



FY25 Basis of Reporting

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1. Purpose

This report defines the basis of preparation for key performance indicators selected published in Logitech's FY25 NFM Report and FY25 GRI Report.

2. Scope

This report summarizes the methodology used to calculate key performance indicators in Logitech's Non-Financial Matters (NFM) Report and Global Reporting Initiative (GRI) index.

3. Reporting Period

The reporting period for the NFM Report and GRI Report is Financial Year 2025 (i.e., April 1, 2024 to March 31, 2025), except where otherwise noted. In some cases, data in this report relates to the 2024 calendar year (i.e., January 1, 2024 to December 31, 2024) because stakeholders specifically requested this time frame of reporting or Logitech wishes to align with the reporting period of an industry initiative.

4. Reporting Governance

Logitech's Legal team and Sustainability team prepared this report, with input from key functions across Logitech and the oversight and approval of Logitech's Board of Directors.

5. Our General Reporting Principles

The reported data accurately reflects our performance and serves the general needs of the report's users.

- The data is meaningful and consistent with the definitions, scope, and boundaries stated in this document.
- Any specific material exclusions are stated and explained below.
- Important assumptions about methodologies are clearly stated and explained below.
- Relevant insights are made transparent so that the report's users can have confidence in the integrity of the data and information we provide.
- Information in this report is based on the best available information as of March 2025. This may contain good faith estimates.

6. Contact Us

For questions or suggestions regarding any aspect of this report or our sustainability performance, please contact sustainability@logitech.com.

7. Key Performance Indicators

7.1 Environmental Performance Indicators

The following table outlines the key performance indicators included in Logitech's FY25 NFM Report and FY25 GRI Report. For each KPI, Logitech has outlined definitions of key terms, the scope and boundaries of the KPI, the reporting period, and pertinent information on the methodology of calculation and reporting.

Fuel, Refrigerant & Electricity Consumption at our Production Facility

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none">Fuel, refrigerant and electricity consumption at our production facility	<p>Definitions</p> <ul style="list-style-type: none">Fuel: petrol and dieselRefrigerant: HCFC-22, HFC-134a, R-410a <p>Scope and boundaries</p> <ul style="list-style-type: none">Our production facility. <p>Reporting period</p> <ul style="list-style-type: none">CY24 <p>Methodology</p> <ul style="list-style-type: none">Calculated following review of primary records and bills for fuels, refrigerants and electricity at our production facility..

Fuel consumption (non-renewable and renewable)

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none">Fuel consumption from non-renewable sources (GRI 302-1a)Fuel consumption from renewable sources (GRI 302-1b)	<p>Definitions</p> <ul style="list-style-type: none">Non-renewable fuels: fossil fuels (petrol and diesel)Renewable fuels: fuels from renewable sources (not used in Logitech) <p>Scope and boundaries</p> <ul style="list-style-type: none">Our production facility. <p>Reporting period</p> <ul style="list-style-type: none">CY24 <p>Methodology</p> <ul style="list-style-type: none">Calculated as the sum of all fuel consumption from non-renewable sources, converted to gigajoules (GJ)Calculated as the sum of all fuel consumption from renewable sources, converted to gigajoules (GJ)

Electricity consumption (renewable and non-renewable)

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> Electricity consumption (GRI 302-1c) Renewable electricity (GRI 302-1b) Non-renewable electricity (GRI 302-1b) Percentage renewable electricity 	<p>Definitions</p> <ul style="list-style-type: none"> Electricity consumption: the sum total of electricity consumed, as defined by GRI 302-1 c Renewable electricity: the sum total of electricity consumed, which is sourced from green utility providers or Energy Attribute Certificates, as defined by GRI 302-1 b. Percentage renewable electricity: the total renewable electricity divided by the total electricity consumption. <p>Scope and boundaries</p> <ul style="list-style-type: none"> Our production facility and Major Offices. Our Major Offices are the offices that account for 80% of floorspace as of the end of the calendar year (December). For these offices, we have sufficient presence to influence landlords and building management. As such, the consolidation approach is operational control. Analysis of floorspace is as of 31 December 2024. In 2024, the list of Major Offices comprised: Cork, Hsinchu HQ, Hsinchu Dexxa, Tokyo, Lausanne, Munchen, San-Jose, Milpitas, Irvine, Westlake Village, Camas, Chennai, Shanghai, Shenzhen, Hong Kong Kowloon, Singapore, Sydney, Barcelona, Mexico City, Sao-Paulo. <p>Reporting period</p> <ul style="list-style-type: none"> CY24 <p>Methodology</p> <ul style="list-style-type: none"> We collate electricity consumption data from electricity bills, where available. In exceptional circumstances, where actual consumption data is not available for the entire year, consumption data is modelled by extrapolation from the months for which actual data is available. We obtain certifications from utility companies that claim to be renewable. We also count megawatts of purchased Electricity Attribute Certificates, which are purchased in accordance with RE100 requirements and rules. The percentage of renewable electricity is calculated as the total renewable electricity (as defined above) divided by the total electricity consumption (as defined above).

Energy consumption within and outside Logitech

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> Energy consumption within Logitech.(GRI 302-1e) 	<p>Definitions</p> <ul style="list-style-type: none"> Energy consumption within Logitech: the sum of non-renewable sources(fossil fuels) and renewable sources(renewable electricity) <p>Scope and boundaries</p> <ul style="list-style-type: none"> Our production facility. <p>Reporting period</p> <ul style="list-style-type: none"> CY24 <p>Methodology</p> <ul style="list-style-type: none"> Calculated as the sum of all energy consumption, converted to joules or multiples.
<ul style="list-style-type: none"> Energy consumption outside of Logitech (GRI 302-2) 	<p>Definitions</p> <ul style="list-style-type: none"> Energy consumption outside of Logitech: energy consumption outside of our own production facility and offices and by our suppliers or value chain, where we have available information and have conducted surveys.

	<ul style="list-style-type: none"> Major Supplier Facilities are the supplier facilities that account for 80% of spend in the previous calendar year. Hotspot facilities are facilities that are considered to be energy hotspots e.g. facilities that manufacture Printed Circuit Boards. <p>Scope and boundaries</p> <ul style="list-style-type: none"> Tier 1 Suppliers Global <p>Reporting period</p> <ul style="list-style-type: none"> CY24 <p>Methodology</p> <ul style="list-style-type: none"> We survey our Major Supplier Facilities and hotspot facilities each year and require facilities to report (a) the total amount of electricity used during the reporting period, and (b) the percentage of that electricity, which is allocated to Logitech manufacturing. We use spend data to extrapolate those insights from surveyed Major Supplier Facilities to model and estimate the total electricity use from Tier 1 Suppliers.
<ul style="list-style-type: none"> Reduction of energy consumption (GRI 302-4) 	<p>Definitions</p> <ul style="list-style-type: none"> Reduction of energy consumption: Logitech understands this to mean projects that achieved reductions of energy consumption. <p>Scope and boundaries</p> <ul style="list-style-type: none"> Energy reduction projects from the reporting period. <p>Reporting period</p> <ul style="list-style-type: none"> CY24 <p>Methodology</p> <ul style="list-style-type: none"> We monitor and report energy consumption reduction projects at our production facility year-on-year.

Carbon (Greenhouse Gas Emissions)

Scope 1 & 2

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> Scope 1 GHG Emissions (305-1) Scope 2 location-based GHG Emissions (305-2a) Scope 2 market-based GHG Emissions (305-2b) Scope 1 & 2 Emission Intensity (305-4) Reduction in Scope 1 & 2 emissions, from baseline (305-5) 	<p>Definitions</p> <ul style="list-style-type: none"> Scope 1 GHG Emissions: as defined by the GHG Protocol and GRI 305-1. Scope 2 location-based GHG emissions: as defined by the GHG Protocol and GRI 305-2a. Scope 2 market-based GHG emissions: as defined by the GHG Protocol and GRI 305-2b. Baseline year: Our SBTi-validated baseline year for scope 1 & 2 emissions is 2019. <p>Scope and boundaries</p> <ul style="list-style-type: none"> Our production facility and Major Offices Worldwide. Our Major Offices are the offices that account for 80% of floorspace as of the end of the calendar year (December). For these offices, we have sufficient presence to influence landlords and building management. As such, the consolidation approach is operational control. The list of Major Offices for the CY24 reporting period is provided previously. Emissions from offices that closed during the calendar year are counted under Scope 3 (Category 8). All Kyoto Protocol GHGs are included in our calculations reported in tCO₂e. <p>Reporting period</p> <ul style="list-style-type: none"> CY24

	<p>Methodology</p> <ul style="list-style-type: none"> • We collate electricity and fuel consumption data from electricity and fuel bills where available. Where actual consumption data is not available for the entire year, consumption data is modelled by extrapolation from the months for which actual data is available. • We transform consumption data to Scope 1 & 2 emission data using the following emission factors. <ul style="list-style-type: none"> ◦ UK BEIS: Greenhouse Gas Reporting Conversion Factors 2024 ◦ US EPA: Emissions & Generation Resource Integrated Database (eGRID) 2023 ◦ International Energy Agency (IEA): Emissions Factors 2024. ◦ Association of Issuing Bodies (AIB): European Residual Mix 2023. ◦ EACs ◦ Supplier specific emission factors • We calculate carbon intensity by dividing our scope 1 and market-based scope 2 emissions by an estimate of net revenue from in-house manufacturing. The estimate of net revenue from in-house manufacturing is calculated as the portion of net revenue in the reporting period from in-house manufacturing, estimated by applying the ratio of in-house COGS (cost of goods sold) and supplier COGS. Logitech's finance team tracks and reports COGS. • The reduction in Scope 1 and 2 emissions is calculated by subtracting current-year Scope 1 and market-based Scope 2 emissions from 2019 Scope 1 and 2 emissions (2,850 tCO₂e) and dividing by 2019 Scope 1 and 2 emissions (2,850 tCO₂e). • No updates to the 2019 baseline validated emissions were completed this year.
<p>Scope 2 carbon reductions</p> <ul style="list-style-type: none"> • Renewable electricity instruments for our production facility • Renewable electricity for our offices 	<p>Definitions</p> <ul style="list-style-type: none"> • Scope 2 location-based GHG emissions: as defined by the GHG Protocol and GRI 305-2a. • Scope 2 market-based GHG emissions: as defined by the GHG Protocol and GRI 305-2b. • Renewable electricity instruments for our production facility: Including green tariffs and Energy Attribute Certificates. • Renewable electricity instruments for our offices: Including green tariffs and Energy Attribute Certificates. <p>Scope and boundaries</p> <ul style="list-style-type: none"> • Our major offices worldwide. Our Major Offices are the offices that account for 80% of floorspace as of the end of the calendar year (December). For these offices, we have sufficient presence to influence landlords and building management. As such, the consolidation approach is operational control. The list of Major Offices for the CY24 reporting period is provided previously. • Renewable electricity: Including green tariffs and Energy Attribute Certificates. Does not include on-site renewable energy generation at our production facility. Does not include savings in upstream transmission and distribution. <p>Reporting period</p> <ul style="list-style-type: none"> • CY24 <p>Methodology</p> <ul style="list-style-type: none"> • We secure third-party certificates for any Energy Attribute Certificates we purchase along with third party evidence of green tariff contracts. • Electricity consumption from our production facility or major offices is reported in MWs and summed. • The total electricity consumption is multiplied by country-specific electricity emission factors for the country the facility or office is located in, to calculate the carbon saving.

Scope 3

<ul style="list-style-type: none"> • Scope 3 GHG emissions (GRI 305-3) • Reduction in Scope 3 emissions, from baseline (GRI 305-5) 	<p>Definitions</p> <ul style="list-style-type: none"> • Scope 3 GHG Emissions: as defined by the GHG Protocol and GRI 305-2. • Baseline reduction in Scope 3 GHG Emissions: as defined by the GHG Protocol and GRI 305-5. • Baseline: Our SBTi-validated baseline year for scope 3 emissions is 2021. <p>Scope and boundaries</p>
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	<ul style="list-style-type: none"> Greenhouse gas emissions are associated with Logitech's global value chain and product life cycles. All Kyoto Protocol GHGs are included in our calculations and reported in tCO₂e. <p>Reporting period</p> <ul style="list-style-type: none"> CY24 <p>Methodology</p> <ul style="list-style-type: none"> Category 1: Purchased goods and services: We survey our Major Supplier Facilities and hotspot facilities each year and require facilities to report (a) the total amount of energy used in the calendar year, and (b) the percentage of that electricity, which is allocated to Logitech manufacturing. Major Supplier Facilities are the supplier facilities that account for 80% of spend in the previous calendar year. Hotspot facilities are facilities that are considered to be energy hotspots e.g. facilities that manufacture Printed Circuit Boards. With our Renewable Electricity Buyers Club for suppliers, we help suppliers understand the value of supporting renewable energy and access high-quality Energy Attribute Certificates that are third-party certified, to address the Logitech proportion of their electricity footprint, as a minimum. The carbon reductions that are achieved due to purchase of those EACs is reflected in the Category 1 total greenhouse gas emissions calculation. Other upstream tiers of manufacturing are modeled using cradle-to-grave Life Cycle Analysis (LCA) studies of our products and take into account the changes we have made to our portfolio, as part of our design for sustainability commitment. To model the impact of our indirect spend (i.e. spend that is not related to products and manufacturing), we use a report from Logitech's financial systems for the calendar year and combine this with the appropriate emissions factors to calculate the carbon footprint by dollar spent. Category 2: Capital goods: we use a spend-based approach and multiple spend on capital goods during the calendar year by appropriate emissions factors. Category 3: Fuel- & energy-related activities not included in Scope 1 or 2: We model upstream emissions of purchased fuels and electricity and emissions associated with upstream and transmission and distribution factors. Category 4: Upstream transportation and distribution: Logitech's Logistics Carbon Calculator (the LogiLoCC) was developed in collaboration with the Smart Freight Centre (SFC) - a global non-profit organization dedicated to sustainable freight. The modeling methodology reflects best practice standards, as defined by the Smart Freight Centre and uses Global Logistics Emissions Council Framework for Logistics Emissions Accounting and Reporting Version 3.0 ("the GLEC Framework"). The GLEC Framework was developed by the SFC, to establish a harmonized methodology for the calculation and reporting of GHG emissions from global supply chains. It is aligned with the GHG Protocol and consolidates existing methodologies developed for individual transport modes and regions. Our model covers and includes: well-to-wheel GHG emissions (according to the scopes of the GHG Protocol Corporate Value Chain Accounting and Reporting Standard), full model coverage (road, rail, air, inland waterways, sea, where applicable) and full geographic coverage (inbound, outbound distribution and downstream transportation to end users). Category 5: Waste generated in operations: We have one production facility. Primary and modeled waste data from that facility is multiplied by appropriate emission factors. We also currently adopt a worst-case scenario approach and model and include the waste from offices by multiplying the number of office workers by a factor of 200 kg/person per year and appropriate emissions factors. Category 6: Business travel: Logitech has a Travel Management System and expenses system, which all employees are required to use, to book business travel and travel-related expenses (e.g. hotels, local transportation). The reports of all travel and expenses during the calendar year is multiplied by appropriate emission factors to determine the carbon footprint. Category 7: Employee commuting: In 2024, we carried out an employee survey to understand employee commuting habits. Using the survey data, we calculate an "Average Carbon impact of commuting per year per employee in tCO₂e/pp.year" using the latest DEFRA emission factors. Based on the total number of employees worldwide at the end of the reporting period, we multiply this by the carbon impact factor to determine the carbon footprint. Using the same survey data, we also calculate emissions from employees working from home based on the methodology and assumptions in the EcoAct, Homeworking
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	<p>Emissions Whitepaper, using GaBi and Ecoinvent emission factors.</p> <ul style="list-style-type: none"> • Category 8: Upstream leased assets: Upstream leased assets are limited to a number of leased offices or distribution centers over which we do not have operational control. The carbon impact of minor offices and any closed offices is estimated using the electricity and fuel consumption records for our Major Offices in similar regions, and compensating for floor space. Carbon emissions from distribution centers are estimated based on the environmental impact of product storage modeled using the GLEC Framework, based on the weight of products shipped in the year. • Category 9: Downstream transportation and distribution: As described for Category 4. • Category 10: Processing of sold products: We model the number of refurbished units we processed during the calendar year in accordance with insights from our third-party LCA model of the typical carbon impact of refurbished products. • Category 11: Use of sold products: The carbon impact associated with consumers using our products is modeled using LCA. Logitech's methodology was developed in partnership with iPoint consultants and conforms with ISO 14067:2018 and ISO 14044:2006 standards and was critically reviewed by DEKRA SE. Biogenic emissions are excluded in accordance with ISO 14064. Logitech carried out consumer surveys and consumer behavior studies to electricity use over the lifetime of products and the lifetime of any batteries used. Product-specific energy consumption insights are provided by Logitech engineering and each product is modeled over a period of two years with a conservative use scenario using region-specific electricity mixes. If a receiver is required to use the product, the energy consumption of the receiver is also considered in the study while the energy consumption of the PC/Laptop (not a Logitech device) is excluded.. The use of refurbished products are also included with the same behavior model assuming maximum 1 month of use according to our 30-days return policy. • Category 12: End-of-life treatment of sold products: The carbon impact associated with consumers disposing of our products is modeled using LCA. Logitech's methodology was developed in partnership with iPoint consultants and conforms with ISO 14067:2018 and ISO 14044:2006 standards and was critically reviewed by DEKRA SE. The model includes the carbon impact of end-of-life treatment (recycling, incineration or landfilling) of: the product (hardware); the battery or non-rechargeable batteries, where they arise; the end-user packaging e.g. paper; and the shipper packaging e.g. master shipper and pallet. • Category 13: Downstream leased assets: not relevant. • Category 14: Franchises: not relevant. • Category 15: Investments: The carbon impact from our investments is estimated using the carrying value of each investment asset with the relevant industry factor from the NAICs database. We acknowledge that these are spend-based emission factors, however current data limitations and the lack of more precise calculation methodologies constrain our approach. We continue to review this methodology as more information and new methodologies become available to enhance the accuracy of this category. • The following emission factors were used. <ul style="list-style-type: none"> ◦ UK BEIS: Greenhouse Gas Reporting Conversion Factors 2024. ◦ US EPA: Supply Chain Greenhouse Gas Emission Factors v1.3 by NAICS-6. ◦ US EPA: Emissions & Generation Resource Integrated Database (eGRID) 2023. ◦ US Bureau of Economic Analysis: Chain-Type Price Indexes for Gross Output by Industry (2022-2024 data). ◦ International Energy Agency (IEA): Emissions Factors 2024. ◦ International Energy Agency (IEA): Life Cycle Upstream Emissions Factors 2024 ◦ Association of Issuing Bodies (AIB): European Residual Mix 2023. ◦ Watershed: Comprehensive Environmental Data Archive (CEDA) 2022 ◦ Smart Freight Center: The Global Logistics Emissions Council Framework for Logistics Emissions Accounting and Reporting Version 3.0 ("the GLEC Framework") ◦ B.C. Ministry of Environment and Climate Change Strategy: 2023 B.C. Best Practices Methodology for Quantifying Greenhouse Gas Emissions ◦ For LCA/PCF Studies: GaBi 2020 and Ecoinvent v3 databases with impact assessment method of IPCC 2013 AR5, Global Warming Potential (GWP100). • LCA is an evolving science and area of technical expertise. Modeling methodologies, new data and new insights become available year-on-year. Our CY24 model comprises the best information currently available, both internally and externally, at the time of reporting. The quality of the data and model will improve further going forward. • The reduction in Scope 3 emissions is calculated by subtracting current-year emissions
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	<p>from 2021 validated emissions and dividing by 2021 Scope 3 emissions (1,640.210 tCO₂e).</p> <ul style="list-style-type: none"> • CY21 baseline emissions were updated this year to reflect improved data and insights on indirect spend, which led to an increase in Category 1 emissions and therefore total Scope 3 emissions.
<p>Scope 3 carbon reductions:</p> <ul style="list-style-type: none"> • Renewable Electricity Buyers Club for suppliers • Use of post-consumer recycled plastic • Use of low-carbon or recycled aluminum • Use of other recycled metals and recycled rare earth elements • Other reductions 	<p>Definitions</p> <ul style="list-style-type: none"> • Renewable Electricity Buyers Club for Suppliers: Logitech has an established Renewable Energy Buyers Club, which includes a portal and platform that helps suppliers understand the value of supporting renewable energy, report use of renewable energy on-site and green tariff or PPA contracts, and access high-quality Energy Attribute Certificates that are third-party certified and meet RE100 and GHG Protocol requirements. • Reductions due to Renewable Electricity Buyers Club: This includes reductions associated with supplier use of green tariffs and purchase of Energy Attribute Certificates. • Post-consumer recycled plastic: This is plastic that contains recycled content. In Logitech, we typically use post-consumer ABS, HIPs and PCs. Percentage recycled content can vary by product line and colour and is tracked and third-party certified at the SKU-level. • Low-carbon aluminum: This is aluminum that is manufactured via a smelter that runs on renewable electricity to significantly reduce the carbon impact of manufacturing. • Recycled aluminium: This is post-consumer recycled aluminium. Percentage recycled content can vary by product line and is tracked and independently validated at the SKU-level. • Other recycled metals and recycled rare earth elements: This includes recycled steel and rare earth magnets. • Other reductions: Other carbon reductions due to various programs e.g. PCB optimization, optimizing product architecture, reducing packaging, using more efficient integrated circuits. <p>Scope and boundaries</p> <ul style="list-style-type: none"> • All our carbon reduction programs in our value chain are considered. <p>Reporting period</p> <ul style="list-style-type: none"> • CY24 <p>Methodology</p> <ul style="list-style-type: none"> • Scope 3 carbon reductions from the Renewable Electricity Buyers Club for suppliers is calculated as follows. Suppliers purchase Energy Attribute Certificates or provide evidence of green tariff contracts or on-site renewable energy generation or PPAs. The sum total of MWs of electricity purchased via these different RE pathways is verified by Logitech and third party auditors through review of contract documentation, certificates, utility consumption bills and other appropriate evidence. The total consumption value is multiplied by country-specific electricity emission factors to determine the associated carbon saving. The calculation is conservative and does not include savings in upstream transmission and distribution. • Scope 3 carbon reductions from use of post-consumer recycled plastic: The carbon impact associated with the weight of post-consumer recycled plastic used, is measured relative to original models, which were 100% virgin plastic. • Scope 3 carbon reductions from low-carbon or recycled aluminum: The carbon impact associated with the weight of low-carbon or recycled aluminum used, is measured relative to original models, which were not low-carbon or recycled aluminium. • Scope 3 carbon reductions from other recycled metals and recycled rare earth elements: The carbon reduction is calculated by comparing per gram savings at different recycled-to-virgin ratios, then scaling by the components' weights. • Other carbon reductions are modelled as follows: <ul style="list-style-type: none"> ○ PCB Optimization: Determined by comparing the carbon footprint of the original PCB area and treatment process with that of the optimized PCB area and treatment process. ○ Product Architecture Optimization: Calculated by comparing the carbon footprint of the original mechanical materials and weight with the reduced or alternative materials used in the optimized design. ○ Packaging: Assessed by comparing the carbon footprint of the original packaging

	<p>materials and weight with those of the reduced or alternative materials used in the revised packaging.</p> <ul style="list-style-type: none"> More Efficient Integrated Circuits: Calculated by comparing the carbon footprint of the original and new integrated circuit package types, dimensions, and gold wire usage.
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Design for Sustainability

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> Percentage of products with a Product Carbon Footprint study. Percentage of products with FSC™-certified paper packaging. Percentage of New Product Introductions with FSC™-certified paper packaging. Percentage of products with Next Life Plastics. Percentage of products that are PVC-free. Percentage of products with low carbon or recycled aluminum 	<p>Definitions</p> <ul style="list-style-type: none"> Product Carbon Footprint is defined as: the sum of greenhouse gas emissions and removals in a product system, expressed as CO₂ equivalents and based on a life-cycle assessment (LCA Study) using the single impact category of climate change. Product with FSC™-certified paper packaging: A Logitech product with FSC™-certified paper packaging. The FSC is the Forestry Stewardship Council. New Product Introductions: a Logitech product line launched within the boundaries of the financial year. I.e. had a Global On-Shelf Date (OSD) within 01 April - 31 March Product with Next Life Plastic: A Logitech product with recycled plastic (hardware). PVC-free: No detectable presence of polyvinyl chloride e.g. in cables or component parts. Low-carbon aluminum: aluminum that is manufactured using renewable electricity to achieve a lower carbon footprint. <p>Scope and boundaries</p> <ul style="list-style-type: none"> All Logitech products. <p>Reporting period</p> <ul style="list-style-type: none"> FY25 <p>Methodology</p> <ul style="list-style-type: none"> Percentage of products with a Product Carbon Footprint study: measured as the number of units shipped from 01 March 2025 to 31 March 2025, for which Logitech had a third-party reviewed Product Carbon Footprint, divided by the number of units shipped during the same period. We count any third-party reviewed Product Carbon Footprint study, which was reported prior to 31 March 2025 i.e. the last day of the reporting period. Percentage of products with FSC™-certified paper packaging: measured as the percentage of the number of units shipped from 01 March 2025 to 31 March 2025, for which paper-based consumer packaging was FSC™-certified, divided by the number of units shipped during the same period. Percentage of New Product Introductions with FSC™-certified paper packaging: measured as the percentage of New Product Introduction units shipped from 01 March 2025 to 31 March 2025, for which all paper-based consumer packaging was FSC™-certified, divided by the number of New Product Introduction units during the same period. Percentage of products with Next Life Plastics: measured as the percentage of units shipped from 01 March 2025 to 31 March 2025, which incorporate post-consumer recycled plastic, divided by the number of units shipped during the same period. Measured as the number of product lines shipped from 01 March 2025 to 31 March 2025, which have no detectable presence of polyvinyl chloride in, for example, cables or component parts, divided by the number of product lines shipped during the same period. "No detectable presence" equates to less than 2,200 ppm. Percentage of products with low carbon or recycled aluminum: measured as the number of units shipped from 01 March 2025 to 31 March 2025 which incorporated low-carbon or recycled aluminum divided by the number of units containing aluminum. All percentages are rounded to the nearest whole number.

Water

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
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<ul style="list-style-type: none"> • Total water withdrawal (GRI 303-3a) • Total water withdrawal from areas with water stress (GRI 303-3b) • Total water discharge (GRI 303-4a) • Total water discharge to areas with water stress (GRI 303-4b) • Total water consumption (GRI 303-5a) • Total water consumption from areas with water stress (GRI 303-5b) 	<p>Definitions</p> <ul style="list-style-type: none"> • Total water withdrawal is the sum of all water withdrawn by Logitech during the reporting period. • Total water consumption is the sum of all water that has been consumed by Logitech during the reporting period. • Total water discharge is the difference between water withdrawal and water consumption and equates to the sum of all water discharged by Logitech during the reporting period. • Areas with water stress: areas of high or extremely high water stress, as indicated by the WRI Aqueduct tool. <p>Scope and boundaries:</p> <ul style="list-style-type: none"> • Our production facility. <p>Reporting period</p> <ul style="list-style-type: none"> • CY24 <p>Methodology</p> <ul style="list-style-type: none"> • Water withdrawal is calculated from primary records (water bills or meter readings). It includes purchased hot water from a neighboring plant and cold water from mains. • Water consumption is limited to use in the onsite cooling tower and humidifier. As a conservative estimate, it is assumed that all water directed to these systems is evaporated and therefore fully consumed. The proportion of total water directed to the cooling tower and humidifier is determined using onsite water meter data. This percentage is then applied to total water withdrawal records to calculate the volume of water consumed by these systems. • Water discharge is calculated by subtracting water consumed from water withdrawn. • The scope of our reporting is our production site which is located in an area of extremely high baseline water stress, based on the WRI Aqueduct tool. Total water withdrawal, consumption and discharge therefore equates total water withdrawal, consumption and discharge from/in/to areas of water stress.
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Materials

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> • Weight of materials used in products and packaging (GRI 301-1) • Weight of natural materials used in products and packaging (GRI 301-1) • Weight and percentage of natural and renewable materials (GRI 301-1) • Weight and percentage of materials with recycled content (GRI 301-2) 	<p>Definitions</p> <ul style="list-style-type: none"> • Natural materials: Materials that are generated by ecological processes. For Logitech's product portfolio, natural materials are limited to paper-based products. • Renewable materials: Renewable materials are natural materials that can be replenished quickly and are recyclable at end-of-life. For Logitech, renewable materials are FSC™-certified paper and the paper used in our master shipper boxes. • Non-renewable materials are natural materials that cannot be replenished quickly or are not recyclable at end-of-life. • Materials with recycled content: We recognize products that have achieved third-party certifications for their use of recycled plastic or use recycled steel and recycled aluminum. All other materials are assumed to have zero recycled content. <p>Scope and boundaries</p> <ul style="list-style-type: none"> • Materials used in Logitech products and packaging and placed on market. This excludes intermediate packaging that is applied or removed by various third parties during transit. <p>Reporting period</p> <ul style="list-style-type: none"> • CY24

	<p>Methodology</p> <ul style="list-style-type: none"> Measured for all 12 months of the reporting period. The weight of materials used in Logitech products and packaging is ascertained by reviewing bill of materials (BOM) data. A variety of data sources are used, including BOM data that forms part of third-party reviewed Life Cycle Assessments, BOM data from Internal Life Cycle Assessments, and commercial/shipping records. By the end of March 2025, we had third-party reviewed BOM data for 84% of units shipped. For the remainder of the portfolio, we used a proxy approach and insights from comparable LCAs from similar product categories. Product-to-product data variation may affect data accuracy. The resulting product data is multiplied by the number of units shipped ex-Factory between 01 January 2024 to 31 December 2024, using ex-Factory shipping records of the number of product units placed on market during this period and the bill of materials. The weight of natural, renewable and recycled content materials is determined by categorizing materials in accordance with the definitions set out above. The percentage of natural and renewable materials is calculated as the weight of natural and renewable materials divided by the total weight of natural materials, multiplied by 100 and rounded to the nearest percentage. The percentage of materials with recycled content is calculated as the weight of recycled materials divided by the total weight of materials, multiplied by 100 and rounded to the nearest percentage.
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7.2 Social Performance Indicators

Inclusion

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> Gender of the Board of Directors (GRI 405-1) Age of the Board of Directors Race/Ethnicity of the Board of Directors 	<p>Definitions</p> <ul style="list-style-type: none"> Board of Directors: Logitech's Board of Directors <p>Scope and boundaries:</p> <ul style="list-style-type: none"> Members of Logitech's Board of Directors Global <p>Reporting period</p> <ul style="list-style-type: none"> FY25 <p>Methodology</p> <ul style="list-style-type: none"> Logitech's legal team identifies and reports current Board of Directors members. Members of the Board of Directors are asked to self identify and provide diversity-related information to Logitech's legal team as part of an annual survey process, which is administrated by Logitech's legal team.
<ul style="list-style-type: none"> Gender diversity of leadership team, extended leadership, people managers & other employees (GRI 405-1a) Gender diversity of other employees 	<p>Definitions</p> <ul style="list-style-type: none"> Leadership team: Logitech's Chief Executive Officer (CEO) and the CEO's direct reports. A limited number of additional defined individuals may also be included, where requested by Logitech's Chief Executive Officer. Extended Leadership: Director-level and above, except for individuals who are on the Leadership Team. People Managers: An individual who manages a minimum of one employee and is not a member of the Leadership Team or Extended Leadership. Other employees: All other employees not in the above categories. Employees: Individuals with a direct employment contract with Logitech. <p>Scope and boundaries:</p> <ul style="list-style-type: none"> Employees: permanent contract only; temporary contracts are excluded. Global <p>Reporting period</p> <ul style="list-style-type: none"> FY25

	<p>Methodology</p> <ul style="list-style-type: none"> Measured as headcount on the last day of the reporting period i.e. 31 March. Individuals may self-identify as Male, Female or in some cases they are categorized as employees who declined to state their gender by Logitech's People & Culture team. Individuals are categorized as Leadership team, Extended Leadership or People Managers by Logitech's People & Culture team in accordance with the established definitions set out above.
<ul style="list-style-type: none"> Gender diversity of specific positions: junior & top management, revenue-generating managers, STEM 	<ul style="list-style-type: none"> Top Management: Individuals in the Logitech "Extended Leadership" category and "Leadership Team" category. Junior Management: Individuals in the Logitech "People Management" category Revenue-generating positions: positions in sales or with any type of sales commission e.g. some of Logitech's Customer Support Group and Design and Marketing Group may be included. STEM positions relate to science, technology, engineering, and mathematics. Logitech's P&C team defines these positions, which include engineers, data scientists, and others. <p>Scope and boundaries:</p> <ul style="list-style-type: none"> Employees: permanent contract only; temporary contracts are excluded. Global <p>Reporting period</p> <ul style="list-style-type: none"> FY25 <p>Methodology</p> <ul style="list-style-type: none"> Measured as headcount on the last day of the reporting period i.e. 31 March. Individuals are categorized as Top Management, Junior Management, Revenue-generating positions or STEM positions in accordance with the established definitions set out above. Women managers in revenue-generating positions is calculated as the number of women managers in revenue-generating positions as a percentage of all individuals in revenue-generating positions. Women in STEM-related positions is calculated as the number of women in STEM-related positions as percentage of all individuals in STEM-related positions.
<p>Age diversity</p> <ul style="list-style-type: none"> Age diversity of employees (Adapted from GRI 405-1) 	<p>Definitions</p> <ul style="list-style-type: none"> Employees: Individuals with an employment contract with Logitech (a.k.a. "direct workers"). <p>Scope and boundaries</p> <ul style="list-style-type: none"> Employees: permanent contract only; temporary contracts are excluded. Global <p>Reporting period</p> <ul style="list-style-type: none"> FY25 <p>Methodology:</p> <ul style="list-style-type: none"> Measured on the last day of the reporting period i.e. 31 March. Individuals disclose their date of birth as part of employee onboarding, and Logitech's People & Culture team verifies this. The team then categorizes the employees into age groups.
<p>Racial diversity</p> <ul style="list-style-type: none"> Racial diversity of U.S employees (GRI 2-7) 	<p>Definitions</p> <ul style="list-style-type: none"> Employees: Individuals with an employment contract with Logitech (a.k.a. "direct workers"). U.S. employees: Employees who are registered in Logitech's HR System as being based in the U.S. <p>Scope and boundaries</p> <ul style="list-style-type: none"> Employees: permanent contract only; temporary contracts are excluded. U.S. only

	<p>Reporting period</p> <ul style="list-style-type: none"> FY25 <p>Methodology</p> <ul style="list-style-type: none"> Measured on the last day of the reporting period i.e. 31 March. Individuals may choose to disclose their racial/ethnicity in accordance with the categories and requirements of the U.S. Equal Employment Opportunity Commission EE-01 Component Reporting rules. Individuals who choose not to identify are classified as “declined to state or are not specified”.
<ul style="list-style-type: none"> Gender diversity by contract type (GRI 2-7) (permanent or temporary) 	<p>Definitions</p> <ul style="list-style-type: none"> Employees: Individuals with an employment contract with Logitech (a.k.a. “direct workers”). Permanent: An individual with a permanent employee contract with Logitech. Temporary: An individual with a temporary employee contract with Logitech. <p>Scope and boundaries</p> <ul style="list-style-type: none"> Employees: permanent and temporary contracts are included. Global <p>Reporting period</p> <ul style="list-style-type: none"> FY25 <p>Methodology</p> <ul style="list-style-type: none"> Measured as headcount on the last day of the reporting period i.e. 31 March. Individuals are categorized as permanent, or temporary, by Logitech’s People & Culture team.
<ul style="list-style-type: none"> Gender diversity by employment type (GRI 2-7 b) (full or part-time) 	<p>Definitions</p> <ul style="list-style-type: none"> Employees: Individuals with an employment contract with Logitech (a.k.a. “direct workers”). Full time: Employees whose working hours per week, month, or year are defined according to national law or practice regarding working time Part time: Employees whose working hours per week, month, or year are less than the number of working hours for full-time employees. <p>Scope and boundaries:</p> <ul style="list-style-type: none"> Employees: permanent and temporary contracts are included. Global <p>Reporting period</p> <ul style="list-style-type: none"> FY25 <p>Methodology</p> <ul style="list-style-type: none"> Measured as headcount on the last day of the reporting period i.e. 31 March. Individuals may self-identify as male, female or in some cases they are categorized as employees who declined to state their gender by Logitech’s People & Culture team. Individuals are categorized as Leadership team, employees, junior managers, top managers, part-time, and full-time, by Logitech’s People & Culture team in accordance with the established definitions set out above.
<ul style="list-style-type: none"> Regional diversity by contract type (GRI 2-7 b and 2-8) (permanent or temporary) 	<p>Definitions</p> <ul style="list-style-type: none"> Employees: Individuals with an employment contract with Logitech (a.k.a. “direct workers”). Permanent employees: Employees with a permanent employee contract with Logitech. Temporary employees: Employees with a temporary employee contract with Logitech. Regions are defined as follows <ul style="list-style-type: none"> AMR: Americas: North and South America EMEA: Europe, Middle East, and Africa AP: Asia Pacific and all other countries <p>Scope and boundaries</p> <ul style="list-style-type: none"> Employees: permanent and temporary contracts are included. Global

	<p>Reporting period</p> <ul style="list-style-type: none"> FY25 <p>Methodology</p> <ul style="list-style-type: none"> Measured as headcount on the last day of the reporting period i.e. 31 March. Individuals are categorized as permanent, or temporary, by Logitech's People & Culture team.
<ul style="list-style-type: none"> Regional diversity by employment type (GRI 2-7 b) (full or part time) 	<p>Definitions</p> <ul style="list-style-type: none"> Employees: Individuals with an employment contract with Logitech (a.k.a. "direct workers"). Full-time: Employees who work a standard number of hours per week, per month, or per year as defined by national law or practice regarding working time Part time: Employees whose working hours per week, month, or year are less than the number of working hours for full-time employees. Regions are defined as follows <ul style="list-style-type: none"> AMR: Americas: North and South America EMEA: Europe, Middle East, and Africa AP: Asia Pacific and all other countries <p>Scope and boundaries:</p> <ul style="list-style-type: none"> Employees: permanent and temporary contracts are included. Global <p>Reporting period</p> <ul style="list-style-type: none"> FY25 <p>Methodology</p> <ul style="list-style-type: none"> Measured as headcount on the last day of the reporting period i.e. 31 March. Each employee is assigned an office location or country (if remote) at the time of joining, on Logitech's HR Management System, by Logitech's People & Culture team. Individuals are categorized as part-time or full-time, by Logitech's People & Culture team in accordance with the established definitions set out above.
<ul style="list-style-type: none"> Total number of employees (GRI 2-7 a) 	<p>Definitions</p> <ul style="list-style-type: none"> Employees: Individuals with an employment contract with Logitech (a.k.a. "direct workers"). <p>Scope and boundaries:</p> <ul style="list-style-type: none"> Employees: permanent contract only; temporary contracts are excluded. Global <p>Reporting period</p> <ul style="list-style-type: none"> FY25 as of 31 March 2025. <p>Methodology</p> <ul style="list-style-type: none"> Measured on the last day of the reporting period i.e. 31 March. Logitech's People & Culture team records total employees in Logitech's HR Management System.
<ul style="list-style-type: none"> Total number of workers who are not employees (GRI 2-8) 	<p>Definitions</p> <ul style="list-style-type: none"> Workers who are not employees: indirect workers who do not have an employment contract with Logitech but their workplace and work activities are controlled by Logitech. For example, workers who are hired by Dispatch Agencies to supplement Logitech's employee workforce and work on the production line at our production facility. <p>Scope and boundaries</p> <ul style="list-style-type: none"> Logitech controls indirect workers who do not have an employment contract with Logitech but their workplace and work activities. Global <p>Reporting period</p> <ul style="list-style-type: none"> FY25

	<p>Methodology</p> <ul style="list-style-type: none"> Logitech's People & Culture team categorizes individuals as indirect workers. The total number is measured as headcount on the last day of the reporting period i.e. 31 March.
<ul style="list-style-type: none"> Number & rate of New Employee Hires by Age Group, Gender and Region (GRI401-1) 	<p>Definitions</p> <ul style="list-style-type: none"> Employees: Individuals with an employment contract with Logitech (a.k.a. "direct workers"). New employee hire: employees hired within the reporting period. <p>Scope and boundaries</p> <ul style="list-style-type: none"> Employees: permanent contract only; temporary contracts are excluded. Global <p>Reporting period</p> <ul style="list-style-type: none"> FY25 <p>Methodology</p> <ul style="list-style-type: none"> Measured as headcount on the last day of the reporting period i.e. 31 March. The number of new employee hires are recorded by Logitech's People & Culture team and categorized into age, gender and region categories for reporting purposes. The rate of new employee hires by age group, gender and region is calculated by dividing the total number of new hires in each subcategory (e.g. Female) by the total number of new hires across the category (e.g. Gender).
<ul style="list-style-type: none"> Number & rate of employee turnover, by age group, gender & region (GRI401-1) 	<p>Definitions</p> <ul style="list-style-type: none"> Employees: Individuals with an employment contract with Logitech (a.k.a. "direct workers"). Employee turnover: total number of employee terminations (voluntary and involuntary) during the reporting period Employees: Individuals with a direct employment contract with Logitech. Assembly line workers in our production facility are excluded where individuals do not have a direct employment contract with Logitech. <p>Scope and boundaries</p> <ul style="list-style-type: none"> Employees: permanent contract only; temporary contracts are excluded. Global <p>Reporting period</p> <ul style="list-style-type: none"> FY25 <p>Methodology</p> <ul style="list-style-type: none"> Measured as headcount on the last day of the reporting period i.e. 31 March. Employee terminations are recorded by Logitech's People & Culture team and categorized into age, gender and region categories for reporting purposes. The turnover rate by age group, gender and region is calculated by dividing the total number of terminations in each subcategory (e.g. Female) by the total number of terminations across the category (e.g. Gender).

Health and Safety

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> Number of fatalities, due to work-related injury (GRI 403-9, a&b) Number of fatalities, due to work-related ill-health (GRI 403-9, a&b) Number of high-consequence work-related injuries (GRI 403-9, a&b) Number of recordable work-related injuries (GRI 403-9, a&b) Number of recordable work-related ill health cases (GRI 403-10, a&b) Total recordable incident rate (GRI 403-9, a&b) 	<p>Definitions</p> <ul style="list-style-type: none"> Number of fatalities, due to work-related injury: The number of deaths that occurred during the reporting period, due to work-related injury e.g. physical injury due to exposure to a hazard at work in our production facility. Number of fatalities, due to work-related ill-health: The number of deaths that occurred during the reporting period, due to work-related ill-health e.g. work-related diseases, illnesses, and disorders at work in our production facility. Number of high-consequence work-related injuries: The number of work-related injuries, from which the individual is not expected to recover to full pre-injury health status within 6 months, in the reporting period. Number of recordable work-related injuries: The number of all work-related recordable cases occurring per 200,000 hours. A Recordable Work-Related Injury or Illness: A work-related injury or illness that results in any of the following: death; 1 or more consecutive days away from work; restricted work or transfer to another job; medical treatment beyond first aid; or loss of consciousness; or an injury or illness which is diagnosed by a physician or other licensed health-care professional, and deemed to be significant, even if it does not result in any of the above. Total recordable incident rate: The number of work-related recordable cases occurring in the reporting period 01 January 2024 to 31 December 2024) per 200,000 hours. <p>Scope and boundaries</p> <ul style="list-style-type: none"> Our production facility. <p>Reporting period</p> <ul style="list-style-type: none"> CY24 <p>Methodology</p> <ul style="list-style-type: none"> Records of health and safety-related incidents are recorded in accordance with ISO 45001 requirements. Key performance indicators are calculated by the Environmental, Health and Safety team at our production facility in accordance with agreed protocols.
<ul style="list-style-type: none"> Work-related injuries (GRI 403-9: e&f&g) 	<p>Definitions</p> <ul style="list-style-type: none"> Fatalities as a result of a work-related injury, disease, illness or disorder: The number of deaths, that occurred during the reporting period, due to work-related injury e.g. physical injury due to exposure to a hazard at work High-consequence work-related injuries (excluding fatalities): The number of work-related injuries, from which the individual is not expected to recover to full pre-injury health status within 6 months, in the reporting period Recordable work-related injuries or illness: A work-related injury or illness that results in (a) death, or (b) 1 or more consecutive days away from work, or (c') restricted work or transfer to another job, or (d) medical treatment beyond first aid, or (e) loss of consciousness, or (f) an injury or illness which is diagnosed by a physician or other licensed healthcare professional, and deemed to be significant, even if it does not result in any of the above <p>Scope and boundaries</p> <ul style="list-style-type: none"> Our production facility. <p>Reporting period</p> <ul style="list-style-type: none"> CY24 <p>Methodology</p> <ul style="list-style-type: none"> Health and safety performance is recorded for our production facility and offices. Any incidents are categorized for reporting as per the definitions set out above. The rate of incidents is the number of incidents divided by the number of hours worked multiplied by 200,000 hours.
<ul style="list-style-type: none"> Hours of health and safety training provided (GRI 403-5) 	<p>Definitions</p> <ul style="list-style-type: none"> Health and safety training: health and safety training in accordance with our ISO 45001 processes.

	<ul style="list-style-type: none"> • New hires: Total number of new employees at our production facility during the reporting period. <p>Scope and boundaries</p> <ul style="list-style-type: none"> • Training undertaken by new hires at our production facility. <p>Reporting period</p> <ul style="list-style-type: none"> • CY24 <p>Methodology</p> <ul style="list-style-type: none"> • We require every new hire to complete a minimum of 24 hours of training. Records of new hire training are managed and retained in accordance with ISO 45001 processes. Total training hours are calculated as the number of new hours by the number of mandatory training hours.
<ul style="list-style-type: none"> • Percentage of workers covered by the H&S management system at our production facility (GRI 403-8) 	<p>Definitions</p> <ul style="list-style-type: none"> • Covered by the H&S management system which is certified to ISO 45001. • Workers: All direct and indirect workers in the production facility. <p>Scope and boundaries</p> <ul style="list-style-type: none"> • Workers at our production facility. <p>Reporting period</p> <ul style="list-style-type: none"> • CY24 <p>Methodology</p> <ul style="list-style-type: none"> • The H&S Management system applies to all workers at the production facility.

Responsible Sourcing

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> • Supplier participation in our Responsible Sourcing of Minerals Program 	<p>Definitions</p> <ul style="list-style-type: none"> • Responsible Sourcing of Minerals Program: Logitech's due diligence program for the responsible sourcing of tin, tantalum, tungsten, gold (3TG), cobalt, and mica. • In-scope suppliers: Suppliers that manufacture products or components containing 3TG, cobalt, or mica under contract to Logitech. • Participation: A supplier is considered to have participated if they either attended Logitech-provided training or submitted a Conflict Minerals Reporting Template (CMRT) or Extended Minerals Reporting Template (EMRT) at Logitech's request. <p>Scope and boundaries</p> <ul style="list-style-type: none"> • Suppliers of 3TG, cobalt, and mica. • It covers suppliers identified as having provided relevant materials to Logitech during the 2024 calendar year. • Excludes inactive suppliers as of the end of the calendar year (31 December 2024) <p>Reporting period</p> <ul style="list-style-type: none"> • CY24 <p>Methodology</p> <ul style="list-style-type: none"> • The reporting period for this KPI is CY24, however the metric is calculated and finalized at the end of the fiscal year (31 March 2025) to allow sufficient time for suppliers to respond. • The KPI measures supplier participation in Logitech's Responsible Sourcing of Minerals program based on engagement efforts related to the prior calendar year's sourcing activity (CY24). • Logitech identifies in-scope suppliers based on their provision of 3TG, cobalt, or mica during CY24. These suppliers are invited to participate in the program through training sessions and submission of a CMRT or EMRT. • Supplier engagement activities begin in late CY24 and continue through Q1 FY25 to allow time for data collection and meaningful participation. • The participation rate is calculated as: number of in-scope suppliers who participated in the

	<p>program, divided by the number of in-scope suppliers with an active business relationship as of 31 March 2025</p> <ul style="list-style-type: none"> Suppliers are excluded from the denominator if they no longer have a business relationship with Logitech as of the calculation date (31 March 2025), ensuring the metric reflects the current supplier base at the time of reporting. While the underlying supplier activity occurred in CY24, the metric is measured and reported in FY25 in line with Logitech's supplier engagement cycle and reporting timeline.
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Supplier Auditing & Supply Chain Due Diligence

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> Number of Major Supplier Facilities. Percentage of Major Supplier Facilities audited 	<p>Definitions</p> <ul style="list-style-type: none"> Direct supplier: A supplier that provides goods directly to Logitech and those goods or services are used in the production of finished products. These suppliers are part of the primary supply chain and deliver materials or products that are directly used in Logitech's final products. Major Supplier: a direct supplier that is: <ul style="list-style-type: none"> ranked in Logitech's top 80 percent of direct suppliers by spend in CY23; and contracted to provide service or material input for Logitech's finished goods or services; or under the control of Logitech, even if services or materials are not directly conveyed to Logitech. Major Supplier Facility: a facility of a Major Supplier. Tier 1 Major Supplier Facility: a Major Supplier Facility that has a contractual relationship to provide goods or services to Logitech. <p>Scope and boundaries</p> <ul style="list-style-type: none"> Direct Suppliers Tier 1 Major Supplier Facilities Global <p>Reporting period</p> <ul style="list-style-type: none"> CY24 <p>Methodology</p> <ul style="list-style-type: none"> Logitech's Social and Environmental Responsibility (SER) group tracks the total number of Major Supplier Facilities and the total number of audits of such facilities within the reporting period. The percentage of Major Supplier Facilities audited is calculated as the number of audited tier 1 Major Supplier Facilities divided by the total number of tier 1 Major Supplier Facilities. A facility often may have more than one audit, which is not considered as part of this disclosure.
<ul style="list-style-type: none"> Number of New Supplier Facilities (GRI 414-1/308-1) Percentage of New Supplier Facilities audited (GRI 308-1/414-1) Percentage of new suppliers that were screened using environmental/social criteria (GRI 308-1a/414-1a) 	<p>Definitions</p> <ul style="list-style-type: none"> Direct supplier: A supplier that provides goods directly to Logitech and those goods or services are used in the production of finished products. These suppliers are part of the primary supply chain and deliver materials or products that are directly used in Logitech's final products. New Supplier: A new direct supplier who wishes to provide goods or services to Logitech and is selected for potential inclusion on Logitech's Approved Vendor List (AVL). New Supplier Facilities: A new facility of a direct supplier who wishes to provide goods or services to Logitech and is selected for potential inclusion on Logitech's Approved Vendor List (AVL). The facility undergoes the supplier qualification process to determine the outcome of whether it will be added to the AVL. A facility is considered "new" in the calendar year in which it underwent the qualification audit. Qualification Audit: One specific type of audit which is used to assess the performance of a supplier's facility against Logitech requirements to inform Logitech's decision to award work to the supplier or not. <p>Scope and boundaries</p> <ul style="list-style-type: none"> Direct Suppliers

	<ul style="list-style-type: none"> • New Supplier Facilities • Global <p>Reporting period</p> <ul style="list-style-type: none"> • CY24 <p>Methodology</p> <ul style="list-style-type: none"> • Logitech's Social and Environmental Responsibility (SER) group tracks the total number of New Supplier Facilities and the total number of qualification audits of such facilities within the reporting period. • The percentage of New Supplier Facilities audited is calculated as the number of New Supplier Facilities that have had a qualification audit divided by the number of New Supplier Facilities. • The percentage of new suppliers screened using environmental/social criteria is calculated as the number of new suppliers with qualification audits divided by the number of new suppliers.
<ul style="list-style-type: none"> • Total number of audits 	<p>Definitions</p> <ul style="list-style-type: none"> • Direct supplier: A supplier that provides goods directly to Logitech and those goods or services are used in the production of finished products. These suppliers are part of the primary supply chain and deliver materials or products that are directly used in Logitech's final products. • Major Supplier: a direct supplier that is: <ul style="list-style-type: none"> ◦ ranked in Logitech's top 80 percent of direct suppliers by spend in CY23; and ◦ contracted to provide service or material input for Logitech's finished goods or services; or ◦ under the control of Logitech, even if services or materials are not directly conveyed to Logitech. • Tier 1 Major Suppliers: a Major Supplier that has a contractual relationship to provide goods or services to Logitech. • Audit: on-site or desk-based audits carried out in accordance with RBA Code and Logitech requirements within the reporting period. <p>Scope and boundaries</p> <ul style="list-style-type: none"> • Direct Suppliers • Tier 1 Major Suppliers • Global <p>Reporting period</p> <ul style="list-style-type: none"> • CY24 <p>Methodology</p> <ul style="list-style-type: none"> • Logitech's Social and Environmental Responsibility (SER) group tracks total audits during the reporting period. A supplier facility may have multiple audits during the reporting period, in which case the total number of audits at that facility are counted.

<ul style="list-style-type: none"> • Number of suppliers assessed for environmental/social impacts (308-2a/414-2a) • Number of suppliers with significant actual & potential negative environmental/social impacts (308-2b/414-2b) • Percentage of suppliers with significant actual & potential negative environmental/social impacts where improvements were agreed upon as a result (308-2d/414-2d) • Percentage of suppliers with significant actual & potential negative environmental/social impacts where relationships were terminated as a result (308-2e/414-2e) 	<p>Definitions</p> <ul style="list-style-type: none"> • Direct supplier: A supplier that provides goods directly to Logitech and those goods or services are used in the production of finished products. These suppliers are part of the primary supply chain and deliver materials or products that are directly used in Logitech's final products. • Major Supplier: a direct supplier that is: <ul style="list-style-type: none"> ◦ ranked in Logitech's top 80 percent of direct suppliers by spend in CY23; and ◦ contracted to provide service or material input for Logitech's finished goods or services; or ◦ under the control of Logitech, even if services or materials are not directly conveyed to Logitech. • Assessed for environmental/social impacts: audits: on-site or desk-based audits carried out in accordance with RBA Code and Logitech requirements within the reporting period. • Suppliers having significant actual and potential negative environmental/social impacts: high-risk supplier: A direct supplier that: <ul style="list-style-type: none"> ◦ scores $\leq 65\%$ in the Self-Assessment Questionnaire during the reporting period; or ◦ has any RBA disqualifying priority issues¹ identified during the reporting period. • Improvements that were agreed upon due to assessment: a Corrective Action Plan. • Corrective Action Plan (CAP): A document plan of corrective actions, which a supplier is obliged to prepare and submit to Logitech, after an audit to address any failings. <p>Scope and boundaries</p> <ul style="list-style-type: none"> • Direct Suppliers • Major Suppliers • Global <p>Reporting period</p> <ul style="list-style-type: none"> • CY24 <p>Methodology</p> <ul style="list-style-type: none"> • The number of suppliers assessed for environmental/social impacts is the number of Major Suppliers audited. Logitech's Social and Environmental Responsibility (SER) group tracks the total number of Major Suppliers audited. If at least one facility of a Major Supplier is audited within the reporting period, the Major Supplier is considered to have been audited. Audits of New Suppliers are not counted. • The number of suppliers identified as having significant actual and potential negative environmental/social impacts is calculated as the number of high-risk major suppliers. Logitech's Social and Environmental Responsibility (SER) group tracks the total number of high-risk major suppliers, as defined above. New Supplier Facilities are not counted. • The percentage of suppliers identified as having significant actual and potential negative environmental/social impacts with which improvements were agreed upon as a result of assessment is calculated as the number of high-risk major suppliers that were audited and implemented a Corrective Action Plan following an audit, divided by the total number of high-risk major suppliers audited. • The percentage of suppliers identified as having significant actual and potential negative environmental/social impacts with which relationships were terminated as a result of the assessment is calculated as the number of suppliers identified as having significant actual and potential negative environmental/social impacts with which relationships were terminated divided by the number of high-risk major suppliers. Logitech's Social and Environmental Responsibility (SER) group tracks the total number of terminations.
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¹ RBA disqualifying priority findings are defined in Appendix 2 of the RBA Membership Compliance Program and are any finding leading to imminent risk of life, limb, facility, the environment or the community or are an egregious ethical breach. Examples relate to freely chosen employment, child labor, humane treatment, occupational safety and emergency preparedness.

7.3 Governance Performance Indicators

Business Conduct

Key Performance Indicator	Definitions, Scope and boundaries, Reporting Period and Methodology
<ul style="list-style-type: none"> Number of confirmed corruption incidents (GRI 205-3a). Number of confirmed incidents in which employees were dismissed or disciplined for corruption (GRI 205-3b) Number of confirmed incidents where contracts with business partners were terminated or not renewed due to violations related to corruption (GRI 205-3c) 	<p>Definitions</p> <ul style="list-style-type: none"> Confirmed incidents: incidents of corruption that have been made through a written statement by a regulatory or similar official body addressed to Logitech that identifies incidents of corruption, or a complaint lodged with Logitech that has been recognized as legitimate by Logitech. <p>Scope and boundaries</p> <ul style="list-style-type: none"> Global. <p>Reporting period</p> <ul style="list-style-type: none"> FY25 <p>Methodology</p> <ul style="list-style-type: none"> Measured over all 12 months of the reporting period. Observations, concerns, grievances, or issues relevant to our Code of Conduct and commitment to ethical good practice can be made through our whistleblowing mechanism or Ethics Hotline which is hosted by EthicsPoint, through an employee's manager or by contacting our legal team directly at compliance@logitech.com. Each year Logitech tracks the total number of incidents of corruption that have been substantiated during the reporting period (1st April 2023-31st March 2025) and confirm, if applicable, the number of confirmed incidents that resulted in (a) an employee being dismissed or disciplined; or (b) termination of a contract with a business partner.
<ul style="list-style-type: none"> Number of public legal cases brought against Logitech or its employees for organizational corruption (GRI 205-3d) 	<p>Definitions</p> <ul style="list-style-type: none"> Public legal case for organizational corruption: Any public legal case brought against Logitech for organizational corruption. <p>Scope and boundaries</p> <ul style="list-style-type: none"> Global. <p>Reporting period</p> <ul style="list-style-type: none"> FY25 <p>Methodology</p> <ul style="list-style-type: none"> Measured over all 12 months of the reporting period. Each year Logitech tracks the total legal cases that have been brought against Logitech or employees related to organizational corruption during the reporting period (1st April 2023-31st March 2025).
<ul style="list-style-type: none"> Number & percentage of operations assessed for risks relating to corruption (GRI205-1) 	<p>Definitions</p> <ul style="list-style-type: none"> Operations: We have one significant operation - our production facility. <p>Scope and boundaries</p> <ul style="list-style-type: none"> Our operations (production facility) Global <p>Reporting period</p> <ul style="list-style-type: none"> FY25 <p>Methodology</p> <ul style="list-style-type: none"> Logitech has one production facility that is routinely assessed for corruption risks. As such 100% of operations are assessed for risks related to corruption. As part of our Enterprise Risk Management process, an annual Enterprise Risk questionnaire is distributed across the business. This includes questions designed to identify potential corruption-related risks in any part of our operations. In addition, Logitech operates a whistle-blower hotline ("Ethics Point") that is accessible to all employees. This platform allows for the confidential reporting of concerns related to corruption, and all reports are investigated in accordance with our compliance protocols. Our production facility is also subject to both internal and

	<p>third-party audits that evaluate compliance with the Responsible Business Alliance (RBA) Code of Conduct. These audits address key aspects of ethical conduct, including fair business practices, business integrity, and anti-corruption measures, following the RBA's requirements and audit protocol. As such, 100% of manufacturing facilities are assessed for risks related to corruption.</p>
<p>Communication & Training on Anti-Corruption policies and procedures (GRI205-2)</p> <ul style="list-style-type: none"> • Number and percentage of governance body members communicated to on anti-corruption • Number and percentage of employees communicated to on anti-corruption • Number and percentage of business partners communicated to on anti-corruption • Number and percentage of governance body members that have received training on anti-corruption • Number and percentage of employees that have received training on anti-corruption 	<p>Definitions</p> <ul style="list-style-type: none"> • Governance Body Members: Logitech Board of Directors members <p>Scope and boundaries</p> <ul style="list-style-type: none"> • Board of Directors • Employees, all categories • Global <p>Reporting period</p> <ul style="list-style-type: none"> • FY25 <p>Methodology</p> <ul style="list-style-type: none"> • Anti-corruption policies and procedures are communicated to Board of Director members upon joining Logitech's board and periodically thereafter • Anti-corruption policies and procedures are communicated to Logitech employees upon joining Logitech and on an annual basis thereafter. • Logitech's Legal team and People and Culture team captures the number of Board members and employees (all categories).. • The percentage of Board members and employees is calculated as the number trained and communicated to, divided by the total number of Board members and employees, respectively. • Our anti-corruption policies and procedures are embedded into contract agreements as a condition of doing work with Logitech. All types and all regions. • Where relevant, percentages are rounded to the nearest one percent, for ease of reporting. • Breakdown by region is not relevant as 100% of Board members and employees received training and communications. Breakdown of Board membership and employees is reported separately, as part of Inclusion KPIs reported earlier.

Compliance

<ul style="list-style-type: none"> • Number of significant fines / non-monetary sanctions for noncompliance with environmental laws/ regulations. • Number of incidents of noncompliance with regulations concerning the health & safety impacts of products & services resulting in a fine or penalty or regulatory warning (GRI 416-2) • Number of incidents of noncompliance with regulations concerning product & service information & labeling resulting in a fine or penalty or regulatory warning (GRI 417-2) • Number of incidents of noncompliance with regulations concerning marketing communications, including advertising, promotion & sponsorship resulting in a fine, penalty or regulatory warning (GRI417-3). 	<p>Definitions</p> <ul style="list-style-type: none"> • Significant fine: A fine of more than USD \$10 000. • All other definitions are reflective of GRI definitions. <p>Scope and boundaries</p> <ul style="list-style-type: none"> • Global. <p>Reporting period</p> <ul style="list-style-type: none"> • FY25 <p>Methodology</p> <ul style="list-style-type: none"> • Measured over all 12 months of the reporting period. • Logitech's legal function has monitoring and oversight measures in place to allow for tracking and reporting of significant fines, non-monetary sanctions or regulatory non-compliances during the reporting period.
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Privacy

<ul style="list-style-type: none"> • Number of substantiated complaints concerning breaches of customer privacy (GRI 418-1a); • Number of identified leaks, thefts, or losses of customer data were identified (GRI 418-1b) 	<p>Definitions</p> <ul style="list-style-type: none"> • Substantiated complaint: written statement by a regulatory or similar official body addressed to Logitech that identifies breaches of customer privacy, or a complaint lodged with Logitech that has been recognized as legitimate by Logitech. <p>Scope and boundaries</p> <ul style="list-style-type: none"> • Global. <p>Reporting period</p> <ul style="list-style-type: none"> • FY25 <p>Methodology</p> <ul style="list-style-type: none"> • Measured over all 12 months of the reporting period. • Observations, concerns, grievances, or issues relevant to Customer Privacy can be made through several channels. The Global Head of Privacy and the Chief Compliance Officer review any reports received. • Each year Logitech tracks the total number of confirmed incidents globally that have been substantiated during the reporting period.
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Political Contributions

<ul style="list-style-type: none">• Total monetary value of financial and in-kind political contributions made directly and indirectly by Logitech by country and recipient/beneficiary (GRI 415-1).	<p>Definitions</p> <ul style="list-style-type: none">• Political Contributions: financial or in-kind support given directly or indirectly to political parties, their elected representatives, or persons seeking political office. <p>Scope and boundaries</p> <ul style="list-style-type: none">• Global <p>Reporting period</p> <ul style="list-style-type: none">• FY25 <p>Methodology</p> <ul style="list-style-type: none">• Logitech does not directly or indirectly make financial or in-kind political contributions.• Zero political contributions are confirmed and reported each year by Logitech's Head of Policy.
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