FY25 SASB Report

Table of Contents

1. Introduction

The Sustainability Accounting Standards Board (SASB) develops industry-specific disclosure standards for financially material environmental, social, and governance (ESG) topics. These standards aim to foster transparent communication between companies and investors by providing decision-useful information. Logitech's alignment with SASB standards is detailed on the SASB website, with the applicable standard being the Sustainability Accounting Standards for the Technology and Communications Sector- Hardware.

As of August 2022, oversight of the SASB Standards transitioned to the International Sustainability Standards Board (ISSB), under the IFRS Foundation. The ISSB is committed to maintaining, enhancing, and evolving the SASB Standards, encouraging their continued use by both companies and investors.

In line with this, IFRS S1 – General Requirements for Disclosure of Sustainability-related Financial Information – requires companies to refer to SASB Standards when identifying sustainability-related risks and opportunities that could affect their own financial performance or long-term value.

In December 2023, the ISSB finalized key amendments to the SASB Standards, focusing on enhancing the international applicability of non-climate-related disclosure topics and metrics. These changes aim to make the standards more globally relevant by removing or revising jurisdiction-specific references. The updated standards are effective for annual reporting periods beginning on or after January 1, 2025, with early adoption permitted.

As an early adopter, Logitech has prepared its FY25 SASB Report (the "Report") in accordance with the most recent version of the SASB Standards (published December 2023).

2. Scope

This report applies to all entities listed in Logitech's Annual 10-K Report, with no exceptions.

The data presented in this Report covers the period from April 1, 2024, to March 31, 2025, referred to as fiscal year 2025 ("FY25"). In some instances, data for the calendar year (January 1, 2024, to December 31, 2024) is provided, with such instances clearly noted.

3. Disclosures

3.1 Product Security (TC-HW-230a.1)

SASB requires companies to describe their approach to identifying and addressing product data security risks. Our approach can be described as follows:

- The Technology and Innovation Committee of our Board of Directors oversees our product security risk management framework.
- We have an established Product Security Review Board (PSRB) composed of employees with relevant experience and expertise. The PSRB defines the policies and practices that all our product teams must adhere to and follow security best practices.
- We define a security vulnerability as an unintended weakness in a product that could allow a malicious actor to compromise the integrity, availability, or confidentiality of a product or service. We adopt a life-cycle approach to managing risks associated with security vulnerability. Security and privacy are essential to the design of Logitech products. For instance, Logitech's Video Collaboration (VC) products run on secure platforms like Android 10, providing robust security, privacy, and performance.
- Our established risk assessment process identifies Relevant security risks early in the design process.
    - Appropriate security measures are developed to address such risks and vulnerabilities and are embedded into the product design as it evolves. This may include incorporating encryption, digital signatures, strong authentication and authorization, and network security, as needed, based on each product's data and network access needs.
    - We carry out security testing prior to product launch, and the Chairperson of the PSRB has the authority to halt the launch of any new product or service if the product's security standards are not met.
    - The PSRB reviews and provides final approval on the security design for new products under development.
- We are committed to providing secure products and services to our customers. We welcome reports from independent researchers, industry organizations, vendors, customers, and other sources concerned with security. For more information, see our Security Vulnerability Reporting page at Logitech.com.
- We actively contribute to industry efforts to integrate security into core standards. Through participation in the Product Security Working Group (PSWG) and Matter Working Group within the Connectivity Standards Alliance (CSA), we collaborate with industry leaders to develop and certify standards that enhance product security and privacy across the Internet of Things (IoT) ecosystem.

Case Study - Logitech Sync

Logitech Sync is a device management software application that makes it easy to manage an organization's meeting rooms remotely. Built on secure, cloud-based architecture, Sync helps you deploy and manage video conferencing at scale. Logitech issued a whitepaper to discuss the security and privacy of Logitech Sync's handling of personal data and the delivery of firmware releases. Topics discussed in the whitepaper include:

- Application security testing.
- User authentication and authorization.
- Single sign-on (SSO) integrations.
- Data in transit and at rest.
- Service availability and disaster recovery.
- Data retention and deletion.
- Security incident response.

Case Study - Logi Bolt Protocol

Logitech developed the Logi Bolt protocol to safeguard wireless communications between peripherals, based on Bluetooth® Low Energy (BLE). Logi Bolt implements security features to prevent man-in-the-middle (MITM) attacks and ensures encrypted device pairing. This protocol enforces Secure Connection Only Mode, requiring authenticated pairing and encrypted links, thereby enhancing the security of wireless peripherals.

Our Information Security Management System is third-party ISO 27001 certified. In 2024, we experienced zero significant data breaches. For more information, refer to our Privacy Policy at Logitech.com.

3.2 Employee Diversity & Inclusion (TC-HW-330a.1)

SASB requires companies to report on the percentage of gender representation and racial/ethnic diversity for:
(1) executive management;
(2) non-executive management;
(3) technical staff; and
(4) all other employees.

Table 1: Gender Representation of Global Employees (%) for FY25

Gender by level	Units	Male	Female	N/A - Declined to state and/or not specified
Data coverage	FTEs			100%
Leadership Team	%	57	43	0
Extended leadership	%	67	33	0
People Managers	%	63	37	0
All Other Employees	%	62	38	0
STEM	%	77	23	0

Note: Data represents all direct employees. Percentages may not add up to 100% due to rounding.

Table 2: Diversity Group Representation of Global Employees (%) for FY25.

	Units	Asian	Black or African American	Hispanic or Latino	White	Indigenous or Native	Native Hawaiian or other Pacific Islander	N/A - Declined to state and/or not specified
Data coverage	FTEs							16%
Leadership Team	%	33	0	0	67	0	0	0
Extended leadership	%	31	3	5	57	0	1	3
People Managers	%	34	4	9	47	1	2	5
Other Employees	%	32	5	9	49	1	1	3
STEM	%	39	3	6	49	0	1	2

Note 1: Data represents all U.S. employees.

Note 2: Percentages may not add up to 100% due to rounding.

3.3 Product Life-Cycle Management (TC-HW-410a.1 -4)

Table 3: Product Life-Cycle Management

SASB Metric	Current Status
Percentage of products by revenue that contain IEC62474 declarable substances	100% of our products may contain small amounts of some of the chemicals on the IEC 62474 declarable substances list.
Discussion of approach to managing IEC62474 declarable substances	All electronic companies still have products that claim RoHS exemptions because electronics products still use lead in specialized applications, for which no viable alternative is currently available and which is permitted under the Restriction of Hazardous Substances Directive (RoHS). Several Registration, Evaluation, Authorisation, and Restriction of Chemicals (REACH) candidate substances are also used in consumer electronics. For example, ethylene glycol dimethyl ether (EGDME), for which no known replacement is used in coin cell batteries. We use and declare REACH candidate substances when no current viable alternatives exist. Similarly, 100% of company revenues are associated with products containing substances classified as persistent organic pollutants (POPs) and/or hazardous by a regulatory authority. Logitech Global Specification for the Environment ("GSE") is the standard that controls relevant hazardous substances, including the IEC62474 list. Our suppliers will disclose relevant substances in accordance with the GSE requirements. The GSE is updated regularly to include relevant substances based on global regulatory developments. During the update process, Logitech's suppliers must re-confirm their compliance stating whether any of the products they supply use substances listed in the GSE. Suppliers confirm that the restricted substances are not used in the product, or if used, the use of the substance is in compliance with Restriction of Hazardous Substances Directive (RoHS) exemption regulations. If a substance is designated as a substance that needs to be reported to Logitech and the reporting threshold has been exceeded, the supplier shall report the use of the substance to Logitech.
Percentage of eligible products, by revenue, meeting the requirements for EPEAT® registration or equivalent	Our products do not qualify for EPEAT® registration. No equivalent exists for our product categories.
Percentage of eligible products, by revenue, certified to an energy	Computer peripherals are eligible for Energy Star Certification® and there is no other equivalent energy efficiency certification.

efficiency certification	
Weight of end-of-life products and e-waste recovered; Percentage recycled	9,881 tons* in Calendar Year 2024 (CY24) *Estimated minimum based on primary data from Logitech's take-back and refurbishment schemes and modelled data from Logitech's Extended Producer Responsibility (EPR) schemes worldwide where we finance collection of product tonnages placed on market and receive feedback, insights and reports from Producer Responsibility Organisations (PROs).

3.4 Supply Chain Management (TC-HW-430a.1-2)

Table 4: VAP Auditing of our Tier 1 Supplier Facilities

<table>
<tr><th>SASB Metric</th><th>CY24</th></tr>
<tr><td>Percentage of our Tier 1 facilities audited in the RBA Validated Audit Process (VAP) or equivalent by (a) all facilities and (b) high-risk facilities</td><td>a) 100% of Major Supplier facilities and 100% of New Supplier facilities
b) 100% of High-Risk[1] supplier facilities</td></tr>
<tr><td>Tier 1 suppliers' non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent</td><td>We replicate the RBA Validated Audit Process (VAP) in our own auditing process for our Tier 1 supplier facilities. In FY25, the measured nonconformance rates for that program were as follows.
• 1.07 priority finding per facility audited;
• 6.82 major findings per facility audited; and
• 0.91 minor findings per facility audited.</td></tr>
<tr><td>Corrective action rate for (a) priority nonconformances and (b) other nonconformances</td><td>A corrective action plan is devised for every audit finding. Actions are closed out within the timeframes that are required by RBA, as shown below. We do not currently track and report the corrective action-rate.
<table>
<tr><th>Rating</th><th>Finding</th><th>Submit CAP</th><th>Approved CAP</th><th>Progress / Complete CAP</th></tr>
<tr><td>Priority</td><td>All findings except those noted below (this include Working Hour >84 h/week</td><td>1 week from discovery</td><td>10 calendar days from discovery</td><td>30 days from discovery</td></tr>
<tr><td>Priority</td><td>Working Hour ≤84 h/week and Social Insurance</td><td>2 weeks from receipt of final AR</td><td>6 weeks from receipt of final AR</td><td>180 days from receipt of final AR</td></tr>
<tr><td>Priority</td><td>Recruitment Fees</td><td>1 week from discovery</td><td>10 calendar days from discovery</td><td>90 days from discovery</td></tr>
<tr><td>Major</td><td>All</td><td>2 weeks from receipt of final AR</td><td>6 weeks from receipt of final AR</td><td>180 days from receipt of final AR (guidance only)</td></tr>
<tr><td>Minor</td><td>All</td><td>2 weeks from receipt of final AR</td><td>6 weeks from receipt of final AR</td><td>In conformance within 270 days from receipt of final AR</td></tr>
<tr><td>Risk of Non-conformance</td><td>All</td><td>2 weeks from receipt of final AR</td><td>6 weeks from receipt of final AR</td><td>270 days from receipt of final AR (guidance only)</td></tr>
</table></td></tr>
</table>

[1] An RBA member facility, supplier, or supplier facility that scores below 65 % on the self-assessment questionnaire (SAQ)'s Overall Facility Risk score is designated as high-risk. Further, the presence of any open disqualifying findings will result in the facility automatically being designated as high-risk.

3.5 Material Sourcing (TC-HW-440a.1)

SASB requires companies to describe how they manage risks associated with using critical materials. According to the SASB standard, critical materials can be defined as follows. The hardware industry relies on critical materials with limited substitutes, often sourced from a few geopolitically unstable regions, facing risks from climate change, resource scarcity, and conflict. Growing competition and lack of supply chain transparency increase the likelihood of material shortages, price volatility, and reputational risks, potentially affecting revenue and costs.

Definitions of Critical Materials

The Energy Act of 2020 includes the following definitions:

- **Critical materials for energy:** any non-fuel mineral, element, substance, or material that the Secretary of Energy determines: (i) has a high risk of supply chain disruption; and (ii) serves an essential function in one or more energy technologies, including technologies that produce, transmit, store, and conserve energy. These include ("the electric eighteen"): aluminum, cobalt, copper, dysprosium, electrical steel, fluorine, gallium, iridium, lithium, magnesium, natural graphite, neodymium, nickel, platinum, praseodymium, silicon, silicon carbide and terbium.
- **Critical mineral:** any mineral, element, substance, or material designated as critical by the Secretary of the Interior, acting through the director of the U.S. Geological Survey. These 50 minerals comprise: Aluminum, antimony, arsenic, barite, beryllium, bismuth, cerium, cesium, chromium, cobalt, dysprosium, erbium, europium, fluorspar, gadolinium, gallium, germanium, graphite, hafnium, holmium, indium, iridium, lanthanum, lithium, lutetium, magnesium, manganese, neodymium, nickel, niobium, palladium, platinum, praseodymium, rhodium, rubidium, ruthenium, samarium, scandium, tantalum, tellurium, terbium, thulium, tin, titanium, tungsten, vanadium, ytterbium, yttrium, zinc, and zirconium."

Energy.gov, What are Critical materials
2023 Critical Materials List.

Logitech's Risk Assessment and Management Strategy

Logitech has assessed the risks associated with supply and demand dynamics for specific critical components and materials. Logitech products rely on certain raw materials, which are at risk of becoming increasingly unavailable and/or more costly to procure as society shifts towards a low-carbon economy. An assessment of Logitech's use of components and materials indicated copper and aluminum are critical materials of concern being used in cables, components, switches and various products. Other materials identified as critical through the assessment include aluminium, tin, tantalum, tungsten, gold, lithium and cobalt.

Copper and Aluminium

Both copper and aluminum are closely linked to the transition to a low-carbon economy, both being needed to manufacture Electric Vehicles, solar panels, wind turbines, etc. Interviews with our manufacturing and sourcing teams indicated the primary financial impact of concern was the direct cost increase of raw materials. Copper was analyzed under the IEA SDA and STEPS scenarios to 2040, with the IEA SDS Scenario indicating copper demand is likely to increase by 42% by 2040 as the total market share of clean energy technologies rises from ~25% in 2020 to ~40% in 2040.

The risk was categorized as Moderate and Likely over a long-term time horizon. Our Finance and Commodity Management teams developed financial estimates. A Risk Owner (Chief Operations Officer) was assigned. A management strategy was developed with measures to monitor, track, and review commodity pricing, diversify suppliers, establish direct and indirect control of some critical materials, develop new product designs, and develop more circular business models to build our capability to enable recovery of critical components and materials from our own products (closed loop) or other sources (open loop).

To mitigate these risks, our Finance and Commodity Management teams have developed financial estimates and implemented a comprehensive management strategy. Key components include:

- Monitoring and Tracking: Logitech's Global Sourcing Management team tracks raw material prices and exchange rates on a weekly basis to stay ahead of fluctuations.
- Supplier Diversification: We diversify sourcing options with suppliers both within and outside China, combining direct and indirect control of key components and suppliers.
- Business Continuity Planning: We maintain second sourcing options and grow supplier capability to meet demand, ensuring flexibility and resilience in our supply chain.
- Circular Business Models: Logitech is committed to reducing reliance on virgin materials by exploring circular business models, enabling the recovery of critical components such as copper and aluminum from our products (closed-loop) or from other sources (open-loop).

Aluminum

The manufacturing process for aluminum is highly carbon-intensive, primarily due to the use of traditional fossil fuels in smelting. Logitech is actively working to reduce this impact by sourcing low-carbon aluminum, which is produced in smelters that utilize renewable energy, such as hydropower. We report the scale of our low-carbon aluminum use in our annual Impact Report, along with the associated carbon savings.

Our longer-term goal is to eliminate traditional virgin aluminum from our portfolio by expanding the use of low-carbon aluminum, post-consumer recycled (PCR) aluminum, and exploring near-zero and post-industrial recycled (PIR) aluminum options. Logitech collaborates with suppliers to explore the best ways to achieve this goal.

Optimizing Printed Circuit Boards (PCBs)

Through our Optimizing PCBs program, we work to reduce the carbon footprint of PCBs by optimizing their shape and size. We are also exploring the use of recycled copper, gold, and additive manufacturing to further reduce the environmental impact of PCBs and their associated critical materials.

Tin, Tantalum, Tungsten, and Gold

Logitech is committed to sourcing its tantalum, tin, tungsten, and gold (3TG) from conflict-free certified smelters. We are also committed to investigating alternative sources where risk smelters are identified. We explicitly require and ask the suppliers who reported risk smelters in the survey to find alternative sources or push the smelters to comply by requesting a Smelter Action Plan (SAP). Our Responsible

Sourcing of Minerals Program goes beyond the requirements of the Conflict Minerals Reporting framework (3TG) to include cobalt, mica, and other materials. We engage our suppliers early in the year to ensure compliance with due diligence and reporting requirements. This includes:

- Smelter Identification: We require suppliers to identify and report smelters in their supply chain using the RMI Conflict Minerals Report Template (CMRT).
- Risk Mitigation: If smelters are located in high-risk countries, we work to ensure their participation in responsible minerals programs, such as the Responsible Minerals Assurance Process (RMAP), and provide support to suppliers to develop Smelter Action Plans (SAP) when necessary.

Please refer to our Responsible Sourcing of Minerals Policy.

Additionally, we submit annual reports to the Securities Exchange Commission (SEC) on our 3TG management efforts. Please refer to the Reporting Page of Logitech.com for additional reporting on progress, targets, and areas for future development.

Lithium and Cobalt

Lithium and cobalt are key materials for battery manufacturing. As the demand for these materials increases, especially with the shift towards low-carbon products, Logitech is exploring innovative solutions to manage the potential risks associated with their availability and cost.

As part of our Future Positive Challenge, we are fostering collaboration with our supply chain and external parties to identify alternative materials to lithium. For example, one of the successful applicants is exploring the use of recycled cobalt in lithium-ion batteries, and we are working to qualify its use in our products.