

FY22 GRI Content Index

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| Statement of Use | Logitech International S.A. has reported in accordance with the GRI Standards for the period FY22: 01 April 2021 to 31 March 2022. | |
| GRI Standards Used | GRI 1: Foundation 2021 GRI 2: General Disclosures 2021 GRI 3: Material Topics 2021 GRI 201: Economic Performance 2016 GRI 202: Market Presence 2016 GRI 205: Anti-corruption 2016 GRI 206: Anti-competitive Behavior 2016 GRI 301: Materials 2016 GRI 302: Energy 2016 GRI 305: Emissions 2016 GRI 308: Supplier Environmental Assessment 2016 GRI 401: Employment 2016 Not Applicable | GRI 403: Occupational Health and Safety 2018 GRI 404: Training and Education 2016 GRI 405: Diversity and Equal Opportunity 2016 GRI 406: Non-discrimination 2016 GRI 407: Freedom of Association and Collective Bargaining 2016 GRI 408: Child Labor 2016 GRI 409: Forced or Compulsory Labor 2016 GRI 410: Supplier Social Assessment 2016 GRI 415: Customer Health and Safety 2016 GRI 417: Marketing and Labeling 2016 GRI 418: Customer Privacy 2016 |
| Applicable GRI Sector Standard(s) | Not Applicable | |

| GRI STANDARD | DISCLOSURE | LOCATION IN THE FY22 IMPACT REPORT |
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| GRI 2: General Disclosures 2021 | 2.1 Organizational details. | Impact Report: Introduction: Our Company p.9-12 Impact Report: Logitech in Figures Infographic, p.12 Annual 10K Report, p.3 Annual 10K Report: Sales and Distribution, p.8 Impact Report: Materiality Assessment: Our value chain p.37 Impact Report: People and Society: Supplier Development, p.160-164 Annual 10K Report, Risk Factors, p.26 Major Suppliers are located in China, Malaysia, Taiwan, Switzerland and Vietnam, and other countries No significant change in organizational size, structure, ownership or supply chain occurred during the reporting period. Any such significant change would be reported in the "Our Company" section of the Impact Report and our regulatory/financial reports. |
| GRI 2: General Disclosures 2021 | 2.2 Entities included in the organization's impact. Reporting. | All entities are included in the impact reporting. Impact Report, Our Company, p.9. All brands listed are covered by the Impact Report. All entities included in Logitech's consolidated financial statements or equivalent documents are covered by approach taken in the Impact Report with no exceptions. Logitech 2022 Annual Report, Company Overview p.3 |
| GRI 2: General Disclosures 2021 | 2.3 Reporting period, frequency and contact point | Reporting Period: FY22: 01 April 2021 to 31 March 2022. Reporting Frequency: Annual Contact Point: Sustainability@logitech.com Impact Report, About this Report, p.166 Logitech's Annual Consolidated Financial Reporting period is 1st April 2021 to March 31st 2022. The FY22 Impact Report was published on the 13th September 2022 |
| GRI 2: General Disclosures 2021 | 2.4 Restatements of Information | Impact Report: About this Report: Corrections or Restatements of Information, p.167 |
| GRI 2: General Disclosures 2021 | 2.5 External Assurance | Impact Report, About this Report, p.167 This Content Index was prepared by Logitech International S.A. and is currently under review by Siterisk/C&A, for independent, third-party verification. |
| GRI 2: General Disclosures 2021 | 2.6 Activities, value chain and other business relationships | a) Impact Report, Stakeholder Engagement, p.23 b) i & j Impact Report, Materiality assessment, Our value chain p.38, Climate Action p.47, Responsible Minerals p.143 c) FY22 10 K Report d) Impact Report, Materiality assessment, Our value chain p.38 e) Impact Report, Our Company, p.9 and Materiality assessment, Our value chain p.38. f) There has been no significant changes since FY21 |
| GRI 2: General Disclosures 2021 | 2.7 Employees | a) Impact Report, Logitech in Figures section, p.12, Diversity, Equity & Inclusion, p.118-121 b) i, ii, iv & v Impact Report, About this Report, p.184-186 c) i) Logitech do not contract non-guaranteed hours employees. c) i) Our employee data is reported by headcount at the end of the reporting period 31st March 2022. Impact Report, Logitech in Figures section, p.12, Diversity, Equity & Inclusion, p.118-121 There have not been significant fluctuations in the number of employees since the FY21 reporting period. |
| GRI 2: General Disclosures 2021 | 2.8 Workers who are not employees | a) Impact Report, About this Report, p.184-186 b & c) Our employee data is reported by headcount at the end of the reporting period 31st March 2022. Impact Report, Logitech in Figures section, p.12, Diversity, Equity & Inclusion, p.118-121 There have not been significant fluctuations in the number of employees since the FY21 reporting period. |
| GRI 2: General Disclosures 2021 | 2.9 Governance structure and composition | Impact Report, Introduction: Our Approach p.13-20 FY22 Annual Proxy Submission Logitech Leadership Logitech Board of Directors Committee Composition Nominating and Governance Committee Charter |
| GRI 2: General Disclosures 2021 | 2-10 Nomination and selection of the highest governance body | Impact Report, Introduction: Our Approach p.13-20 FY22 Annual Proxy Submission Logitech Leadership Logitech Board of Directors Committee composition Nominating and Governance Committee Charter |
| GRI 2: General Disclosures 2021 | 2-11 Chair of the highest governance body | Impact Report, Introduction: Our Approach p.13-20 FY22 Annual Proxy Submission Logitech Leadership Logitech Board of Directors Committee composition Nominating and Governance Committee Charter |
| GRI 2: General Disclosures 2021 | 2-12 Role of the highest governance body in overseeing the management of impacts | Impact Report, Introduction: Our Approach p.13-20 FY22 Annual Proxy Submission Logitech Leadership Logitech Board of Directors Committee composition Nominating and Governance Committee Charter |
| GRI 2: General Disclosures 2021 | 2-13 Delegation of responsibility for managing impacts | Impact Report, Introduction: Our Approach p.13-20 FY22 Annual Proxy Submission Logitech Leadership Logitech Board of Directors Committee composition Nominating and Governance Committee Charter |
| GRI 2: General Disclosures 2021 | 2-14 Role of the highest governance body in sustainability reporting | Impact Report, Introduction: Our Approach p.13-20 FY22 Annual Proxy Submission Logitech Leadership Logitech Board of Directors Committee composition Nominating and Governance Committee Charter |

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| GRI 2: General Disclosures 2021 | 2-15 Conflicts of interest | The organization shall: a. describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated; b. report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to: i. cross-board membership; ii. cross-shareholding with suppliers and other stakeholders; iii. existence of controlling shareholders; iv. related parties, their relationships, transactions, and outstanding balances. | FY22 Annual Proxy Submission Logitech Board of Directors Committee composition Nominating and Governance Committee Charter | | |
| GRI 2: General Disclosures 2021 | 2-16 Communication of critical concerns | The organization shall: a. describe whether and how critical concerns are communicated to the highest governance body; b. report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period. | FY22 Annual Proxy Submission Logitech Board of Directors Committee composition Nominating and Governance Committee Charter | | |
| GRI 2: General Disclosures 2021 | 2-17 Collective knowledge of the highest governance body | The organization shall: a. report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development. | Impact Report, Introduction: Our Approach p 13-30 | | |
| GRI 2: General Disclosures 2021 | 2-18 Evaluation of the performance of the highest governance body | The organization shall: a. describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people; b. report whether the evaluations are independent or not, and the frequency of the evaluations; c. describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices. | Impact Report, Introduction: Our Approach p 13-30 Nominating and Governance Committee Charter | | |
| GRI 2: General Disclosures 2021 | 2-19 Remuneration policies | The organization shall: a. describe the remuneration policies for members of the highest governance body and senior executives, including: i. fixed pay and variable pay; ii. sign-on bonuses or recruitment incentive payments; iii. termination payments; iv. clawbacks; v. retirement benefits; b. describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people. | FY22 Annual Proxy Submission Charter for the Compensation Committee of the Board of Directors | | |
| GRI 2: General Disclosures 2021 | 2-20 Process to determine remuneration | The organization shall: a. describe the process for designing its remuneration policies and for determining remuneration, including: i. whether independent highest governance body members or an independent remuneration committee oversees the process for determining remuneration; ii. how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration; iii. whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organization, its highest governance body and senior executives; b. report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable. | FY22 Annual Proxy Submission Charter for the Compensation Committee of the Board of Directors | | |
| GRI 2: General Disclosures 2021 | 2-21 Annual total compensation ratio | The organization shall: a. report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual); b. report the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual); c. report contextual information necessary to understand the data and how the data has been compiled. | FY22 Annual Proxy Submission Annual 10-K Submission | | |
| GRI 2: General Disclosures 2021 | 2-22 Statement on Sustainable Development Strategy | The organization shall: a. report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development | Impact Report, Statement from Bracken Darrell, President and CEO, p 6 Impact Report, Statement from Prakash Arunkundrum, Head of Global Operations & Sustainability, p 42 Impact Report, Statement from Kirsty Russell, Head of People & Culture, p 104 Annual 10K Report, Risk Factors, p 16 | | |
| GRI 2: General Disclosures 2021 | 2-23 Policy Commitments | The organization shall: a. describe its policy commitments for responsible business conduct, including: i. the authoritative intergovernmental instruments that the commitments reference; ii. whether the commitments stipulate conducting due diligence; iii. whether the commitments stipulate applying the precautionary principle; iv. whether the commitments stipulate respecting human rights; b. describe its specific policy commitment to respect human rights, including: i. the internationally recognized human rights that the commitment covers; ii. the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment; c. provide links to the policy commitments publicly available, or, if the policy commitments are not publicly available, explain the reason for this; d. report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level; e. report the extent to which the policy commitments apply to the organization's activities and to its business relationships; f. describe how the policy commitments are communicated to workers, business partners, and other relevant parties. | Impact Report, Introduction: Our Approach, p 13. Impact Report, Introduction: Our Values, p 21 | | |
| GRI 2: General Disclosures 2021 | 2-24 Embedding policy commitments | The organization shall: a. describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including: i. how it allocates responsibility to implement the commitments across different levels within the organization; ii. how it integrates the commitments into organizational strategies, operational policies, and operational procedures; iii. how it implements its commitments with and through its business relationships; iv. training that the organization provides on implementing the commitments. | Impact Report, Introduction: Our Approach, p 13. Impact Report, Introduction: Our Values, p 21 | | |
| GRI 2: General Disclosures 2021 | 2-25 Processes to remediate negative impacts | The organization shall: a. describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to; b. describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in; c. describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to; d. describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms; e. describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback. | Impact Report, Introduction: Our Approach, p 13. Impact Report, Introduction: Our Values, p 21 Impact Report, People: Ethics p134, Human Rights and Labor p 147 and Supplier Development p160 | | |
| GRI 2: General Disclosures 2021 | 2-26 Mechanisms for seeking advice and raising concerns | The organization shall: describe the mechanisms for individuals to: i. seek advice on implementing the organization's policies and practices for responsible business conduct; ii. raise concerns about the organization's business conduct. | Impact Report, Introduction: Our Approach, p 13. Impact Report, Introduction: Our Values, p 21 Impact Report, People: Ethics p134, Human Rights and Labor p 147 and Supplier Development p160 | | |
| GRI 2: General Disclosures 2021 | 2-27 Compliance with laws and regulations | The organization shall: a) report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by: i. instances for which fines were incurred; ii. instances for which non-monetary sanctions were incurred; b) report the total number and the monetary value of fines for instances of non-compliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by: i. fines for instances of non-compliance with laws and regulations that occurred in the current reporting period; ii. fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods; c. describe the significant instances of non-compliance; d. describe how it has determined significant instances of non-compliance | Impact Report, People: Ethics p 134 Impact Report, Data, p 191 | | |
| GRI 2: General Disclosures 2021 | 2-28 Membership associations | The organization shall: a. report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role. | Impact Report, Stakeholder Engagement, External Initiatives and Memberships p 26 | | |
| GRI 2: General Disclosures 2021 | 2-29 Approach to stakeholder engagement | The organization shall: a. describe its approach to engaging with stakeholders, including: i. the categories of stakeholders it engages with, and how they are identified; ii. the purpose of the stakeholder engagement; iii. how the organization seeks to ensure meaningful engagement with stakeholders. | Impact Report, Introduction: Stakeholder Engagement, p 26 | | |
| GRI 2: General Disclosures 2021 | 2-30 Collective Bargaining Agreements | The organization shall: a. report the percentage of total employees covered by collective bargaining agreements; b. for employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations. | Annual 10K Report, Human Capital Resources, p 13 Impact Report, Introduction: Stakeholder Engagement, Employee Engagement Strategy p 24 | | |
| GRI 3: Material Topics 2021 | 3-1 Process to determine material topics | | Impact Report, Materiality Assessment, p 22-28 | | |
| GRI 3: Material Topics 2021 | 3-2 List of material topics | | Material topics are listed in Impact Report: Materiality Assessment p32 And covered under the following GRI Standards: 201: Economic Performance 2016 202: Market Presence 2016 205: Anti-Corruption 2016 206: Anti-Competitive Behaviour 2016 801: Materials 2016 302: Energy 2016 305: Emissions 2016 308: Supplier Environmental Assessment 2016 401: Employment 2016 403: Occupational Health and Safety 2018 404: Training and Education 2016 405: Diversity and Equal Opportunity 2016 406: Non-Discrimination 2016 407: Freedom of Association and Collective Bargaining 2016 408: Child Labor 2016 409: Forced or Compulsory Labor 2016 414: Supplier Social Assessment 2016 416: Customer Health and Safety 2016 417: Marketing and Labeling 2016 418: Customer Privacy 2016 | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | | In FY22 we included the topics of Market Presence and Occupational Health and Safety Impact Report, Introduction, Materiality Assessment, p 34 Impact Report, Planet, p 40-97 Impact Report, People, p 103-160 Impact Report, About this Report, Data p 177-192 Throughout these sections we address the requirements of 3-3 for each material topic section by section. | | |
| GRI STANDARD | DISCLOSURE | LOCATION IN THE FY22 IMPACT REPORT | REQUIREMENTS OMITTED | REASON | EXPLANATION |
| GRI 201: Economic Performance 2016 | | | | | |

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| GRI 3: Material Topics 2021 | 3-3 Management of material topics | For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e). The reporting organization shall report the following information: a. Direct economic value generated and distributed (EVGD) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components: i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'; b. Where significant, report EVGD separately at country, regional, or market levels, and the criteria used for defining significance. | 10 k Annual Report | | | |
| GRI 201: Economic Performance 2016 | 201-1 Direct economic value generated and distributed | The reporting organization shall report the following information: a. Direct economic value generated and distributed (EVGD) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components: i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'; b. Where significant, report EVGD separately at country, regional, or market levels, and the criteria used for defining significance. | 10 k Annual Report, p 73 | | | |
| | 201-3 Defined benefit plan obligations and other retirement plans | The reporting organization shall report the following information: a. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities; b. If a separate fund exists to pay the plan's pension liabilities: i. the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them; ii. the basis on which that estimate has been arrived at; iii. when that estimate was made; c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage; d. Percentage of salary contributed by employee or employer; e. Level of participation in retirement plans, such as participation in mandatory or | 10 k Annual Report, p 89 | | | |
| | 201-4 Financial Assistance Received from Government | The reporting organization shall report the following information: a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including: i. tax relief and tax credits; ii. subsidies; iii. investment grants, research and development grants, and other relevant types of grant; iv. awards; v. royalty holidays; vi. financial assistance from Export Credit Agencies (ECAs); vii. financial incentives; viii. other financial benefits received or receivable from any government for any operation; b. The information in 201-4-a by country; c. Whether, and the extent to which, any government is present in the shareholding structure. | Logitech does not receive financial assistance from Governments. | | | |
| GRI 202: Market Presence 2016 | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e). The reporting organization shall report the following information: a. Total number and percentage of operations assessed for risks related to corruption. b. Significant risks related to corruption identified through the risk assessment | Impact Report, Talent Development (p 128-133), Human Rights and Labor (p 147-153) and Supplier Development (p 160-164) sections. We are subject to extensive audits of our own facility and we also audit our supplier operations through the Responsible Business Alliance (RBA) audit process and the RBA Code of Conduct. https://www.responsiblebusiness.org/code-of-conduct/ RBA VAP Audit of our facility https://www.logitech.com/en-us/sustainability/reports-and-resources.html | | | |
| GRI 202: Market Presence 2016 | 202-1 Ratios of standard entry level wage by gender compared to local minimum wage | The reporting organization shall report the following information: a. When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the ratio of the entry-level wage by gender at significant locations of operation to the minimum wage. b. When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage. c. Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used. d. The definition used for 'significant locations of operation'. | Impact Report, Human rights and labor and supplier development and Talent Development sections. To promote dialogue and action in the organization with regard to pay equity, we conduct an annual compensation review to help ensure we pay fairly and to eliminate gender, racial and other discrimination in the workplace. During this review process, the executive leadership team is given an analysis of their organization's pay positions based on gender globally and ethnicity in the U.S. We make salary adjustments as necessary each year during the review process to ensure wages are market competitive and fair. The minimum wage is not gender-differentiated in China, where our operational facility is located. | | | |
| GRI 205: Anti corruption 2016 | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e). The reporting organization shall report the following information: a. Total number and percentage of operations assessed for risks related to corruption. b. Significant risks related to corruption identified through the risk assessment | Impact Report, Introduction, Materiality Assessment, p 34 Impact Report, People, Ethics, p 134-139 | | | |
| GRI 205: Anti corruption 2016 | 205-1 Total number and percentage of operations assessed for risks related to corruption and the significant risks identified | The reporting organization shall report the following information: a. Total number and percentage of operations assessed for risks related to corruption. b. Significant risks related to corruption identified through the risk assessment | Impact Report, People, Ethics, p 134-139 Logitech Code of Conduct Logitech Anti-Corruption Policy 100% of our operations are assessed for risks related to corruption | | | |
| | 205-2 Communication & Training on Anti-Corruption policies and procedures | The reporting organization shall report the following information: a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region. b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region. c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations. d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region. e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region. | Impact Report, People Ethics, p 134-139 | | | |
| | 205-3 Confirmed incidents of corruption and actions taken | The reporting organization shall report the following information: a. Total number and nature of confirmed incidents of corruption. b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption. c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases. | Impact Report, People Ethics, p 134-139 | | | |
| GRI 206: Anti-competitive Behavior 2016 | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e). The reporting organization shall report the following information: a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant. b. Main outcomes of completed legal actions, including any decisions or judgments. | Impact Report, Materiality Assessment, p 32-38 Impact Report, People, Ethics, p 134-139 | | | |
| GRI 206: Anti-competitive Behavior 2016 | 206-1 Total number of legal actions for anti-competitive behavior, anti-trust, and total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes | The reporting organization shall report the following information: a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant. b. Main outcomes of completed legal actions, including any decisions or judgments. | Impact Report, People, Ethics, p 134-139 | | | |
| GRI 301: Materials 2016 | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e). The reporting organization shall report the following information: a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by: i. non-renewable materials used; ii. renewable materials used. | Impact Report, Materiality Assessment, p 34 Impact Report, Planet, Circularity, p 84-86 | | | |
| GRI 301: Materials 2016 | 301-1 Materials used by weight or volume | The reporting organization shall report the following information: a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by: i. non-renewable materials used; ii. renewable materials used. | Impact Report, Planet, Circularity, p 84-86 | i. non-renewable materials used. ii. renewable materials used. | Information unavailable/incomplete These data will be disclosed within 3 years. | |

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| | 302-2 Recycled input materials used | The reporting organization shall report the following information: a. Percentage of recycled input materials used to manufacture the organization's primary products and services. | Impact Report, Planet, Circularity, p 84-86 | a. Percentage of recycled input materials used to manufacture the organization's primary products and services. | Information unavailable/Incomplete | These data will be disclosed within 3 years. |
| GRI 302: Energy 2016 | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e). | Impact Report, Planet, Climate Action, 43-50 | | | |
| GRI 302: Energy 2016 | 302-1 Energy consumption within the organization | The reporting organization shall report the following information: a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used; b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used; c. In joules, watt-hours or multiples, the total: i. electricity consumption ii. heating consumption iii. cooling consumption iv. steam consumption d. In joules, watt-hours or multiples, the total: i. electricity sold ii. heating sold iii. cooling sold iv. steam sold e. Total energy consumption within the organization, in joules or multiples. f. Standards, methodologies, assumptions, and/or calculation tools used. g. Source of the conversion factor used. | Impact Report, Materiality Assessment, p 34 Impact Report, Planet, Climate Action, 43-50 Impact Report, Data, 177-184 | a) Total Fuel Consumption from Renewable Sources (GJ): 96,121 GJ. Sources comprise: electricity only b) Total Fuel Consumption from Non-Renewable Sources (GJ): 13,701 GJ. Sources comprise diesel, petrol and refrigerants and gas, as described in the current Impact Report c) Other: - Total Electricity Consumption (GJ): 103,967 - Total consumption of heating (GJ): 7,267 - Total consumption of refrigerants: GJ: Zero - Total consumption of steam (GJ): zero d. Total sold electricity, heating, cooling or steam (GJ): zero e. Total energy consumption within the organization (GJ): 109,821 f. Standards, emission factors and conversion factors for converting all fuel and electricity consumption to kWh are listed in the Emission Factors table of the Data section of the Impact Report. kWh are converted to GJ by multiplying by a factor of 0.0036. The Data section of the Impact Report will include a table reporting this data, going forward g. UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for Company Reporting. | | |
| | 302-3 Energy intensity | The reporting organization shall report the following information: a. Energy intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of energy included in the intensity ratio, whether fuel, electricity, heating, cooling, steam, or all. d. Whether the ratio uses energy consumption within the organization, outside of it, or both. | Impact Report, Planet, Climate Action, 43-50 Impact Report, Data, 177-184 | | | |
| | 302-4 Reduction of energy consumption | The reporting organization shall report the following information: a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples. b. Types of energy included in the reductions, whether fuel, electricity, heating, cooling, steam, or all. c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it. d. Standards, methodologies, assumptions, and/or calculation tools used. | Impact Report, Planet, Climate Action, 43-50 Impact Report, Data, 177-184 | | | |
| GRI 305: Emissions 2016 | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e). | Impact Report, Introduction, Materiality Assessment, p. 34 Impact Report, Planet, Climate Action, p 42-49 | | | |
| GRI 305: Emissions 2016 | 305-1 Direct (Scope 1) GHG emissions | The reporting organization shall report the following information: a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent. b. Gases included in the calculation, whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Biogenic CO2 emissions in metric tons of CO2 equivalent. d. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used. | Impact Report, Planet, Climate Action, 43-50 Impact Report, Data, 177-184 | | | |
| | 305-2 Energy indirect (Scope 2) GHG emissions | The reporting organization shall report the following information: a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. c. If available, the gases included in the calculation, whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. d. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used. | Impact Report, Planet, Climate Action, 43-50 Impact Report, Data, 177-184 | | | |
| | 305-3 Other indirect (Scope 3) GHG emissions | The reporting organization shall report the following information: a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent. b. If available, the gases included in the calculation, whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Biogenic CO2 emissions in metric tons of CO2 equivalent. d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation. e. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. g. Standards, methodologies, assumptions, and/or calculation tools used. | Impact Report, Planet, Climate Action, 43-50 Impact Report, Data, 177-184 | | | |
| | 305-4 GHG emissions intensity | The reporting organization shall report the following information: a. GHG emissions intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of GHG emissions included in the intensity ratio, whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). d. Gases included in the calculation, whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. | Impact Report, Planet, Climate Action, 43-50 Impact Report, Data, 177-184 | | | |
| | 305-5 Reduction of GHG emissions | The reporting organization shall report the following information: a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent. b. Gases included in the calculation, whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Base year or baseline, including the rationale for choosing it. d. Scopes in which reductions took place, whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used. | Impact Report, Planet, Climate Action, 43-50 Impact Report, Data, 177-184 | | | |
| | 305-6 Emissions of ozone-depleting substances (ODS) | The reporting organization shall report the following information: a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used. | Impact Report, Planet, Climate Action, 43-50 Impact Report, Data, 177-184 | | | |
| | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | The reporting organization shall report the following information: a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOx ii. SOx iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) b. Other standard categories of air emissions identified in relevant regulations c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used. | Impact Report, Planet, Climate Action, 43-50 Impact Report, Data, 177-184 | | | |
| GRI 308: Supplier Environmental Assessment 2016 | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e). | Impact Report, Materiality Assessment, p 34 Impact Report, People, Supplier Development, p 160 | | | |
| GRI 308: Supplier Environmental Assessment 2016 | 308-1 Percentage of New Suppliers screened using Environmental Criteria | The reporting organization shall report the following information: a. Percentage of new suppliers that were screened using environmental criteria | Impact Report, Materiality Assessment, p 34 Impact Report, People, Supplier Development, p 160-164 | | | |

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| | 308-2 Negative Environmental Impacts in the Supply Chain and actions taken | The reporting organization shall report the following information: a. Number of suppliers assessed for environmental impacts; b. Number of suppliers identified as having significant actual and potential negative environmental impacts; c. Significant actual and potential negative environmental impacts identified in the supply chain; d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment; e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why | Impact Report, People, Supplier Development, p 160-164 | | | |
| GRI 401: Employment 2016 | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e) | Impact Report, Introduction, Materiality Assessment, p 32-38 Impact Report, People, Talent Development, p 128 Impact Report, People, Employee Safety, Health and Well-Being, p 154-159 | | | |
| GRI 401: Employment 2016 | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation | The reporting organization shall report the following information: a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership; vii. others. b. The definition used for 'significant locations of operation' | Impact Report, Employee safety, health and well-being, p 157 166. Annual Report, Note 8: Employee Benefits Plans p 85 The definition used for 'significant locations of operation': We do not distinguish by significant locations of operation because our policies apply worldwide' | | | |
| GRI 403: Occupational Health and Safety 2018 | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e) | Logitech has had long-standing Health, Safety and Security policies. Our Global Health, Safety and Security Policy Statement, is a foundational policy, which applies to all elements of our business. It demonstrates the commitment of our executive management team have to protecting our employees and ensuring that we are operating in compliance with legislative requirements. Logitech maintains a globally certified ISO 45001 system at our facility which facilitates compliance and promotes continual improvement through the management system planning process. This process considers hazards and well-being aspects, legal, regulatory and internal requirements, effectiveness of current operational controls, financial, operational and business considerations, available technology and concerns and views of interested parties. Employees must at all times comply with our policies. Violation of this code is cause for discipline, including dismissal from the company. | | | |
| GRI 403: Occupational Health and Safety 2018 | 403-1 Occupational health and safety management system | The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization: a. A statement of whether an occupational health and safety management system has been implemented, including whether: i. the system has been implemented because of legal requirements and, if so, a list of the requirements; ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines. b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered. | Impact Report, Employee Safety, Health and Management Section p 154-159, ISO 45001 Certificate. | | | |
| | 403-2 Hazard identification, risk assessment, and incident investigation | The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization: a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including: i. how the organization ensures the quality of these processes, including the competency of persons who carry them out; ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system. b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals. c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals. d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system. | Impact Report, Employee Health, Safety and Management Section p 154-160, ISO 45001 Certificate applies to all employees and workers who are not our employees, at our operational Facility in Suzhou. | | | |
| | 403-3 Worker training on occupational health and safety | The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization: a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations. | Impact Report, Employee Health, Safety and Management Section p 154-159 and Data Section p 160 ISO 45001 Certificate applies to all employees and workers who are not our employees, at our operational Facility in Suzhou. | | | |
| GRI 404: Training and Education 2016 | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e) | Impact Report, Materiality Assessment, p 32-38 Impact Report, Talent Development, p 128-133 | | | |
| GRI 404: Training and Education 2016 | 404-2 Programs for Skills Management and Lifelong Learning that support the continued employability of Employees and Assist them in Managing Career Endings | The reporting organization shall report the following information: a. Type and scope of programs implemented and assistance provided to upgrade employee skills b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment. | Impact Report, Employee safety, health and well-being, p 156 In the case of involuntary termination (redundancy), individuals can be given up to one month of adjustment training with third-party career coaches. As part of this placement, the individual can work with an assigned career coach who will develop a customized strategy, identify job leads, help the individual build a personal brand that attracts career opportunities, connect the individual with potential employers and recruiters to uncover job opportunities and develop resume and interviewing techniques that help individual turn a job lead into a competitive offer. | | | |
| | 404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews, by Gender and Employee Category | The reporting organization shall report the following information: a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period. | Logi Impact is Logitech's framework for goal setting, action planning, personal & professional development and connecting with one another. It comprises four performance dimensions - ALIGN, ACT, DEVELOP, and CONNECT - together are designed to support and boost an individual's impact at Logitech. Logitech is committed to sharing the vision, purpose, and strategic direction of the company as well as fostering a culture that places the whole person at its core. With that said, Logitech believes it is up to each employee to understand how their individual contributions connect, and ultimately drive personal and team achievement. Logitech's core belief is that each employee is responsible for the impact that they have: both in their current role and in how they develop ourselves. Logitech does not use annual performance ratings as a backwards-looking assessment. Instead, Logitech focuses on forward-looking planning and a development mindset - and provides tools and guidance for how individuals and managers can leverage Logi Impact. Logitech does not have a heavily managed process, nor do Logitech audit dialogues. Instead, the company views Logi Impact as an ongoing conversation, highly aligned with the appropriate business/project cycle for the specific team/individual. Logitech employees are given the opportunity to feed back on areas closely correlated to performance management & development through the Logi Pulse survey which is run twice a year. The Logi Pulse is anonymous and each item is scored out of a possible 100, using a Net Promoter Score methodology. Scores over 70 are considered good and over 80 are considered very good. Typically, any item scoring below 60 would be considered as needing attention. In December 2021, some relevant Logi Pulse items and scores were: I have clear, achievable goals for my work (73) My performance at my job is fairly evaluated (72) I am able to use my personal initiative or judgment in carrying out my work (81) I feel the work I do is recognized and appreciated (73) At work, I receive feedback that helps me grow & develop over time (71) Through my work, I often learn new skills or develop new abilities (74) | | | |
| GRI 405: Diversity and Equal Opportunity 2016 | | | | | | |

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| GRI 3: Material Topics 2021 | 3-3 Management of material topics | For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e). | Impact Report, Introduction, Materiality Assessment, p 32-38 Impact Report, People, Diversity Equity and Inclusion, p 102-22 | | | |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees | The reporting organization shall report the following information: a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups); b. Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups). | Impact Report, People, Diversity Equity and Inclusion, p 102-22 Impact Report, Data, Diversity, Equity and Inclusion Data p 184-186 | | | |
| GRI 406: Non-discrimination 2016 | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e). | Impact Report, Introduction, Materiality Assessment, p 32-38 Impact Report, People, Diversity Equity and Inclusion, p 102-22 Anti-Harassment and Non-Discrimination Policy | | | |
| GRI 406: Non-discrimination 2016 | 406-1 Total number of incidents of discrimination and corrective actions taken | The reporting organization shall report the following information: a. Total number of incidents of discrimination during the reporting period; b. Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action. | Impact Report, People, Diversity Equity and Inclusion, p 102-22 Impact Report, People, Ethics, p 134 | a. Total number of incidents of discrimination during the reporting period. b. Status of the incidents and actions taken with reference to the following: | Confidentiality constraints | Due to reasons of individual privacy and legal limitations, Logitech cannot disclose information about specific cases. Actions taken in response to potential incidents include the review of the incident as well as the development and implementation of remedial plans. |
| GRI 407: Freedom of Association and Collective Bargaining 2016 | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e). | Impact Report, Introduction, Materiality Assessment, p 32-38 Impact Report, People, Human rights and Labor, p 147-153 10K Annual Report, Human Capital Resources, p 13 | | | |
| GRI 407: Freedom of Association and Collective Bargaining 2016 | 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | The reporting organization shall report the following information: a. Operations and suppliers considered to have significant risk for incidents of association or collective bargaining may be violated or at significant risk either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk; b. Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining. | Impact Report, Introduction, Our Approach, p 13-20 Impact Report, People, Human rights and Labor, p 147-153 Logitech is one entity with one operational facility information provided in the Human Rights and Labor and supplier development pertaining to due diligence programs is relevant to 100% of our operations. Impact Report, People, Supplier Development, p 160-164 10K Annual Report, Human Capital Resources, p 13 | | | |
| GRI 408: Child Labor 2016 | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e). | Impact Report, People, Responsible Sourcing of Minerals, p 143-146 Impact Report, People, Human rights and Labor, p 147-153 | | | |
| GRI 408: Child Labor 2016 | 408-1 Operations and suppliers at significant risk for incidents of child labor | The reporting organization shall report the following information: a. Operations and suppliers considered to have significant risk for incidents of: i. child labor; ii. young workers exposed to hazardous work; b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk; c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor. | Impact Report, People, Responsible Sourcing of Minerals, p 143-146 Impact Report, People, Human rights and Labor, p 147-153 Logitech is one entity with one operational facility information provided in the Human Rights and Labor and Supplier development pertaining to due diligence programs is relevant to 100% of our operations. | | | |
| GRI 409: Forced or Compulsory Labor 2016 | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e). | Impact Report, Introduction, Our Approach, p 13-20 Impact Report, Introduction, Materiality Assessment, p 32-38 Impact Report, People, Human rights and Labor, p 147-153 | | | |
| GRI 409: Forced or Compulsory Labor 2016 | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor | The reporting organization shall report the following information: a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk; b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor. | Impact Report, Introduction, Our Approach, p 13-20 Impact Report, Introduction, Materiality Assessment, p 32-38 Impact Report, People, Human rights and Labor, p 147-153 | | | |
| GRI 414: Supplier Social Assessment 2016 | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e). | Impact Report, Introduction, Materiality Assessment, p 32-38 Impact Report, People, Supplier Development, p 160-164 | | | |
| GRI 414: Supplier Social Assessment 2016 | 414-1 New suppliers that were screened using social criteria | The reporting organization shall report the following information: a. Percentage of new suppliers that were screened using social criteria. | Impact Report, Introduction, Materiality Assessment, p 32-38 Impact Report, People, Supplier Development, p 160-164 | | | |
| GRI 416: Customer Health and Safety 2016 | | | | | | |

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| GRI 3: Material Topics 2021 | 3-3 Management of material topics | <p>For each material topic reported under Disclosure 3-2, the organization shall:</p> <p>a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;</p> <p>b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;</p> <p>c. describe its policies or commitments regarding the material topic;</p> <p>d. describe actions taken to manage the topic and related impacts, including:</p> <p>i. actions to prevent or mitigate potential negative impacts;</p> <p>ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</p> <p>iii. actions to manage actual and potential positive impacts;</p> <p>e. report the following information about tracking the effectiveness of the actions taken:</p> <p>i. processes used to track the effectiveness of the actions;</p> <p>ii. goals, targets, and indicators used to evaluate progress;</p> <p>iii. the effectiveness of the actions, including progress toward the goals and targets;</p> <p>iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;</p> <p>f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</p> | Impact Report, Introduction, Materiality Assessment, p 32-38 Impact Report, People, Avoiding Targeted Substances, p 78-83 | | |
| GRI 416: Customer Health and Safety 2016 | 416-1 | <p>Assessment of the health and safety impacts of product and service categories</p> <p>The reporting organization shall report the following information:</p> <p>a. Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.</p> | Impact Report, People, Avoiding Targeted Substances, p 78-83 Note: Logitech products are assessed for health and safety impact s including compliance with RoHS and REACH hazard compliance and other compliance aspects (ENF,EMF, battery safety etc) | | |
| GRI 417: Marketing and Labeling 2016 | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | <p>For each material topic reported under Disclosure 3-2, the organization shall:</p> <p>a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;</p> <p>b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;</p> <p>c. describe its policies or commitments regarding the material topic;</p> <p>d. describe actions taken to manage the topic and related impacts, including:</p> <p>i. actions to prevent or mitigate potential negative impacts;</p> <p>ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</p> <p>iii. actions to manage actual and potential positive impacts;</p> <p>e. report the following information about tracking the effectiveness of the actions taken:</p> <p>i. processes used to track the effectiveness of the actions;</p> <p>ii. goals, targets, and indicators used to evaluate progress;</p> <p>iii. the effectiveness of the actions, including progress toward the goals and targets;</p> <p>iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;</p> <p>f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</p> | Impact Report, Introduction, Stakeholder Engagement, p 23-31 Impact Report, Introduction, Materiality Assessment, p 32-38 Impact Report, People, Ethics, p 134-139 | | |
| GRI 417: Marketing and Labeling 2016 | 417-1 | <p>Requirements for product and service information and labeling</p> <p>The reporting organization shall report the following information:</p> <p>a. Whether each of the following types of information is required by the organization's procedures for product and service information and labeling:</p> <p>i. The sourcing of components of the product or service;</p> <p>ii. Content, particularly with regard to substances that might produce an environmental or social impact;</p> <p>iii. Safe use of the product or service;</p> <p>iv. Disposal of the product and environmental or social impacts;</p> <p>v. Other (explain).</p> <p>b. Percentage of significant product or service categories covered by and assessed for compliance with such procedures.</p> | Impact Report, Introduction, Stakeholder Engagement, p 23-31 Impact Report, Planet, Carbon Clarity, p 55-58 Impact Report, People, Avoiding Targeted Substances, p 75-83 Impact Report, People, Circularity, p 84 Impact Report, People, Ethics, p 134-139 | | |
| | 417-2 | <p>Incidents of non-compliance concerning product and service information and labeling</p> <p>The reporting organization shall report the following information:</p> <p>a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling, by:</p> <p>i. incidents of non-compliance with regulations resulting in a fine or penalty;</p> <p>ii. incidents of non-compliance with regulations resulting in a warning;</p> <p>iii. incidents of non-compliance with voluntary codes.</p> <p>b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.</p> | Impact Report, People, Ethics, p 134-139 | | |
| | 417-3 | <p>Incidents of non-compliance concerning marketing communications</p> <p>The reporting organization shall report the following information:</p> <p>a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by:</p> <p>i. incidents of non-compliance with regulations resulting in a fine or penalty;</p> <p>ii. incidents of non-compliance with regulations resulting in a warning;</p> <p>iii. incidents of non-compliance with voluntary codes.</p> <p>b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.</p> | Impact Report, People, Ethics, p 134-139 | | |
| GRI 428: Customer Privacy 2016 | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | <p>For each material topic reported under Disclosure 3-2, the organization shall:</p> <p>a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;</p> <p>b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;</p> <p>c. describe its policies or commitments regarding the material topic;</p> <p>d. describe actions taken to manage the topic and related impacts, including:</p> <p>i. actions to prevent or mitigate potential negative impacts;</p> <p>ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</p> <p>iii. actions to manage actual and potential positive impacts;</p> <p>e. report the following information about tracking the effectiveness of the actions taken:</p> <p>i. processes used to track the effectiveness of the actions;</p> <p>ii. goals, targets, and indicators used to evaluate progress;</p> <p>iii. the effectiveness of the actions, including progress toward the goals and targets;</p> <p>iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;</p> <p>f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</p> | Impact Report, People, Privacy and Security, p 140-143 | | |
| GRI 418: Customer Privacy 2016 | 418-1 | <p>Substantiated complaints concerning breaches of customer privacy and losses of customer data</p> <p>The reporting organization shall report the following information:</p> <p>a. Total number of substantiated complaints received concerning breaches of customer privacy, categorized by:</p> <p>i. complaints received from outside parties and substantiated by the organization;</p> <p>ii. complaints from regulatory bodies.</p> <p>b. Total number of identified leaks, thefts, or losses of customer data.</p> <p>c. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.</p> | Impact Report, People, Privacy and Security, p 140-143 | | |