logitech®

FY25 Dow Jones Sustainability Index Addendum

Table of Contents

1. Introduction

This DJSI Supplemental Addendum was prepared to support Logitech International S.A.'s Fiscal Year 2025 submission to the Dow Jones Sustainability Index (DJSI). The information presented addresses non-material aspects of Logitech's sustainability performance that, while not central to our Non Financial Matters (NFM) Reporting, are included here to ensure transparency and in response to the specific information needs of certain stakeholders.

2. Talent Attraction and Retention

2.1 Training and Development

Information on training and development is provided in Logitech's FY25 NFM Report. In addition and for the purpose of DJSI reporting, Logitech wishes to make the following additional disclosures:

At Logitech, we are committed to fostering an inclusive and forward-looking workplace through targeted coaching and mentorship opportunities that empower employees at all stages of their careers. We are committed to building a company culture that promotes inclusive leadership and ensures team collaboration, innovation and excellence through an environment where employees feel respected, supported and valued by Logitech and each other. We offer relevant training opportunities to support employee goals. Collaborating closely with leaders across the organization, we customize training options to meet the specific needs of each department. This approach has resulted in a wide range of courses and development opportunities for our employees across Logitech. Our business groups also develop their own programs to acquaint employees with Logitech's policies and practices and may utilize external resources to promote development within their teams. The Operations organization provides a Program and Project Management Essentials program for example, which focuses on project management processes and priorities. Our Learning Library is an internal resource through which employees can access training courses provided by external coaches. Last year, courses were offered on a wide variety of topics such as inclusive communication and productivity. We want learning to become a natural part of an employee's work flow rather than a stand alone activity they have to make time for. Based on the 70-20-10 approach to learning, we recommend to all employees that we spend 70% of their development time focused on "On-The-Job" activities, 20% on "Social Learning" and 10% on "Formal Training". To successfully develop a new capability, it is essential for employees to have time to actively engage with the content, seek interactions with others, and find practical applications for their learning.

With the implementation of LogiLearn powered by Coursera®, we now provide all employees with access to over 10,000 courses. These courses incorporate personal development as well as skill-related topics, and use a variety of engagement methods including short-form content and more hands-on learning. Logitech's Learning Portfolio consists of a wide range of training content to help enhance individual skills. Examples of training topics include safety, artificial intelligence, privacy, ethics, inclusion, manager development and creative design. We offer compliance training for employees, with additional training on thematic subjects like anti-corruption, antitrust, and anti-harassment.

We offer coaching and mentorship for employees and our employees benefit from robust internal networks, including Employee Resource Groups (ERGs). ERGs are a fundamental component of our inclusion strategy. These employee-led teams stove to cultivate an inclusive work environment and foster allyship. Our ERGs also play a crucial role as a feedback mechanism, highlighting the challenges faced by communities at Logitech. We also run a "LogiLeader Essentials", our introductory workshop for managers to help them quickly adapt to their roles by grounding them in Logitech leadership principles and people cycles. This two-session, facilitator-led, and interactive workshop equips managers with the skills and insights they need to effectively manage their Logitech teams. We also have a transition program for retiring and terminated employees which is managed by a third party.

Additionally, Logitech is actively supporting digital transformation through extensive AI-focused training initiatives, ensuring employees are well-prepared to leverage new technologies in driving innovation and sustainability. As a great resource on Logitech's AI-focused training initiatives, which highlights our commitment to digital transformation, you can download directly from our website [here](#) the ''Enhancing Employee Experience with Logitech AI Features" eBook. This eBookCovers AI-driven innovations like RightSight 2 and RightSound 2 for smarter meetings and better employee enablement.

2.2. Upskilling for a Climate-Transitioning Economy

While the skill set of our employees is not immediately or significantly disrupted by climate change in the way sectors like agriculture or mining might be, we recognize the changing climate around us and the global transition to a low-carbon and more circular economy, which has indirect impacts across all industries, including our own. The fast pace of change requires dynamic and continual development of talent and skills. We recognize that the transition to a low-carbon, climate-resilient economy is reshaping expectations across the value chain. In response, we are taking proactive steps to ensure our employees and suppliers are equipped with the knowledge and capabilities to adapt and lead in this changing environment.

Future-Readiness Through Climate Literacy
We incorporate environmental awareness into both employee and supplier education programs, including how climate change may influence the tech landscape. Topics include factory sustainability, regulatory developments, the shift to renewable energy, rising customer demand for sustainable design and manufacturing, and the importance of carbon and water reduction strategies. This ensures our workforce and partners understand the evolving sustainability expectations relevant to our industry and can actively contribute to meeting them.

Supporting Green Tech Innovation
We see opportunities for our employees and suppliers to develop skills that promote Future Positive innovation. Through initiatives like our Future Positive Challenge and Continuous Improvement Program (CIP) Awards, we encourage exploration in areas such as AI for product traceability, smarter recycling systems, and the development of new materials and technologies that support lower-carbon, circular product design. These programs foster a culture of learning and creativity, ensuring that our teams remain at the forefront of sustainable innovation.

Adapting to Climate-Driven Supply Chain Risks

We recognize the risk of volatility in the availability and cost of critical commodities such as copper and aluminum as the global economy transitions. In response, we are developing more circular business models that reduce our dependency on virgin materials. We are upskilling employees to build capabilities in recovering critical materials from end-of-life products (closed loop) as well as alternative sources (open loop), helping secure long-term material availability.

Empowering Design for Sustainability

As consumers increasingly demand sustainable products, our Design for Sustainability (DfS) team receives ongoing training to strengthen expertise in circularity, life-cycle thinking, and low-carbon design. This ensures we continue to deliver innovative, environmentally responsible solutions that align with both market expectations and our climate commitments.

Building Resilience to Physical Climate Risks

We have identified physical climate risks at specific operational sites - for example, our Suzhou production facility, located in a region of extremely high water stress. To build resilience, we provide targeted training in water stewardship and risk mitigation to facility staff, supporting sustainable, long-term operations in water-scarce regions.

4. Energy Management at our Production Facility

We have established an energy management system at our production facility to ensure effective tracking and continuous improvement of energy performance. As detailed in our CDP Climate Change Report, we conduct internal and third-party energy audits to identify opportunities for improvement. For example, several years ago, we commissioned ERM to audit our facility and provide a comprehensive review of energy-saving opportunities over the following decade, and we have since implemented a year-on-year program of actions based on the observations and recommendations from that report.

Our action plans to date include a wide range of energy efficiency and renewable energy measures, such as upgrades to chillers, heat pumps, compressors, air conditioning, and lighting, the installation of frequency converters and time controllers, and the transition to certified renewable electricity. We recently invested in an on-site Power Purchase Agreement (PPA), and solar panels now supply up to 10–12% of the facility's electricity demand, with monitoring and real-time management systems to optimize energy use. This initiative supports our commitment to renewable energy and advances our goal of on-site renewable power generation.

We set quantified targets to reduce energy consumption, including a 20% reduction in the facility's carbon footprint by 2018 compared to a 2010 baseline, which we exceeded, and we are on track to achieve an 85% reduction in total Scope 1 and 2 emissions by 2030 compared to a 2019 baseline. We evaluate progress through regular assessments and reporting, while providing energy efficiency training to employees to foster a culture of sustainability. By integrating clean energy solutions, investing in innovation and R&D, and monitoring performance, we demonstrate our ongoing commitment to reducing energy consumption and advancing environmental stewardship, with all initiatives transparently reported in our CDP Report and Non-Financial Matters (NFM) Report.