

FY24 GRI Content Index

Statement of Use	Logitech International S.A. has reported in accordance with the GRI Standards for the period 01 April 2023 to 31 March 2024.	
Report finalized	29 August 2024	
GRI Standards Used	GRI 1: Foundation 2021 GRI 2: General Disclosures 2021 GRI 3: Material Topics 2021 GRI 205: Anti-corruption 2016 GRI 206: Anti-competitive Behavior 2016 GRI 301: Materials 2016 GRI 302: Energy 2016 GRI 303: Water and effluents GRI 304: Biodiversity GRI 305: Emissions 2016 GRI 308: Supplier Environmental Assessment 2016 GRI 401: Employment 2016	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 414: Supplier Social Assessment 2016 GRI 416: Customer Health and Safety 2016 GRI 417: Marketing and Labeling 2016 GRI 418: Customer Privacy 2016
Applicable GRI Sector Standard(s)	Not Applicable	

In Logitech's FY24 FY24 Impact Report, Logitech has begun the process of reporting in accordance with both GRI and ESRS reporting standards. The mapping of Logitech material topics to ESRS Material Topics and GRI Material Topics can be summarised as follows.

ESRS Material Topic	Logitech Material Topics	GRI Material Topics
Climate change mitigation & energy	Climate Action	302. Energy 305. Emissions
Circular economy	Circularity	301. Materials
Plastics (including microplastics)		
Pollution of water and soil (e-waste)		
Water withdrawal & discharge	Water	303. Water and effluents 308. Supplier environmental assessment
Pollution: substances of concern	Targeted Substances	416. Customer health and safety
Personal safety		
Biodiversity	Biodiversity	304. Biodiversity
Work-related rights Child labor, forced labor, working time, adequate wages, social dialogue, freedom of association, collective bargaining.	Human rights and Labor	406. Non-discrimination 407. Freedom of association and collective bargaining 408. Child labor 409. Forced or compulsory labor 414. Supplier social assessment
Health and safety	Safety, Health and Well-being	403. Occupational health and safety 416. Customer health and safety
Equal treatment and opportunity Training and skills development, gender equality and equal pay, diversity.	Diversity, Equity and Inclusion	405. Diversity and equal opportunity
Equal treatment and opportunity Training and skills development, gender equality and equal pay, diversity.	Talent Attraction and Retention	401. Employment 404. Training and education
Social inclusion	Digital Inclusion	405. Diversity and equal opportunity
Information-related impacts	Privacy & Security	418. Customer privacy
Business conduct: protection of whistle-blowers, supplier management, corruption and bribery.	Business Conduct	205. Anti-corruption 206. Anti-competitive behavior 417. Marketing and labeling

Logitech's General GRI Disclosures and topic-specific GRI disclosures are indicated in the table below

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures		
GRI 2: General Disclosures	2-1 Organizational details	Organizational details a. report its legal name; b. report its nature of ownership and legal form; c. report the location of its headquarters; d. report its countries of operation a. Logitech International S.A. b. Nature of Ownership: Publicly traded, with ownership distributed among shareholders. Legal Form: Société Anonyme (S.A.), a Swiss corporation. c. Logitech International S.A. has its headquarters in Lausanne, Switzerland. d. Logitech International S.A. operates across the globe and serves a global customer base. Logitech has one production facility in Suzhou, China. References: FY24 Impact Report: Introduction: About Us p. 111 FY24 Annual 10k Report, p. 4,7
GRI 2: General Disclosures	2.2 Entities included in the organization's FY24 Impact Reporting	The Organization shall : a. list all its entities included in its FY24 Impact Reporting; b. if the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its FY24 Impact Reporting; c. if the organization consists of multiple entities, explain the approach used for consolidating the information, including: i. whether the approach involves adjustments to information for minority interests; ii. how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities; iii. whether and how the approach differs across the disclosures in this Standard and across material topics. a. As noted in the FY24 Impact Report (About this Report, p. 121-122), all entities included in Logitech's consolidated financial statements or equivalent documents are included in the FY24 Impact Report with no exceptions. For the list of entities, please refer to FY24 Annual 10 k Report , Exhibit 21.1 for list of subsidiaries. b. No differences arose c. No adjustments were made. No mergers, acquisitions or disposal of entities occurred in the reporting period. No differences across disclosures.
GRI 2: General Disclosures	2-3 Reporting period, frequency and contact point	The organization shall : a. specify the reporting period for, and the frequency of, its FY24 Impact Reporting; b. specify the reporting period for its financial reporting and, if it does not align with the period for its FY24 Impact Reporting, explain the reason for this; c. report the publication date of the report or reported information; d. specify the contact point for questions about the report or reported information.. a. See: FY24 Impact Report: Introduction: About this Report, p. 121-122. Reporting period is FY23 (01 April 2023 to 31 March 2024), except where otherwise stated. Reporting Frequency: Annual b. As above c. 22 July 2024 d. Caroline Kennedy, Sustainability Director, sustainabilityreporting@logitech.com
GRI 2: General Disclosures	2-4 Restatements of Information	The Organization shall: a. report restatements of information made from previous reporting periods and explain: i. the reasons for the restatements; and ii. the effect of the restatements. a. FY24 Impact Report: About this Report: Corrections or Restatements of Information, p. 121.
GRI 2: General Disclosures	2-5 External Assurance	The organization shall: a. describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved; b. if the organization's sustainability reporting has been externally assured: i. provide a link or reference to the external assurance report(s) or assurance statement(s); ii. describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; iii. describe the relationship between the organization and the assurance provider. a. FY24 Impact Report, About this Report, p. 121-122 b(i) Please refer to ERM CVS Assurance Statement, FY24 Impact Report, About this Report, p. 121-136 b(ii) As above b(iii) ERM CVS is an independent, third-party verifier.
GRI 2: General Disclosures	2-6 Activities, value chain and other business relationships	Activities, value chain and other business relationships The organization shall: a. report the sector(s) in which it is active; b. describe its value chain, including: i. the organization's activities, products, services, and markets served; ii. the organization's supply chain; iii. the entities downstream from the organization and their activities; c. report other relevant business relationships; d. describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period. a) FY24 Impact Report, About us, p. 7-8, and FY24 Annual 10 K Report , p. 7 b) FY24 Impact Report, About us, p. 7-8 c) FY24 Impact Report, About us, p. 7-8 d) No significant changes compared to the previous reporting period

GRI 2: General Disclosures	2-7 Employees	<p>The organization shall:</p> <p>a. report the total number of employees, and a breakdown of this total by gender and by region;</p> <p>b. report the total number of:</p> <p>i. permanent employees, and a breakdown by gender and by region;</p> <p>ii. temporary employees, and a breakdown by gender and by region;</p> <p>iii. non-guaranteed hours employees, and a breakdown by gender and by region;</p> <p>iv. full-time employees, and a breakdown by gender and by region;</p> <p>v. part-time employees, and a breakdown by gender and by region;</p> <p>c. describe the methodologies and assumptions used to compile the data, including whether the numbers are reported:</p> <p>i. in head count, full-time equivalent (FTE), or using another methodology;</p> <p>ii. at the end of the reporting period, as an average across the reporting period, or using another methodology;</p> <p>d. report contextual information necessary to understand the data reported under 2-7-a and 2-7-b;</p>	<p>a) FY24 Impact Report, About this Report, Data, Table 12 (total number), Table 13 (Gender), Table 16 (Region)</p> <p>b) FY24 Impact Report, About this Report, Data,</p> <p>i) Permanent employees: FY24 Impact Report, About this Report, Data, Table 18 (Gender), Table 19 (Region)</p> <p>ii) Temporary employees: FY24 Impact Report, About this Report, Table 18 (Gender), Table 19 (Region)</p> <p>iii) Logitech does not contract non-guaranteed hours employees.</p> <p>iv) Full-time employees: FY24 Impact Report, About this Report, Table 20 (Gender). Additionally, 1,196 of these employees were located in EMEA, 1,348 in Americas and 2,260 in Asia-Pacific</p> <p>v) Part-time employees: FY24 Impact Report, About this Report, Table 20 (Gender). Additionally, 44 of these employees were based in EMEA, 6 in Americas and 35 in Asia-Pacific</p> <p>c) FY24 Basis of Reporting document, p. 10-12</p> <p>d) FY24 Impact Report; DEI section, Representation, p. 62-73</p> <p>e) No significant fluctuations in the reporting period</p>
GRI 2: General Disclosures	2-8 Workers who are not employees	<p>The organization shall:</p> <p>a. report the total number of workers who are not employees and whose work is controlled by the organization and describe:</p> <p>i. the most common types of worker and their contractual relationship with the organization;</p> <p>ii. the type of work they perform;</p> <p>b. describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported:</p> <p>i. in head count, full-time equivalent (FTE), or using another methodology;</p> <p>ii. at the end of the reporting period, as an average across the reporting period, or using another methodology;</p> <p>c. describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods.</p>	<p>a) 1,134, as per FY24 Impact Report, Data, Table 19.</p> <p>i. Individuals hired by Dispatch Agencies who are contracted by Logitech to attract and manage talent.</p> <p>ii) Assembly and testing of devices at our production facility</p> <p>b) See Basis of Reporting document</p> <p>c) The number of workers is influenced by production demand at our production facility and varies over the course of the reporting period. No significant fluctuations between reporting periods</p>
GRI 2: General Disclosures	2-9 Governance structure and composition	<p>a. describe its governance structure, including committees of the highest governance body;</p> <p>b. list the committees of the highest governance body that are responsible for decision making on and overseeing the management of the organization's impacts on the economy, environment, and people;</p> <p>c. describe the composition of the highest governance body and its committees by:</p> <p>i. executive and non-executive members;</p> <p>ii. independence;</p> <p>iii. tenure of members on the governance body;</p> <p>iv. number of other significant positions and commitments held by each member, and the nature of the commitments;</p> <p>v. gender;</p> <p>vi. under-represented social groups;</p> <p>vii. competencies relevant to the impacts of the organization;</p> <p>viii. stakeholder representation.</p>	<p>a. See FY24 Impact Report, Board Oversight, p. 9 and Enterprise Risk Management, p. 9. See also FY24 Impact Report, Ethics section, p. 97-101</p> <p>Members of the Board are described here: https://www.logitech.com/en-us/about/board-of-directors.html</p> <p>Committees of the board are described here: https://ir.logitech.com/corporate-governance/governance-documents/default.aspx</p> <p>b. We have 4 board-level committees with defined responsibilities: Audit, Compensation, Nominating & Governance, Technology & Innovation. See: https://ir.logitech.com/corporate-governance/committee-composition/default.aspx</p> <p>Committee charters for each committee are available here: https://ir.logitech.com/corporate-governance/governance-documents/default.aspx</p> <p>The Board's oversight role is described in FY24 Impact Report, Board Oversight, p. 9 and Enterprise Risk Management, p. 9 and Ethics section, p. 97-101</p> <p>c. See: https://www.logitech.com/en-us/about/board-of-directors.html</p>
GRI 2: General Disclosures	2-10 Nomination and selection of the highest governance body	<p>The organization shall:</p> <p>a. describe the nomination and selection processes for the highest governance body and its committees;</p> <p>b. describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration:</p> <p>i. views of stakeholders (including shareholders);</p> <p>ii. diversity;</p> <p>iii. independence;</p> <p>iv. competencies relevant to the impacts of the organization.</p>	<p>a. The membership requirements for the Board are specified in the Organisational Regulations of Logitech International S.A. The process is further described in the Logitech 2023 Proxy Statement - see section Elections to the Board of Directors p. 41-43.</p> <p>b. The membership requirements for each Board-level committee are specified in the committee charters for each committee</p> <ul style="list-style-type: none"> - Audit Committee Charter - Compensation Committee Charter - Nominating & Governance Committee Charter - Technology & Innovation Charter
GRI 2: General Disclosures	2-11 Chair of the highest governance body	<p>The organization shall:</p> <p>a. report whether the chair of the highest governance body is also a senior executive in the organization;</p> <p>b. if the chair is also a senior executive, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated.</p>	<p>a. The chair of the highest governance body is independent and not a senior executive. See https://www.logitech.com/en-us/about/leadership/wendy-becker.html</p> <p>b. Not applicable</p>
GRI 2: General Disclosures	2-12 Role of the highest governance body in overseeing the management of impacts	<p>The organization shall:</p> <p>a. describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development;</p> <p>b. describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people, including:</p> <p>i. whether and how the highest governance body engages with stakeholders to support these processes;</p> <p>ii. how the highest governance body considers the outcomes of these processes;</p> <p>c. describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described in 2-12-b, and report the frequency of this review.</p>	<p>a. We believe that full board oversight is important to ensure that sustainability is part of, and aligned with, our overall Company strategy. As a result, our Board oversees our sustainability programs, with support at the committee level. Specifically, our Chief Operating Officer and Head of People & Culture regularly reports to our Chief Executive Officer and to the Board of Directors, on this topic. The role of the highest governance body and senior executives is described in the following sections of the FY24 Impact Report</p> <ul style="list-style-type: none"> - Our Approach to Sustainability, Board Oversight p. 9 - Our Approach to Sustainability, Our Management Approach, p. 9 - Our Approach to Sustainability, Enterprise Risk Management, p. 9 <p>In addition and as noted in the Nominating & Governance Committee Charter, the Nominating & Governance Committee is responsible for: "evaluating and advising on the Board's process and cadence for oversight of the Company's environmental, social and governance ("ESG") strategy"</p> <p>b. As above</p> <p>c. As above</p>
GRI 2: General Disclosures	2-13 Delegation of responsibility for managing impacts	<p>The organization shall:</p> <p>a. describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people, including:</p> <p>i. whether it has appointed any senior executives with responsibility for the management of impacts;</p> <p>ii. whether it has delegated responsibility for the management of impacts to other employees;</p> <p>b. describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people.</p>	<p>a. The role of the highest governance body and senior executives is described in the following sections of the FY24 Impact Report</p> <ul style="list-style-type: none"> - Our Approach to Sustainability, Board Oversight p. 9 - Our Approach to Sustainability, Our Management Approach, p. 9 - Our Approach to Sustainability, Enterprise Risk Management, p. 9 <p>b. Sustainability issues are a scheduled agenda item for some meetings. At those meetings, our Chief Operating Officer (COO) and/or Head of Sustainability provides recommendations and the Board's oversight encompasses reviewing and guiding strategy, overseeing the development of a transition plan and monitoring progress towards corporate targets.</p>
GRI 2: General Disclosures	2-14 Role of the highest governance body in sustainability reporting	<p>The organization shall:</p> <p>a. report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information;</p> <p>b. if the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this.</p>	<p>a. As noted in the FY24 Impact Report (About this Report, p. 118), the FY24 Impact Report was compiled by Logitech's worldwide Sustainability team, incorporating contributions from essential functions throughout the Company and under the supervision and endorsement of Logitech's leadership.</p> <p>b. The FY24 Impact Report is a voluntary report and approval by the Board of Directors is not required at this time.</p>
GRI 2: General Disclosures	2-15 Conflicts of interest	<p>The organization shall:</p> <p>a. describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated;</p> <p>b. report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to:</p> <p>i. cross-board membership;</p> <p>ii. cross-shareholding with suppliers and other stakeholders;</p> <p>iii. existence of controlling shareholders;</p> <p>iv. related parties, their relationships, transactions, and outstanding balances.</p>	<p>a. See: Nominating & Governance Committee Charter and Compensation Committee Charter</p> <p>b. Conflicts of interest would be disclosed to stakeholders. No conflicts of interest arose or occurred in FY24.</p>

GRI 2: General Disclosures	2-16 Communication of critical concerns	<p>The organization shall:</p> <p>a. describe whether and how critical concerns are communicated to the highest governance body;</p> <p>b. report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.</p>	<p>a. The process for routine internal report to the Board is described in the following sections of the FY24 Impact Report</p> <ul style="list-style-type: none"> - Our Approach to Sustainability, Board Oversight p.9 - Our Approach to Sustainability, Our Management Approach, p. 9 - Our Approach to Sustainability, Enterprise Risk Management, p. 9 - Ethics hotline, p. 98. <p>The Board of Directors is available at any time to address the concerns of stakeholders and shareholders. Matters brought forward by shareholders within the context of the General Meeting are dealt with in accordance with the Articles of Incorporation. No matters were submitted directly to the Board of Directors outside the General Meeting in 2023.</p> <p>b. None</p>
GRI 2: General Disclosures	2-17 Collective knowledge of the highest governance body	<p>The organization shall:</p> <p>a. report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.</p>	<p>a. We assess Board competency taking into consideration a variety of factors, including but not limited to backgrounds, experience, expertise, skills and training, etc., resulting in the ability of a director to provide informed oversight of sustainability issues. Our Board's knowledge and skills in this area is supported by regular updates and recommendations from our Chief Operations Officer and technical expertise in Logitech's Sustainability Team and Social Impact team. For example, in the last year, a number of Board-level sharing sessions covered the following topics:</p> <ul style="list-style-type: none"> - Sustainability reporting - Design for Sustainability - Future Positive and Circularity
GRI 2: General Disclosures	2-18 Evaluation of the performance of the highest governance body	<p>The organization shall:</p> <p>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;</p> <p>b. report whether the evaluations are independent or not, and the frequency of the evaluations;</p> <p>c. describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices.</p>	<p>a. In FY24, an independent third-party performed a board effectiveness assessment and reported its findings to the board.</p> <p>b. Independent. Frequency: regular</p> <p>c. Where appropriate, this review is described in the FY24 Annual Proxy Submission.</p>
GRI 2: General Disclosures	2-19 Remuneration policies	<p>The organization shall:</p> <p>a. describe the remuneration policies for members of the highest governance body and senior executives, including:</p> <ul style="list-style-type: none"> i. fixed pay and variable pay; ii. sign-on bonuses or recruitment incentive payments; iii. termination payments; iv. clawbacks; v. retirement benefits <p>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.</p>	<p>a. See: FY24 Annual Proxy Submission, Compensation Report, p. 63-105.</p> <p>b. The sustainability scorecard that forms part of our Group Management Team's annual bonus incentive plan is described in the FY24 Impact Report, Our Approach to Sustainability, Board Oversight p. 9.</p>
GRI 2: General Disclosures	2-20 Process to determine remuneration	<p>The organization shall:</p> <p>a. describe the process for designing its remuneration policies and for determining remuneration, including:</p> <ul style="list-style-type: none"> 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; <p>b. report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable.</p>	<p>a. See: FY24 Annual Proxy Submission, Compensation Report, p. 63-105</p> <p>b. The results of voting are reported publicly via press release. Example: FY23 Press Release</p>
GRI 2: General Disclosures	2-21 Annual total compensation ratio	<p>The organizations shall:</p> <p>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);</p> <p>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);</p> <p>c. report contextual information necessary to understand the data and how the data has been compiled.</p>	<p>a. CEO: Employee: 10:34</p> <p>b. 10%</p> <p>c. As above.</p>
GRI 2: General Disclosures	2-22 Statement on Sustainable Development Strategy	<p>The organization shall:</p> <p>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</p>	<p>a. FY24 Impact Report, CEO Statement, p. 4-6</p>
GRI 2: General Disclosures	2-23 Policy Commitments	<p>The organization shall:</p> <p>a. describe its policy commitments for responsible business conduct, including:</p> <ul style="list-style-type: none"> 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; <p>b. describe its specific policy commitment to respect human rights, including:</p> <ul style="list-style-type: none"> 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; <p>c. provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this;</p> <p>d. report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level;</p> <p>e. report the extent to which the policy commitments apply to the organization's activities and to its business relationships;</p> <p>f. describe how the policy commitments are communicated to workers, business partners, and other relevant parties.</p>	<p>a. Logitech policy commitments are provided on the reporting webpage of our website. Relevant policy documents reference or stipulate relevant authoritative intergovernmental instruments, stipulations with respect to conducting due diligence, stipulations with respect to applying the precautionary principle, and stipulations with respect to human rights.</p> <p>b. See FY24 Impact Report, Our Approach to Sustainability, p. 9-10 and Human Rights and Labor, p. 112-115. Specific policy commitments are also provided on the reporting webpage of our website.</p> <p>c. Links to all policy commitments are provided on the reporting webpage of our website.</p> <p>d. The approval of each policy commitment is designated by an authorised signatory, the level of which is specified.</p> <p>e. As noted in our Logitech Code of Conduct and our RBA Commitment Statement, our sustainability policies are a contractual requirement for any organisation that wishes to do business with Logitech.</p> <p>f. Our policy commitments are communicated in appropriate ways including employee awareness sessions and training and contractual communications with relevant parties.</p>
GRI 2: General Disclosures	2-24 Embedding policy commitments	<p>The organization shall:</p> <p>a. describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including:</p> <ul style="list-style-type: none"> 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. 	<p>As noted in our Logitech Code of Conduct and our RBA Commitment Statement, our sustainability policies are a contractual requirement for any organisation that wishes to do business with Logitech. Responsibility for policy oversight and strategy implementation is documented by approval signature of the policy and the responsible manager works to ensure each policy has a supporting strategic program that is integrated into organisational strategies and policies. Our contractual requirement for suppliers and business partners to follow our policies is underpinned by audits and due diligence checks ad training, as described in the FY24 Impact Report (Supplier Development section).</p>

GRI 2: General Disclosures	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.	a. An extensive system for the control and management of all risks associated with business activities is in place. For further information, see FY24 Impact Report, Enterprise Risk Management b. We have an established Ethics hotline for reporting actual and perceived concerns with respect to negative impacts that Logitech may have caused or contributed to. The process to address concerns raised via the Ethics Hotline is described in FY24 Impact Report, p. 98 c. Logitech has a comprehensive compliance system for the topics of antitrust legislation, corruption, data protection, product liability, and sustainability, see GRI 2-27. d. For information on handling non-compliance with standards and guidelines with employees and supply chain, see GRI 2-26. e. In addition, more specific information is provided in the FY24 Impact Report, following sections: - Ethics, p. 97-101 - Human Rights and Labor, p. 112-115 - Supplier Development, p. 105-111 Further information on recruitment-specific issues is provided in our Responsible Recruitment Policy
GRI 2: General Disclosures	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.	i. Logitech Code of Conduct ii. Logitech Code of Conduct See also: FY24 Impact Report, Ethics section, Ethics hotline, p. 98
GRI 2: General Disclosures	2-27 Compliance with laws and regulations	The Organisation 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	a. FY24 Impact Report, Data, Table 27 b. FY24 Impact Report, Data, Table 27 c. N/A - no significant instances of non-compliance arose in the reporting period d. FY24 Impact Report Basis of Reporting , p. 15
GRI 2: General Disclosures	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	FY24 Stakeholder Engagement Report , Appendix B, p. 12
GRI 2: General Disclosures	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.	FY24 Impact Report, Stakeholder Engagement section, p. 27 and FY24 Stakeholder Engagement Report , Appendix B, p. 2-9
GRI 2: General Disclosures	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.	a. FY24 Annual 10k Report , p 11. None of Logitech's U.S. direct employees are represented by a labor union or are subject to a collective bargaining agreement. No employees are covered by collective bargaining agreements. Certain countries, such as China, provide by law for employee rights, which include requirements similar to collective bargaining agreements. We believe that our employee relations are good. b. Logitech does not determine working conditions and terms of employment based on collective bargaining agreements that cover its other employees or from other organizations.
GRI 3: Material Topics			
GRI 3: Material Topics	3-1 Process to determine material topics	The organization shall: a. describe the process it has followed to determine its material topics, including: how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships; i. how it has prioritized the impacts for reporting based on their significance; ii. specify the stakeholders and experts whose views have informed the process of determining its material topics	FY24 Impact Report, Materiality Assessment, p. 28-29 FY24 Impact Report Basis of Reporting , p. 2
GRI 3: Material Topics	3-2 List of material topics	The organization shall: a. list its material topics b. report changes to the list of material topics compared to the previous reporting periods	a. Logitech's material topics are listed in FY24 Impact Report: Materiality Assessment, p. 28-29 Further information is provided in the FY24 Impact Report - Basis of Reporting, p. 2 A mapping of ESRS topics to Logitech material topics and GRI materials topics is provided above. The following GRI standards are considered relevant to those material topics: 205: Anti-Corruption 206: Anti-Competitive Behaviour 301: Materials 302: Energy 303: Water and effluents 305: Emissions 308: Supplier Environmental Assessment 401: Employment 403: Occupational Health and Safety 404: Training and Education 405: Diversity and Equal Opportunity 406: Non-Discrimination 407: Freedom of Association and Collective Bargaining 408: Child Labor 409: Forced or Compulsory Labor 414: Supplier Social Assessment 416: Customer Health and Safety 417: Marketing and Labeling 418: Customer Privacy The topic-specific disclosures that Logitech has reported on, for each of the GRI topics, are shown below. b. Our material impacts have not changed in any significant way, compared to last year. In FY24, we completed our first Double Materiality Assessment, which involved a preliminary assessment of sustainability risks with the potential to impact our business. Those identified risks are reported on in the FY24 Impact Report, p. x, and are new, for FY24, and not relevant to GRI.
GRI 3: Material Topics	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).	FY24 Impact Report, Materiality Assessment, p. 28-29 FY24 Impact Report Basis of Reporting , p. 2
GRI STANDARD	DISCLOSURE		LOCATION
GRI 205: Anti-corruption			

GRI 3: Material Topics	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).	FY24 Impact Report, People, Ethics, p. 92-101
GRI 205: Anti-corruption	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	1. We have one operation which has been assessed, which means 100% of operations have been assessed. 2. Confidentiality constraints: this information is not publicly disclosed
	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.	Information not available/incomplete Data is available for some segments of our business but not all.
	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.	FY24 Impact Report, Data section, Table 27
GRI 206: Anti-competitive Behavior			
GRI 3: Material Topics	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).	FY24 Impact Report, People, Ethics, p. 92-101
GRI 206: Anti-competitive Behavior	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.	FY24 Impact Report, Data section, Table 130
GRI 301: Materials			
GRI 3: Material Topics	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).	FY24 Impact Report, Circularity section, p. 42-50
GRI 301: Materials	301-1 Materials used by weight or volume	The reporting organization shall report the following information: 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.	FY24 Impact Report, Circularity section, p. 39-47
	301-2 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.	Information not available/incomplete Data is available for some materials but but not all.
GRI 302: Energy			

GRI 3: Material Topics	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).	FY24 Impact Report, Climate Action section, p. 33-41
GRI 302: Energy	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 factors used.	a. Fuel types are reported in FY24 Impact Report, Data section, Table 1. Total GJ: 366 b. Fuel types are reported in FY24 Impact Report, Data section, Table 1. Total GJ: 67,870 c(i) Electricity consumption: FY24 Impact Report, Data section, Table 3 (ii) Not relevant (iii) Not relevant (iv) Not relevant d. Not relevant. Logitech does not sell electricity, heating, cooling or steam. e. Fuel types are reported in FY24 Impact Report, Data section, Table 1. Total GJ: 68,236 f. FY24 Impact Report Basis of Reporting , p. 3 g. FY24 Impact Report Basis of Reporting , p. 3
	302-2 Energy consumption outside of the organization	The reporting organization shall report the following information: a. Energy consumption outside of the organization, in joules or multiples. b. Standards, methodologies, assumptions, and/or calculation tools used. c. Source of the conversion factors used. When compiling the information specified in Disclosure 302-2, the reporting organization shall exclude energy consumption reported in Disclosure 302-1.	a. Estimated electricity consumption by surveyed Tier 1 suppliers: 502,135 GJ. b. These data was collected by supplier survey. Please refer to the Basis of Reporting for further information on our annual supplier survey. c. FY24 Impact Report Basis of Reporting , p. 3
	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.	a. Example energy reduction/efficiency initiatives: i. Solar panels to replace traditional electricity: 2,520 GJ ii. Solar street lighting to replace traditional street lighting: 4 GJ b. Electricity c. Base year 2023 (baseline year 2019 for Scope 1,2) was selected to align with initiatives commencement and accurately capture emission reductions. d. FY24 Impact Report Basis of Reporting , p. 3
303. Water and effluents			
GRI 3: Material Topics	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).	FY24 Impact Report, Water section, p. 54-56
GRI 303: Water and Effluents	303-1 Interactions with water as a shared resource	The reporting organization shall report the following information: a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts the organization has caused or contributed to, or that are directly linked to its operations, products, or services by its business relationships (e.g., impacts caused by runoff). b. A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used. c. A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts. d. An explanation of the process for setting any water-related goals and targets that are part of the organization's approach to managing water and effluents, and how they relate to public policy and the local context of each area with water stress.	a. FY24 Impact Report, Water section, p. 51 b. FY24 Impact Report, Water section, p. 51 c. FY24 Impact Report, Water section, p. 51 d. FY24 Impact Report, Water section, p. 51. In relation to water, our target is to ensure compliance with all relevant legislation, including the conditions of our wastewater permit for our production facility, and the BBA Code of Conduct year-on-year.
	303-3 Water withdrawal	The reporting organization shall report the following information: a. Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable: i. Surface water; ii. Groundwater; iii. Seawater; iv. Produced water; v. Third-party water. b. Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable: i. Surface water; ii. Groundwater; iii. Seawater; iv. Produced water; v. Third-party water, and a breakdown of this total by the withdrawal sources listed in	a. FY24 Impact Report, Data section, Table 6 b. FY24 Impact Report, Data section, Table 6 c. FY24 Impact Report, Data section, Table 6. All water withdrawal is freshwater. d. FY24 Impact Report, Water section, p.54 -56
304. Biodiversity			

GRI 3: Material Topics	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).	FY24 Impact Report, Biodiversity section, p. 51-53
GRI 304: Biodiversity	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	The reporting organization shall report the following information: a. For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information: i. Geographic location; ii. Subsurface and underground land that may be owned, leased, or managed by the organization; iii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas; iv. Type of operation (office, manufacturing or production, or extractive); v. Size of operational site in km2 (or another unit, if appropriate); vi. Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem); vii. Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation)	FY24 Impact Report, Biodiversity section, p. 51-53
GRI 305: Emissions			
GRI 3: Material Topics	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).	FY24 Impact Report, Introduction, Materiality Assessment, p. 28-29 FY24 Impact Report, Climate Action section, p. 33-41
GRI 305: Emissions	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.	a. 342 tCO2e (FY24 Impact Report, Data, p 123-130, Table 2) b. All c. Not available d. Baseline year 2019 selected because it is Logitech's SBTi-validated baseline year for Scope 1 & 2 emissions. No significant change in the base year emissions (FY24 Impact Report, Planet, Climate Action, p 33-41) e. See FY24 Impact Report Basis of Reporting , p 3-4 f. See FY24 Impact Report Basis of Reporting , p 3-4 g. See FY24 Impact Report Basis of Reporting , p 3-4
	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.	a. FY24 Impact Report, Data section, Table 2 b. Not applicable c. Complete data for this disclosure is not available d(i). FY24 Impact Report, Climate Action section, p. 33-41. 2019 was selected because it meets SBTi requirements and is our SBTi-validated baseline year for Scope 1 & 2 emissions. e. FY24 Impact Report Basis of Reporting , p. 4 f. FY24 Impact Report Basis of Reporting , p. 4 g. FY24 Impact Report Basis of Reporting , p. 4
	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.	a. 1,239,203 tCO2e (FY24 Impact Report, Data, p 123-130, Table 5) b. All c. Not applicable d. Other indirect (Scope 3) GHG emissions list (tCO2e) (FY24 Impact Report, Data, p 123-130, Table 5): 1. Purchased goods and services: 726,024 2. Capital goods: 38,399 3. Fuel- and energy- related activities (not included in Scope 1 or 2): 3,322 4. Upstream transportation and distribution: 45,654 5. Waste generated in operations: 37 6. Business travel: 8,545 7. Employee commuting: 10,528 8. Upstream leased assets: 905 9. Downstream transportation and distribution: 28,499 10. Processing of sold products: 300 11. Use of sold products: 322,086 12. End-of-life treatment of sold products: 54,904 13. Downstream leased assets: Not relevant 14. Franchises: Not relevant 15. Investments: Not relevant e. Baseline year 2021 selected because it is Logitech's SBTi-validated baseline year for Scope 3. No significant change in the baseline year emissions. (FY24 Impact Report, Planet, Climate Action, p 33-41) f. See FY24 Impact Report Basis of Reporting , p 4-6 g. See FY24 Impact Report Basis of Reporting , p 4-6

	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.	a. Total reductions of 138,797 tCO2e from the below programs (tCO2e) (FY24 Impact Report, Data, p 123-130, Table 4): 1. Renewable Electricity Buyers Club for suppliers: 79,267 2. Use of post-consumer recycled plastics: 25,066 3. Use of low-carbon aluminum: 13,049 4. Renewable electricity instruments for our production facility: 10,729 5. Optimized printed circuit boards (PCB): 2,647 6. Steel plate removal: 1,623 7. Renewable electricity - market-based instruments: 1,474 8. Other reductions: 4,942 b. All c. Base year of 2023 (baseline year of 2021 for Scope 3, 2019 for Scope 1 and 2) was selected to align with project commencement and accurately capture emission reductions. d. Scopes in which reductions took place: i. Energy indirect (Scope 2): programs of "Renewable electricity instruments for our production facility" and "Renewable electricity - market-based instruments" ii. Other indirect (Scope 3): All the remaining programs. e. See FY24 Impact Report Basis of Reporting , p 5-6
GRI 308: Supplier Environmental Assessment			
GRI 3: Material Topics	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).	FY24 Impact Report, Introduction, Materiality Assessment, p. 28-29 FY24 Impact Report, Supplier Development, p. 105-111
GRI 308: Supplier Environmental Assessment	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	FY24 Impact Report, Data, Table 29
	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.	a. FY24 Impact Report: People: Supplier Development, p. 107. All our Major suppliers are assessed for social and environmental impacts. In CY23 this 28 suppliers b. 12 suppliers were identified as having potential for significant actual and potential negative social or environmental impacts. c. FY24 Impact Report; Human and Labor Rights section, p. 112-115 and FY24 Impact Report; Supplier Development section, p. 105-111 d. 100%. Please see FY24 Impact Report; Supplier Development section, p. 107 and FY24 Impact Report, Data, Table 29 e. None
GRI 401: Employment			
GRI 3: Material Topics	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).	FY24 Impact Report, Introduction, Materiality Assessment, p. 28-29 FY24 Impact Report, Safety, Health and Well-Being, p. 92-96
GRI 401: Employment	401-1 Total Number & Rates of New Employee Hires and Employee Turnover by Age Group, Gender and Region	The reporting organization shall report the following information: a. Total number and rate of new employee hires during the reporting period, by age group, gender and region. b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.	a. <u>Number and rate of new hires by age group:</u> Under 30 years old : 977 (67.75%) 30-50 years old : 436 (30.24%) >50 years old : 29 (2.015%) <u>Number and rate of new hire employees by gender</u> Male: 961 (66.64%) Female : 481 (33.36%) <u>Number and rate of new hire employees by region</u> Not available b. Complete data for this disclosure is not available.
	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'	FY24 Impact Report, Safety, health and well-being, p.92-96 FY24 Annual 10k Report, Note 5 Employee Benefit Plans p. 10 Regarding the definition used for 'significant locations of operation', this is not relevant to this question since we do not distinguish by significant locations of operation and our policies apply worldwide.
GRI 403: Occupational Health and Safety			
GRI 3: Material Topics	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).	FY24 Impact Report, Introduction, Materiality Assessment, p. 28-29 FY24 Impact Report, Safety, Health and Well-Being, p. 89-93

GRI 403: Occupational Health and Safety	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.	a. Logitech has an established and ISO45001-certified Environmental, Health and Safety Management System for its production facility. This management system is not legally required. The Management System applies to our production site and associated workers, with no exclusions FY24 Impact Report, Safety, Health and Well-being section p. 89-93 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.	FY24 Impact Report, Safety, Health and Well-Being, p. 89-93 Logitech has committed to the RBA Code of Conduct which addresses this topic and has an established Health & Safety Management System, which is third party certified to ISO 45001, which addresses these requirements in relation to hazard identification, risks assessment and incident investigation (p. 90)
	403-4 Worker participation, consultation, and communication 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 the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers. b. Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.	Logitech has committed to the RBA Code of Conduct which addresses this topic and has an established Health & Safety Management System, which is third party certified to ISO 45001, which addresses these requirements in relation to worker participation, consultation, and communication on occupational health and safety. For further information, please refer to the Safety, Health and Wellness section of the FY24 Impact Report, p. 92-96. For further information on Logitech's Ethics Hotline, please refer to the Ethics section of the FY24 Impact Report, p. 97-101.
	403-5 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.	FY24 Impact Report, Safety, Health and Wellness, p. 92-96.
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	The reporting organization shall report the following information: a. A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks.	FY24 Impact Report, Safety, Health and Wellness, p. 92-96.
	403-8 Workers covered by an occupational health and safety management system	The reporting organization shall report the following information: a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines: i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system; ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited; iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party. b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	FY24 Impact Report, Safety, Health and Wellness, p. 92-96.
	403-9 Work-related injuries	The reporting organization shall report the following information: a. For all employees: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. b. For all workers who are not employees but whose work and/or workplace is controlled by the organization: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. c. The work-related hazards that pose a risk of high-consequence injury, including: i. how these hazards have been determined; ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls. e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked. f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	FY24 Impact Report, Data section, Table 26, p. 126 a. As noted in FY24 Impact Report, Data section, Table 26, p. 126 Number of hours worked at our production facility: 8,637,146 b. As noted in FY24 Impact Report, Data section, Table 26, p. 126 Number of hours worked at our production facility: 8,637,146 c. No high-consequence injuries in the last 3 years. d. FY24 Impact Report, Data section, Table 26, p. 126 and Global Health, Safety & Security Policy , p. 1 e. 200,000 hours worked f. No exclusions g. FY24 Impact Report, Health & Safety section, p. 92-96 and FY24 Impact Report Basis of Reporting document , p. 12-13
	403-10 Work-related ill health	The reporting organization shall report the following information: a. For all employees: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health. b. For all workers who are not employees but whose work and/or workplace is controlled by the organization: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health. c. The work-related hazards that pose a risk of ill health, including: i. how these hazards have been determined; ii. which of these hazards have caused or contributed to cases of ill health during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	Complete data for this disclosure is not available
GRI 404: Training and Education			

GRI 3: Material Topics	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>	<p>FY24 Impact Report, Introduction, Materiality Assessment, p. 28-29</p> <p>FY24 Impact Report, Talent Development, p. 82-91</p>
GRI 404: Training and Education	<p>404-1 Average Hours of Training per Year Per Employee by Gender and Employee Category</p> <p>404-2 Programs for Skills Management and Lifelong Learning that support the continued employability of Employees and Assist them in Managing Career Endings</p>	<p>The reporting organization shall report the following information:</p> <p>a. Average hours of training that the organization's employees have undertaken during the reporting period, by:</p> <p>i. gender;</p> <p>ii. employee category.</p> <p>The reporting organization shall report the following information:</p> <p>a. Type and scope of programs implemented and assistance provided to upgrade employee skills.</p> <p>b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.</p>	<p>Complete data for this disclosure is not available. These data is available for certain segments of the business and certain specific topics but not all.</p> <p>FY24 Impact Report, Talent Attraction and Development, p. 82-91</p> <p>FY24 Impact Report, Safety, health and well-being, p. 92-96</p> <p>In the case of involuntary termination (redundancy), individuals can be given up to one month of outplacement 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.</p>
GRI 405: Diversity and Equal Opportunity			
GRI 3: Material Topics	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>	<p>FY24 Impact Report, Introduction, Materiality Assessment, p. 28-29</p> <p>FY24 Impact Report, Diversity Equity and Inclusion, p. 62-73</p>
GRI 405: Diversity and Equal Opportunity	<p>405-1 Diversity of governance bodies and employees</p> <p>405-2 Ratio of basic salary and remuneration of women to men</p>	<p>The reporting organization shall report the following information:</p> <p>a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:</p> <p>i. Gender;</p> <p>ii. Age group: under 30 years old, 30-50 years old, over 50 years old;</p> <p>iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).</p> <p>b. Percentage of employees per employee category in each of the following diversity categories:</p> <p>i. Gender;</p> <p>ii. Age group: under 30 years old, 30-50 years old, over 50 years old;</p> <p>iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).</p> <p>The reporting organization shall report the following information:</p> <p>a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.</p> <p>b. The definition used for 'significant locations of operation'.</p>	<p>a. FY24 Impact Report, Data, Table 9, 10, 11 (Board Diversity)</p> <p>b. FY24 Impact Report, Data, Table 12, 13, 14, 15, 16, 17, 18, 19, 20 (Employee Diversity)</p> <p>a. Complete data for this disclosure is not available.</p> <p>b. Significant location of operation: We have one significant location of operation, our production facility in Suzhou China.</p>
GRI 406: Non-discrimination			
GRI 3: Material Topics	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>	<p>FY24 Impact Report, Introduction, Materiality Assessment, p. 28-29</p> <p>FY24 Impact Report, Diversity Equity and Inclusion, p. 62-73</p> <p>Anti Harassment and discrimination policy</p>
GRI 406: Non-discrimination	406-1 Total number of incidents of discrimination and corrective actions taken	<p>The reporting organization shall report the following information:</p> <p>a. Total number of incidents of discrimination during the reporting period.</p> <p>b. Status of the incidents and actions taken with reference to the following:</p> <p>i. Incident reviewed by the organization;</p> <p>ii. Remediation plans being implemented;</p> <p>iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;</p> <p>iv. Incident no longer subject to action.</p>	<p>Significant information on this topic is provided in the FY24 Impact Report (Diversity Equity and Inclusion section, p. 62-73; and Ethics section, p. 97-101).</p> <p>a. Zero incidents.</p> <p>b. Omission. 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.</p>
GRI 407: Freedom of Association and Collective Bargaining			

GRI 3: Material Topics	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).	FY24 Impact Report, Introduction, Materiality Assessment, p. 28-29 FY24 Impact Report, Human rights and Labor, p. 112-115 FY24 Annual 10k Report, Human Capital Resources, p. 11
GRI 407: Freedom of Association and Collective Bargaining	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 in which workers' rights to exercise freedom 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	FY24 Impact Report, Introduction, Our Approach, p. 9-10 FY24 Impact Report, People, Human and Labor rights , p. 112-115 Logitech is one entity with one operational facility the information provided in the Human Rights and Labor and Supplier development pertaining to due diligence programs is relevant to 100% of our operations. FY24 Impact Report, People, Supplier Development, p. 105-111 FY24 Annual 10k Report, Human Capital Resources, p. 11
GRI 408: Child Labor			
GRI 3: Material Topics	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).	FY24 Impact Report, People, Responsible Sourcing of Minerals, p. 116-119 FY24 Impact Report, People, Human and Labor rights, p. 112-115
GRI 408: Child Labor	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.	FY24 Impact Report, People, Responsible Sourcing of Minerals, p. 116-119 FY24 Impact Report, People, Human rights and Labor, p. 112-115 Logitech is one entity with one operational facility the 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			
GRI 3: Material Topics	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).	FY24 Impact Report, Introduction, Our Approach, p. 9-10 FY24 Impact Report, Introduction, Materiality Assessment, p. 28-29 FY24 Impact Report, People, Human and Labor Rights, p. 112-115
GRI 409: Forced or Compulsory Labor	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.	FY24 Impact Report, Introduction, Our Approach, p. 9-10 FY24 Impact Report, Introduction, Materiality Assessment, p. 28-29 FY24 Impact Report, People, Human and Labor Rights, p. 112-115
GRI 414: Supplier Social Assessment			
GRI 3: Material Topics	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).	FY24 Impact Report, Introduction, Materiality Assessment, p. 28-29 FY24 Impact Report: People: Supplier Development, p. 105-111
GRI 414: Supplier Social Assessment	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.	FY24 Impact Report, Introduction, Materiality Assessment, p. 28-29 FY24 Impact Report: People: Supplier Development, p. 105-111

	414-2 Negative social impacts in the supply chain and actions taken	<p>The reporting organization shall report the following information:</p> <p>a. Number of suppliers assessed for social impacts.</p> <p>b. Number of suppliers identified as having significant actual and potential negative social impacts.</p> <p>c. Significant actual and potential negative social impacts identified in the supply chain.</p> <p>d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.</p> <p>e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why</p>	<p>a. FY24 Impact Report: People: Supplier Development, p. 107. All our Major suppliers are assessed for social and environmental impacts. In CY23 this 28 suppliers</p> <p>b. 12 suppliers were identified as having potential for significant actual and potential negative social or environmental impacts.</p> <p>c. FY24 Impact Report; Human and Labor Rights section, p. 112-115 and FY24 Impact Report; Supplier Development section, p. 105-111</p> <p>d. 100%. Please see FY24 Impact Report; Supplier Development section, p. 107 and FY24 Impact Report, Data, Table 29</p> <p>e. None</p>
GRI 416: Customer Health and Safety 2016			
GRI 3: Material Topics	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>	<p>FY24 Impact Report, Introduction, Materiality Assessment, p. 28-29</p> <p>FY24 Impact Report, People, Targeted Substances, p. 57-60</p>
GRI 416: Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	<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>	<p>100% of products are managed in accordance with product safety regulations, which require assessment of potential impacts, and disclose of relevant information to consumers.</p> <p>Where opportunities for improvement are identified, we implement voluntary policies and standards to drive continuous improvement e.g. our PVC-free policy and GSE (green procurement) Standards (e.g. WWP-751707).</p>
GRI 416: Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	<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>	<p>a. 100%. All of Logitech's significant products are regulated under RoHS and other hazardous materials regulations, for example and are assessed.</p>
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	<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 the health and safety impacts of products and services within the reporting period, 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>	<p>FY24 Impact Report, Data Section, Table 26</p>
GRI 417: Marketing and Labeling			
GRI 3: Material Topics	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>	<p>FY24 Impact Report, Introduction, Materiality Assessment, p. 28-29</p> <p>FY24 Impact Report, People, Ethics, p. 97-101</p>
GRI 417: Marketing and Labeling	417-1 Requirements for product and service information and labeling	<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>	<p>a(i) Country of origin is required on the box</p> <p>a(ii) Statements identifying RoHS and other regulated substances are required in the product information booklet</p> <p>a(iii) - Safety statements are required in the product information booklet</p> <p>a(iv) - Recycling statements are required in the product information booklet</p> <p>a(v) - Additional regulatory information, as required</p> <p>b. The required information is required for all products and is assessed by compliance teams prior to launch.</p>
	417-2 Incidents of non-compliance concerning product and service information and labeling	<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>	<p>FY24 Impact Report, Data, Table 27</p>
	417-3 Incidents of non-compliance concerning marketing communications	<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>	<p>FY24 Impact Report, Data, Table 27</p>
GRI 418: Customer Privacy 2016			
GRI 3: Material Topics	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>	<p>FY24 Impact Report, Privacy and Security, p. 102-104</p>

GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	The reporting organization shall report the following information: a. Total number of substantiated complaints received concerning breaches of customer privacy, categorized by: i. complaints received from outside parties and substantiated by the organization; ii. complaints from regulatory bodies. b. Total number of identified leaks, thefts, or losses of customer data. c. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient	FY24 Impact Report, Data, Table 28
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