Logitech

ENVIRONMENT, HEALTH AND SAFETY REPORT 2012

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CONTENT

ENVIRONMENT, HEALTH & SAFETY REPORT 2012

LOGITECH'S COMMITMENT TO ENVIRONMENT, HEALTH AND SAFETY

CEO STATEMENT

Logitech is committed to protecting the environment and the health and safety of our employees, customers and the communities around the globe where we work and live.

By integrating sound environmental, health and safety management practices into all aspects of our business, we can offer innovative products and services in a responsible and sustainable way.

Logitech strives for continual improvement in our environmental, health and safety management systems as well as in the sustainability of our product designs, process implementation and services. We recognize the importance of conserving the earth's resources and protecting the planet. Logitech acknowledges that our actions have a direct impact on the planet and we strive to protect the environment by minimizing this impact wherever possible.

Logitech also recognizes that we have a responsibility to our employees, suppliers and partners and to the communities, in which we operate. We demonstrate this through our ongoing commitment to, and active membership in, the Electronics Industry Citizenship Coalition (EICC). The EICC actively promotes an industry-recognized Social and Environmental Code of Conduct, and Logitech's operational practices reflect and demonstrate our commitment to this code.

This EICC Code of Conduct outlines standards to ensure that working conditions in operational facilities, and all supply chain partners' activities supporting these facilities, are safe, that workers are treated with fairness, dignity and respect and that manufacturing processes used by EICC members and their partners are environmentally responsible.

As an employer, Logitech has defined operating standards in the areas of Labor, Health and Safety, the Environment, and Business Ethics.

- Labor standards include criteria related to freely chosen employment, child labor avoidance, working hours, wages and benefits, humane treatment, non-discrimination and freedom of association.

- Health and Safety standards include criteria related to occupational safety, emergency preparedness, occupational injury and illness, industrial hygiene, physically demanding work, machine safeguarding and dormitory and canteen areas.

- Environmental standards include criteria in relation to pollution prevention and resource reduction, energy conservation, hazardous substances, wastewater and solid waste, air emissions and product content restrictions.

- Business Ethics standards include criteria related to fair and responsible business practices.

Logitech management is committed to operating within these standards and has established a management system designed to ensure:

- Compliance with applicable laws, regulations and customer requirements

- Conformance with the Electronic Industry Code of Conduct

- Identification and mitigation of operational risks related to the EICC Code of Conduct

This 2012 EHS report, along with our GRI-based Index published on our website aims to provide details of Logitech's commitment to Environmental, Health and Safety practices and to share with you some of the EHS milestone achievements of 2012.

Logitech continues to evolve our policies and programs to meet our EHS responsibilities and I look forward to sharing with you these ongoing improvements in future years to come.

Bracken P. Darrell
President and Chief Executive Officer

LOGITECH'S COMMITMENT TO THE EICC ELECTRONIC INDUSTRY CODE OF CONDUCT

The Electronic Industry Code of Conduct is a global code of conduct adopted by many of the world's major electronics brands and their supply chain partners.

Logitech, as a full member, along with other Electronic Industry Citizenship Coalition (EICC) members, collaborate to develop industry best practice and supporting tools to facilitate the successful global adoption and implementation of this Code of Conduct in the following key areas;

DEVELOP SUPPLY CHAIN CAPABILITIES

EICC members adopt the EICC Code of Conduct as operating principles for their companies and suppliers. This signifies their commitment to the Code's principles and their willingness to uphold its standards. The EICC provides tools to assess operational risks and determine conformance to the Code, and provides Code-related capability building tools for members to use in their own facilities and with their suppliers.

Full Member EICC — ELECTRONIC INDUSTRY CITIZENSHIP COALITION

COLLABORATE ON EMERGING ISSUES

The EICC focuses on issues that are a priority to its members, including emerging issues that are not well understood. This forward-thinking approach helps develop best practices for EICC members. Responding to immediate and critical issues helps build partnerships, develop industry understanding, and foster a root-cause and solutions-oriented approach.

ENGAGE WITH STAKEHOLDERS

The EICC solicits feedback from external stakeholders to inform its projects and approaches, and to gain new perspectives on how EICC can best contribute to social and environmental responsibility in the electronics industry. Candid feedback from stakeholders that challenges the EICC results in deeper thought, more impactful actions, and better support outside the organization.

Logitech continues our commitment to directly support these initiatives. All our suppliers are required by contract to comply with the code of conduct, all applicable laws and any regulations where they conduct their business.

L. JOSEPH SULLIVAN
Senior Vice President, Worldwide Operations

Logitech

2012*
HIGHLIGHTS

In 2012, WE RELEASED

Logitech Conflict Minerals
Policy Statement

👁 READ THIS DOCUMENT

Logitech Business
Continuity Plan

👁 READ THIS DOCUMENT

Phthalate Restriction Policy

👁 READ THIS DOCUMENT
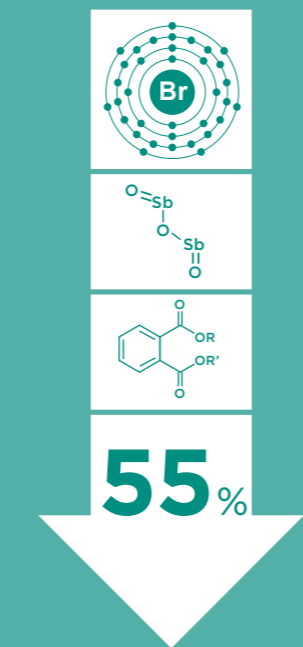
Slavery and Human
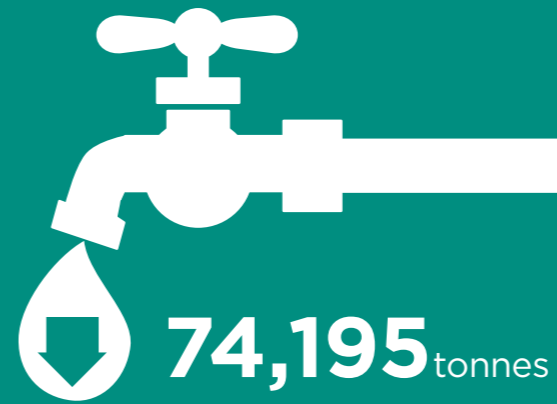Trafficking Statement

👁 READ THIS DOCUMENT

* see report for specific details

SINCE 2010

ENERGY

15% Factory GHG Emissions

TARGETED PRODUCT SUBSTANCE REDUCTION

Br

55%

SUPPLY CHAIN

TRANSPORT SAVED IN ROAD HAULAGE

9,150,000 km

REDUCED WEIGHT OF AIR FREIGHT

43% WEIGHT OF SHIPMENTS

REDUCED FACTORY WATER CONSUMPTION

74,195 tonnes

100% PACKAGING NOW PVC FREE

3 PVC

HAZARDOUS FACTORY WASTE REDUCTION

15%

PRODUCT ENERGY EFFICIENCY

86% reduction in energy consumption on Tablet Keyboard

COLLECTED AND RECYCLED

7000 tonnes of electronic waste

7.76 million batteries

1725 tonnes of packaging in Europe alone

ENERGY AND EMISSIONS
MANUFACTURING FACILITIES

Since 2010, Logitech's manufacturing team has been dedicated to monitoring and reducing energy use at our manufacturing site.

A five-year energy saving plan was established in 2010 to reduce GHG emissions by 10% by 2015. This goal has already been exceeded with a 15% reduction in total GHG emissions achieved since 2010.

ACHIEVEMENTS

- 71% reduction in scope 1, direct, factory GHG emissions Vs 2010. This equates to a 63% reduction from 2010 to 2011 and a 20% reduction from 2011 to 2012. This dramatic reduction in direct energy consumption from 2010 to 2011 is primarily due to the elimination of onsite natural gas consumption.

- 12% reduction in scope 2, indirect, factory GHG emissions representing a reduction of 1226 MTCO2e versus 2010.

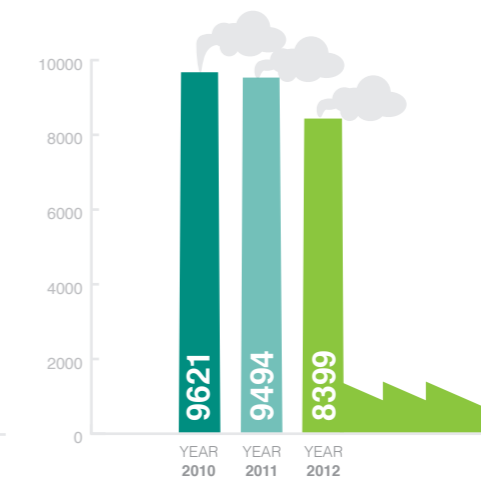- Overall reduction of GHG emissions by 15% since 2010 baseline.

SCOPE 1, DIRECT FACTORY EMISSIONS

Direct Emissions (MTCO2e), Manufacturing Site

YEAR 2010	YEAR 2011	YEAR 2012
432	159	127
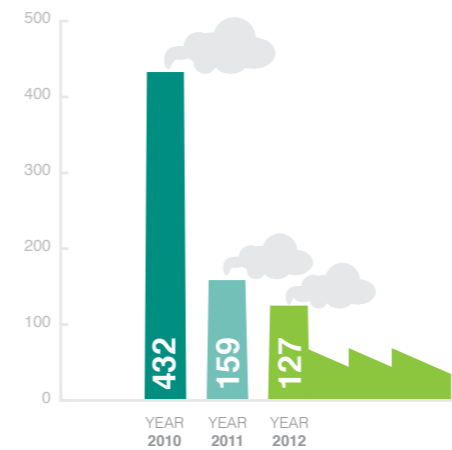
SCOPE 2, INDIRECT FACTORY EMISSIONS

Indirect Emissions (MTCO2e), Manufacturing Site

YEAR 2010	YEAR 2011	YEAR 2012
9621	9494	8399

TOTAL SCOPE 1 +2, (DIRECT + INDIRECT) FACTORY EMISSIONS

Total Emissions (MTCO2e), Manufacturing Site

YEAR 2010	YEAR 2011	YEAR 2012
10053	9653	8526
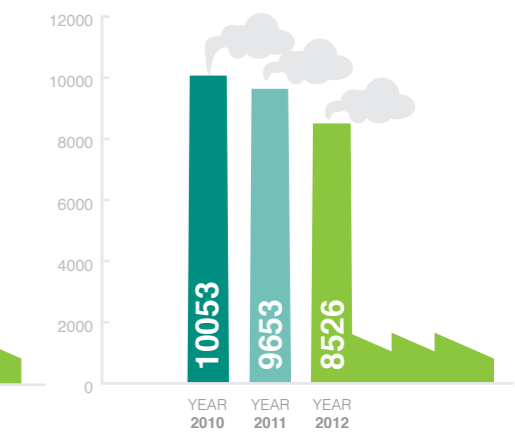
Greenhouse gas emissions are shown in metric tonnes of carbon dioxide equivalent (MtCO2e)

ENERGY AND EMISSIONS PRODUCT

Logitech is acutely aware of the importance of integrating energy efficient design into our products.

Logitech has a continuous improvement approach to product energy efficiency and it is a driving factor in our product development activities. This is demonstrated below by the continued reduction in energy consumption achieved on each product evolution compared to its predecessor:
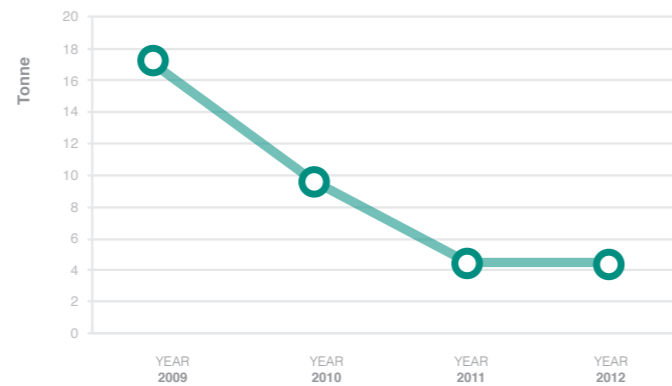
TABLET KEYBOARDS

With a surge in popularity of tablet products, Logitech was keen to develop products to complement this new market. People want to use their tablets for work or play while they are on the move, increasing the importance of integrating energy-efficient measures and extended battery life. Logitech has proven our dedication to consumers by developing tablet keyboards with solar rechargeable technology, tablet keyboards with reduced power consumption and Bluetooth connected keyboards with lower power consumption compared to predecessor products.

Specifically, the Logitech Tablet Keyboard has improved energy efficiency through a reduction of energy consumption required over a day's use. As you can see from the tables below, the development uses a lower Current to reduce the energy consumption by 86% while increasing the battery life* from 1 year to 8 years.

DESKTOP KEYBOARD ENERGY CONSUMPTION (J/DAY)

Keyboard Energy Consumption J/day Keyboards MK170, MK260, K750, K750 MAC

IMPROVEMENTS IN PRODUCT ENERGY CONSUMPTION (J/DAY)

Tablet Keyboard Energy Consumption
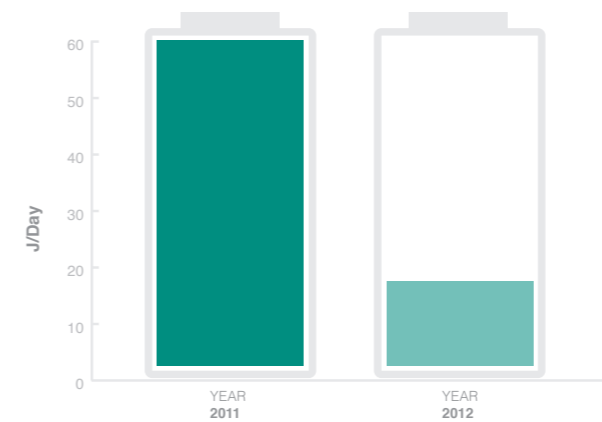
IMPROVEMENTS IN BATTERY LIFE (MONTHS)

Battery Life for Tablet Keyboard

*Avg energy in 1 AA Alkaline cell approx. 11KJ. Energy consumption (J/day) in normalized battery life on 2 Alkaline cells in months calculated as 22'000 J / Energy consumption J/day / 30 days

ENERGY AND EMISSIONS
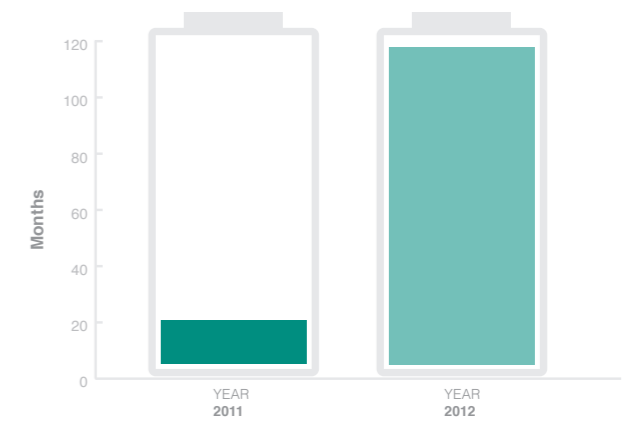## SUPPLY CHAIN

Logitech continues the drive to optimize our transportation network requirements while reducing their impact on the environment where possible.

This approach has resulted in a marked increase in the use of ocean freight in place of air freight services to move certain finished goods from our manufacturing locations in Asia to our regional distribution centres close to our sales markets. The total weight of products transported by air on an annual basis has reduced by 43% from the period 2009 to 2012.

Logitech has also implemented intermodal transportation as part of our standard mode of transport. For inbound transportation to our two main distribution centers globally, we are using a combination of ocean and rail for the U.S. and ocean and barge in Europe.

In the U.S. we move our containers by ocean freight from China to Long Beach on the U.S. west coast. From there, they are transported by rail to our U.S. distribution centre in the vicinity of Memphis in central U.S.

This reduces the amount of trucking kilometres by 8,700,000 km on an annual basis. In Europe, we move containers by ocean freight from China origin to Rotterdam, The Netherlands. From Rotterdam, they are moved over inland waterways to an inland terminal, which is in the very near proximity of our distribution center. This reduces the amount of trucking kilometres by 450,000 km on an annual basis.

By shifting from the more carbon-intensive modes of transport of air and trucking to less-intensive modes, such as rail, container ships and waterways, Logitech is mitigating a considerable amount of CO_2 emissions annually. Logitech aims to have a full analysis completed on the environmental impact of these transport decisions in next year's report.

TOTAL WEIGHT OF PRODUCTS TRANSPORTED BY AIR ANNUALLY

Total Products Transported by Air (Tonne)

MATERIALS MANAGEMENT
AND MINIMIZATION
PACKAGING

In 2012, the International Standards Organization (ISO) approved new global standards on packaging and the environment.
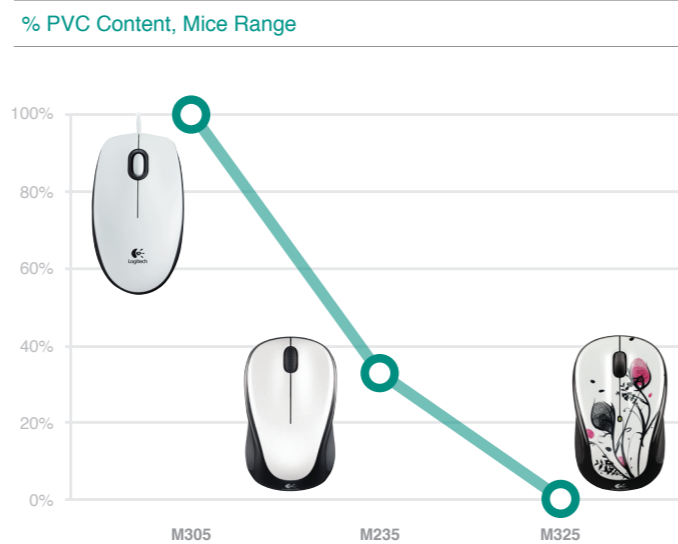
The standards were developed to synchronize approaches to minimizing the environmental impact of packaging by offering packaging suppliers, brand owners, and retailers a common set of requirements for compliance.

With this in mind, Logitech is developing a Design for Environment packaging guide. The internal guide is dedicated to promoting the importance of minimizing product packaging and choosing recycled or recyclable paper and card, wherever possible, to ensure we are minimizing our impact on the environment.

Logitech has already been committed to the elimination of PVC from our packaging materials for several years now. In 2012 we implemented a 100% PVC-free packaging campaign for all new products brought to market.

Evidence of ongoing reduction activity can be seen here with an example of product and packaging evolution.

PERCENTAGE OF PVC CONTENT PER PRODUCT

% PVC Content, Mice Range

M305   M235   M325

MATERIALS MANAGEMENT
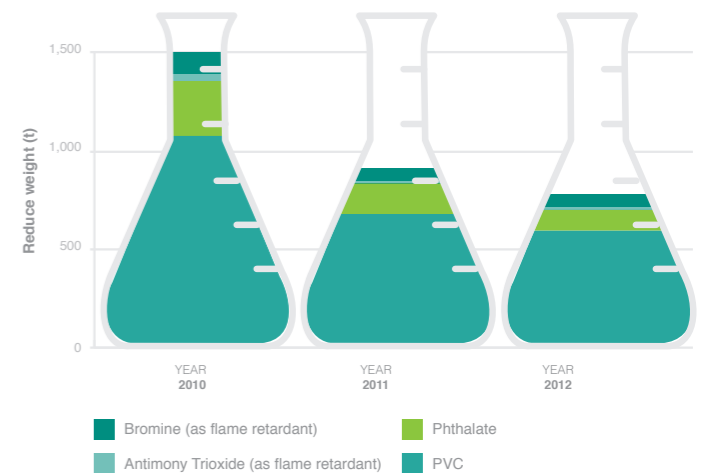AND MINIMIZATION
TARGETED SUBSTANCE
REDUCTION PLAN

Logitech's Targeted Substance elimination program was established to bring strategic focus to environmental considerations on the sourcing and design of Logitech products from a materials management and minimization perspective.

From this, the targeted -substance reduction plan was launched internally by Logitech in 2010. The baseline criteria to benchmark our improvements was taken as our top 50 product global sales for the year 2010.

In the period 2010 to 2011, the total volume of targeted substances was reduced by 44%. In addition, a further 18% reduction was achieved from 2011 to 2012. The graph below highlights the improvements from 1482 tonne in 2010 to 669 tonne in 2012.

To help achieve continued progress towards our goals of sustained targeted substance elimination, the Phthalates restriction policy was implemented by Logitech in August 2012. You can find the Logitech Phthalate Restriction policy statement here.

TOTAL REDUCTION IN VOLUME OF TARGETED SUBSTANCES

YEAR 2010   YEAR 2011   YEAR 2012

■ Bromine (as flame retardant)   ■ Phthalate
■ Antimony Trioxide (as flame retardant)   ■ PVC

MATERIALS MANAGEMENT AND MINIMIZATION

WATER & WASTE

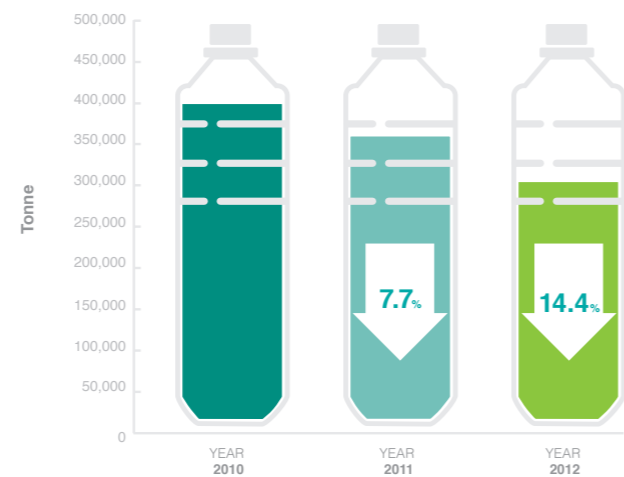The EHS team at our primary manufacturing site is focused on reducing Logitech's impact on the environment.

Water and waste management is a priority for the team as part of our Energy and Water Saving Project launched in 2010.

MUNICIPAL WATER

Specific water-saving technologies were implemented at our manufacturing site including time-control units and magnetic valves. These initiatives have contributed to a reduction of 7.7% in directly withdrawn water consumption for 2011 compared to the 2010 consumption, and 14.4% from 2011 to 2012. This is a total savings of 74,195 tonne of water.
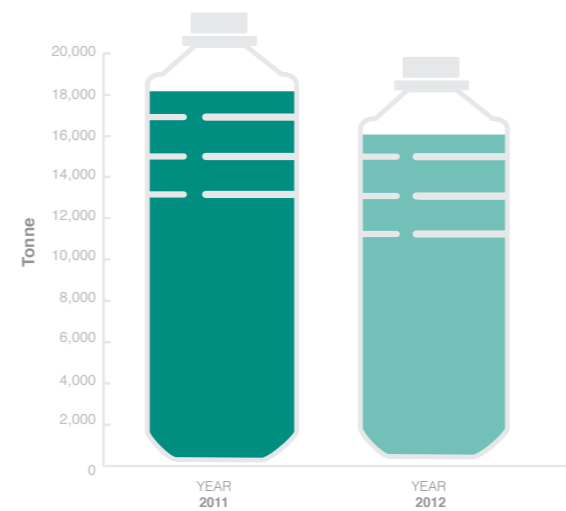
RECYCLED WATER

In 2011, Logitech's primary manufacturing site began to source hot water from a closely located facility where it was a by-product of that facility's operation. Logitech recycles this water for use in place of onsite water heating, thus reducing Logitech's burden on the environment.

WASTE

The EHS team at our primary manufacturing site is dedicated to monitoring and reducing the amount of waste we are producing in the manufacturing process. Industry waste from leftover plastic is continuously monitored and targeted for reduction. As a result, the primary manufacturing site reduced the amount of wasted plastic generated on the production line by 15% from 2011 to 2012.

MUNICIPAL WATER REDUCTION

Logitech Suzhou, Municipal Water Consumption (tonne)

RECYCLED WATER REDUCTION

Recycled Water (tonne)

HAZARDOUS INDUSTRY WASTE REDUCTION

Product Plastic Leftover (grams / unit)

END OF LIFE
WEEE (WASTE OF ELECTRICAL AND ELECTRONIC EQUIPMENT)
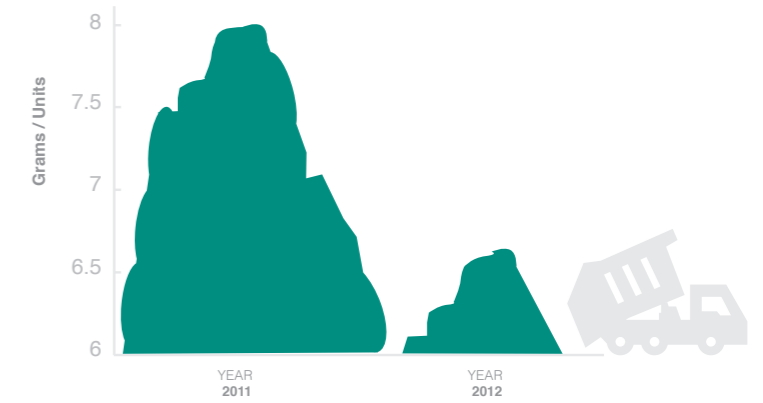
Logitech is committed to meeting the requirements of the European Union's WEEE (Waste from Electrical and Electronic Equipment) directive.

The WEEE directive aims to reduce the waste arising from electrical and electronic equipment, and improve the environmental performance of everything involved in the life cycle of electrical and electronic equipment.

Logitech continued to directly finance and administer the collection of 7,146 tonne of electronic waste throughout Europe in 2012.

Logitech has been financing electronic waste collective schemes in the United States since 2011. In April 2011 we began reporting and financing the collection of the waste we had introduced into the New York market.

Since 2011, we have been financing the collection, recycling and safe disposal of waste in Illinois, North Carolina and Utah in addition to our ongoing end-of-life stewardship obligations in New York State.

In 2012, Logitech directly financed and administered the collection of 185 tonne of electronic waste in both New York Sate and Illinois.
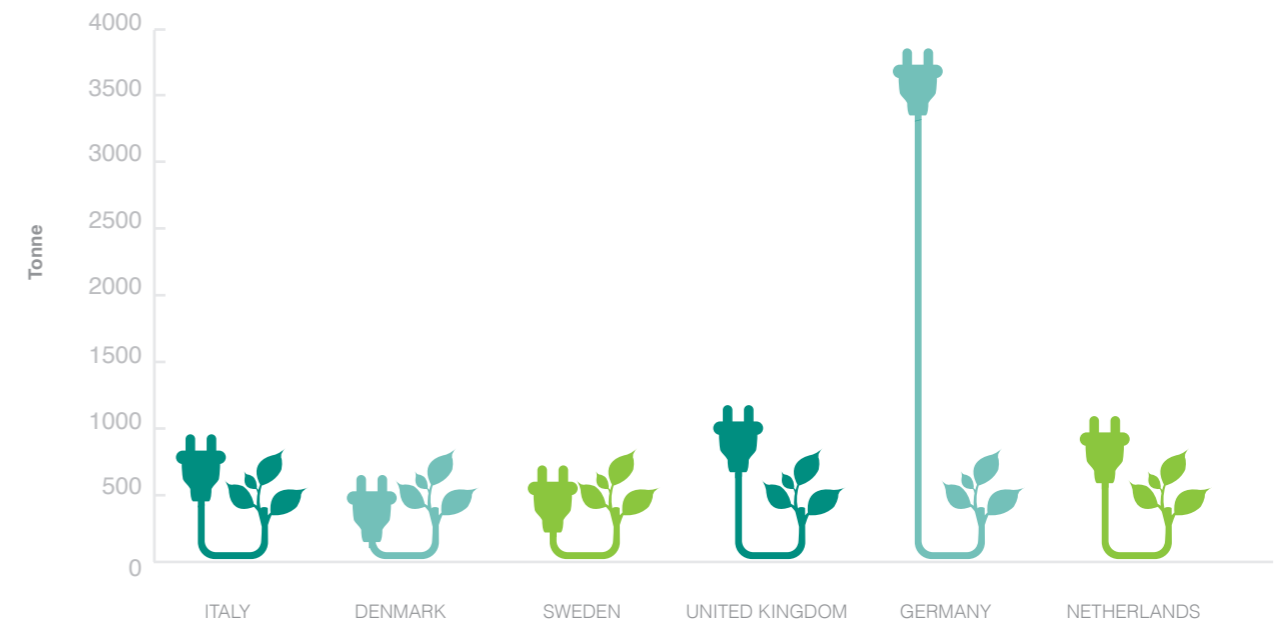
TOTAL ELECTRONIC WASTE (WEEE) FINANCED FOR COLLECTION U.S.

WEEE Financed for collection, US, 2012
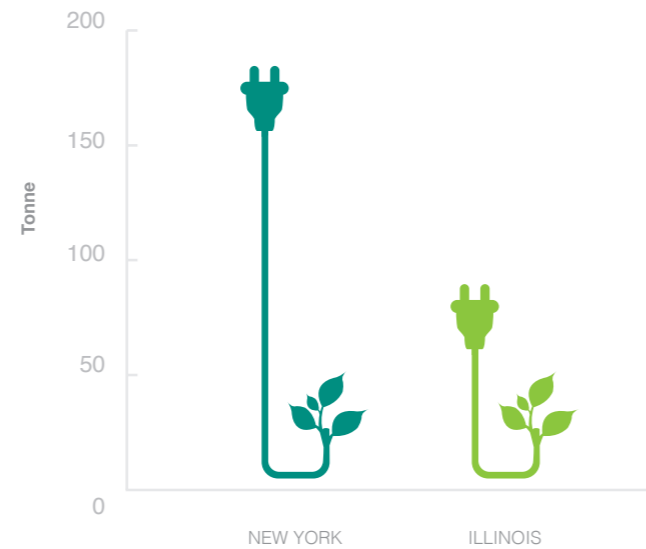
TOTAL ELECTRONIC WASTE (WEEE) FINANCED FOR COLLECTION EMEA

WEEE Financed for collection, EMEA, 2012

END OF LIFE
BATTERY RECYCLING

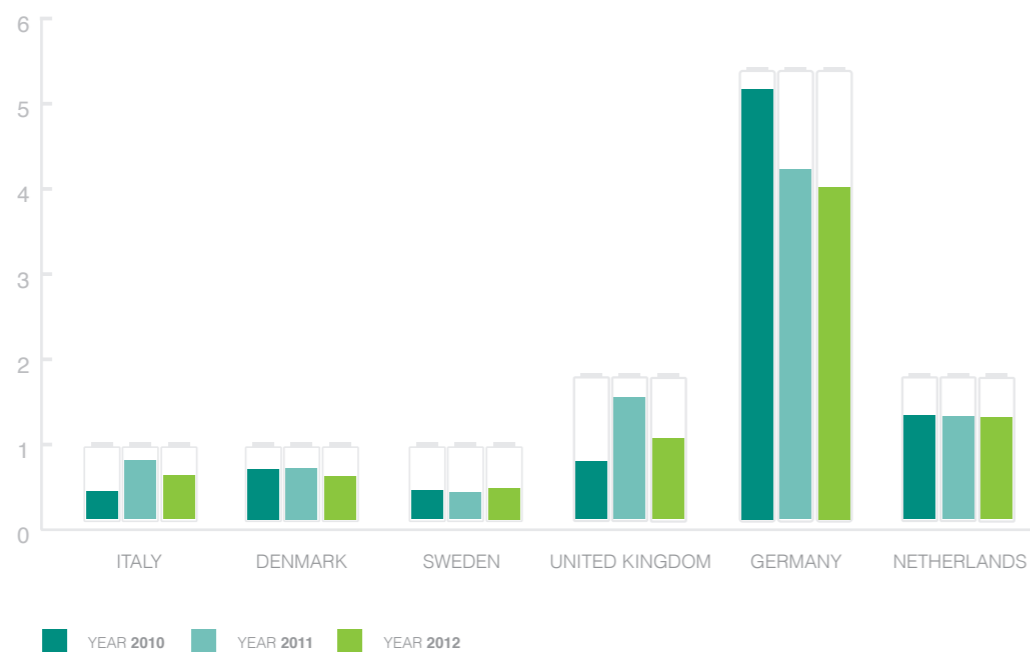**Logitech is committed to meeting the requirements of the *European Union's Battery Directive.***

The EU Battery Directive aims to reduce waste arising from used batteries by ensuring that they are safely managed and responsibly disposed of at their end of life.

To ensure all batteries can be recycled they must be easily removed from the products. Logitech has developed an internal Design for Environment (DfE) guideline document for this purpose. The guideline assists our engineers in understanding design requirements for batteries incorporated into products, to ensure that their designs meet international standards for end of life battery stewardship.

In 2012 Logitech directly financed the collection, recycling and safe disposal of 7.76 million batteries throughout 6 countries in Europe. Since 2010 we have directly financed the collection, recycling and safe disposal of 24.86 million batteries.

BATTERY RECYCLING – QTY OF UNITS

Units of Financed and Recycled Batteries

ITALY   DENMARK   SWEDEN   UNITED KINGDOM   GERMANY   NETHERLANDS

■ YEAR **2010**   ■ YEAR **2011**   ■ YEAR **2012**

END OF LIFE
PACKAGING

Logitech is committed to meeting the requirements of the EU Packaging Directive (94/62/EC).

The EU Packaging directive aims to reduce packaging waste and improve the environmental performance of everything involved in the life cycle of packaging materials design and consumption.

In Europe, Logitech continued to directly finance and administered the collection of 1725 tonnes of packaging waste in 2012.

PACKAGING DIRECTLY FINANCED FOR RECYCLING

Packaging Finaced for Recycling

YEAR **2008**   YEAR **2009**   YEAR **2010**   YEAR **2011**   YEAR **2012**

■ NETHERLANDS   ■ GERMANY

HEALTH AND SAFETY
PEOPLE, WORKPLACE AND POLICIES

Logitech conducts its business in a manner that protects the health, safety and environment of our employees, temporary agency workers, independent contractors, customers, and the communities where we live and work.

ENVIRONMENTAL, HEALTH AND SAFETY MANAGEMENT SYSTEMS

This is achieved by:

- Meeting or exceeding all applicable EHS requirements and verifying performance through audit.

- Adopting industry standards where laws and regulations do not reflect best management practices.

- Striving to create products that are safe in their intended use, conserve energy and materials, promote safety, and prevent pollution throughout the product life cycle, including design, manufacture, use and end-of-life management.

- Supporting and promoting sound scientific principles and fiscally responsible public policies that enhance environmental quality, health and safety.

- Advocating the adoption of prudent EHS principles and practices by our partners, contractors and suppliers.

- Communicating environmental, health, and safety policies and programs to Logitech employees.

- Designing, managing and operating our facilities to maximize safety, promote energy efficiency, and protect the environment.

- Informing all employees of their roles and responsibilities in fulfilling and sustaining Logitech's EHS policies.

LOGITECH ENVIRONMENTAL HEALTH AND SAFETY SYSTEM

Logitech recognizes that manufacturing activities have a significant influence over a company's impact on society and the environment. Therefore Logitech has taken steps to implement improvements in manufacturing practices, including the implementation of externally certified manufacturing management systems and the restriction of chemical compounds or materials that can be a risk to the environment, health and safety.

Logitech uses formal management systems to manage its Environmental and Health and Safety (EHS) programs such as ISO 14001 and OHSAS 18001, as well as the ISO 9001 systems certification. Logitech's primary manufacturing sites are certified to these standards.

Under these EHS Management Systems, Logitech has established comprehensive procedures and practices designed to maintain a safe and healthy workplace as well as minimize the impact to the environment from our operational activities.

MANUFACTURING SITE HEALTH AND SAFETY ACTIVITIES

In 2010, Logitech successfully undertook a project of consolidation of our ISO14001 Environmental Management System and our OHSAS18001 with the assistance of SGS.

In addition, Logitech has established a safety committee, which has responsibility for monthly audit and implementation of related improvements. Each of the members of this committee has been government trained and certified.

PRODUCT REGULATORY COMPLIANCE SYSTEMS

Logitech takes a systematic approach to product development by assessing product-related legislation to ensure our products are compliant with all relevant regulations for the markets in which they are sold. Where possible, Logitech takes a proactive global approach by expanding certain regional environmental requirements to cover our entire worldwide product range. An example of this is Logitech's approach to the introduction of the EU RoHS Directive, which places rigorous legal restrictions on certain material content in all products sold in the European Union. Logitech implemented a policy to extend RoHS product restrictions to all of our products sold globally resulting in all Logitech products manufactured since early 2006 being RoHS compliant.

BUSINESS ETHICS STANDARDS

Business Ethics standards include criteria related to fair and responsible business practices. Logitech management is committed to operating within these standards and has established a management system designed to ensure:

- Compliance with applicable laws, regulations and customer requirements

- Conformance with the EICC Code of Conduct

- Identification and mitigation of operational risks related to the Code of Conduct

Logitech will continue to evolve its policies and programs to meet its responsibilities as a global citizen. We believe it is the responsibility of every individual to do what they can to provide a safe and healthy environment. Logitech expects no less from itself, its suppliers and its other business partners. The Logitech Business Ethics policy can be found here.

HEALTH AND SAFETY
PEOPLE, WORKPLACE AND POLICIES CONTINUED

CONFLICT MINERALS

On August 22, 2012 the Securities and Exchange Commission (SEC) published the regulations implementing the conflict minerals reporting obligations of Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010. The Conflict Minerals regulations in the United States apply to companies that must report to the SEC. These companies are required to review their products and determine

whether tin, tungsten, tantalum and gold (3T&G) are necessary for production, and if so, companies are required to evaluate their supply chain and declare whether 3T&G originate in and around the Democratic Republic of the Congo (DRC) from sources that finance civil rights abuses.

3T&G are necessary for functionality in most Logitech products. We must rely upon our supply chain to identify the sources of 3T&G and to declare the conflict mineral status. Logitech began its annual Reasonable Country of Origin Inquiry (RCOI) efforts in 2012.

As a manufacturer of products that contain gold, tantalum, tin and tungsten, Logitech is committed to operating in a socially responsible way. It is Logitech's policy to refrain from purchasing from any known conflict sources and we expect that our suppliers adhere to the same standards. We have notified all our suppliers of our policy on conflict minerals and have asked each supplier to provide us with a confirmation of their conflict-free status. Logitech Conflict Minerals Policy and Supplier Letter

As part of our Reasonable Country of Origin Inquiry (RCOI), we have collected supplier information (via EICC Template) and summarized this data into the following graphs. These graphs are illustrating our position at a point in time (status based on analysis as of May 2013) – we will periodically update these graphs with each supply chain's survey results and as more smelter and refinery data becomes available.
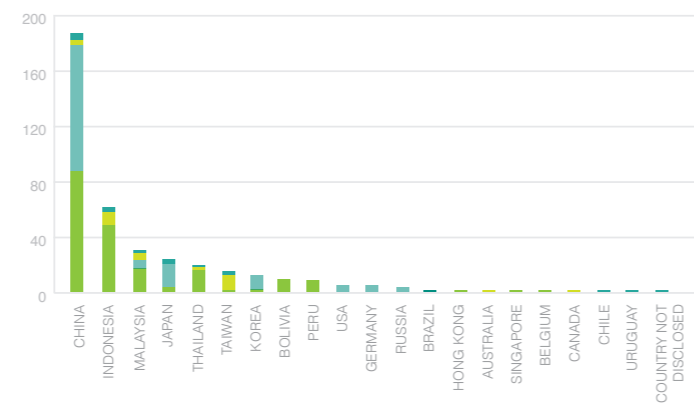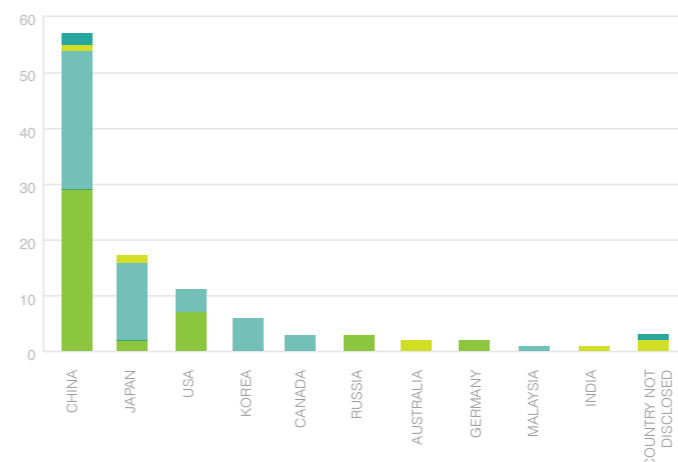
CONFLICT MINERAL ANALYSIS BY REGION
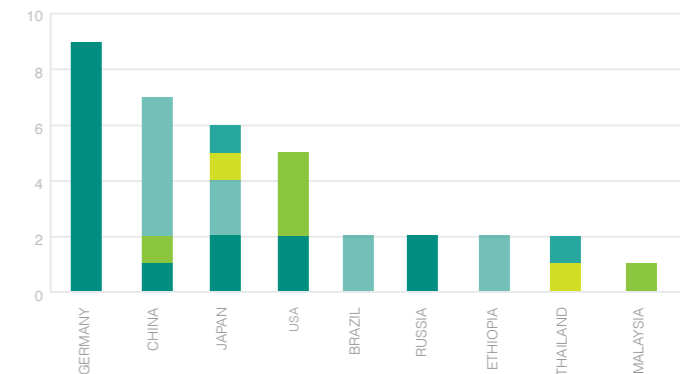
Gold
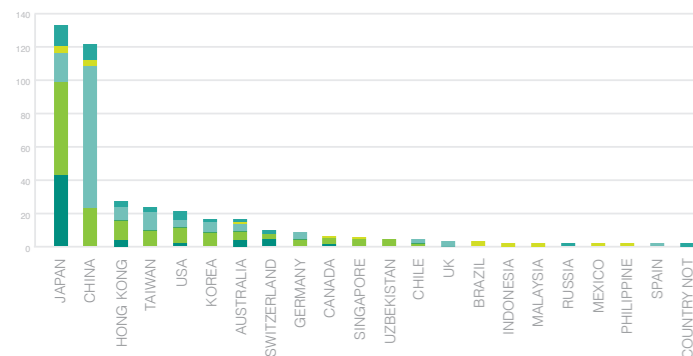
CONFLICT MINERAL ANALYSIS BY REGION

Tin

CONFLICT MINERAL ANALYSIS BY REGION

Tungsten

CONFLICT MINERAL ANALYSIS BY REGION

Tantalum

GRAPH KEY EXPLAINED

■ **RECYCLED:** Suppliers have declared that the 3T&G minerals are of recycled origin

■ **SMELTERS NOT DISCLOSED:** Some suppliers have not disclosed this information and/or are still under investigation

■ **NOT LISTED IN EICC STANDARD SMELTER LIST:** Smelters not identified by EICC

■ **LISTED IN EICC STANDARD SMELTER LIST:** Recognised smelters but not yet verified by CFS program

■ **CFS SMELTERS:** Conflict Free Smelter Program http://www.conflictfreesmelter.org/cfshome.htm

HEALTH AND SAFETY
PEOPLE, WORKPLACE AND POLICIES CONTINUED

TRANSPARENCY IN SUPPLY CHAINS

The California Transparency in Supply Chains Act of 2010 (SB 657), effective January 1, 2012, requires large retailers and manufacturers doing business in the state of California, to be transparent about efforts undertaken to eradicate slavery and human trafficking in their direct supply chains for tangible goods offered for sale.

As a full member of the Electronic Industry Citizenship Coalition (EICC), Logitech has adopted the EICC Code of Conduct, which prohibits the use of forced, bonded, indentured labor or involuntary prison labor. We audit our suppliers to this Code and do not tolerate any form of non-conformance. We actively collaborate with our industry coalition partners in the EICC to share best practices among members, evolve the Code of Conduct, and develop and share available tools and training. In addition, Logitech has internal policies and practices that are based on international labor and human rights standards. We partner with our supply chain to create an environment where workers have the right to freely choose employment and where slavery and human trafficking is not tolerated.

Logitech has taken multiple actions to verify the absence of forced labor, slavery and human trafficking in our supply chain, including:

- Logitech Code of Conduct with Freely Chosen Employment. Logitech rolled out the EICC Code of Conduct to our entire supply chain. This Code outlines our requirements regarding workers at suppliers and Logitech own facilities having the right to freely choose their employment; Forced, bonded (including debt bondage), indentured labor, involuntary prison labor, slavery, or trafficking of persons shall not be allowed.

- Supplier agreements. Logitech has master purchasing agreements in place with our supply chain suppliers and partners, requiring them to comply with international standards and applicable laws and regulations. We have required our supply chain suppliers to adopt and abide by the supplier code of conduct (EICC Code of Conduct) which prohibits forced labor and child labor. In addition, we require our suppliers to drive the same requirements to their suppliers throughout the supply chain.

- Supplier risk assessment and audit. Logitech participates in the EICC's collaborative audit effort (EICC joint audit). Suppliers are asked to complete the self assessment questions on the EICC Risk Assessment Tool as well as the EICC Self Assessment Questionnaire that has been developed jointly by the EICC. Logitech performs assessments of potential suppliers as well as carrying out regular risk screenings of our supply chain suppliers. Logitech also conducts internal audits and onsite supplier audits, as deemed necessary, to verify our supply chain suppliers' conformance to the EICC Code of Conduct and related law, standards and policies. These audits are conducted by independent auditors and utilize the standardized audit protocols developed by the EICC. We follow up with each audited supplier to develop corrective action plans and close out audit findings.

- Employee training. Logitech requires Logitech employees to comply with our Business Ethics and Conflict of Interest Policy; and employees certify compliance with the Policy. Logitech offers training to our employees who are responsible for supply chain management on how to identify and respond to supply chain issues according with our supplier code of conduct, which is aligned with Electronic Industry Citizenship Coalition (EICC) Code.

LOGITECH BUSINESS CONTINUITY MANAGEMENT

Logitech recognizes that an effective business continuity program ensures the safety and wellbeing of our employees, and protects the interests of our customers, shareholders and other interested parties in the event of a disaster or other business disruption.

Logitech has developed crisis management, business continuity, and disaster recovery plans designed to protect critical functions across the enterprise and allow for faster recovery in the event of a disruption. The following are the key plan elements that make up the foundation of our plan(s):

Immediate Actions: Actions that need to be performed to transition from an emergency situation to business resumption activities.

- **Business Recovery Procedures:** Procedures for transitioning work to alternate locations, the re-prioritization of work activities, establishing virtual offices, or implementing manual contingencies.

- **Internal and External Communications:** Communications required to engage company resources, customers, suppliers, contractors, business partners, etc., to implement business continuity measures. Vital Resources

- **Recovery or Replacement:** Defined process for departments to obtain resources that are necessary to perform critical functions in the event of a disruption.

CRISIS MANAGEMENT FRAMEWORK – CRISIS MANAGEMENT TEAM

Logitech has developed a crisis management approach that involves key leaders, decision makers, and subject-matter experts at all levels of the organization. Crisis Management Team members participate in an annual exercise, as well as more-frequent activation drills. Here is an illustration on how the Crisis Management Team coordinates with other Business Continuity program elements:

EXECUTIVE TEAM

IT DISASTER RECOVERY

CRISIS MANAGEMENT TEAM

FACILITIES RECOVERY

DEPARTMENT BUSINESS CONTINUITY

EMERGENCY RESPONSE