering year-on-year data and additional (non-material) data disclosures, where requested by stakeholders.

We commit to maintain and evolve this Databook over time in line with emerging standards and stakeholder expectations. Please always refer to the "last updated" date on page 1, to understand where the data in this document may supersede older data published in annual disclosures.

Data is presented in Section 5, while the basis of reporting (methodology) is presented in Section 6. Hyperlinks are provided in Section 5, to improve navigability to the relevant methodology section(s) in Section 6.

All data is reported in S.I. units. Where appropriate, numbers are rounded for ease of reporting. In some limited cases where data is not available, it is indicated by "-".

## 2. SCOPE

Unless otherwise stated, global data is provided for all data points, with no exceptions, and all Logitech entities and facilities are included, with no exceptions.

## 3. REPORTING PERIOD

The reporting period is fiscal year (i.e., April 1 to March 31), except where otherwise noted. In some cases, data relates to the calendar year (i.e., January 1 to December 31). The reporting period used for each datapoint is clearly indicated in the tables within this report with "FY" being fiscal year or "CY" being calendar year.

## 4. REPORTING GOVERNANCE

This report was prepared by Logitech's Legal team and Sustainability team, with input from key functions across Logitech. Where data has been subject to limited third-party assurance and included in our annual Non-Financial Matters (NFM) Report which is overseen and approved by Logitech's Board of Directors, this is indicated with a "✓".

## 5. DATA

### ENVIRONMENTAL

#### 5.1 CLIMATE ACTION

**TABLE 1 FUEL, REFRIGERANT AND ELECTRICITY CONSUMPTION**

	Units	CY23	CY24
<b>Production facility</b>			
Petrol	L	8,145	9,615
Diesel	L	2,350	1,200
HCFC-22	kg	62	31
HFC-134a	kg	89	94
R-410a	kg	13	16
Electricity purchase from the grid	kWh	18,852,779	18,381,272
Electricity generated on-site	kWh	116,328	788,955
<b>Major Offices<sup>1</sup></b>			
Natural gas	kWh	374,290	1,018,567
Electricity	kWh	5,855,421	6,415,458

[Methodology](#)

**TABLE 2 ENERGY CONSUMPTION WITHIN AND OUTSIDE LOGITECH**

	Units	CY23	CY24
<b>Energy consumption within Logitech (production facility + major offices)</b>			
Total fuel consumption	GJ	1,714	4,040
Non-renewable fuel	GJ	1,714	4,040
Renewable fuel	GJ	0	0
Total electricity consumption	MWh	24,709✓	24,797✓
Total energy consumption	GJ	90,666	93,309
<b>Energy consumption outside Logitech</b>			
Estimated total electricity consumption by Tier 1 suppliers	MWh	167,296	225,940
Total energy consumption outside Logitech	GJ	602,266	813,384

[Methodology](#)

**TABLE 3 RENEWABLE AND NON-RENEWABLE ELECTRICITY**

	Units	CY23	CY24
Total electricity consumption	MWh	24,709✓	24,797✓
Total renewable electricity	MWh	23,201✓	23,110✓
Total non-renewable electricity	MWh	1,508✓	1,687✓
Percentage renewable electricity	%	94✓	93✓

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<sup>1</sup> Major offices in CY20-CY22 included ALL offices. From CY23, this was revised to only include offices that make up 80% of office space.

**TABLE 4 SCOPE 1 & 2 GREENHOUSE GAS (GHG) EMISSIONS**

	Units	CY23	CY24
Scope 1 GHG emissions	tCO2e	342✓	416✓
Scope 2 GHG emissions (location-based)	tCO2e	13,040✓	12,608✓
Scope 2 GHG emissions (market-based)	tCO2e	837✓	912✓
Reduction in Scope 1 & 2 greenhouse gas emissions from baseline year 2019	%	58✓	53✓

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**TABLE 5 SCOPE 1 & 2 INTENSITY**

	Units	CY23	CY24
Scope 1 & 2 GHG emission intensity	tCO2e/Million USD	0.705	0.786

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**TABLE 6 CARBON REDUCTION PROGRAMS**

	Units	CY23	CY24
<b>Scope 1 &amp; 2</b>			
Renewable electricity instruments for our production facility	tCO2e	10,729	10,082
Renewable electricity for our offices	tCO2e	1,474	1,614
Total	tCO2e	12,203	11,696
<b>Scope 3</b>			
Renewable Electricity Buyers Club for suppliers	tCO2e	79,267	92,309
Use of post-consumer recycled plastic	tCO2e	25,066	35,419
Use of low-carbon or recycled aluminum	tCO2e	13,049	18,859
Use of other recycled metals and recycled rare earth elements	tCO2e	-	526
Other reductions <sup>2</sup>	tCO2e	9,212	12,650
Total	tCO2e	126,594	157,699

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**TABLE 7 SCOPE 3 GREENHOUSE GAS EMISSIONS**

	Units	CY23	CY24
<b>Scope 3</b>			
Total Scope 3 GHG emissions	tCO2e	1,239,203✓	1,419,838✓
<b>Scope 3 Breakdown</b>			
Purchased goods and services	tCO2e	726,024	918,449✓
Capital goods	tCO2e	38,399	29,938
Fuel- and energy-related activities (not included in Scope 1 or 2)	tCO2e	3,322	3,212
Upstream transportation and distribution	tCO2e	45,654	67,047
Waste generated in operations	tCO2e	37	11
Business travel	tCO2e	8,545	12,810
Employee commuting	tCO2e	10,528	5,520
Upstream leased assets	tCO2e	905	833

<sup>2</sup> Other carbon reductions due to various programs e.g. PCB optimization, optimizing product architecture, reducing packaging, using more efficient integrated circuits.

	Units	CY23	CY24
Downstream transportation and distribution	tCO2e	28,499	31,914
Processing of sold products	tCO2e	300	168
Use of sold products	tCO2e	322,086	292,059✓
End-of-life treatment of sold products	tCO2e	54,904	54,487
Downstream leased assets	tCO2e	0	0
Franchises	tCO2e	0	0
Investments	tCO2e	-	3,390
Reduction in Scope 3 emissions from baseline year 2021	%	24 <sup>3</sup> ✓	13 <sup>4</sup> ✓

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**TABLE 8 ENERGY EFFICIENCY PROJECTS**

CY	Project Type	Project Subtype	Project Description	Energy reductions (GJ and kWh)	Carbon reductions (tCO2e)
CY19	Energy efficiency: Building services	Lighting	Replaced about 4,500 T5 lamps with LED lighting. Increasing our LED usage from 77% to 99.5%.	1,426 GJ 396,000 kWh	248
CY19	Energy efficiency: Processes	Compressed air	Installed a small compressor in the IQC Lab to avoid using the main factory compressor during non-operational hours. We estimate this contributed to a saving of approximately 2% of the power consumption for air compressors across the factory.		
CY19	Energy efficiency: Building services	Building controls	Installed time controllers for drinking water fountains, stairwells and lighting in public areas. We Automated working hour power down on weekends.		
CY20	Energy efficiency: Processes	Compressed air	Replaced an old compressor with a new, and more efficient double-stage air compressor, and have done the same for the electric power machine. We estimate this improved our efficiency by 11%.	216 GJ 60,000 kWh	37
CY20 - CY21	Fugitive emissions reductions	Refrigerant leakage reduction	Upgraded our chiller system by replacing 2 existing 433 kWh chillers (total 866 kWh) with 3 new 192.8 kWh chillers (total 578.4 kWh). This has not only improved our energy efficiency, but has also helped us reduce the use of R134a in chillers by over 50% by the end of CY21. The carbon savings from refrigerant changes is not included in this conservative calculation of impact reduction.	3,487 GJ 968,526 kWh	606
CY21	Fugitive emissions reductions	Refrigerant leakage reduction	Upgraded our heat pump system by replacing 2 existing 409 kWh Heat Pumps (total 818 kWh) with 2 new 369.2 kWh Heat pumps (total 738.4 kWh). This has not only improved our energy efficiency, but also allowed us to replace R22 refrigerant with R134a, resulting in a 65% reduction in the use of R22, by end of CY22. The carbon savings from refrigerant change are not included in this conservative calculation of impact reduction.	464 GJ 128,952 kWh	81
CY22	Energy efficiency: Processes	HVAC energy saving	Installed two sets of frequency converters for our fan motors, which have a total power of 22.5KW. This has resulted in annual energy saving of 73 kWh calculated as	263 GJ 73,000 kWh	45

<sup>3</sup> Our Scope 3 2021 baseline emissions have been updated to reflect improved data and insights on indirect spend, which lead to an increase in Category 1, and therefore total Scope 3 emissions.



CY	Project Type	Project Subtype	Project Description	Energy reductions (GJ and kWh)	Carbon reductions (tCO2e)
			follows: annual energy saving: 22.5KW*45%*24H*300D=73,000 kWh .		
CY23	Low-carbon energy purchase	Solar power station	1,200 solar panels installed at Logitech's factory in Suzhou, China. The installed capacity of the solar panels is 680 kW (maximum peak power) and the panels have the potential to generate 700 MW/year, which is equivalent to 3-5% of the electricity demand of the main building. Over the 20 year design life expectancy, the average annual carbon saving of the panels is estimated to be 398 tCO2 per annum (Emission factor: 0.5691 kgCO2e/kWh from IEA 2023 database).	2,520 GJ 700,000 kWh	398
CY23	Low-carbon energy installation	Solar Street Lighting	Installed a solar street lamp this year. Estimate save 500 KWH per year. Because of low ROI, it's still under study whether the project will continue.	2 GJ 500 kWh	0
CY24	Low-carbon energy purchase	Solar power station	Expanded 800KW solar power (1,500 panels, maximum peak power) on roof of the main building. The increased solar panels have the potential to generate 800~900 MWH/year. After expansion, we have a total 1,500KW capacity. Estimated total power generation is 1,600MW/year, which is equivalent to 10-12% of the electricity demand of the main building.	2,880 GJ 800,000 kWh	439
CY24	Fugitive emissions reductions	Refrigerant leakage reduction	Upgraded project of dormitory & central office in CY24, total replace 254 old air conditioners (R22) with green refrigerant (R32/R410a) .	126 GJ 35,000 kWh	19
TOTAL				11,384 GJ 3,161,978 kWh	1,873

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**TABLE 9 OTHER EMISSIONS**

	Units	CY23	CY24
Direct Biogenic emissions	tCO2e	0	0
Indirect Biogenic emissions	tCO2e	-	7,857
Volatile Organic Compounds	t	0	0
Perfluorocarbons	tCO2e	0	0

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**TABLE 10 PRODUCTS WITH LIFE CYCLE ANALYSIS (LCA) STUDIES**

	Units	FY21	FY22	FY23	FY24	FY25
Percentage of products with a Product Carbon Footprint Study (Carbon Impact Value or Full LCA)	%	4	17	42	66✓	84✓
Percentage of products with Simplified LCAs	%	-	-	6	4	2
Percentage of Products with any type of LCAs	%	4	17	52	72	85

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## 5.2 WATER

**TABLE 11 WATER FROM OUR PRODUCTION FACILITY**

	Units	CY20	CY21	CY22	CY23	CY24
Water withdrawal	tons	326,224	309,044	276,519	279,961	182,518 <sup>4</sup>
	Million m3	0.332	0.314	0.281	0.285	0.186
	Megaliters	332	314	281	285	186 <sup>4</sup>
Water discharge	tons	295,382	280,109	250,679	253,660	166,192
	Million m3	0.301	0.285	0.255	0.258	0.169
	Megaliters	301	285	255	258	169 <sup>5</sup>
	Priority substances of concern treated (#)	0	0	0	0	0
Water consumption	tons	30,842	28,935	25,840	26,301	16,325
	Million m3	0.031	0.029	0.026	0.027	0.017
	Megaliters	31	29	26	27	17

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## 5.3 CIRCULARITY

**TABLE 12 MATERIALS BREAKDOWN**

	Units	CY22	CY23	CY24
Plastic parts	t	35,665	37,519	36,053
Paper packaging	t	33,483	38,746	32,169
Plastic packaging	t	2,777	3,210	2,977
Printed circuit board (PCB)	t	2,386	1,837	2,101
Cables	t	3,735	3,204	3,741
Elastomers	t	-	-	1,448
Magnets	t	-	-	1,204
Metal parts	t	12,385	4,467	10,588
Aluminum	t	-	-	1,860
Iron/steel	t	-	-	8,071
Other metals	t	-	-	657
Batteries	t	2,794	2,458	2,805
Lithium batteries	t	-	-	310
Alkaline batteries	t	-	-	2,490
Other batteries	t	-	-	5
Adaptors	t	-	-	557
Motors	t	-	-	737
Fabrics	t	-	-	541
Electronic & Electrical (EE) Components <sup>6</sup>	t	-	-	1,354

<sup>4</sup> For GRI 303-3 (b)(v): Made up of 166 megalitres from public mains operated by the local authority and 20 megalitres of hot water purchased from the neighbouring facility.

<sup>5</sup> For GRI 303-4 (a)(iv): All 169 megalitres are discharged to public mains operated by the local authority (other water).

<sup>6</sup> Switches, LEDs, Connectors, Acoustics, Crystals & Resonators, Inductors, ICs, Capacitors, Sensors, Resistors, Transistors, Diodes and other EE components.

	Units	CY22	CY23	CY24
Other	t	5,411 <sup>7</sup>	3,675 <sup>8</sup>	1,090 <sup>8</sup>
Total weight of materials used in products and packaging	t	98,636	95,116✓	97,365✓
Coverage of products and packaging	t	100	100	100

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**TABLE 13 NATURAL AND RENEWABLE MATERIALS**

	Units	CY22	CY23	CY24
Total weight of natural materials used in products and packaging	t	33,483	38,746✓	32,169✓
Total weight of natural and renewable materials	t	13,237	24,574✓	17,958✓
Percentage of natural materials used in products and packaging which are considered renewable	%	40	63✓	56✓
Total weight of natural and non-renewable materials	t	20,246	14,172	14,211

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**TABLE 14 RECYCLED MATERIALS**

	Units	CY22	CY23	CY24
Total weight of materials with recycled content	t	21,795	30,845✓	24,716✓
Percentage of materials which have recycled content	%	22	32✓	25✓
Percentage of plastic that comes from recycled sources	%	-	24	39
Total weight of materials with no recycled content	t	76,841	64,271	74,575

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**TABLE 15 CIRCULAR AND LOW-CARBON MATERIALS**

	Units	FY21	FY22	FY23	FY24	FY25
Products with FSC Packaging	%	3	8	11	19✓	25✓
Products with Next Life Plastics	%	17	53	58	73✓	78✓
Products that are PVC-free	%	-	-	38	43✓	44✓
Products with low carbon or recycled aluminum	%	-	-	-	-	48

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**TABLE 16 END OF LIFE RECYCLING**

	Units	CY22	CY23	CY24
Total weight of products collected for recycling via EPR/compliance schemes	t	12,131	10,724	10,714
Total weight of products collected for recycling via voluntary schemes	t	166	211	268
Total weight of products collected	t	12,297	10,935	10,982

<sup>7</sup> Other materials include acoustic modules, composite packaging, connectors, consumables, adaptors, motors, electronic components, foams, glass, magnets, pallets, polyurethane, elastomers/rubbers, tapes, glues, fabrics/textiles, and wood.

<sup>8</sup> Other miscellaneous materials including composite packaging, glass, foams and other materials not already covered in other categories. Note: For CY24, we provided a breakdown of metals parts, and battery types, for the first time. We also broke out the "other" category into constituent categories including adapters, elastomers, magnets, fabrics and EE components, to report these categories for the first time. Metal parts increased significantly due to updating our methodology to include consideration of internal LCAs and the accuracy of information significantly increased.

Percentage of weight placed on market <sup>9</sup>	%	<1%	<1%	<1%
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[Methodology](#)

**TABLE 17 WASTE GENERATED FROM OUR PRODUCTION FACILITY AND OFFICES**

		Treatment	Units	CY20	CY21	CY22	CY23	CY24
At our own production facility								
Non-hazardous	Food waste	Recycled	t	440	340	356	422	271
	Paper packaging	Recycled	t	413	288	221	232	280
	Wood packaging	Recycled	t	76	55	43.84	40	90
	Plastic packaging	Recycled	t	37	25	20	21	25
	Defect product	Recycled	t	6.18	5.99	5.45	5.52	7.10
	LED lamp	Incinerated (with energy recovery)	t	0.25	0.38	0.40	0.61	0.25
	Total Non-hazardous		t	972	714	646	721	673
Hazardous	Printed circuit board	Recycled	t	100	83	80	83	78
	Waste oil	Incinerated (with energy recovery)	t	1.68	1.41	1.33	1.39	1.30
	Chemical bottles & wiping cloths	Incinerated (with energy recovery)	t	2.80	3.20	1.70	1.80	1.74
	Alcohol	Incinerated (with energy recovery)	t	0.60	0.50	0.30	0.20	0.06
	PCB dust	Incinerated (with energy recovery)	t	0	0	0	0	3.00
	Lamps	Recycled	t	0.15	0.00	0.00	0.00	0.00
	Total Hazardous		t	105	88	83	87	81
Total			t	1,075	801	727	806	754
At our offices								
Non-hazardous	Mixed waste	-	t	701	933	928	878	912

[Methodology](#)

**TABLE 18 END OF LIFE TREATMENT OF WASTE FROM OUR PRODUCTION FACILITY**

	Units	CY20	CY21	CY22	CY23	CY24
Total waste recycled	t	1,072	798	725	804	748
Total waste disposed	t	5.23	5.39	3.73	4.00	6.35
- Waste incinerated with energy recovery	t	5.23	5.39	3.73	4.00	6.35
- Waste incinerated without energy recovery	t	0.00	0.00	0.00	0.00	0.00
- Waste landfilled	t	0.00	0.00	0.00	0.00	0.00
- Waste otherwise disposed	t	0.00	0.00	0.00	0.00	0.00

<sup>9</sup> We report the percentage of products collected for recycling through Logitech's EPR/compliance and voluntary schemes in Table 18. As noted, Logitech's own programs account for less than 1% of the total tonnage placed on the market, as we currently lack a mechanism to capture data on the volumes collected by distributors and third parties with EPR obligations or voluntary schemes covering Logitech products.

	Units	CY20	CY21	CY22	CY23	CY24
- Waste with unknown disposal method	t	0.00	0.00	0.00	0.00	0.00
Total non-hazardous waste recycling	%	100	100	100	100	100
Total hazardous waste recycling	%	95	94	96	96	92

[Methodology](#)

## 5.4 TARGETED SUBSTANCES

**TABLE 19 PRODUCT & LEGAL COMPLIANCE**

	Units	FY22	FY23	FY24	FY25
Non-compliance with environmental laws and/or regulations resulting in a significant fine or non-monetary sanction.	#	0✓	0✓	0✓	0✓
Number of noncompliances with regulations concerning the health and safety impacts of products and services resulting in a fine or penalty or regulatory warning	#	0✓	0✓	0✓	0✓
Number of incidents of noncompliance with regulations concerning product and service information and labeling resulting in a fine or penalty or regulatory warning	#	0✓	0✓	0✓	0✓
Products that are PVC-free	%	-	38	43✓	44✓

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## 5.5 BIODIVERSITY

**TABLE 20 BIODIVERSITY IMPACT OF OPERATIONS**

	Units	FY22	FY23	FY24	FY25
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	#	0	0	0	0
IUCN Red List species and national conservation list species with habitats in areas affected by operations	#	0	0	0	0

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# SOCIAL

## 5.6 INCLUSION

**TABLE 21 GENDER, AGE AND RACE/ETHNICITY OF THE BOARD OF DIRECTORS**

	Units	FY22	FY23	FY24	FY25
<b>Gender</b>					
Male	%	64	67	60✓	58✓
Female	%	36	33	40✓	42✓
Declined to state or not specified	%	0	0	0✓	0✓
<b>Age</b>					
<30	%	0	0	0	0
30-50	%	18	25	30	25
51+	%	82	75	70	75
<b>Race/Ethnicity</b>					

	Units	FY22	FY23	FY24	FY25
Asian	%	18	25	30	25
Black or African American	%	0	0	0	0
Hispanic or Latino	%	0	0	0	0
White	%	82	75	60	67
Indigenous or Native American	%	0	0	0	0
Native Hawaiian or other Pacific Islander	%	0	0	0	0
Declined to state or not specified	%	0	0	10	8

[Methodology](#)

**TABLE 22 GENDER, AGE, RACE/ETHNICITY AND REGION OF ALL EMPLOYEES**

	Units	FY21	FY22	FY23	FY24	FY25
<b>Gender</b>						
Male	%	65	63	63	62✓	63✓
Female	%	35	37	37	38✓	37✓
Declined to state or not specified	%	0	0	0	0✓	0✓
<b>Age</b>						
<30	%	39	31	31	22✓	25✓
30-50	%	55	61	61	67✓	64✓
51+	%	6	8	9	12✓	11✓
<b>Race/Ethnicity</b>						
Asian	%	32	34	32	33✓	32✓
Black or African American	%	1	4	5	5✓	5✓
Hispanic or Latino	%	9	5	8	9✓	8✓
White	%	47	49	50	49✓	50✓
Indigenous or Native American	%	0	0	0	0✓	1✓
Native Hawaiian or other Pacific Islander	%	2	2	1	1✓	1✓
Declined to state or not specified	%	9	6	4	4✓	3✓
<b>Region</b>						
EMEA	%	14	17	17	17	16✓
Americas	%	21	24	22	21	19✓
Asia Pacific	%	65	58	60	62	65✓

[Methodology](#)

**TABLE 23 GENDER BY EMPLOYMENT LEVEL**

	Units	FY22	FY23	FY24	FY25
<b>Leadership Team</b>					
Male	%	64	63	50✓	57✓
Female	%	36	38	50✓	43✓
Prefer not to say	%	0	0	0✓	0✓

	Units	FY22	FY23	FY24	FY25
<b>Extended Leadership</b>					
Male	%	71	68	68	67
Female	%	29	32	32	33
Prefer not to say	%	0	0	0	0
<b>People Managers</b>					
Male	%	64	66	66	63
Female	%	36	34	34	37
Prefer not to say	%	0	0	0	0
<b>All other employees</b>					
Male	%	62	62	61	62
Female	%	38	38	39	38
Prefer not to say	%	0	0	0	0

[Methodology](#)

**TABLE 24 AGE BY EMPLOYMENT LEVEL**

	Units	FY22	FY23	FY24	FY25
<b>Leadership Team</b>					
Under 30	%	0	0	0	0
30-50	%	44	38	29	29
51+	%	56	63	71	71
<b>Extended Leadership</b>					
Under 30	%	0	0	0	0
30-50	%	67	65	60	59
51+	%	33	35	40	41
<b>People Managers</b>					
Under 30	%	3	2	2	1
30-50	%	81	81	80	81
51+	%	15	17	18	18
<b>All other employees</b>					
Under 30	%	28	29	26	30
30-50	%	64	63	65	62
51+	%	8	8	9	9

[Methodology](#)

**TABLE 25 RACE/ETHNICITY BY EMPLOYMENT LEVEL**

	Units	FY22	FY23	FY24	FY25
<b>Leadership Team</b>					
Asian	%	24	20	25	33

	Units	FY22	FY23	FY24	FY25
Black or African American	%	6	0	0	0
Hispanic or Latino	%	0	0	0	0
White	%	71	80	75	67
Indigenous or Native American	%	0	0	0	0
Native Hawaiian or other Pacific Islander	%	0	0	0	0
Declined to state or not specified	%	0	0	0	0
<b>Extended Leadership</b>					
Asian	%	28	32	36	31
Black or African American	%	4	4	2	3
Hispanic or Latino	%	3	4	5	5
White	%	59	56	54	57
Indigenous or Native American	%	1	1	0	0
Native Hawaiian or other Pacific Islander	%	0	1	1	1
Declined to state or not specified	%	6	3	2	3
<b>People Managers</b>					
Asian	%	34	35	34	34
Black or African American	%	4	3	3	4
Hispanic or Latino	%	5	8	8	9
White	%	49	49	47	47
Indigenous or Native American	%	0	0	1	1
Native Hawaiian or other Pacific Islander	%	2	1	1	2
Declined to state or not specified	%	6	4	7	5
<b>All other employees</b>					
Asian	%	32	32	32	32
Black or African American	%	5	6	6	5
Hispanic or Latino	%	9	9	9	9
White	%	48	48	48	49
Indigenous or Native American	%	0	0	0	1
Native Hawaiian or other Pacific Islander	%	1	1	1	1
Declined to state or not specified	%	5	4	3	3

[Methodology](#)

**TABLE 26 REGION BY EMPLOYMENT LEVEL**

	Units	FY22	FY23	FY24	FY25
<b>Leadership Team</b>					
EMEA	%	24	31	36	29



	Units	FY22	FY23	FY24	FY25
Americas	%	72	63	57	64
Asia Pacific	%	4	6	7	7
Extended Leadership					
EMEA	%	27	27	26	28
Americas	%	56	56	55	53
Asia Pacific	%	17	17	19	19
People Managers					
EMEA	%	25	27	28	25
Americas	%	32	28	25	27
Asia Pacific	%	43	45	47	47
All other employees					
EMEA	%	16	15	15	14
Americas	%	21	19	18	16
Asia Pacific	%	63	65	67	70

[Methodology](#)

**TABLE 27 GENDER AND MINORITY RACE/ETHNICITY OF SPECIFIC POSITIONS**

	Units	FY21	FY22	FY23	FY24	FY25
Women in all management positions	%	32	34	34	34✓	36✓
Women in junior management positions	%	35	36	34	34✓	37✓
Women in top management positions, i.e. maximum two levels away from the CEO or comparable positions	%	26	29	32	33✓	33✓
Women managers in revenue-generating positions	%	7	7	8	8✓	9✓
Women in STEM positions	%	19	21	21	21✓	23✓
Minority representation in management roles	%	-	-	-	-	44

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**TABLE 28 GENDER & REGION BY CONTRACT TYPE**

		Units	FY23	FY24	FY25
Gender					
Permanent	Male	#	3,060	4,031✓	4,470✓
	Female	#	1,868 <sup>10</sup>	2,469✓	2,677✓
	Declined to state or not specified	#	0	0✓	1✓
Temporary	Male	#	110 <sup>10</sup>	803✓	243✓
	Female	#	94 <sup>10</sup>	331✓	152✓
	Declined to state or not specified	#	1 <sup>10</sup>	0✓	0✓

<sup>10</sup> FY23 figures updated to expand the scope of the metric to include staff at our production facility. These changes are consistent with our current reporting methodology

		Units	FY23	FY24	FY25
Region					
Permanent	EMEA	#	1,177	1,125	1,165
	Americas	#	1,501	1,348	1,355
	Asia-Pacific	#	2,250	4,027	2,406
Temporary	EMEA	#	109	115	120
	Americas	#	10	6	21
	Asia-Pacific	#	86	1,013	94

[Methodology](#)

**TABLE 29 GENDER & REGION BY EMPLOYMENT TYPE**

		Units	FY23	FY24	FY25
Gender <sup>11</sup>					
Full-time	Male	#	3,131	2,956✓	4,663✓
	Female	#	1,899	1,848✓	2,779✓
	Declined to state or not specified	#	0	0✓	1✓
Part-time	Male	#	39	36✓	50✓
	Female	#	63	49✓	50✓
	Declined to state or not specified	#	1 <sup>12</sup>	0✓	0✓
Region					
Full-time	EMEA	#	1,228	1,196	1,240
	Americas	#	1,501	1,348	1,357
	Asia-Pacific	#	2,301	2,260	4,846
Part-time	EMEA	#	58	44	45
	Americas	#	10	6	19
	Asia-Pacific	#	35	35	36

[Methodology](#)

**TABLE 30 GENDER, AGE AND REGION OF NEW HIRES**

	Unit	FY22	FY23	FY24	FY25
Gender					
Total	#	3,018	1,745	1,442	1,595
Male	#	1,930	1,127	961	1,041✓
	%	64	65	67	65✓
Female	#	1,078	616	481	553✓
	%	36	35	33	35✓
Employees who declined to state	#	10	2	0	1✓

<sup>11</sup> FY23 and FY24 gender by employment type excludes Suzhou labour employees.

<sup>12</sup> FY23 figure updated to correct administrative errors in reporting. These changes are immaterial and consistent with our current reporting methodology.

	Unit	FY22	FY23	FY24	FY25
	%	0	0	0	35✓
Age					
Under 30	#	2,261	1,272	977	1,045✓
	%	75	73	68	66✓
30-50	#	654	444	436	507✓
	%	22	25	30	32✓
>50	#	103	29	29	43✓
	%	3	2	2	3✓
Region					
Asia Pacific	#	-	-	-	1,349✓
	%	-	-	-	85✓
EMEA	#	-	-	-	107✓
	%	-	-	-	7✓
Americas	#	-	-	-	139✓
	%	-	-	-	9✓

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**TABLE 31A GENDER, AGE AND REGION OF TERMINATIONS (TURNOVER)**

	Unit	FY22	FY23	FY24	FY25
Gender					
Total	#	3,780	1,889	2,145	1,407
Male	#	2,426	1,223	1,468	919✓
	%	64	65	68	65✓
Female	#	1,351	665	677	488✓
	%	36	35	32	35✓
Employees who declined to state	#	3	1	0	0✓
	%	0	0	0	0✓
Age					
Under 30	#	2,684	1,369	1,231	834✓
	%	71	72	57	59✓
30-50	#	1,057	380	807	494✓
	%	28	20	43	35✓
>50	#	39	140	107	79✓
	%	1	7	5	6✓
Region					
Asia Pacific	#	-	-	-	1,189✓
	%	-	-	-	85✓
EMEA	#	-	-	-	87✓
	%	-	-	-	6✓

	Unit	FY22	FY23	FY24	FY25
Americas	#	-	-	-	131✓
	%	-	-	-	9✓

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**TABLE 31B GENDER SPLIT (PROMOTIONS)**

	Unit	FY22	FY23	FY24	FY25
Gender					
Total	#	-	-	1,478	2,046
Male	%	-	-	62	61
Female	%	-	-	38	39
Employees who declined to state	%	-	-	0	0

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**TABLE 32 GENDER PAY GAP (IRELAND)**

		Units	FY22	FY23	FY24
Gender pay gap	Mean	%	4	-10	1
	Median	%	10	4	1
Gender bonus gap	Mean	%	-5	-18	1
	Median	%	6	3	14
Gender diversity of bonus recipients	Male	%	88	92	91
	Female	%	85	95	95

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## 5.7 TALENT ATTRACTION AND RETENTION

**TABLE 33 TALENT DEVELOPMENT**

	Units	FY25
Employees who received a year end performance review	%	75
Employees who received a career development review	%	84

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**TABLE 34 EMPLOYEE HAPPINESS**

	Units	FY21	FY22	FY23	FY24	FY25
Employee Happiness Index	#	79	77	75	75	78

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**TABLE 35 INTERNAL MOBILITY**

	Units	FY22	FY23	FY24	FY25
Percentage of open positions filled by internal candidates	%	16	26	22	16

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**TABLE 36 EMPLOYEE TURNOVER**

		Units	FY22	FY23	FY24	FY25
Total Employee Turnover Rate	Average headcount	%	57	28	32	21
	EOY headcount	%	55	28	33	20
Voluntary Employee Turnover Rate	Average headcount	%	55	22	27	18
	EOY headcount	%	52	22	28	18

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**TABLE 37 TRAINING AND DEVELOPMENT**

	Units	FY23	FY24	FY25
Number of Full Time Equivalents (FTEs) at year end	#	4,999	4,722	4,926
Total Training & Development (T&D) hours	#	7,893	11,305	15,656
Average hrs per FTE of T&D	#	1.58	2.39	3.03
USD spend on T&D in the reporting period	\$USD	408,450	410,075	357,773
Average spend (USD) per FTE on T&D	\$USD	81.71	86.84	69.26

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**TABLE 38 HUMAN CAPITAL RETURN ON INVESTMENT**

	Units	FY21	FY22	FY23	FY24	FY25
Total Revenue (USD)	\$USD	5,252,279,000	5,481,101,000	4,538,817,820	4,298,467,000	4,554,900,000
Total Operating Expenses	\$USD	1,187,610,000	1,488,994,000	1,261,045,788	1,190,685,000	1,307,746,000
Total employee-related expenses (salaries + benefits)	\$USD	431,113,902	557,093,586	591,333,406	524,604,640	548,823,238
Human Capital Return on Investment	\$USD	10.43	8.17	6.54	6.92	6.92

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## 5.8 HEALTH & SAFETY

**TABLE 39 HEALTH & SAFETY AT OUR PRODUCTION FACILITY**

	Units	Category	CY20	CY21	CY22	CY23	CY24
Number of fatalities, due to work-related injury	# cases	Direct	0	0	0	0	0✓
		Indirect	0	0	0	0	0
Number of fatalities, due to work-related ill-health	# cases	Direct	0	0	0	0	0✓
		Indirect	0	0	0	0	0
Number of high-consequence work-related injuries	# cases	Direct	0	0	0	0	2
		Indirect	0	0	0	0	0
Number of recordable work-related injuries	# cases	Direct	4	3	2	1	2
		Indirect	0	0	0	0	0

	Units	Category	CY20	CY21	CY22	CY23		CY24	
Number of recordable work-related ill health cases	# cases	Direct	0	0	0	0	0✓	0	0✓
		Indirect	0	0	0	0		0	
Total recordable incident rate	# cases per 200,000 hrs worked	Direct	0.13	0.07	0.06	0.03	0.03✓	0.06	0.06✓
		Indirect	0	0	0	0		0	
Number of lost days due to work-related injuries or ill health	# days	Direct	40	14	35	26	26	666	666
		Indirect	0	0	0	0		0	
Total hours of Health and Safety (H&S) training provided	# hours	Direct	42,576	68,856	21,696	28,824	114,480✓	18,912	124,272✓
		Indirect	227,880	122,976	156,432	85,656		105,360	
Number of hours worked	# hours	Direct	6,332,499	8,128,051	6,287,358	6,723,488	8,637,146	7,019,920	9,377,818
		Indirect	6,644,738	3,809,520	3,372,155	1,913,658		2,357,898	
Absentee rate	%	Direct & Indirect	1.87	1.86	1.85	2.54		2.35	
Percentage of workers covered by our H&S management systems	%	Direct & Indirect	100	100	100	100✓		100✓	

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## 5.9 RESPONSIBLE MANUFACTURING & SUPPLY CHAIN DUE DILIGENCE

**TABLE 40 IMPACT MANAGEMENT AT OUR PRODUCTION FACILITY**

	Units	CY19	CY21	CY23	CY25
Self Assessment Questionnaire (SAQ)	Score	93.9	93.2	93.2	78.4
	Risk Rating	Low	Low	Low	Medium
Validated Audit Process (VAP) Score	#	190.1	183.5	161.2	166.1
VAP Grade		Gold	Gold	Silver	Silver
Priority findings	#	0	0	0	0
Major findings	#	1	2	6	5
		A3.1 <sup>13</sup>	A3.1, A3.3 <sup>12</sup>	A3.1, A3.3, A4.4, B1.1, B2.1, B2.4 <sup>12</sup>	A3.1, A4.3, A.M.2.2, B.M.3.1, E4.3 <sup>12</sup>
Minor findings	#	1	1	0	1
Mitigation Plan/Corrective Action Plan (CAP) in place or implemented to address findings	-	Yes	Yes	Yes	Yes <sup>14</sup>

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<sup>13</sup> A3.1 (working hours); A3.3 (working hours control); A4.4 (wages and benefits); B1.1 (occupational safety); B2.1 (emergency preparedness policy) & B2.4 (emergency preparedness records); A4.3 (wages and benefits), A.M.2.2 (adequate and effective labor policies and control processes), B.M.3.1 (adequate two-way communication process with workers, and internal and external stakeholders), E4.3 (on-site service providers' excessive working hours).

<sup>14</sup> Further reporting on corrective actions: Medical costs reimbursed, improved management system and controls for employee and contractor working hours e.g. shift scheduling and data tracking, promoted employee awareness and contribution to housing assistance fund, where appropriate; and occupational health notices.

**TABLE 41 IMPACT MANAGEMENT IN OUR SUPPLY CHAIN & SUPPLY CHAIN DUE DILIGENCE**

	Units	CY21	CY22	CY23	CY24
<b>Major Suppliers</b>					
Number of suppliers assessed for environmental and social impacts	#	-	38	31	27
Number of Major Supplier facilities	#	57	60	58✓	45✓
Percentage of Major Supplier facilities audited	%	100	100	100✓	100✓
Total number of Major Supplier audits completed (on-site or desktop)	#	229	265	239✓	234✓
Non-conformance rate for priority findings per facility audited	#	-	0.52	1	1.07
Non-conformance rate for major findings per facility audited	#	-	6.45	5.64	6.82
Non-conformance rate for minor findings per facility audited	#	-	1.13	0.66	0.91
<b>High-Risk Suppliers</b>					
Number of High-Risk Suppliers / Suppliers identified as having significant environmental or social impacts	#	-	5	12	7
Number of High-Risk, Tier 1 Major Supplier facilities	#	-	6	15	9
Percentage of High-Risk supplier facilities audited	%	-	100	87	100
Percentage of High-Risk suppliers with a CAP as a result of an audit	%		100	100	100
Percentage of suppliers identified as having significant actual and potential negative environmental or social impacts with which relationships were terminated as a result of an audit	%	0	0	0	0
<b>New Suppliers</b>					
Number of new supplier facilities	#	41	25	30✓	37✓
% of new supplier facilities audited	%	100	100	100✓	100✓

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**TABLE 42 TOP 10 SUPPLY CHAIN AUDIT FINDINGS BY RBA CATEGORY**

RBA Category	# of Findings		
	CY22	CY23	CY24
A1-Freely Chosen Employment/Prohibition of Forced Labor	31	30	31
A2-Young Workers	11		
A3-Working Hours	109	83	65
A4-Wages and Benefits	43	45	39
AM2-Labor Management System			36
B1-Occupational Safety	19	32	38
B2-Emergency Preparedness	58	46	35
B3-Occupational Injury and Illness	26	17	14
B4-Industrial Hygiene	17	18	17

BM2-Health and Safety Management System			23
C3-Hazardous Substances	17	18	
D3-Disclosure of Information		18	
E2-Management Accountability and Responsibility	28		
E12-Supplier Responsibility		20	35

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## 5.10 RESPONSIBLE SOURCING OF MINERALS

**TABLE 43A SUPPLIER PARTICIPATION**

	Units	CY19	CY21	CY23	CY24
Supplier participation in our conflict minerals program	%	100	100	100✓	100✓

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**TABLE 43B SMELTER OR REFINER (SOR) CONFORMITY**

	Units	CY24
Total number of identified SORs	#	293
Tantalum	#	34
Tin	#	73
Tungsten	#	36
Gold	#	96
Cobalt	#	51
Mica	#	3
SOR participation in an appropriate 3rd party audit program		
Conformant (audited)	%	98% (287)
Active (committed)	%	<1% (2)
Not sourcing from Conflict Affected or High Risk Areas (CAHRAs)	%	<1% (2)
Non-conformant (not participating)	%	<1% (2)
SORs meeting Logitech requirements (Conformant, Active or not sourcing from CAHRAs)	%	99% 291 of 293
Tantalum	%	100%
Tin	%	99% <sup>15</sup>
Tungsten	%	100%
Gold	%	99% <sup>161</sup>

<sup>15</sup> 72 of 73 SORs were conformant, active or not sourcing from CAHRAs. For the remaining SOR, we notified the suppliers to either remove the SOR from their supply chain or immediately implement a smelter action plan (SAP). We actively monitor the implementation of these corrective measures and the ongoing status of these Smelters.

<sup>16</sup> 95 of 96 SORs were conformant, active or not sourcing from CAHRAs. For the remaining SOR, we notified the suppliers to either remove the SOR from their supply chain or immediately implement a smelter action plan (SAP). We actively monitor the implementation of these corrective measures and the ongoing status of these Smelters.



Cobalt	%	100%
Mica	%	100%
Corrective action planning for non-conformant (not participating) SORs	#	100%

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## GOVERNANCE

### 5.11 BUSINESS CONDUCT

**TABLE 44 BUSINESS CONDUCT**

	Units	FY22	FY23	FY24	FY25
Number and percentage of operations assessed for risks relating to corruption	# / %	1 / 100%			
Number of confirmed incidents of corruption	#	0	1 <sup>17</sup>	0✓	1 <sup>18</sup> ✓
Number of confirmed incidents of corruption or bribery, where employees were dismissed or disciplined	#	0	1 <sup>13</sup>	0✓	1 <sup>14</sup> ✓
Number of confirmed incidents of corruption or bribery, where contracts with business partners were terminated or not renewed	#	0	1 <sup>13</sup>	0✓	0✓
Number of public legal cases brought against the organization or its employees for organizational corruption	#	0	0	0✓	0✓
Number of incidents of non-compliance with regulations concerning marketing communications, including advertising, promotion, and sponsorship resulting in a fine or penalty or regulatory warning.	#	0✓	0✓	0✓	0✓
Number of legal actions (pending or completed) regarding anti-competitive behavior and violations of antitrust and monopoly legislation in which the organization has been identified as a participant	#	0✓	0✓	0✓	0✓

[Methodology](#)

**TABLE 45 COMMUNICATION AND TRAINING ON ANTI-CORRUPTION AND INFORMATION SECURITY**

	Units	FY25
Governance body members who have received communications to on anti-corruption	#	12
	%	100
Employees who have received communications to on anti-corruption	#	7,148
	%	100
Business partners communicated to on anti-corruption	#	-
	%	100
Governance body members that have received training on anti-corruption	#	12
	%	100
Employees that have received training on anti-corruption	#	7,148
	%	100
Employees who have received communications on information security	#	7,148
	%	100

<sup>17</sup> In FY23, we identified one case where a Logitech employee was found to have accepted personal payments from one of Logitech's sellers. There was no wrongdoing by any other Logitech employee or Logitech as a company. This was a Code of Conduct violation, and the employee was terminated and our relationship with the seller was not renewed.

<sup>18</sup> In FY25, we identified one case where a Logitech employee knew that partners were selling Logitech products in the gray market. This was a Code of Conduct violation, and the employee was terminated.

Employees that have received training on information security	#	7,148
	%	100

[Methodology](#)

**TABLE 46 LOGITECH CODE OF CONDUCT COMPLIANCE**

Substantiated non-conformities with Logitech's Code of Conduct requirements relating to:	Units	FY22	FY23	FY24	FY25
Corruption and Bribery	#	0	0	0	1 <sup>19</sup>
Conflicts of Interest	#	0	0	0	0
Money Laundering or Insider Trading	#	0	0	0	0
Discrimination or Harassment	#	0	0	0	0

[Methodology](#)

**TABLE 47 POLICY ADVOCACY**

Spend on Advocacy	Units	FY22	FY23	FY24	FY25
Lobbying, interest representation or similar	\$USD	-	-	1,282,392	1,282,392
Trade associations or tax-exempt groups and consultancy fees	\$USD	-	-	112,984	112,984
Local, regional or national political campaigns / organizations / candidates	\$USD	-	-	0	0
Political contributions	\$USD	0	0	0	0
Other	\$USD	-	-	0	0
Total	\$USD	-	-	1,395,375	1,395,375

[Methodology](#)

**TABLE 48 EXAMPLES OF EXPENDITURE SUPPORTING ESG POLICY DEVELOPMENT**

Advocacy Topic	Description	Advocacy Partner	Spend type	Amount \$USD	
				FY24	FY25
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. We advocate for a regulatory framework for Life Cycle Analysis and carbon labeling,	Weber Shandwick	Consultancy fees	200,000-400,000	200,000-400,000
Clean Energy Transmission in the US	We advocate for the development of a regional transmission authority in western US to catalyse the transmission of clean energy across state borders, enable broader access to renewable energy and catalyse the transition away from fossil fuels to enable greater self-sufficiency	BICEP (Business for Innovative Climate & Energy Policy) - a working group formed by CERES	Membership of Coalition of businesses organised by CERES	15,000-20,000	15,000-20,000

[Methodology](#)

<sup>19</sup> In FY25, we identified one case where a Logitech employee knew that partners were selling Logitech products in the gray market. This was a Code of Conduct violation, and the employee was terminated.

## 5.12 PRIVACY AND SECURITY

TABLE 49 PRIVACY AND SECURITY

	Units	FY22	FY23	FY24	FY25
Number of substantiated complaints concerning breaches of customer privacy	#	0	0	0✓	0✓
Number of identified leaks, thefts, or losses of customer data	#	0	0	0✓	0✓
Number of substantiated non-conformities with Logitech's Code of Conduct requirements for customer privacy and use of customer data	#	0	0	0	0
Percentage of potentially high-risk vendors/partners covered by a due diligence process on information security	%	100	100	100	100

[Methodology](#)

## OTHER BUSINESS

### 5.13 WORKFORCE

TABLE 50 TOTAL NUMBER OF EMPLOYEES & OTHER WORKERS

	Units	FY21	FY22	FY23	FY24	FY25
Total number of employees	#	6,351	6,932	6,749	6,500✓	7,148✓
Total number of other workers	#	2,772	1,484	805	1,134	395

[Methodology](#)

### 5.14 ONLINE REVENUE

TABLE 51 ONLINE REVENUE

	Units	FY22	FY23	FY24	FY25
Percentage of total revenue generated from e-commerce	%	1	1	2	2
Percentage of total revenue generated online	%	38	38	34	35

[Methodology](#)

### 5.15 CUSTOMER SATISFACTION

TABLE 52 CUSTOMER SATISFACTION

	Units	FY21	FY22	FY23	FY24	FY25
Global Net Promoter Score (NPS) score for customer interactions	#	30	29	48	47	44

[Methodology](#)

## 6. BASIS OF REPORTING

The following tables outline the basis of reporting for key performance indicators included in section 5. For each KPI, Logitech has outlined definitions of key terms, the scope and boundaries of the KPI, the reporting period, and pertinent information on the methodology of calculation and reporting.

### ENVIRONMENTAL

#### 6.1 CLIMATE ACTION

##### 6.1.1 FUEL, REFRIGERANT AND ELECTRICITY CONSUMPTION

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>Fuel, refrigerant and electricity consumption at our production facility and major offices</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Fuel: petrol, diesel and natural gas</li> <li>Refrigerant: HCFC-22, HFC-134a, R-410a</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Our production facility.</li> <li>Our major offices worldwide. Our Major Offices are the offices that account for 80% of floorspace as of the end of the calendar year (December). For these offices, we have sufficient presence to influence landlords and building management. As such, the consolidation approach is operational control. Analysis of floorspace is as of 31 December each year. In 2024, the list of Major Offices comprised: Cork, Hsinchu HQ, Hsinchu Dexxa, Tokyo, Lausanne, Munchen, San-Jose, Milpitas, Irvine, Westlake Village, Camas, Chennai, Shanghai, Shenzhen, Hong Kong Kowloon, Singapore, Sydney, Barcelona, Mexico City, Sao-Paulo.</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Calendar Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Non-Financial Matters Report, GRI Index, Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>Calculated following review of primary records and bills for fuels, refrigerants and electricity at our production facility and major offices worldwide.</li> </ul>

[Data](#)

##### 6.1.2 ENERGY CONSUMPTION WITHIN AND OUTSIDE LOGITECH

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<p>Energy consumption within Logitech:</p> <ul style="list-style-type: none"> <li>Fuel consumption from non-renewable sources (GRI 302-1a)</li> <li>Fuel consumption from renewable sources (GRI 302-1b)</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Non-renewable fuels: fossil fuels</li> <li>Renewable fuels: fuels from renewable sources. Logitech does not use fuels from renewable sources</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Fuel consumption within Logitech: our production facility.</li> <li>Electricity consumption within Logitech: our production facility and major offices</li> </ul>

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>• Total electricity consumption (GRI 302-1c)</li> <li>• Total energy consumption</li> </ul>	<p>Reporting period:</p> <ul style="list-style-type: none"> <li>• Calendar Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>• Non-Financial Matters Report, GRI Index, Sustainability Databook, CDP Report</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>• Calculated as the sum of all fuel consumption from non-renewable sources, converted to gigajoules (GJ).</li> <li>• Calculated as the sum of all fuel consumption from renewable sources, converted to gigajoules (GJ)</li> <li>• Total electricity consumption from our production facility and major offices in MWh.</li> <li>• Total energy consumption is the sum of fuel consumption and electricity consumption, converted to gigajoules (GJ).</li> </ul>
<p>Energy consumption outside Logitech (GRI 302-2)</p> <ul style="list-style-type: none"> <li>• Estimated total electricity consumption by Tier 1 suppliers</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>• Energy consumption outside of Logitech: energy consumption outside of our own production facility and offices and by our suppliers or value chain, where we have available information and have conducted surveys.</li> <li>• Major Supplier Facilities are the supplier facilities that account for 80% of spend in the previous calendar year.</li> <li>• Hotspot facilities are facilities that are considered to be energy hotspots e.g. facilities that manufacture Printed Circuit Boards.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>• Tier 1 Suppliers</li> <li>• Global</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>• Calendar Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>• Non-Financial Matters Report, GRI Index, Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>• We survey our Major Supplier Facilities and hotspot facilities each year and require facilities to report (a) the total amount of electricity used during the reporting period, and (b) the percentage of that electricity, which is allocated to Logitech manufacturing.</li> <li>• We use spend data to extrapolate those insights from surveyed Major Supplier Facilities to model and estimate the total electricity use from Tier 1 Suppliers.</li> </ul>

[Data](#)

### 6.1.3 RENEWABLE AND NON-RENEWABLE ELECTRICITY

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>• Electricity consumption (GRI 302-1c)</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>• Electricity consumption: the sum total of electricity consumed, as defined by GRI 302-1 c</li> </ul>

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>Renewable electricity (GRI 302-1b)</li> <li>Non-renewable electricity (GRI 302-1b)</li> <li>Percentage renewable electricity</li> </ul>	<ul style="list-style-type: none"> <li>Renewable electricity: the sum total of electricity consumed, which is sourced from green utility providers or Energy Attribute Certificates, as defined by GRI 302-1 b.</li> <li>Percentage renewable electricity: the total renewable electricity divided by the total electricity consumption.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Our production facility and Major Offices.</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Calendar Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Non-Financial Matters Report, GRI Index, Sustainability Databook, CDP Report</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>We collate electricity consumption data from electricity bills, where available. In exceptional circumstances, where actual consumption data is not available for the entire year, consumption data is modelled by extrapolation from the months for which actual data is available.</li> <li>We obtain certifications from utility companies that claim to be renewable.</li> <li>We also count megawatts of purchased Electricity Attribute Certificates, which are purchased in accordance with RE100 requirements and rules.</li> <li>The percentage of renewable electricity is calculated as the total renewable electricity (as defined above) divided by the total electricity consumption (as defined above).</li> </ul>

[Data](#)

#### 6.1.4 SCOPE 1 & 2 GREENHOUSE GAS (GHG) EMISSIONS

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>Scope 1 GHG Emissions (305-1)</li> <li>Scope 2 location-based GHG Emissions (305-2a)</li> <li>Scope 2 market-based GHG Emissions (305-2b)</li> <li>Reduction in Scope 1 &amp; 2 emissions, from baseline (305-5)</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Scope 1 GHG Emissions: as defined by the GHG Protocol and GRI 305-1.</li> <li>Scope 2 location-based GHG emissions: as defined by the GHG Protocol and GRI 305-2a.</li> <li>Scope 2 market-based GHG emissions: as defined by the GHG Protocol and GRI 305-2b.</li> <li>Baseline year: Our SBTI-validated baseline year for scope 1 &amp; 2 emissions is 2019.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Our production facility and Major Offices Worldwide. Our Major Offices are the offices that account for 80% of floorspace as of the end of the calendar year (December). For these offices, we have sufficient presence to influence landlords and building management. As such, the consolidation approach is operational control. The list of Major Offices for the CY24 reporting period is provided previously.</li> <li>Emissions from offices that closed during the calendar year are counted under Scope 3 (Category 8).</li> <li>All Kyoto Protocol GHGs are included in our calculations reported in tCO<sub>2</sub>e.</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Calendar Year</li> </ul>

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
	<p>Reported in:</p> <ul style="list-style-type: none"> <li>Non-Financial Matters Report, GRI Index, Sustainability Databook, CDP Report</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>We collate electricity and fuel consumption data from electricity and fuel bills where available. Where actual consumption data is not available for the entire year, consumption data is modelled by extrapolation from the months for which actual data is available.</li> <li>We transform consumption data to Scope 1 &amp; 2 emission data using the following emission factors. <ul style="list-style-type: none"> <li>UK BEIS: Greenhouse Gas Reporting Conversion Factors 2024</li> <li>US EPA: Emissions &amp; Generation Resource Integrated Database (eGRID) 2023</li> <li>International Energy Agency (IEA): Emissions Factors 2024.</li> <li>Association of Issuing Bodies (AIB): European Residual Mix 2023.</li> <li>EACs</li> <li>Supplier specific emission factors</li> </ul> </li> <li>The reduction in Scope 1 and 2 emissions is calculated by subtracting current-year Scope 1 and market-based Scope 2 emissions from 2019 Scope 1 and 2 emissions (2,850 tCO<sub>2</sub>e) and dividing by 2019 Scope 1 and 2 emissions (2,850 tCO<sub>2</sub>e).</li> <li>No updates to the 2019 baseline validated emissions were completed this year.</li> </ul>
<ul style="list-style-type: none"> <li>Scope 1 &amp; 2 Emission Intensity (305-4)</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Scope 1 GHG Emissions: as defined by the GHG Protocol and GRI 305-1.</li> <li>Scope 2 market-based GHG emissions: as defined by the GHG Protocol and GRI 305-2b..</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Calendar Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>GRI Index, Sustainability Databook, CDP Report</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>We calculate carbon intensity by dividing the sum of our scope 1 emissions and market-based scope 2 emissions by an estimate of net revenue from in-house manufacturing. The estimate of net revenue from in-house manufacturing is calculated as the portion of net revenue in the reporting period from in-house manufacturing, estimated by applying the ratio of in-house COGS (cost of goods sold) and supplier COGS. Logitech's finance team tracks and reports COGS. The reported figure is rounded to 3 decimal places.</li> </ul>
<p>Scope 2 carbon reductions</p> <ul style="list-style-type: none"> <li>Renewable electricity instruments for our production facility</li> <li>Renewable electricity for our offices</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Scope 2 location-based GHG emissions: as defined by the GHG Protocol and GRI 305-2a.</li> <li>Scope 2 market-based GHG emissions: as defined by the GHG Protocol and GRI 305-2b.</li> <li>Renewable electricity instruments for our production facility: Including green tariffs and Energy Attribute Certificates.</li> <li>Renewable electricity instruments for our offices: Including green tariffs and Energy Attribute Certificates.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Our major offices worldwide. Our Major Offices are the offices that account for 80% of floorspace as of the end of the calendar year (December). For these offices, we have sufficient presence to influence landlords and building management. As such, the</li> </ul>

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
	<p>consolidation approach is operational control. The list of Major Offices for the CY24 reporting period is provided previously.</p> <ul style="list-style-type: none"> <li>Renewable electricity: Including green tariffs and Energy Attribute Certificates. Does not include on-site renewable energy generation at our production facility. Does not include savings in upstream transmission and distribution.</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Calendar Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Non-Financial Matters Report, GRI Index, Sustainability Databook, CDP Report</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>We secure third-party certificates for any Energy Attribute Certificates we purchase along with third party evidence of green tariff contracts.</li> <li>Electricity consumption from our production facility or major offices is reported in MWs and summed.</li> <li>The total electricity consumption is multiplied by country-specific electricity emission factors for the country the facility or office is located in, to calculate the carbon saving.</li> </ul>

[Data](#)

### 6.1.5 SCOPE 3 GREENHOUSE GAS (GHG) EMISSIONS

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>Scope 3 GHG emissions (GRI 305-3)</li> <li>Reduction in Scope 3 emissions, from baseline (GRI 305-5)</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Scope 3 GHG Emissions: as defined by the GHG Protocol and GRI 305-2.</li> <li>Baseline reduction in Scope 3 GHG Emissions: as defined by the GHG Protocol and GRI 305-5.</li> <li>Baseline: Our SBTi-validated baseline year for scope 3 emissions is 2021.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Greenhouse gas emissions are associated with Logitech's global value chain and product life cycles.</li> <li>All Kyoto Protocol GHGs are included in our calculations and reported in tCO<sub>2</sub>e.</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Calendar Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Non-Financial Matters Report, GRI Index, Sustainability Databook, CDP Report</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>Our scope 3 Greenhouse Gas inventory takes into account any carbon reduction programs, as detailed below.</li> <li>Category 1: Purchased goods and services: We survey our Major Supplier Facilities and hotspot facilities each year and require facilities to report (a) the total amount of energy used in the calendar year, and (b) the percentage of that electricity, which is allocated to Logitech manufacturing. Major Supplier Facilities are the supplier facilities that account for</li> </ul>



Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
	<p>80% of spend in the previous calendar year. Hotspot facilities are facilities that are considered to be energy hotspots e.g. facilities that manufacture Printed Circuit Boards. With our Renewable Electricity Buyers Club for suppliers, we help suppliers understand the value of supporting renewable energy and access high-quality Energy Attribute Certificates that are third-party certified, to address the Logitech proportion of their electricity footprint, as a minimum. The carbon reductions that are achieved due to purchase of those EACs is reflected in the Category 1 total greenhouse gas emissions calculation. Other upstream tiers of manufacturing are modeled using cradle-to-grave Life Cycle Analysis (LCA) studies of our products and take into account the changes we have made to our portfolio, as part of our design for sustainability commitment. To model the impact of our indirect spend (i.e. spend that is not related to products and manufacturing), we use a report from Logitech's financial systems for the calendar year and combine this with the appropriate emissions factors to calculate the carbon footprint by dollar spent.</p> <ul style="list-style-type: none"> <li>• Category 2: Capital goods: we use a spend-based approach and multiple spend on capital goods during the calendar year by appropriate emissions factors.</li> <li>• Category 3: Fuel- &amp; energy-related activities not included in Scope 1 or 2: We model upstream emissions of purchased fuels and electricity and emissions associated with upstream and transmission and distribution factors.</li> <li>• Category 4: Upstream transportation and distribution: Logitech's Logistics Carbon Calculator (the LogiLoCC) was developed in collaboration with the Smart Freight Centre (SFC) - a global non-profit organization dedicated to sustainable freight. The modeling methodology reflects best practice standards, as defined by the Smart Freight Centre and uses Global Logistics Emissions Council Framework for Logistics Emissions Accounting and Reporting Version 3.0 ("the GLEC Framework"). The GLEC Framework was developed by the SFC, to establish a harmonized methodology for the calculation and reporting of GHG emissions from global supply chains. It is aligned with the GHG Protocol and consolidates existing methodologies developed for individual transport modes and regions. Our model covers and includes: well-to-wheel GHG emissions (according to the scopes of the GHG Protocol Corporate Value Chain Accounting and Reporting Standard), full model coverage (road, rail, air, inland waterways, sea, where applicable) and full geographic coverage (inbound, outbound distribution and downstream transportation to end users).</li> <li>• Category 5: Waste generated in operations: We have one production facility. Primary and modeled waste data from that facility is multiplied by appropriate emission factors. We also currently adopt a worst-case scenario approach and model and include the waste from offices by multiplying the number of office workers by a factor of 200 kg/person per year and appropriate emissions factors.</li> <li>• Category 6: Business travel: Logitech has a Travel Management System and expenses system, which all employees are required to use, to book business travel and travel-related expenses (e.g. hotels, local transportation). The reports of all travel and expenses during the calendar year is multiplied by appropriate emission factors to determine the carbon footprint.</li> <li>• Category 7: Employee commuting: In 2024, we carried out an employee survey to understand employee commuting habits. Using the survey data, we calculate an "Average Carbon impact of commuting per year per employee in tCO<sub>2</sub>e/pp.year" using the latest DEFRA emission factors. Based on the total number of employees worldwide at the end of the reporting period, we multiply this by the carbon impact factor to determine the carbon footprint. Using the same survey data, we also calculate emissions from employees working from home based on the methodology and assumptions in the EcoAct, Homeworking Emissions Whitepaper, using GaBi and Ecoinvent emission factors.</li> </ul>

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
	<ul style="list-style-type: none"> <li>Category 8: Upstream leased assets: Upstream leased assets are limited to a number of leased offices or distribution centers over which we do not have operational control. The carbon impact of minor offices and any closed offices is estimated using the electricity and fuel consumption records for our Major Offices in similar regions, and compensating for floor space. Carbon emissions from distribution centers are estimated based on the environmental impact of product storage modeled using the GLEC Framework, based on the weight of products shipped in the year.</li> <li>Category 9: Downstream transportation and distribution: As described for Category 4.</li> <li>Category 10: Processing of sold products: We model the number of refurbished units we processed during the calendar year in accordance with insights from our third-party LCA model of the typical carbon impact of refurbished products.</li> <li>Category 11: Use of sold products: The carbon impact associated with consumers using our products is modeled using LCA. Logitech's methodology was developed in partnership with iPoint consultants and conforms with ISO 14067:2018 and ISO 14044:2006 standards and was critically reviewed by DEKRA SE. Biogenic emissions are excluded in accordance with ISO 14064. Logitech carried out consumer surveys and consumer behavior studies to electricity use over the lifetime of products and the lifetime of any batteries used. Product-specific energy consumption insights are provided by Logitech engineering and each product is modeled over a period of two years with a conservative use scenario using region-specific electricity mixes. If a receiver is required to use the product, the energy consumption of the receiver is also considered in the study while the energy consumption of the PC/Laptop (not a Logitech device) is excluded.. The use of refurbished products are also included with the same behavior model assuming maximum 1 month of use according to our 30-days return policy.</li> <li>Category 12: End-of-life treatment of sold products: The carbon impact associated with consumers disposing of our products is modeled using LCA. Logitech's methodology was developed in partnership with iPoint consultants and conforms with ISO 14067:2018 and ISO 14044:2006 standards and was critically reviewed by DEKRA SE. The model includes the carbon impact of end-of-life treatment (recycling, incineration or landfilling) of: the product (hardware); the battery or non-rechargeable batteries, where they arise; the end-user packaging e.g. paper; and the shipper packaging e.g. master shipper and pallet.</li> <li>Category 13: Downstream leased assets: not relevant.</li> <li>Category 14: Franchises: not relevant.</li> <li>Category 15: Investments: The carbon impact from our investments is estimated using the carrying value of each investment asset with the relevant industry factor from the NAICS database. We acknowledge that these are spend-based emission factors, however current data limitations and the lack of more precise calculation methodologies constrain our approach. We continue to review this methodology as more information and new methodologies become available to enhance the accuracy of this category.</li> <li>The following emission factors were used. <ul style="list-style-type: none"> <li>UK BEIS: Greenhouse Gas Reporting Conversion Factors 2024.</li> <li>US EPA: Supply Chain Greenhouse Gas Emission Factors v1.3 by NAICS-6.</li> <li>US EPA: Emissions &amp; Generation Resource Integrated Database (eGRID) 2023.</li> <li>US Bureau of Economic Analysis: Chain-Type Price Indexes for Gross Output by Industry (2022-2024 data).</li> <li>International Energy Agency (IEA): Emissions Factors 2024.</li> <li>International Energy Agency (IEA): Life Cycle Upstream Emissions Factors 2024</li> <li>Association of Issuing Bodies (AIB): European Residual Mix 2023.</li> <li>Watershed: Comprehensive Environmental Data Archive (CEDA) 2022</li> </ul> </li> </ul>

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
	<ul style="list-style-type: none"> <li>○ Smart Freight Center: The Global Logistics Emissions Council Framework for Logistics Emissions Accounting and Reporting Version 3.0 (“the GLEC Framework”)</li> <li>○ B.C. Ministry of Environment and Climate Change Strategy: 2023 B.C. Best Practices Methodology for Quantifying Greenhouse Gas Emissions</li> <li>○ For LCA/PCF Studies: GaBi 2020 and Ecoinvent v3 databases with impact assessment method of IPCC 2013 AR5, Global Warming Potential (GWP100).</li> <li>● LCA is an evolving science and area of technical expertise. Modeling methodologies, new data and new insights become available year-on-year. Our CY24 model comprises the best information currently available, both internally and externally, at the time of reporting. The quality of the data and model will improve further going forward.</li> <li>● The reduction in Scope 3 emissions is calculated by subtracting current-year emissions from 2021 validated emissions and dividing by 2021 Scope 3 emissions (1,640.210 tCO<sub>2</sub>e).</li> <li>● CY21 baseline emissions were updated this year to reflect improved data and insights on indirect spend, which led to an increase in Category 1 emissions and therefore total Scope 3 emissions.</li> </ul>
<p>Scope 3 carbon reductions:</p> <ul style="list-style-type: none"> <li>● Renewable Electricity Buyers Club for suppliers</li> <li>● Use of post-consumer recycled plastic</li> <li>● Use of low-carbon or recycled aluminum</li> <li>● Use of other recycled metals and recycled rare earth elements</li> <li>● Other reductions</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>● Renewable Electricity Buyers Club for Suppliers: Logitech has an established Renewable Energy Buyers Club, which includes a portal and platform that helps suppliers understand the value of supporting renewable energy, report use of renewable energy on-site and green tariff or PPA contracts, and access high-quality Energy Attribute Certificates that are third-party certified and meet RE100 and GHG Protocol requirements.</li> <li>● Reductions due to Renewable Electricity Buyers Club: This includes reductions associated with supplier use of green tariffs and purchase of Energy Attribute Certificates.</li> <li>● Post-consumer recycled plastic: This is plastic that contains recycled content. In Logitech, we typically use post-consumer ABS, HIPs and PCs. Percentage recycled content can vary by product line and colour and is tracked and third-party certified at the SKU-level.</li> <li>● Low-carbon aluminum: This is aluminum that is manufactured via a smelter that runs on renewable electricity to significantly reduce the carbon impact of manufacturing.</li> <li>● Recycled aluminium: This is post-consumer recycled aluminium. Percentage recycled content can vary by product line and is tracked and independently validated at the SKU-level.</li> <li>● Other recycled metals and recycled rare earth elements: This includes recycled steel and rare earth magnets.</li> <li>● Other reductions: Other carbon reductions due to various programs e.g. PCB optimization, optimizing product architecture, reducing packaging, using more efficient integrated circuits.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>● All our carbon reduction programs in our value chain are considered.</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>● Calendar Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>● Non-Financial Matters Report, GRI Index, Sustainability Databook, CDP Report</li> </ul> <p>Methodology:</p>

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
	<ul style="list-style-type: none"> <li>• Scope 3 carbon reductions from the Renewable Electricity Buyers Club for suppliers is calculated as follows. Suppliers purchase Energy Attribute Certificates or provide evidence of green tariff contracts or on-site renewable energy generation or PPAs. The sum total of MWs of electricity purchased via these different RE pathways is verified by Logitech and third party auditors through review of contract documentation, certificates, utility consumption bills and other appropriate evidence. The total consumption value is multiplied by country-specific electricity emission factors to determine the associated carbon saving. The calculation is conservative and does not include savings in upstream transmission and distribution.</li> <li>• Scope 3 carbon reductions from use of post-consumer recycled plastic: The carbon impact associated with the weight of post-consumer recycled plastic used, is measured relative to original models, which were 100% virgin plastic.</li> <li>• Scope 3 carbon reductions from low-carbon or recycled aluminum: The carbon impact associated with the weight of low-carbon or recycled aluminum used, is measured relative to original models, which were not low-carbon or recycled aluminium.</li> <li>• Scope 3 carbon reductions from other recycled metals and recycled rare earth elements: The carbon reduction is calculated by comparing per gram savings at different recycled-to-virgin ratios, then scaling by the components' weights.</li> <li>• Other carbon reductions are modelled as follows: <ul style="list-style-type: none"> <li>○ PCB Optimization: Determined by comparing the carbon footprint of the original PCB area and treatment process with that of the optimized PCB area and treatment process.</li> <li>○ Product Architecture Optimization: Calculated by comparing the carbon footprint of the original mechanical materials and weight with the reduced or alternative materials used in the optimized design.</li> <li>○ Packaging: Assessed by comparing the carbon footprint of the original packaging materials and weight with those of the reduced or alternative materials used in the revised packaging.</li> <li>○ More Efficient Integrated Circuits: Calculated by comparing the carbon footprint of the original and new integrated circuit package types, dimensions, and gold wire usage.</li> </ul> </li> </ul>

[Data](#)

## 6.1.6 ENERGY EFFICIENCY PROJECTS

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>• Reduction of energy consumption (GRI 302-4)</li> <li>• Carbon reduction from energy efficiency projects</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>• Reduction of energy consumption: Logitech understands this to mean projects that achieved reductions of energy consumption.</li> <li>• Energy efficiency projects: a project which improves energy efficiency and as a result also reduces carbon emissions.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>• Global</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>• Calendar Year</li> </ul> <p>Reported in:</p>

	<ul style="list-style-type: none"> <li>Non-Financial Matters Report, GRI Index, Sustainability Databook, CDP Report</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>We monitor and report energy consumption reduction projects at our production facility year-on-year. The energy efficiency gain is estimated by the implementing team in kW or GJs. An appropriate emission factor is applied (considering the energy source and country) to calculate the associated carbon savings.</li> </ul>
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[Data](#)

## 6.1.7 OTHER EMISSIONS

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>Direct Biogenic emissions</li> <li>Indirect Biogenic emissions</li> <li>Volatile Organic Compound (VOC) emissions</li> <li>Perfluorocarbon emissions</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Direct biogenic emissions: direct emissions from biological sources.</li> <li>Indirect biogenic emissions: indirect emissions from biological sources in our value chain.</li> <li>Volatile Organic Compounds: carbon based chemicals negatively impacting air quality.</li> <li>Perfluorocarbon emissions: chemical compounds with carbon-fluorine bonds with potentially highly negative environmental and health impacts.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Production facility</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Calendar Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>GRI Index, Sustainability Databook, CDP Report</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>Any burning of biomass from our production facility is reported. Currently this does not occur at the site.</li> <li>Through LCA data, we are able to estimate any indirect biogenic emissions in our value chain. For example, the burning of paper packaging.</li> <li>Emissions of volatile organic compounds (VOCs), perfluorocarbons and other air emissions from our production facility and offices are immaterial and subthreshold of any license requirements because our activities are limited to assembly and testing and zero no significant air emissions occur.</li> </ul>

[Data](#)

## 6.1.8 PRODUCTS WITH LIFE CYCLED ANALYSIS (LCA) STUDIES

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>Percentage of products with Full LCAs / Product Carbon Footprint study</li> <li>Percentage of products with Simplified LCAs</li> <li>Percentage of Products</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Product Carbon Footprint is defined as: the sum of greenhouse gas emissions and removals in a product system, expressed as CO<sub>2</sub> equivalents and based on a life-cycle assessment (LCA Study) using the single impact category of climate change.</li> <li>Full LCA: the Product Carbon Footprint study is completed by a third party and third-party reviewed.</li> </ul>

with any type of LCA	<ul style="list-style-type: none"> <li>● Simplified LCA: the Product Carbon Footprint study is conducted internally.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>● All Logitech products.</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>● Fiscal Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>● Non-Financial Matters Report, GRI Index, Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>● Percentage of products with a full LCA or Product Carbon Footprint study: measured as the number of units shipped from 01 March 2025 to 31 March 2025, for which Logitech had a third-party reviewed Product Carbon Footprint, divided by the number of units shipped during the same period. We count any third-party reviewed Product Carbon Footprint study, which was reported prior to 31 March 2025 i.e. the last day of the reporting period.</li> <li>● Percentage of products with Simplified LCAs: measured as the number of units shipped from 01 March 2025 to 31 March 2025, for which Logitech had an internal Product Carbon Footprint, divided by the number of units shipped during the same period. We count any internal Product Carbon Footprint study, which was reported prior to 31 March 2025 i.e. the last day of the reporting period.</li> <li>● Percentage of products with any type of LCAs: The sum of products with full LCAs and Simplified LCAs as described above divided by the total number of units shipped during the same period.</li> </ul>
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[Data](#)

## 6.2 WATER

### 6.2.1 WATER FROM OUR PRODUCTION FACILITY

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>● Total water withdrawal (GRI 303-3a)</li> <li>● Total water withdrawal from areas with water stress (GRI 303-3b)</li> <li>● Total water discharge (GRI 303-4a)</li> <li>● Total water discharge to areas with water stress (GRI 303-4b)</li> <li>● Total water consumption (GRI 303-5s)</li> <li>● Total water consumption from areas with water stress (GRI 303-5b)</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>● Total water withdrawal is the sum of all water withdrawn by Logitech during the reporting period.</li> <li>● Total water consumption is the sum of all water that has been consumed by Logitech during the reporting period.</li> <li>● Total water discharge is the difference between water withdrawal and water consumption and equates to the sum of all water discharged by Logitech during the reporting period.</li> <li>● Areas with water stress: areas of high or extremely high water stress, as indicated by the WRI Aqueduct tool.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>● Our production facility.</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>● Calendar Year</li> </ul>

	<p>Reported in:</p> <ul style="list-style-type: none"> <li>Non-Financial Matters Report, GRI Index, Sustainability Databook, CDP Report</li> </ul> <p>Methodology at our production facility:</p> <ul style="list-style-type: none"> <li>Water withdrawal is calculated from primary records (water bills or meter readings). It includes purchased hot water from a neighboring plant and cold water from mains.</li> <li>Water consumption is limited to use in the onsite cooling tower and humidifier. As a conservative estimate, it is assumed that all water directed to these systems is evaporated and therefore fully consumed. The proportion of total water directed to the cooling tower and humidifier is determined using onsite water meter data. This percentage is then applied to total water withdrawal records to calculate the volume of water consumed by these systems.</li> <li>Water discharge is calculated by subtracting water consumed from water withdrawn.</li> <li>The scope of our reporting is our production site which is located in an area of extremely high baseline water stress, based on the WRI Aqueduct tool. Total water withdrawal, consumption and discharge therefore equates total water withdrawal, consumption and discharge from/in/to areas of water stress.</li> </ul>
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[Data](#)

## 6.3 CIRCULARITY

### 6.3.1 MATERIALS BREAKDOWN, NATURAL AND RENEWABLE MATERIALS AND RECYCLED MATERIALS

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>Materials breakdown by weight</li> <li>Weight of materials used (GRI 301-1)</li> <li>Weight of natural materials used (GRI 301-1)</li> <li>Weight and percentage of natural and renewable materials used (GRI 301-1)</li> <li>Weight and percentage of materials with recycled content used (GRI 301-2)</li> <li>Percentage of plastic that comes from recycled sources</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Natural materials: Materials that are generated by ecological processes. For Logitech's product portfolio, natural materials are limited to paper-based products.</li> <li>Renewable materials: Renewable materials are natural materials that can be replenished quickly and are recyclable at end-of-life. For Logitech, renewable materials are FSC™-certified paper and the paper used in our master shipper boxes.</li> <li>Non-renewable materials are natural materials that cannot be replenished quickly or are not recyclable at end-of-life.</li> <li>Materials with recycled content: We recognize products that have achieved third-party certifications for their use of recycled plastic or use recycled steel and recycled aluminum. All other materials are assumed to have zero recycled content.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Materials used in Logitech products and packaging, which is placed on market during the reporting period.</li> <li>Excludes intermediate packaging that is applied or removed by various third parties during transit.</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Calendar Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Non-Financial Matters Report, Sustainability Databook</li> </ul> <p>Methodology:</p>



Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
	<ul style="list-style-type: none"> <li>Measured for all 12 months of the reporting period.</li> <li>The weight of materials used in Logitech products and packaging is ascertained by reviewing bill of materials (BOM) data. A variety of data sources are used, including BOM data that forms part of third-party reviewed Life Cycle Assessments, BOM data from Internal Life Cycle Assessments, and commercial/shipping records. By the end of March 2025, we had third-party reviewed BOM data for <u>83%</u> of units shipped. For the remainder of the portfolio, we used a proxy approach and insights from comparable LCAs from similar product categories. Product-to-product data variation may affect data accuracy.</li> <li>The resulting product data is multiplied by the number of units shipped ex-Factory between 01 January 2024 to 31 December 2024, using ex-Factory shipping records of the number of product units placed on market during this period and the bill of materials.</li> <li>The weight of natural, renewable and recycled content materials is determined by categorizing materials in accordance with the definitions set out above. For recycled materials this is modeled as the weight of recycled plastic, aluminum, and steel, and the weight of recycled paper in master shipper packaging,</li> <li>The percentage of natural and renewable materials is calculated as the weight of natural and renewable materials divided by the total weight of natural materials, multiplied by 100 and rounded to the nearest percentage.</li> <li>The percentage of materials with recycled content is calculated as the weight of recycled materials divided by the total weight of materials, multiplied by 100 and rounded to the nearest percentage.</li> <li>The percentage of plastic that comes from recycled sources is calculated as the amount of recycled plastic in products and packaging divided by the total weight of plastic in products and packaging, multiplied by 100 and rounded to the nearest percentage.</li> </ul>

[Data](#)

### 6.3.2 CIRCULAR AND LOW-CARBON MATERIALS

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>Percentage of products with FSCTM-certified paper packaging</li> <li>Percentage of products with Next Life Plastics</li> <li>Percentage of products that are PVC-free</li> <li>Percentage of products with low carbon or recycled aluminum</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Product with FSC™-certified paper packaging: A Logitech product with FSC™-certified paper packaging. The FSC is the Forestry Stewardship Council.</li> <li>Product with Next Life Plastic: A Logitech product with recycled plastic (hardware).</li> <li>PVC-free: No detectable presence of polyvinyl chloride e.g. in cables or component parts.</li> <li>Low-carbon aluminum: aluminum that is manufactured using renewable electricity to achieve a lower carbon footprint.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>All Logitech products.</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Fiscal Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Non-Financial Matters Report, Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>Percentage of products with FSCTM-certified paper packaging: measured as the percentage of the number of units shipped from 01 March 2025 to 31 March 2025, for which</li> </ul>



	<p>paper-based consumer packaging was FSCTM-certified, divided by the number of units shipped during the same period.</p> <ul style="list-style-type: none"> <li>• Percentage of products with Next Life Plastics: measured as the percentage of units shipped from 01 March 2025 to 31 March 2025, which incorporate post-consumer recycled plastic, divided by the number of units shipped during the same period.</li> <li>• Measured as the number of product lines shipped from 01 March 2025 to 31 March 2025, which have no detectable presence of polyvinyl chloride in, for example, cables or component parts, divided by the number of product lines shipped during the same period. "No detectable presence" equates to less than 2,200 ppm.</li> <li>• Percentage of products with low carbon or recycled aluminum: measured as the number of units shipped from 01 March 2025 to 31 March 2025 which incorporated low-carbon or recycled aluminum divided by the number of units containing aluminum.</li> <li>• All percentages are rounded to the nearest whole number.</li> </ul>
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[Data](#)

### 6.3.3 END OF LIFE RECYCLING

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>• Total weight of product collected for recycling via EPR/compliance schemes</li> <li>• Total weight of product collected for recycling via voluntary schemes</li> <li>• Total weight of product collected</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>• Extended Producer Responsibility (EPR) is the principle that requires companies like Logitech to take responsibility for the end-of-life stage of their products, including collection, recycling, and disposal. Companies can fulfill these obligations directly or by joining Producer Responsibility Organisations (PROs), which act on behalf of producers to manage these responsibilities collectively and efficiently. We refer to these PRO-led systems as our "EPR Schemes".</li> <li>• Voluntary collections: We have our own established take-back and refurbishment schemes, which we run directly or indirectly with partners.. We establish these voluntary schemes in countries where we see stakeholder demand and no EPR schemes exist.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>• All regions with mandatory EPR schemes and voluntary schemes that we operate globally excluding Taiwan (data currently not available).</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>• Calendar Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>• Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>• For our EPR schemes, we report the weight of product that we place on market during each reporting period and the PRO works to arrange collection of said weight, during the collection period, and charges us for whatever was collected. We assume the weight we pay for is collected in full. The total weight of WEEE collected is the sum of all reports from our EPR schemes</li> <li>• For our voluntary recycling schemes, our recycling partners report the weight of product collected during each reporting period.</li> <li>• Total weight of product collections is calculated based on the sum of product weight collections through EPR schemes and our voluntary collection schemes.</li> </ul>

### 6.3.4 WASTE MANAGEMENT AT OUR PRODUCTION FACILITY

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>• Total waste generated by material type</li> <li>• Total waste by end of life treatment method</li> <li>• Waste recycling percentage</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>• Non-hazardous waste: waste materials that do not pose an immediate threat to human health or the environment when properly managed.</li> <li>• Hazardous waste: waste that possesses any of the characteristics contained in Annex III of the Basel Convention, or that is considered to be hazardous by national legislation</li> <li>• Recycled: reprocessing of products or components of products that have become waste, to make new materials</li> <li>• Landfilled: final depositing of solid waste at, below, or above ground level at engineered disposal sites</li> <li>• Incinerated (with energy recovery): controlled burning of waste at high temperatures which is used to generate energy.</li> <li>• Incinerated (without energy recovery): controlled burning of waste at high temperatures without the generation of energy.</li> <li>• Waste otherwise disposed: disposal method that is not covered by landfill, incineration (with or without energy recovery).</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>• Our production facility.</li> <li>• Our offices globally.</li> </ul> <p>Reporting period</p> <ul style="list-style-type: none"> <li>• Calendar Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>• Sustainability Databook</li> </ul> <p>Methodology at our production facility:</p> <ul style="list-style-type: none"> <li>• Actual waste records are maintained</li> <li>• In some cases, actual waste data is not available and an estimation method has been used. This includes waste oil for years CY20-CY23, based on CY24 being 1.6% of total hazardous waste, values are estimated based on a ratio of waste oil being 1.6% of total hazardous waste for the year.</li> <li>• Waste recycling percentage is calculated as the total was recycled divided by the total waste generated</li> </ul> <p>Methodology at our offices:</p> <ul style="list-style-type: none"> <li>• Office waste is estimated based on the headcount at year end of personnel outside the Suzhou production facility multiplied by an estimated 200 kg of mixed waste per person per year (Cundall Johnston &amp; Partners, LLP "CO<sub>2</sub>e emissions due to office waste" accessed online 01 July 2021 (<a href="#">here</a>)).</li> </ul>

## 6.4 TARGETED SUBSTANCES

### 6.4.1 PRODUCT AND LEGAL COMPLIANCE

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>Non-compliances with product health and safety regulations resulting in a fine or penalty or regulatory warning</li> <li>Noncompliance with environmental laws and/or regulations resulting in a significant fine or non-monetary sanction</li> </ul> <p>Noncompliance with regulations resulting in a fine or penalty or regulatory warning and concerning:</p> <ul style="list-style-type: none"> <li>health &amp; safety impacts of products &amp; services (GRI 416-2)</li> <li>product &amp; service information &amp; labeling (GRI 417-2)</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Significant fine: A fine of more than USD \$10 000.</li> <li>All other definitions are reflective of GRI definitions.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Global.</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Fiscal Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Non-Financial Matters Report, GRI Index, Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>Measured over all 12 months of the reporting period.</li> <li>Logitech's legal function has monitoring and oversight measures in place to allow for tracking and reporting of significant fines, non-monetary sanctions or regulatory non-compliances during the reporting period.</li> </ul>

[Data](#)

## 6.5 BIODIVERSITY

### 6.5.1 BIODIVERSITY IMPACT OF OPERATIONS

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas</li> <li>IUCN Red List species and national conservation list species with habitats in areas affected by operations</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Operational site: our production facility</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Production site operations</li> <li>Global</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Financial Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>GRI Index, Sustainability Databook, CDP Report</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>Logitech's Data Insight group overlaid the location of Logitech's production facility on</li> </ul>

	geospatial maps of protected and high biodiversity areas, habitats and species and confirmed our facility is not in or adjacent to protected areas or areas of high biodiversity value and the risk of significant impact on IUCN red list species is negligible/none.
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[Data](#)

## SOCIAL

### 6.6 INCLUSION

#### 6.6.1 GENDER, AGE AND RACE/ETHNICITY OF THE BOARD OF DIRECTORS

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>Gender, Board of Directors (GRI 405-1)</li> <li>Age, Board of Directors</li> <li>Race/Ethnicity, Board of Directors</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Board of Directors: Logitech's Board of Directors</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Members of Logitech's Board of Directors</li> <li>Global</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Fiscal Year, as of 31 March</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Non-Financial Matters Report, Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>Logitech's legal team identifies and reports current Board of Directors members.</li> <li>Members of the Board of Directors are asked to self-identify and provide diversity-related information to Logitech's legal team as part of an annual survey process, which is administered by Logitech's legal team.</li> </ul>

[Data](#)

#### 6.6.2 GENDER, AGE AND RACE/ETHNICITY OF ALL EMPLOYEES

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>Gender, all employees</li> <li>Age, all employees</li> <li>Race/Ethnicity, all employees</li> <li>Region, all employees</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>All employees: Individuals with a direct employment contract with Logitech.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Permanent contract only; temporary contracts are excluded.</li> <li>Global, except for race/ethnicity which is U.S. employees only</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Fiscal Year, as of 31 March</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Non-Financial Matters Report, Sustainability Databook</li> </ul>

	<p>Methodology:</p> <ul style="list-style-type: none"> <li>• Measured as headcount on the last day of the reporting period i.e. 31 March.</li> <li>• Individuals may self-identify as Male, Female or in some cases they are categorized as employees who declined to state their gender by Logitech's People &amp; Culture team.</li> <li>• Individuals disclose their date of birth as part of employee onboarding, and Logitech's People &amp; Culture team verifies this. The team then categorizes the employees into age groups.</li> <li>• Individuals may choose to disclose their racial/ethnicity in accordance with the categories and requirements of the U.S. Equal Employment Opportunity Commission EE-01 Component Reporting rules. Individuals who choose not to identify are classified as "declined to state or are not specified".</li> </ul>
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[Data](#)

### 6.6.3 GENDER, AGE, RACE/ETHNICITY & REGION, BY EMPLOYMENT LEVEL

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>• Gender, by employment level (GRI 405-1a)</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>• Employment level: In Logitech, for the purpose of reporting, we have defined four employment levels: <ul style="list-style-type: none"> <li>○ Leadership team: Logitech's Chief Executive Officer (CEO) and the CEO's direct reports. A limited number of additional defined individuals may also be included, where requested by Logitech's Chief Executive Officer.</li> <li>○ Extended Leadership: Director-level and above, except for individuals who are on the Leadership Team.</li> <li>○ People Managers: An individual who manages a minimum of one employee and is not a member of the Leadership Team or Extended Leadership.</li> <li>○ Other employees: All other employees not in the above categories.</li> </ul> </li> <li>• Employees: Individuals with a direct employment contract with Logitech.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>• Permanent contract only; temporary contracts are excluded.</li> <li>• Global</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>• Fiscal Year, as of 31 March</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>• Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>• Measured as headcount on the last day of the reporting period i.e. 31 March.</li> <li>• Individuals may self-identify as Male, Female or in some cases they are categorized as employees who declined to state their gender by Logitech's People &amp; Culture team.</li> <li>• Individuals are categorized as Leadership team, Extended Leadership or People Managers by Logitech's People &amp; Culture team in accordance with the established definitions set out above.</li> </ul>
<ul style="list-style-type: none"> <li>• Age, by employment level (GRI 405-1a)</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>• Employment level: In Logitech, for the purpose of reporting, we have defined 4 employment levels: Leadership team, Extended Leadership, People Managers and Other</li> </ul>

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
	<p>Employees. Please see definitions of each level above.</p> <ul style="list-style-type: none"> <li>• Employees: Individuals with an employment contract with Logitech.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>• Employees: permanent contract only; temporary contracts are excluded.</li> <li>• Global</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>• Fiscal Year, as of 31 March</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>• Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>• Measured on the last day of the reporting period i.e. 31 March.</li> <li>• Individuals disclose their date of birth as part of employee onboarding, and Logitech's People &amp; Culture team verifies this. The team then categorizes the employees into age groups.</li> <li>• Individuals are categorized as Leadership team, Extended Leadership or People Managers by Logitech's People &amp; Culture team in accordance with the established definitions set out above.</li> </ul>
<ul style="list-style-type: none"> <li>• Race/Ethnicity, by employment level (GRI 405-1a)</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>• Employees: Individuals with an employment contract with Logitech (a.k.a. "direct workers").</li> <li>• U.S. employees: Employees who are registered in Logitech's HR System as being based in the U.S.</li> <li>• Management roles: Individuals in the Logitech "Extended Leadership" category, "Leadership Team" category and "People Management" category</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>• U.S. employees only</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>• Fiscal Year, as of 31 March</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>• Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>• Measured on the last day of the reporting period i.e. 31 March.</li> <li>• Individuals may choose to disclose their racial/ethnicity in accordance with the categories and requirements of the U.S. Equal Employment Opportunity Commission EE-01 Component Reporting rules. Individuals who choose not to identify are classified as "declined to state or are not specified".</li> <li>• Individuals are categorized as Leadership team, Extended Leadership or People Managers by Logitech's People &amp; Culture team in accordance with the established definitions set out above.</li> </ul>
<ul style="list-style-type: none"> <li>• Region, by employment level (Adapted from GRI</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>• Employment level: In Logitech, for the purpose of reporting, we have defined four</li> </ul>

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
405-1)	<p>employment levels: Leadership team, Extended Leadership, People Managers and Other Employees. Please see definitions of each level above.</p> <ul style="list-style-type: none"> <li>Regions are defined as follows <ul style="list-style-type: none"> <li>AMR: Americas: North and South America</li> <li>EMEA: Europe, Middle East, and Africa</li> <li>AP: Asia Pacific and all other countries</li> </ul> </li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Employees: permanent contract only; temporary contracts are excluded.</li> <li>Global</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Fiscal Year, as of 31 March</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>Measured on the last day of the reporting period i.e. 31 March.</li> <li>Each employee is assigned an office location or country (if remote) at the time of joining, on Logitech's HR Management System, by Logitech's People &amp; Culture team.</li> <li>Individuals are categorized as Leadership team, Extended Leadership or People Managers by Logitech's People &amp; Culture team in accordance with the established definitions set out above.</li> </ul>

[Data](#)

#### 6.6.4 GENDER AND MINORITY RACE/ETHNICITY OF SPECIFIC POSITIONS

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>Gender of junior &amp; top management, revenue-generating managers, and STEM positions</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Top Management: Individuals in the Logitech "Extended Leadership" category and "Leadership Team" category.</li> <li>Junior Management: Individuals in the Logitech "People Management" category</li> <li>Revenue-generating positions: positions in sales or with any type of sales commission; for example some of Logitech's Customer Support Group and Design and Marketing Group may be included.</li> <li>STEM positions relate to science, technology, engineering, and mathematics. Logitech's P&amp;C team defines these positions, which include engineers, data scientists, and others.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Employees: permanent contract only; temporary contracts are excluded.</li> <li>Global</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Fiscal Year, as of 31 March</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Non-Financial Matters Report, GRI Index, Sustainability Databook</li> </ul>

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
	<p>Methodology:</p> <ul style="list-style-type: none"> <li>• Measured as headcount on the last day of the reporting period i.e. 31 March.</li> <li>• Individuals are categorized as Top Management, Junior Management, Revenue-generating positions or STEM positions in accordance with the established definitions set out above.</li> <li>• Women in all management positions includes women in Top Management and Junior Management as a percentage of all individuals in those categories.</li> <li>• Women managers in revenue-generating positions is calculated as the number of women managers in revenue-generating positions as a percentage of all individuals in revenue-generating positions.</li> <li>• Women in STEM-related positions is calculated as the number of women in STEM-related positions as percentage of all individuals in STEM-related positions.</li> </ul>
<ul style="list-style-type: none"> <li>• Minority representation, U.S. management roles</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>• Top Management: Individuals in the Logitech “Extended Leadership” category and “Leadership Team” category.</li> <li>• Junior Management: Individuals in the Logitech “People Management” category</li> <li>• Management roles includes Top Management and Junior Management</li> <li>• Employees: Individuals with an employment contract with Logitech (a.k.a. “direct workers”).</li> <li>• U.S. employees: Employees who are registered in Logitech’s HR System as being based in the U.S.</li> <li>• Minority representation: Individuals of Asian, Black or African, Hispanic or Latino, Indigenous or Native American and Native Hawaiian or other Pacific Islander racial/ethnic backgrounds.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>• U.S. employees only</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>• Fiscal Year, as of 31 March</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>• Non-Financial Matters Report, Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>• Measured on the last day of the reporting period i.e. 31 March.</li> <li>• Individuals may choose to disclose their racial/ethnicity in accordance with the categories and requirements of the U.S. Equal Employment Opportunity Commission EE-01 Component Reporting rules. Individuals who choose not to identify are classified as “declined to state or are not specified”.</li> <li>• Minority representation in U.S. management roles is calculated as the number of managers from minority racial/ethnic backgrounds divided by the total number of individuals in management roles as defined above.</li> </ul>

[Data](#)



## 6.6.5 GENDER & REGION BY CONTRACT TYPE

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>Gender diversity by contract type (GRI 2-7 )</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Contract type: permanent or temporary</li> <li>Employees: Individuals with an employment contract with Logitech (a.k.a. “direct workers”).</li> <li>Permanent: An individual with a permanent employee contract with Logitech.</li> <li>Temporary: An individual with a temporary employee contract with Logitech.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Employees: permanent and temporary contracts are included.</li> <li>Global</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Fiscal Year, as of 31 March</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Non-Financial Matters Report, Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>Measured as headcount on the last day of the reporting period i.e. 31 March.</li> <li>Individuals are categorized as permanent, or temporary, by Logitech’s People &amp; Culture team.</li> </ul>
<ul style="list-style-type: none"> <li>Region by contract type (GRI 2-7 b and 2-8)</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Contract type: permanent or temporary</li> <li>Employees: Individuals with an employment contract with Logitech (a.k.a. “direct workers”).</li> <li>Permanent employees: Employees with a permanent employee contract with Logitech.</li> <li>Temporary employees: Employees with a temporary employee contract with Logitech.</li> <li>Regions are defined as follows               <ul style="list-style-type: none"> <li>AMR: Americas: North and South America</li> <li>EMEA: Europe, Middle East, and Africa</li> <li>AP: Asia Pacific and all other countries</li> </ul> </li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Employees: permanent and temporary contracts are included.</li> <li>Global</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Fiscal Year, as of 31 March</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Non-Financial Matters Report, Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>Measured as headcount on the last day of the reporting period i.e. 31 March.</li> <li>Individuals are categorized as permanent, or temporary, by Logitech’s People &amp; Culture team.</li> </ul>

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
	<ul style="list-style-type: none"> <li>Each employee is assigned an office location or country (if remote) at the time of joining, on Logitech's HR Management System, by Logitech's People &amp; Culture team.</li> </ul>

[Data](#)

#### 6.6.6 GENDER & REGION BY EMPLOYMENT TYPE

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>Gender diversity by employment type (GRI 2-7 b)</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Employment type: full time or part time</li> <li>Employees: Individuals with an employment contract with Logitech (a.k.a. "direct workers").</li> <li>Full time: Employees whose working hours per week, month, or year are defined according to national law or practice regarding working time</li> <li>Part time: Employees whose working hours per week, month, or year are less than the number of working hours for full-time employees.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Employees: permanent and temporary contracts are included.</li> <li>Global</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Fiscal Year, as of 31 March</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Non-Financial Matters Report, Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>Measured as headcount on the last day of the reporting period i.e. 31 March.</li> <li>Individuals may self-identify as male, female or in some cases they are categorized as employees who declined to state their gender by Logitech's People &amp; Culture team.</li> <li>Individuals are categorized as Leadership team, employees, junior managers, top managers, part-time, and full-time, by Logitech's People &amp; Culture team in accordance with the established definitions set out above.</li> </ul>
<ul style="list-style-type: none"> <li>Region by employment type (GRI 2-7 b)</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Employment type: full time or part time</li> <li>Employees: Individuals with an employment contract with Logitech (a.k.a. "direct workers").</li> <li>Full-time: Employees who work a standard number of hours per week, per month, or per year as defined by national law or practice regarding working time</li> <li>Part time: Employees whose working hours per week, month, or year are less than the number of working hours for full-time employees.</li> <li>Regions are defined as follows <ul style="list-style-type: none"> <li>AMR: Americas: North and South America</li> <li>EMEA: Europe, Middle East, and Africa</li> <li>AP: Asia Pacific and all other countries</li> </ul> </li> </ul> <p>Scope and boundaries:</p>

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
	<ul style="list-style-type: none"> <li>• Employees: permanent and temporary contracts are included.</li> <li>• Global</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>• Fiscal Year, as of 31 March</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>• Non-Financial Matters Report, Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>• Measured as headcount on the last day of the reporting period i.e. 31 March.</li> <li>• Each employee is assigned an office location or country (if remote) at the time of joining, on Logitech's HR Management System, by Logitech's People &amp; Culture team.</li> <li>• Individuals are categorized as part-time or full-time, by Logitech's People &amp; Culture team in accordance with the established definitions set out above.</li> </ul>

[Data](#)

## 6.6.7 GENDER, AGE & REGION OF NEW HIRES

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>• Gender, age and regional diversity of new hires (GRI401-1)</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>• Employees: Individuals with an employment contract with Logitech (a.k.a. "direct workers").</li> <li>• New hires: employees hired within the reporting period.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>• Employees: permanent contract only; temporary contracts are excluded.</li> <li>• Global</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>• Fiscal Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>• Non-Financial Matters Report, Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>• Measured as headcount on the last day of the reporting period i.e. 31 March.</li> <li>• The number of new employee hires are recorded by Logitech's People &amp; Culture team and categorized into age, gender and region categories for reporting purposes.</li> <li>• The rate of new employee hires by age group, gender and region is calculated by dividing the total number of new hires in each subcategory (e.g. Female) by the total number of new hires across the category (e.g. Gender).</li> </ul>

[Data](#)

## 6.6.8 GENDER, AGE & REGION OF TERMINATIONS (TURNOVER) & PROMOTIONS

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>Gender, age and regional diversity of terminations (turnover) (GRI401-1)</li> <li>Gender split of promotions</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Employees: Individuals with an employment contract with Logitech (a.k.a. “direct workers”).</li> <li>Employee turnover: total number of employee terminations (voluntary and involuntary) during the reporting period</li> <li>Employees: Individuals with a direct employment contract with Logitech. Assembly line workers in our production facility are excluded where individuals do not have a direct employment contract with Logitech.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Employees: permanent contract only; temporary contracts are excluded.</li> <li>Global</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Fiscal Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Non-Financial Matters Report, Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>Measured as headcount on the last day of the reporting period i.e. 31 March.</li> <li>Employee terminations and promotions are recorded by Logitech’s People &amp; Culture team and categorized into age, gender and region categories for reporting purposes.</li> <li>The turnover rate by age group, gender and region is calculated by dividing the total number of terminations in each subcategory (e.g. Female) by the total number of terminations across the category (e.g. Gender).</li> <li>The gender split of promotions is calculated by dividing the total number of promotions in each subcategory (e.g. Female) by the total number of promotions across the category (e.g. Gender).</li> </ul>

[Data](#)

## 6.6.9 GENDER PAY GAP

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>Gender pay gap</li> <li>Gender bonus gap</li> <li>Gender diversity of bonus recipients</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Gender Pay Gap: measures the overall difference in mean (average) and median (middle value) hourly remuneration between males and females across the organisation. It is reported on both a mean and median basis.</li> <li>Gender Bonus Gap: measures the difference in the value of all bonuses received by males and females, reported on both a mean and median basis.</li> <li>Gender diversity of bonus recipients: Refers to the proportion of male and female employees who receive any form of bonus. For this purpose, “bonus” includes cash performance bonuses, vouchers, share awards, and any other bonus-type payments.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Company-level, not job-level</li> </ul>

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
	<ul style="list-style-type: none"> <li>Ireland employees only</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>30 June 2024, with a reference period running from 1 July 2023 to 30 June 2024</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Gender Pay Gap Report (Ireland), Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>Gender pay gap (hourly remuneration) is calculated as the difference in total earnings between males and females. The mean (average) and median (middle ranking) is calculated by Logitech's People &amp; Culture team.</li> <li>Bonus gender pay gap is calculated as the difference in the value of bonuses received by males and females. The mean (average) and median (middle ranking) is calculated by Logitech's People &amp; Culture team.</li> <li>Gender diversity of bonus recipients is calculated as the percentage of male employees who received any qualifying bonus within the reporting period, out of total male employees and the percentage of female employees who received any qualifying bonus within the reporting period, out of total female employees.</li> <li>Positive values represent a gap in favour of males, while negative values represent the gap in favour of females.</li> </ul>

[Data](#)

## 6.7 TALENT ATTRACTION AND RETENTION

### 6.7.1 TALENT DEVELOPMENT

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<p>Performance review and development planning (GRI 404-3)</p> <ul style="list-style-type: none"> <li>Employees who received a year end performance review</li> <li>Employees who received a career development review</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Year end performance review: a structured evaluation process where an employee's job performance is assessed and discussed with their manager at year end to support growth and align with company objectives.</li> <li>Career development review: a structured evaluation process where an employee's professional development is assessed and discussed with their manager to support growth and align with company objectives.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Direct employees only</li> <li>Excludes Suzhou labour employees</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Fiscal Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>GRI Index, Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>We perform performance appraisals at least annually with interim reviews during the</li> </ul>

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
	<p>year to review progress against agreed performance objectives and development goals. Through 360 feedback and agile conversations we ensure a fair performance review process. We also have a team effectiveness program to review team performance.</p> <ul style="list-style-type: none"> <li>• The P&amp;C track and report the performance reviewed undertaken. Reported figures are conservative.</li> </ul>

[Data](#)

## 6.7.2 EMPLOYEE HAPPINESS

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>• Employee Happiness Index</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>• Employee Happiness Index: Our index to measure employee satisfaction.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>• All employees</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>• Fiscal Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>• Non-Financial Matters Report, Sustainability Databook, Stakeholder Engagement Report</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>• Logitech conducts an annual employee engagement survey called “LogiPulse.” This comprehensive survey allows employees to give weighted input on various factors such as overall engagement, happiness and retention. We utilize a “Happiness Factor” to gauge employee satisfaction and well being. 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.</li> </ul>

[Data](#)

## 6.7.3 INTERNAL MOBILITY

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>• Percentage of open positions filled by internal candidates</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>• Internal candidates: direct or indirect employees of Logitech</li> <li>• Filled by internal candidates: internal hires or promotions</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>• Excludes Suzhou labour employees</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>• Fiscal Year</li> </ul> <p>Reported in:</p>

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
	<ul style="list-style-type: none"> <li>Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>The percentage of open positions filled by internal candidates is calculated by dividing the number of open positions filled by internal candidates (through internal hires or promotions) in the reporting period by the total number of open positions filled in the reporting period.</li> </ul>

[Data](#)

#### 6.7.4 EMPLOYEE TURNOVER

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>Total Employee Turnover Rate</li> <li>Voluntary Employee Turnover Rate</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Turnover: Percentage of employees who leave Logitech either voluntarily or involuntarily.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Direct employees only</li> <li>Excludes Suzhou labour employees</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Fiscal Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>We report turnover rates by applying two different methods, one using the average headcount during the period, and one using the head count at year end.</li> <li>Total turnover is calculated based on the number of total terminations in the period divided by the average and/or year end head count.</li> <li>Voluntary turnover is calculated based on the number of voluntary terminations in the period divided by the average or year end head count.</li> </ul>

[Data](#)

## 6.7.5 TRAINING AND DEVELOPMENT

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>Average number of hours of Training &amp; Development (T&amp;D) per FTE</li> <li>Average spend on T&amp;D per FTE</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Training &amp; Development (T&amp;D): any form of training sessions that Logitech employees receive</li> <li>Full-Time Equivalent (FTEs): Total number of working hours worked by all employees (full-time and part-time) expressed as the equivalent number of full-time employees.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Direct employees only</li> <li>Excludes Suzhou labour employees</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Fiscal Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>The P&amp;C team records training attendance for training sessions to determine total number of training hours in the reporting period.</li> <li>The number of Full-Time Equivalent (FTEs) is measured at year end and calculated as the total number of working hours worked by all employees (full-time and part-time), divided by the number of hours one full-time employee over the same period.</li> <li>Average hours of Training &amp; Development (T&amp;D) per FTE is calculated by dividing the total number of training hours by the number of FTEs at the end of the reporting period.</li> <li>Spend on T&amp;D is determined based on the USD\$ spend with different T&amp;D service providers during the reporting period.</li> <li>Average spend per FTE is determined by dividing the total USD\$ spend on T&amp;D in the reporting period by the number of FTEs at the end of the reporting period.</li> </ul>

[Data](#)

## 6.7.6 HUMAN CAPITAL RETURN ON INVESTMENT

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>Human Capital Return on Investment</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Human Capital Return on Investment: A measure of the financial value generated by the workforce relative to the total investment in employee compensation and benefits.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Global</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Fiscal Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Sustainability Databook</li> </ul>



	<p>Methodology:</p> <ul style="list-style-type: none"> <li>Human Capital Return on Investment is calculated as total revenue less the difference between total operating expenses and total employee-related expenses, divided by total employee-related expenses.</li> <li>Total Revenue is calculated by Logitech's Finance team and reported in Logitech's 10k (Annual) Report in USD\$.</li> <li>Total Operating Expenses is calculated by Logitech's Finance team and reported in Logitech's 10k (Annual) Report in USD\$.</li> <li>Total employee-related expenses is calculated by Logitech's Finance team and is the sum of costs (salaries + benefits) directly related to employees.</li> </ul>
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[Data](#)

## 6.8 HEALTH & SAFETY

### 6.8.1 HEALTH & SAFETY AT OUR PRODUCTION FACILITY

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>Number of fatalities, due to work-related injury (GRI 403-9, a&amp;b)</li> <li>Number of fatalities, due to work-related ill-health (GRI 403-9, a&amp;b)</li> <li>Number of high-consequence work-related injuries (GRI 403-9, a&amp;b)</li> <li>Number of recordable work-related injuries (GRI 403-9, a&amp;b)</li> <li>Number of recordable work-related ill health cases (GRI 403-10, a&amp;b)</li> <li>Total recordable incident rate (GRI 403-9, a&amp;b)</li> <li>Number of lost days due to work-related injuries or ill health</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Number of fatalities, due to work-related injury: The number of deaths that occurred during the reporting period, due to work-related injury e.g. physical injury due to exposure to a hazard at work in our production facility.</li> <li>Number of fatalities, due to work-related ill-health: The number of deaths that occurred during the reporting period, due to work-related ill-health e.g. work-related diseases, illnesses, and disorders at work in our production facility.</li> <li>Number of high-consequence work-related injuries: The number of work-related injuries, from which the individual is not expected to recover to full pre-injury health status within 6 months, in the reporting period.</li> <li>Number of recordable work-related injuries: The number of all work-related recordable cases occurring per 200,000 hours.</li> <li>A Recordable Work-Related Injury or Illness: A work-related injury or illness that results in any of the following: death; 1 or more consecutive days away from work; restricted work or transfer to another job; medical treatment beyond first aid; or loss of consciousness; or an injury or illness which is diagnosed by a physician or other licensed health-care professional, and deemed to be significant, even if it does not result in any of the above. Incident categories comprised slip/trip/fall and hit/cut/bruise due to manual handling of materials, equipment or tools.</li> <li>Total recordable incident rate: The number of work-related recordable cases occurring in the reporting period (01 January 2024 to 31 December 2024) per 200,000 hours.</li> <li>Number of lost days due to work-related injuries or ill health: the total number of calendar days (consecutive or not) during which an individual is unable to work because of a work-related injury or illness.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Our production facility.</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Calendar Year</li> </ul> <p>Reported in:</p>

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
	<ul style="list-style-type: none"> <li>Non-Financial Matters Report, Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>Records of health and safety-related incidents are recorded in accordance with ISO 45001 requirements. Key performance indicators are calculated by the Environmental, Health and Safety team at our production facility in accordance with agreed protocols.</li> </ul>
<ul style="list-style-type: none"> <li>Work-related injuries (GRI 403-9: e&amp;f&amp;g)</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Fatalities as a result of a work-related injury, disease, illness or disorder: The number of deaths, that occurred during the reporting period, due to work-related injury e.g. physical injury due to exposure to a hazard at work</li> <li>High-consequence work-related injuries (excluding fatalities): The number of work-related injuries, from which the individual is not expected to recover to full pre-injury health status within 6 months, in the reporting period</li> <li>Recordable work-related injuries or illness: A work-related injury or illness that results in (a) death, or (b) 1 or more consecutive days away from work, or (c') restricted work or transfer to another job, or (d) medical treatment beyond first aid, or (e) loss of consciousness, or (f) an injury or illness which is diagnosed by a physician or other licensed healthcare professional, and deemed to be significant, even if it does not result in any of the above</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Our production facility.</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Calendar Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Non-Financial Matters Report, Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>Health and safety performance is recorded for our production facility and offices. Any incidents are categorized for reporting as per the definitions set out above.</li> <li>The rate of incidents is the number of incidents divided by the number of hours worked multiplied by 200,000 hours.</li> </ul>
<ul style="list-style-type: none"> <li>Hours of health and safety training provided (GRI 403-5)</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Health and safety training: health and safety training in accordance with our ISO 45001 processes.</li> <li>New hires: Total number of new employees during the reporting period.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Our production facility.</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Calendar Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Non-Financial Matters Report, Sustainability Databook</li> </ul> <p>Methodology:</p>

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
	<ul style="list-style-type: none"> <li>We require every new hire to complete a minimum of 24 hours of training. Records of new hire training are managed and retained in accordance with ISO 45001 processes. Total training hours are calculated as the number of new hours by the number of mandatory training hours.</li> </ul>
<ul style="list-style-type: none"> <li>Absentee rate</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Workers: All direct and indirect workers.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Our production facility.</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Calendar Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>Absentee data is collected for our Suzhou production facility labor employees only and is calculated based on the number of lost working hours divided by scheduled working hours.</li> </ul>
<ul style="list-style-type: none"> <li>Percentage of workers covered by our H&amp;S management system (GRI 403-8)</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>H&amp;S management system: Our ISO 45001 certified Environmental Health and Safety Management System for our production facility</li> <li>Workers: All direct and indirect workers in the production facility.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Our production facility.</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Non-Financial Matters Report, GRI Index, Sustainability Databook</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Calendar Year</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>The H&amp;S Management system applies to all workers at the production facility.</li> </ul>

[Data](#)

## 6.9 RESPONSIBLE MANUFACTURING & SUPPLY CHAIN DUE DILIGENCE

### 6.9.1 IMPACT MANAGEMENT AT OUR PRODUCTION FACILITY

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>Self Assessment Questionnaire (SAQ) score</li> <li>SAQ risk rating</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Self Assessment Questionnaire (SAQ) score and risk rating: The SAQ questionnaire is defined by RBA Auditors and managed via RBA-Online. Logitech completes the questionnaire and the system automatically generates a score and risk rating classifying Logitech's production facility as high, medium or low risk.</li> </ul>

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>Validated Audit Process (VAP) Score</li> <li>VAP rating</li> </ul>	<ul style="list-style-type: none"> <li>Validated Audit Process (VAP): The RBA's leading standard for onsite compliance verification and effective, shareable assessments conducted by independent, third-party firms.</li> <li>VAP rating: As defined by the RBA, the three levels of recognition: <ul style="list-style-type: none"> <li>Platinum: factories with a VAP score of <math>\geq 200</math> and no open priority, major or minor findings</li> <li>Gold: factories with a VAP score of <math>\geq 180</math> and no open priority or major findings</li> <li>Silver: factories with a VAP score of <math>\geq 160</math> and no open priority findings.</li> </ul> </li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Our production facility.</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Calendar Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>Third-Party Responsible Business Alliance (RBA) Validated Audit Process (VAP) audits are carried out every c. 2 years at our production facility, as per RBA requirements.</li> <li>Ahead of the VAP audit, our facility completes an SAQ via RBA-Online and an SAQ score and grade is awarded based on our responses to the prescribed questionnaire.</li> <li>A third-party performs the VAP audit, following the VAP Standard and RBA Code of Conduct. A score and rating is awarded based on the outcome of the audit.</li> </ul>
<p>Key Findings and Corrective Actions at our production facility</p> <ul style="list-style-type: none"> <li>Priority findings</li> <li>Major findings</li> <li>Minor findings</li> <li>Mitigation Plan/Corrective Action Plan (CAP) in place or implemented to address findings</li> <li>Key Corrective and Preventative Actions taken</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Finding: As defined by the RBA VAP Standard, these are instances of non-compliance against the RBA Code of Conduct, rated by priority, major or minor based on severity.</li> <li>Mitigation Plan or CAP: Corrective actions for resolving any non-conformances identified during a VAP assessment.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Our production facility.</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Calendar Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>When a third-party VAP audit is carried out (as described previously), any instances of non-conformity with the RBA Code are categorised as priority, major or minor severity findings. Logitech develops a CAP to address any findings from the audit and define any corrective or preventative actions to be taken, which are agreed and verified by auditors.</li> </ul>

[Data](#)

## 6.9.2 IMPACT MANAGEMENT IN OUR SUPPLY CHAIN & SUPPLY CHAIN DUE DILIGENCE

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<p>Major Suppliers</p> <ul style="list-style-type: none"> <li>• Number of suppliers assessed for environmental/social impacts (308-2a/414-2a)</li> <li>• Number of Major Supplier Facilities</li> <li>• Percentage of Major Supplier Facilities audited</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>• Assessed for environmental/social impacts: audit: on-site or desk-based audits carried out in accordance with RBA Code and Logitech requirements.</li> <li>• Direct supplier: A supplier that provides goods directly to Logitech and those goods or services are used in the production of finished products. These suppliers are part of the primary supply chain and deliver materials or products that are directly used in Logitech's final products.</li> <li>• Major Supplier: a direct supplier that is: <ul style="list-style-type: none"> <li>◦ ranked in Logitech's top 80 percent of direct suppliers by spend in CY23; and</li> <li>◦ contracted to provide service or material input for Logitech's finished goods or services; or</li> <li>◦ under the control of Logitech, even if services or materials are not directly conveyed to Logitech.</li> </ul> </li> <li>• Major Supplier Facility: a facility of a Major Supplier.</li> <li>• Tier 1 Major Supplier Facility: a Major Supplier Facility that has a contractual relationship to provide goods or services to Logitech.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>• Global</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>• Calendar Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>• Non-Financial Matters Report, GRI Index, Sustainability Databook, SASB Report</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>• The number of suppliers assessed for environmental/social impacts is the number of Major Suppliers audited. Logitech's Social and Environmental Responsibility (SER) group tracks the total number of Major Suppliers audited. If at least one facility of a Major Supplier is audited within the reporting period, the Major Supplier is considered to have been audited. Audits of New Suppliers are not counted.</li> <li>• Logitech's Social and Environmental Responsibility (SER) group tracks the total number of Major Supplier Facilities and the total number of audits of such facilities within the reporting period.</li> <li>• The percentage of Major Supplier Facilities audited is calculated as the number of audited tier 1 Major Supplier Facilities divided by the total number of tier 1 Major Supplier Facilities. A facility often may have more than one audit, which is not considered as part of this disclosure.</li> </ul>
<p>Major Suppliers</p> <ul style="list-style-type: none"> <li>• Total number of Major Supplier audits completed (on-site or desktop)</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>• Audit: on-site or desk-based audits carried out in accordance with RBA Code and Logitech requirements within the reporting period.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>• Tier 1 Major Supplier Facilities</li> <li>• Global</li> </ul>

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
	<p>Reporting period:</p> <ul style="list-style-type: none"> <li>Calendar Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Non-Financial Matters Report, Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>Logitech's Social and Environmental Responsibility (SER) group tracks total audits during the reporting period. A supplier facility may have multiple audits during the reporting period, in which case the total number of audits at that facility are counted.</li> </ul>
<p>Major Suppliers</p> <ul style="list-style-type: none"> <li>Non-conformance rate for priority findings per facility audited</li> <li>Non-conformance rate for major findings per facility audited</li> <li>Non-conformance rate for minor findings per facility audited</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Non-conformance: A finding from a factory audit as defined by the RBA VAP Standard, these are instances of non-compliance against the RBA Code of Conduct, rated by priority, major or minor based on severity.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Tier 1 Major Supplier Facilities</li> <li>Global</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Calendar Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Sustainability Databook, SASB Report</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>Logitech's Social and Environmental Responsibility (SER) group tracks non-conformances or findings from audits during the reporting period against the different VAP / RBA code of Conduct categories.</li> <li>The non-conformance rate is calculated based on the number of findings (by priority, major and minor severity rating) divided by the total number of supplier facilities audited during the reporting period.</li> </ul>
<p>High-Risk Suppliers</p> <ul style="list-style-type: none"> <li>Number of High-Risk Suppliers / Suppliers identified as having significant environmental or social impacts</li> <li>Number of High-Risk, Tier 1 Major Supplier Facilities</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Suppliers having significant actual and potential negative environmental/social impacts: high-risk supplier: A direct supplier that: <ul style="list-style-type: none"> <li>scores <math>\leq 65\%</math> in the Self-Assessment Questionnaire during the reporting period; or</li> <li>has any RBA disqualifying priority issues<sup>20</sup> identified during the reporting period.</li> </ul> </li> <li>A High-Risk, Tier 1 Major Supplier Facility is a facility that has a direct contractual relationship with Logitech to provide goods, is part of a supplier ranked in the top 80% of Logitech's direct supplier spend, and either scores below 65% on the RBA Self-Assessment Questionnaire (SAQ) or had disqualifying findings from an audit.</li> <li>Improvements that were agreed upon due to assessment: a Corrective Action Plan.</li> </ul>

<sup>20</sup> RBA disqualifying priority findings are defined in Appendix 2 of the RBA Membership Compliance Program and are any finding leading to imminent risk of life, limb, facility, the environment or the community or are an egregious ethical breach. Examples relate to freely chosen employment, child labor, humane treatment, occupational safety and emergency preparedness.

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>• Percentage of high-risk supplier facilities audited</li> <li>• Percentage of High-Risk suppliers with a CAP as a result of an audit</li> <li>• Percentage of suppliers identified as having significant actual and potential negative environmental or social impacts with which relationships were terminated as a result of an audit</li> </ul>	<ul style="list-style-type: none"> <li>• Corrective Action Plan (CAP): A document plan of corrective actions, which a supplier is obliged to prepare and submit to Logitech, after an audit to address any failings.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>• Global</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>• Calendar Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>• Non-Financial Matters Report, Sustainability Databook, SASB Report</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>• Logitech’s sustainability team conducts annual SAQs and audits of supplier facilities. If a Tier 1 Major Supplier Facility (as defined above) scores less than 65% in their SAQ or has a disqualifying finding during the reporting period, they are categorised as high risk and counted for these metrics.</li> <li>• The number of suppliers identified as having significant actual and potential negative environmental/social impacts is calculated as the number of high-risk major suppliers. Logitech’s Social and Environmental Responsibility (SER) group tracks the total number of high-risk major suppliers, as defined above. New Supplier Facilities are not counted.</li> <li>• The number of high-risk, tier 1 Major Suppliers facilities is the number of facilities that meet the definition above in the reporting period.</li> <li>• The percentage of high-risk supplier facilities audited is the number of high-risk supplier facilities which had an audit during the reporting period.</li> <li>• Percentage of High-Risk suppliers with a CAP as a result of an audit is calculated as the number of high-risk major suppliers that were audited and implemented a Corrective Action Plan following an audit, divided by the total number of high-risk major suppliers audited. This is also the percentage of suppliers identified as having significant actual and potential negative environmental/social impacts with which improvements were agreed upon as a result of assessment.</li> <li>• The percentage of suppliers identified as having significant actual and potential negative environmental/social impacts with which relationships were terminated as a result of the assessment is calculated as the number of suppliers identified as having significant actual and potential negative environmental/social impacts with which relationships were terminated divided by the number of high-risk major suppliers. Logitech’s Social and Environmental Responsibility (SER) group tracks the total number of terminations.</li> </ul>
<p>New Suppliers</p> <ul style="list-style-type: none"> <li>• Number of New Supplier Facilities (GRI 414-1/308-1)</li> <li>• Percentage of New Supplier Facilities audited (GRI 308-1/414-1)</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>• New Supplier Facility: A facility of any supplier that intends to provide goods or services to Logitech used in Logitech’s finished products and is selected for potential inclusion on Logitech’s Approved Vendor List (AVL). The facility undergoes a supplier qualification process to determine the outcome of whether or not it will be added to the AVL. A facility is considered “new” in the calendar year in which it underwent the qualification audit.</li> <li>• Qualification Audit: One specific type of audit which is used to assess the performance of a supplier’s facility against Logitech requirements to inform Logitech’s decision to award work to the supplier or not.</li> </ul>

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
	<p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>● Global</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>● Calendar Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>● Non-Financial Matters Report, GRI Index, Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>● Logitech's Social and Environmental Responsibility (SER) group tracks the total number of New Supplier Facilities and the total number of qualification audits of such facilities within the reporting period.</li> <li>● The percentage of New Supplier Facilities audited is calculated as the number of New Supplier Facilities that have had a qualification audit divided by the number of New Supplier Facilities.</li> <li>● The percentage of new suppliers screened using environmental/social criteria is calculated as the number of new suppliers with qualification audits divided by the number of new suppliers.</li> </ul>

[Data](#)

### 6.9.3 TOP 10 SUPPLY CHAIN AUDIT FINDINGS BY RBA CATEGORY

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>● Top 10 audit findings by RBA category</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>● Audit: on-site or desk-based supplier audits carried out in accordance with RBA Code and Logitech requirements.</li> <li>● Finding: As defined by the RBA VAP Standard, these are instances of non-compliance against the RBA Code of Conduct, rated by priority, major or minor based on severity.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>● Major Supplier Facilities</li> <li>● Global</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>● Calendar Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>● Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>● Logitech's Social and Environmental Responsibility (SER) group tracks total audits and audit findings during the reporting period. The collective total findings are reviewed and analysed to track which RBA category findings are the most common with our suppliers. The top 10 RBA categories of findings, ranked by the number of findings in the category are reported.</li> </ul>

[Data](#)



## 6.10 RESPONSIBLE SOURCING OF MINERALS

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>Supplier participation in our Responsible Sourcing of Minerals Program</li> <li>Total number of identified 3TG, cobalt and mica SORs in our supply chain</li> <li>SORs participating in a 3rd party audit program and: <ul style="list-style-type: none"> <li>Conformant</li> <li>Active</li> <li>Not sourcing from CAHRAs</li> <li>Non-conformant</li> </ul> </li> <li>SORs meeting Logitech requirements</li> <li>Corrective Action Planning for non-conformant SORs</li> </ul>	<p><b>Definitions:</b></p> <ul style="list-style-type: none"> <li>Responsible Sourcing of Minerals Program: Logitech's due diligence program for the responsible sourcing of tin, tantalum, tungsten, gold (3TG), cobalt, and mica.</li> <li>Participation: A supplier is considered to have participated if they attended Logitech-provided training or submitted a Conflict Minerals Reporting Template (CMRT) or Extended Minerals Reporting Template (EMRT) at Logitech's request.</li> <li>SORs participating in a 3rd party audit program: SORs participating in the Responsible Minerals Initiative (RMI) Responsible Minerals Assurance Process (RMAP) or other equivalent 3rd party audit program. <ul style="list-style-type: none"> <li>Conformant: have undergone at least one audit.</li> <li>Active: has committed to participation and is awaiting audit.</li> <li>Not sourcing from Conflict Affected or High Risk Areas (CAHRAs): Not sourcing from areas of armed conflict, widespread violence or other risks of harm to people as defined by under the EU Conflict Minerals Regulation 2017/821.</li> <li>Non-conformant: Not participating in Responsible Minerals Initiative's (RMI's) 3rd party Responsible Minerals Assurance Process (RMAP) or other equivalent 3rd party audit program.</li> </ul> </li> <li>Logitech requirements: Smelters or refiners must participate in the Responsible Minerals Initiative's (RMI's) 3rd party Responsible Minerals Assurance Process (RMAP) and be Conformant or Active or not source from Conflict Affected or High Risk Areas (CAHRAs).</li> <li>Smelter Action Plan (SAP): A Logitech-directed process that requires suppliers to address non-conformant or non-participating SORs in their supply chain by either removing them or implementing risk mitigation measures, such as encouraging participation in recognized third-party audit programs.</li> </ul> <p><b>Scope and boundaries</b></p> <ul style="list-style-type: none"> <li>In-scope suppliers: Suppliers that manufacture products or components containing 3TG, cobalt, or mica under contract to Logitech during the calendar year.</li> <li>Excludes inactive suppliers as of the end of the calendar year</li> </ul> <p><b>Reporting period:</b></p> <ul style="list-style-type: none"> <li>Calendar Year</li> </ul> <p><b>Reported in:</b></p> <ul style="list-style-type: none"> <li>Non-Financial Matters Report, Sustainability Databook</li> </ul> <p><b>Methodology:</b></p> <ul style="list-style-type: none"> <li>The total number of in-scope suppliers is identified through review of Logitech supplier contracts and product information to identify suppliers of components and products with 3TG, mica and cobalt during the reporting period.</li> <li>Logitech calculates supplier participation in Logitech's Responsible Sourcing of Minerals program by counting the number of suppliers who attended Logitech training or submitted a CMRT/EMRT divided by the total number of identified in-scope suppliers with an active business relationship as of 31 December.</li> <li>The reporting period for the supplier participation metric is the calendar year. Supplier engagement activities begin late in the calendar year and continue through to the first quarter of the new calendar year, to allow time for data collection and meaningful participation. Calculation of the KPI is finalized at the end of the fiscal year to allow sufficient time for suppliers to respond and to eliminate inactive suppliers.</li> <li>The total number of identified 3TG, cobalt and mica smelters or refiners (SORs) identified in our supply chain is determined through review of CMRT/EMRT responses submitted by suppliers</li> <li>The SOR status (i.e., Conformant, Active, Not Sourcing from CAHRAs, or Non-conformant)</li> </ul>

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
	<p>is determined based on information from the RMI RMAP or other recognized third-party audit programs. Where information is not available, additional due diligence may be conducted by an independent third party.</p> <ul style="list-style-type: none"> <li>Logitech requires suppliers who identify a non-conformant SOR in their supply chain to either remove it or implement a Smelter Action Plan (SAP). The corrective action planning rate is calculated as the number of suppliers required to take such action divided by the total number of suppliers that report a non-conformant SOR in their supply chain.</li> </ul>

[Data](#)

## GOVERNANCE

### 6.11 BUSINESS CONDUCT

#### 6.11.1 BUSINESS CONDUCT

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>Number and percentage of operations assessed for risks relating to corruption (GRI205-1)</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Operations: We have one significant operation - our production facility.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Our operations (production facility)</li> <li>Global</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Fiscal Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>GRI Index, Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>Logitech has one production facility that is routinely assessed for corruption risks. As such 100% of operations are assessed for risks related to corruption. As part of our Enterprise Risk Management process, an annual Enterprise Risk questionnaire is distributed across the business. This includes questions designed to identify potential corruption-related risks in any part of our operations. In addition, Logitech operates a whistle-blower hotline ("Ethics Point") that is accessible to all employees. This platform allows for the confidential reporting of concerns related to corruption, and all reports are investigated in accordance with our compliance protocols. Our production facility is also subject to both internal and third-party audits that evaluate compliance with the Responsible Business Alliance (RBA) Code of Conduct. These audits address key aspects of ethical conduct, including fair business practices, business integrity, and anti-corruption measures, following the RBA's requirements and audit protocol. As such, 100% of manufacturing facilities are assessed for risks related to corruption.</li> </ul>
<p>Corruption</p> <ul style="list-style-type: none"> <li>Number of confirmed corruption incidents (GRI 205-3a).</li> </ul> <p>Number of confirmed</p>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Confirmed incidents: incidents of corruption that have been made through a written statement by a regulatory or similar official body addressed to Logitech that identifies incidents of corruption, or a complaint lodged with Logitech that has been recognized as legitimate by Logitech.</li> </ul>

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<p>corruption or bribery incidents in which:</p> <ul style="list-style-type: none"> <li>employees were dismissed or disciplined for corruption(GRI 205-3b)</li> <li>contracts with business partners were terminated (GRI 205-3c)</li> </ul>	<p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Global.</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Fiscal Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Non-Financial Matters Report, Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>Measured over all 12 months of the reporting period.</li> <li>Observations, concerns, grievances, or issues relevant to our Code of Conduct and commitment to ethical good practice can be made through our whistleblowing mechanism or Ethics Hotline which is hosted by EthicsPoint, through an employee's manager or by contacting our legal team directly at <a href="mailto:compliance@logitech.com">compliance@logitech.com</a>.</li> <li>Each year Logitech tracks the total number of incidents of corruption that have been substantiated during the reporting period and confirm, if applicable, the number of confirmed incidents that resulted in (a) an employee being dismissed or disciplined; or (b) termination of a contract with a business partner.</li> </ul>
<p>Legal actions</p> <ul style="list-style-type: none"> <li>Number of public legal cases brought against Logitech or its employees for organizational corruption (GRI 205-3d)</li> <li>Number of incidents of noncompliance with regulations concerning marketing communications, including advertising, promotion &amp; sponsorship resulting in a fine, penalty or regulatory warning (GRI417-3).</li> <li>Number of legal actions (pending or completed) regarding anti-competitive behavior and violations of antitrust and monopoly legislation in which the organization has been identified as a participant</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Public legal case for organizational corruption: Any public legal case brought against Logitech for organizational corruption.</li> <li>Substantiated non-conformity: A complaint that has been investigated and for which sufficient evidence has been found to support that a violation of Logitech's Code of Conduct requirements has occurred.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Global</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Fiscal Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Non-Financial Matters Report, Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>Measured over all 12 months of the reporting period.</li> <li>Each year Logitech tracks the total legal cases that have been brought against Logitech or employees related to organizational corruption during the reporting period.</li> <li>Each year Logitech tracks the total number of noncompliances with regulations that have been substantiated during the reporting period. The confirmed incidents are further broken down based on what the breach was in relation to.</li> </ul>

[Data](#)

## 6.11.2 COMMUNICATION AND TRAINING ON ANTI-CORRUPTION AND INFORMATION SECURITY

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<p>Communication &amp; Training on Anti-Corruption policies and procedures (GRI205-2)</p> <ul style="list-style-type: none"> <li>Governance body members who have received communications to on anti-corruption</li> <li>Employees who have received communications to on anti-corruption</li> <li>Business partners communicated to on anti-corruption</li> <li>Governance body members that have received training on anti-corruption</li> <li>Employees that have received training on anti-corruption</li> <li>Employees who have received communications on information security</li> <li>Employees who have received training on information security</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Governance Body Members: Logitech's Board of Directors members</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Board of Directors</li> <li>Business partners</li> <li>Employees, all categories</li> <li>Global</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Fiscal Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>GRI Index, Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>Anti-corruption policies and procedures are communicated to Board of Director members and all members receive training when they join Logitech's board and periodically thereafter.</li> <li>Anti-corruption and information security policies and procedures are communicated to Logitech employees and all employees receive training when they join Logitech and on an annual basis thereafter.</li> <li>Logitech's Legal team and People and Culture team captures the number of Board members and employees (all categories).</li> <li>The percentage of Board members and employees is calculated as the number trained and communicated to, divided by the total number of Board members and employees, respectively.</li> <li>Breakdown by region is not relevant or reported because 100% of Board members and employees received training and communications. Breakdown of Board membership and employees is reported separately, as part of Inclusion KPIs reported earlier.</li> <li>For business partners, our anti-corruption policies and procedures are embedded into contract agreements as a condition of doing work with Logitech. All types and all regions.</li> </ul>

[Data](#)

## 6.11.3 LOGITECH CODE OF CONDUCT COMPLIANCE

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<p>Substantiated non-conformities with Logitech's Code of Conduct requirements relating to:</p> <ul style="list-style-type: none"> <li>corruption or bribery</li> <li>discrimination or harassment</li> <li>conflict of interest</li> <li>money laundering or Insider trading</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Substantiated non-conformity: A complaint that has been investigated and for which sufficient evidence has been found to support that a violation of Logitech's Code of Conduct requirements has occurred.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Global</li> </ul> <p>Reporting period:</p>

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
	<ul style="list-style-type: none"> <li>Fiscal Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Non-Financial Matters Report, Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>Observations, concerns, grievances, or issues relevant to our Code of Conduct and commitment to ethical good practice can be made through our whistleblowing mechanism or Ethics Hotline which is hosted by EthicsPoint, through an employee's manager or by contacting our legal team directly at <a href="mailto:compliance@logitech.com">compliance@logitech.com</a>.</li> <li>Each year Logitech tracks the total number of incidents that have been substantiated during the reporting period. The confirmed incidents are further broken down based on what the breach was in relation to.</li> </ul>

[Data](#)

#### 6.11.4 POLICY ADVOCACY

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<p>Spend on policy advocacy</p> <ul style="list-style-type: none"> <li>Lobbying, interest representation or similar</li> <li>Trade associations or tax-exempt groups and consultancy fees</li> <li>Local, regional or national political campaigns / organizations / candidates</li> <li>Political contributions</li> <li>Other</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Policy advocacy: company efforts to influence public policy, legislation or regulations in line with Logitech's strategic objectives or values. We report in terms of the following categories of spend: <ul style="list-style-type: none"> <li>Lobbying, interest representation or similar</li> <li>Trade associations or tax-exempt groups and consultancy fees</li> <li>Local, regional or national political campaigns / organizations / candidates</li> <li>Political contributions: financial or in-kind support given directly or indirectly to political parties, their elected representatives, or persons seeking political office.</li> <li>Other: Any other spend e.g. spending related to ballot measures or referendums</li> </ul> </li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Global</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Fiscal Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Stakeholder Engagement Report, Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>Our spending includes membership fees to organizations like ITIC and 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> <li>During the year we track any expenditure related to advocacy on ESG Policy development</li> <li>Logitech does not directly or indirectly make financial or in-kind political contributions. Our policy of zero political contributions is confirmed each year by our Head of Policy.</li> </ul>

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>Examples of expenditure supporting ESG policy development</li> </ul>	<p>Definitions</p> <ul style="list-style-type: none"> <li>ESG policy: public policy, legislation or regulations relating to ESG and relevant to Logitech's strategic objectives or sustainability values.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Global</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Fiscal Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Stakeholder Engagement Report, Sustainability Databook</li> </ul> <p>Methodology</p> <ul style="list-style-type: none"> <li>During the year we track any expenditure related to advocacy on ESG Policy development. Examples are listed.</li> </ul>

[Data](#)

## 6.12 PRIVACY AND SECURITY

### 6.12.1 PRIVACY AND SECURITY

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>Substantiated complaints concerning breaches of customer privacy (GRI 418-1a);</li> <li>Identified leaks, thefts, or losses of customer data were identified (GRI 418-1b)</li> <li>Substantiated non-conformities with Logitech's Code of Conduct &amp; Privacy Policy requirements for for customer privacy and use of customer data</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Substantiated complaint: written statement by a regulatory or similar official body addressed to Logitech that identifies breaches of customer privacy, or a complaint lodged with Logitech that has been recognized as legitimate by Logitech.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Global.</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Fiscal Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Non-Financial Matters Report, GRI Index, Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>Measured over all 12 months of the reporting period.</li> <li>Observations, concerns, grievances, or issues relevant to Customer Privacy can be made through several channels. The Global Head of Privacy and the Chief Compliance Officer review any reports received.</li> <li>Each year Logitech tracks the total number of confirmed incidents globally that have been substantiated during the reporting period.</li> </ul>

[Data](#)

## OTHER BUSINESS

### 6.13 WORKFORCE

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>Total number of employees (GRI 2-7 a)</li> </ul>	<p>Definitions</p> <ul style="list-style-type: none"> <li>Employees: Individuals with an employment contract with Logitech (a.k.a. “direct workers”).</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Employees: permanent contract only; temporary contracts are excluded.</li> <li>Global</li> </ul> <p>Reporting period</p> <ul style="list-style-type: none"> <li>Fiscal Year, as of 31 March</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Non-Financial Matters Report, Sustainability Databook</li> </ul> <p>Methodology</p> <ul style="list-style-type: none"> <li>Measured on the last day of the reporting period i.e. 31 March.</li> <li>Logitech's People &amp; Culture team records total employees in Logitech's HR Management System.</li> </ul>
<ul style="list-style-type: none"> <li>Total number of other workers (GRI 2-8)</li> </ul>	<p>Definitions</p> <ul style="list-style-type: none"> <li>Other workers: Workers who are not employees i.e. indirect workers who do not have an employment contract with Logitech but their workplace and work activities are controlled by Logitech. For example, workers who are hired by Dispatch Agencies to supplement Logitech’s employee workforce and work on the production line at our production facility.</li> </ul> <p>Scope and boundaries</p> <ul style="list-style-type: none"> <li>Logitech controls indirect workers who do not have an employment contract with Logitech but their workplace and work activities.</li> <li>Global</li> </ul> <p>Reporting period</p> <ul style="list-style-type: none"> <li>Fiscal Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>GRI Index, Sustainability Databook</li> </ul> <p>Methodology</p> <ul style="list-style-type: none"> <li>Logitech's People &amp; Culture team categorizes individuals as indirect workers.</li> <li>The total number is measured as headcount on the last day of the reporting period i.e. 31 March.</li> </ul>

[Data](#)

## 6.14 ONLINE REVENUE

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>Percentage of total revenue generated from e-commerce</li> <li>Percentage of total revenue generated online</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Revenue from e-commerce: Revenue from Logitech's own online retail platforms (e.g. <a href="http://www.logitech.com">www.logitech.com</a>).</li> <li>Revenue from online: Revenue from Logitech and other third party e-tail websites e.g. Amazon.com</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Global</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Fiscal Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>Total revenue generated from e-commerce is reported as the % of revenue from our own retail platforms (e.g. logitech.com).</li> <li>Total revenue generated online is reported as the % of revenue generated from our own e-tail platforms and sale of Logitech products to e-tail customers using third party e-tail websites.</li> </ul>

[Data](#)

## 6.15 CUSTOMER SATISFACTION

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> <li>Global Net Promoter Score (NPS) for customer interactions</li> </ul>	<p>Definitions:</p> <ul style="list-style-type: none"> <li>Net Promoter Score (NPS): A measure of customer loyalty and satisfaction.</li> </ul> <p>Scope and boundaries:</p> <ul style="list-style-type: none"> <li>Global</li> </ul> <p>Reporting period:</p> <ul style="list-style-type: none"> <li>Fiscal Year</li> </ul> <p>Reported in:</p> <ul style="list-style-type: none"> <li>Stakeholder Engagement Report, Sustainability Databook</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <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 processes for customer support and adapt our strategies to changing circumstances. The score reported is a range between -100 and +100. We set a target of 60 for our Global Net promoter score.</li> </ul>

[Data](#)



## 7. REVISION HISTORY

Date of change	Summary description of change
08 Aug 2025	First publication
16 Oct 2025	Added Table 43B (Smelter or Refiner (SOR) Conformity) Added Table 31B (Gender Split of Promotions) Added “Number of lost days....” metric to Table 39 Added metrics on Information Security to Table 45 Updated Table of Contents
22 October 2025	Added Section 7 (Revision History)