

FY25 GRI Index

Statement of Use	Logitech International S.A. has reported in accordance with the GRI Standards for the period 01 April 2024 to 31 March 2025	
Report finalized	17 July 2025	
GRI Standards Used	<p>GRI 1: Foundation 2021</p> <p>GRI 2: General Disclosures 2021</p> <p>GRI 3: Material Topics 2021</p> <p>GRI 201: Economic Performance 2016</p> <p>GRI 205: Anti-corruption 2016</p> <p>GRI 206: Anti-competitive Behavior 2016</p> <p>GRI 301: Materials 2016</p> <p>GRI 302: Energy 2016</p> <p>GRI 303: Water and effluents 2016</p> <p>GRI 304: Biodiversity 2016</p> <p>GRI 305: Emissions 2016</p> <p>GRI 308: Supplier Environmental Assessment 2016</p>	<p>GRI 401: Employment 2016</p> <p>GRI 403: Occupational Health and Safety 2018</p> <p>GRI 404: Training and Education 2016</p> <p>GRI 405: Diversity and Equal Opportunity 2016</p> <p>GRI 406: Non-discrimination 2016</p> <p>GRI 407: Freedom of Association and Collective Bargaining 2016</p> <p>GRI 408: Child Labor 2016</p> <p>GRI 409: Forced or Compulsory Labor 2016</p> <p>GRI 414: Supplier Social Assessment 2016</p> <p>GRI 415: Public Policy 2016</p> <p>GRI 416: Customer Health and Safety 2016</p> <p>GRI 417: Marketing and Labeling 2016</p> <p>GRI 418: Customer Privacy 2016</p>
Applicable GRI Sector Standard(s)	None applicable	

In FY24, Logitech began the process of reporting in accordance with both GRI and ESRS. The current mapping of Logitech material topics to ESRS Material Topics and GRI Material Topics can be summarized as follows:

Logitech Material Topics	GRI Material Topics	ESRS Material Topic
Climate Action	<p>201: Economic Performance (Climate Risk)</p> <p>302: Energy</p> <p>305: Emissions</p>	Climate change mitigation Energy
Circularity	301: Materials	Circular economy Plastics (including microplastics) Pollution of water and soil (e-waste)
Water	<p>303: Water and effluents</p> <p>308: Supplier environmental assessment</p>	Water withdrawal Water discharge
Targeted Substances	314: Customer health and safety	Pollution: substances of concern Personal safety
Biodiversity	304: Biodiversity	Biodiversity
Human rights and Labor	<p>406: Non-discrimination</p> <p>407: Freedom of association & collective bargaining</p> <p>408: Child labor</p> <p>409: Forced or compulsory labor</p> <p>414: Supplier social assessment</p> <p>416: Customer health and safety</p>	Work-related rights Child labor Forced labor Working time Adequate wages Social dialogue Freedom of association Collective bargaining
Responsible Sourcing of Minerals	<p>414: Supplier social assessment</p> <p>416: Customer health and safety</p>	Human rights and labor Collective bargaining
Safety, Health and Well-being	308: Supplier environmental assessment 314: Customer health and safety	Health and safety
Inclusion	405: Diversity and equal opportunity	Equal treatment and opportunity Training and skills development Gender equality and equal pay Social inclusion
Digital Inclusion	401: Employment	Equal treatment and opportunity Training and skills development Gender equality and equal pay
Talent Attraction and Retention	404: Training and education	Training and skills development Gender equality and equal pay
Privacy & Security	418: Customer privacy	Information-related impacts
Business Conduct	<p>205: Anti-corruption</p> <p>206: Anti-competitive behavior</p> <p>312: Public policy</p> <p>317: Marketing and labeling</p>	Business conduct: protection of whistle-blowers, supplier management, corruption and bribery.

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

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures	2.1 Organizational details	<p>a. Logitech International S.A.</p> <p>b. Nature of Ownership: Publicly traded, with ownership distributed among shareholders. Legal Form: Société Anonyme (S.A.), a Swiss corporation.</p> <p>c. Logitech International S.A. has its headquarters in Lausanne, Switzerland.</p> <p>d. Logitech International S.A. operates across the globe and serves a global customer base. Logitech has one production facility in Suzhou, China.</p>
GRI 2: General Disclosures	2.2 Entities included in the organization's sustainability reporting	<p>a. All entities included in Logitech's consolidated financial statements or equivalent documents are included in the FY25 Non-Financial Matters Report with exceptions. For the list of entities, please refer to 17.1.1. Annex 1: 17.1.1.1. Entities. Table 1.4. For the list of subsidiaries, b. No differences arise</p> <p>b. No adjustments were made. No mergers, acquisitions or disposal of entities occurred in the reporting period. No differences across disclosures.</p>
GRI 2: General Disclosures	2.3 Reporting period, frequency and contact point	<p>a. Reporting period is FY25 (01 April 2024 to 31 March 2025), except where otherwise stated. Data for some select KPIs is reported by calendar year (01 January 2024 to 31 December 2024) to align with global initiatives. Where this occurs, the data is indicated to be CY data.</p> <p>b. Reporting Frequency: Annual</p> <p>c. As above</p> <p>d. 30 July 2025</p> <p>e. corporate_sustainability_reporting@logitech.com</p>
GRI 2: General Disclosures	2.4 Restatements of information	<p>a. Restatement of baseline Scope 3 emissions. See GRI305-3(a)(ii) for further information. No other corrections or restatements of information.</p>
GRI 2: General Disclosures	2.5 External Assurance	<p>a. FY25 NFM Report, Appendix B, p. 38</p> <p>b. (i) As above</p> <p>c. (ii) As above</p>
GRI 2: General Disclosures	2.6 Activities, value chain and other business relationships	<p>a. FY25 NFM Introduction, Our Business, p. 5, and FY25 Annual 10.0 Report, Item 1, Business, p. 4</p> <p>b. FY25 NFM Introduction, Our Business, p. 5, and 10.0 Item 1, Business, p. 4</p> <p>c. FY25 NFM Introduction, Our Business, p. 5, and 10.0 Item 1, Business, p. 4</p> <p>d. No significant changes compared to the previous reporting period</p>
GRI 2: General Disclosures	2.7 Employees	<p>a. FY25 NFM Report, Appendix A, Table 15 (total number), Table 13 (Gender), Table 13 (Region)</p> <p>b. FY25 NFM Report, Appendix A:</p> <p>(i) Permanent employees: Table 16</p> <p>(ii) Temporary employees: Table 16</p> <p>(iii) Logitech does not contract non-guaranteed hours employees.</p> <p>(iv) Full-time employees: Table 16</p> <p>(v) Part-time employees: Table 16</p> <p>c. FY25 Basis of Reporting, p. 14 and p. 15 and p. 16</p> <p>d. FY25 Basis of Reporting, p. 14 and p. 15 and p. 16</p> <p>e. FY25 NFM Report, Social and Employment Related Matters; Inclusion, p. 21</p> <p>f. No significant fluctuations in the reporting period</p>
GRI 2: General Disclosures	2.8 Workers who are not employees	<p>a. 395</p> <p>b. Workers who are not employees comprise individuals working on fixed term contracts and interns, as well as workers hired by Dispatch Agencies to supplement our production facility workforce.</p> <p>c. Fixed term projects, maternity cover, student placements and work on the production line in our production facility.</p> <p>d. FY25 Basis of Reporting, p. 16</p>
GRI 2: General Disclosures	2.9 Governance structure and composition	<p>a. (i) Workers who are not employees decreased from 1,134 in FY24 to 395 in FY25 as workers were converted to employee contracts and we reduced our dependency on workers who are not employees.</p> <p>b. FY25 NFM Report, Introduction, Board Oversight, p. 5 and Enterprise Risk Management, p. 6.</p> <p>c. Members of the Board are described here: Board of Directors.</p> <p>d. Committees of the board are described here: Corporate Governance Documents.</p> <p>e. We have 4 board-level committees with defined responsibilities: Audit, Compensation, Nominating & Governance, Technology & Innovation. See Corporate Governance Documents.</p> <p>f. Committee charters for each committee are available here: Corporate Governance Documents.</p> <p>g. The Board's oversight role is described in FY25 NFM Board Oversight, p. 5 and Enterprise Risk Management, p. 6.</p> <p>h. See: Board of Directors.</p>
GRI 2: General Disclosures	2.10 Nomination and selection of the highest governance body	<p>a. The membership requirements for the Board are specified in the Constitutional Equilibrium of Logitech International S.A.</p> <p>b. The membership requirements for each Board-level committee are specified in the committee charters for each committee: Audit Committee Charter, Compensation Committee Charter, Nominating & Governance Committee Charter, Technology & Innovation Charter.</p>
GRI 2: General Disclosures	2.11 Chair of the highest governance body	<p>a. The chair of the highest governance body is independent and not a senior executive. See: Wendy Becken - Chairperson.</p> <p>b. Not applicable</p>
GRI 2: General Disclosures	2.12 Role of the highest governance body in overseeing the management of impacts	<p>a. We believe that full board oversight is important to ensure that sustainability is part of and aligned with our overall Company strategy. As a result, our Board oversees our sustainability programs, with support at the committee level. Specifically, our Chief Operating Officer and Head of People & Culture regularly reports to our Chief Executive Officer and to the Board of Directors on this topic. The role of the highest governance body and prior resolutions is described in the following section of the FY25 NFM Report, Introduction:</p> <p>- Our Approach, Board Oversight, p. 5</p> <p>- Our Approach, Management Review, p. 5</p> <p>- Our Approach, Enterprise Risk Management, p. 6</p> <p>b. In addition, as noted in the Nominating & Governance Committee Charter, the Nominating & Governance Committee is responsible for evaluating and advising on the Board's process and criteria for the selection of the Company's management, social and governance ("S&G") strategy.</p> <p>c. As above</p> <p>d. As above</p>

GR1: General Disclosures	2-13 Delegation of responsibility for managing impacts	The organization shall: a. describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people, including: i. whether it has appointed any senior executives with responsibility for the management of impacts; ii. whether it has delegated responsibility for the management of impacts to other employees; b. describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people.	a. The role of the highest governance body and senior executives is described in the following sections of the FY25 NFM Report: Our Approach, Board Oversight, p. 5 Our Approach, Management Review, p. 5 Our Approach, Enterprise Risk Management, p. 6 b. Sustainability issues are a scheduled agenda item for some meetings. At those meetings, our Chief Operating Officer (COO) and/or Head of Sustainability provides recommendations and the Board's oversight encompasses reviewing and guiding strategy, overseeing the development of a transition plan and monitoring progress towards corporate targets.
GR1: General Disclosures	2-14 Role of the highest governance body in sustainability reporting	The organization shall: a. report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information; b. if the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this.	a. The role of the highest governance body and senior executives is described in the following sections of the FY25 NFM Report: Our Approach, Board Oversight, p. 5 Our Approach, Management Review, p. 5 Our Approach, Enterprise Risk Management, p. 6 b. As above
GR1: General Disclosures	2-15 Conflicts of interest	The organization shall: a. describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated; b. report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to: i. cross-board membership; ii. cross-shareholding with suppliers and other stakeholders; iii. existence of controlling shareholders; iv. related parties, their relationships, transactions, and outstanding balances.	a. FY25 NFM Report, Nominating & Governance Committee Charter and Compensation Committee Charter . b. Conflicts of interest, if they arose, would be disclosed to stakeholders as per regulatory requirements.
GR1: General Disclosures	2-16 Communication of critical concerns	The organization shall: a. describe whether and how critical concerns are communicated to the highest governance body; b. report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.	a. The process for routine internal reporting to the Board is described in the following sections of the FY25 NFM Report: Our Approach, Board Oversight, p. 5 Our Approach, Management Review, p. 5 Our Approach, Enterprise Risk Management, p. 6 Business Conduct, Measures Implemented, p. 30 The Board of Directors is available at any time to address the concerns of stakeholders and shareholders. Matters brought forward by shareholders within the context of the General Meeting are dealt with in accordance with the Articles of Incorporation. No matters were submitted directly to the Board of Directors outside the General Meeting in 2024. b. None
GR1: General Disclosures	2-17 Collective knowledge of the highest governance body	The organization shall: a. report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.	a. NFM Report, Introduction, Our Approach, p. 5
GR1: General Disclosures	2-18 Evaluation of the performance of the highest governance body	The organization shall: a. describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people; b. report whether the evaluations are independent or not, and the frequency of the evaluations; c. describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices.	a. Our Board of Directors and Board Committees perform annual self-assessments to evaluate their effectiveness in fulfilling their obligations. For FY24, the Board engaged an external consultant to conduct a third-party assessment, evaluating among other things Board and Committee effectiveness and the effectiveness of the Board Chairperson. b. Independent and self-evaluation. Frequency: regular
GR1: General Disclosures	2-19 Remuneration policies	The organization shall: a. describe the remuneration policies for members of the highest governance body and senior executives, including: i. fixed pay and variable pay; ii. sign-on bonuses or recruitment incentive payments; iii. termination payments; iv. clawbacks; v. retirement benefits; b. describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people.	a. Where appropriate, this review is described in Logitech's Annual Proxy Statement (Board Effectiveness section) b. BOARD OF DIRECTORS Non-employee directors receive a combination of cash (board and committee fees), equity awards (stock grants), and modest additional compensation (e.g., social security contributions, insurance premiums). Board members are paid fixed retainer in cash and equity (stock grants). No variable pay. i. No sign-on bonuses or recruitment incentive payments ii. No Termination payments iii. Limited Clawbacks / Not standard for board iv. No Retirement benefits SENIOR EXECUTIVES Fixed & Variable Pay: Base salary (fixed) and performance-based bonuses and equity (variable), including cash incentives and performance share units (PSUs). i. Sign-on Bonuses: Offered selectively to new hires (e.g., cash, RSUs, relocation support) to replace forfeited benefits. ii. Termination Payments: No standard severance during notice period, executives receive regular compensation. Equity may vest on a double trigger (termination + change-in-control). iii. Clawbacks: Clawback policy applies to Section 16 officers, allowing recovery of incentive compensation in cases of misconduct or restatement. iv. Retirement Benefits: Deferred compensation plans and conditional RSU vesting upon retirement, per local laws and company rules. For further information, please refer to the Compensation Reports that are included in Logitech's Annual Proxy Statements. b. The sustainability scorecard that forms part of our Group Management Team's annual bonus incentive plan is described in the FY25 NFM, Our Approach, Board Oversight p. 5
GR1: General Disclosures	2-20 Process to determine remuneration	The organization shall: a. describe the process for designing its remuneration policies and for determining remuneration, including: i. whether independent highest governance body members or an independent remuneration committee oversees the process for determining remuneration; ii. how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration; iii. whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organization, its highest governance body and senior executives; b. report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable.	a. Our Compensation Committee develops and maintains an executive compensation program that meets our goal of providing our executives with competitive remuneration packages that serve the interests of all stakeholders, including shareholders, both on the internal and external market, and limited to the extent that Logitech's performance does not meet these objectives. The Compensation Committee follows the program to drive the Company's performance and reward both our shareholders and our executives. Our Board-level Compensation Committee oversees the process for determining remuneration. The Compensation Committee incorporated feedback we received from our shareholders beginning in 2018 and we regularly reach out to shareholders for their input. Our feedback content and actions taken are reported in Logitech's Annual Proxy Statement. iii. Remuneration consultants were not involved in determining remuneration in FY24 b. The results of voting are reported publicly - often via press release (Example: Proxy Results)
GR1: General Disclosures	2-21 Annual total compensation ratio	The organizations shall: a. report the ratio of the annual total compensation for the organization's highest paid individual to the median annual total compensation for all employees (excluding the highest paid individual); b. report the ratio of the percentage increase in annual total compensation for the organization's highest paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest paid individual); c. report contextual information necessary to understand the data and how the data has been compiled.	a. 22:1 b. 13:45 c. Calculated for the FY as total annual compensation of the CEO, relative to median annual compensation of all employees, except the CEO and percentage change annual total compensation for the CEO, compared to last FY
GR1: General Disclosures	2-22 Statement on Sustainable Development Strategy	The organization shall: a. report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development.	a. FY25 Impact Highlights Report, CEO Statement, p. 2
GR1: General Disclosures	2-23 Policy Commitments	The organization shall: a. describe its policy commitments for responsible business conduct, including: i. the authoritative intergovernmental instruments that the commitments reference; ii. whether the commitments stipulate conducting due diligence; iii. whether the commitments stipulate applying the precautionary principle; iv. whether the commitments stipulate respecting human rights; b. describe its specific policy commitment to respect human rights, including: i. the internationally recognized human rights that the commitment covers; ii. the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment; c. provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this; d. report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level; e. report the extent to which the policy commitments apply to the organization's activities and to its business relationships; f. describe how the policy commitments are communicated to workers, business partners, and other relevant parties.	a. Logitech policy commitments are provided on the reporting website of our website. Relevant policy documents reference or stipulate relevant authoritative intergovernmental instruments, stipulations with respect to conducting due diligence, stipulations with respect to applying the precautionary principle, and stipulations with respect to human rights. b. See FY25 NFM Report, Our Approach, p. 5 and FY25 NFM Report, Human Rights and Labor, p. 29. Specific policy commitments are also provided on the reporting website of our website. c. Links to all policy commitments are provided on the reporting website of our website. d. The approval of each policy commitment is designated by an authorized signatory, the level of which is specified. e. As noted in our Logitech Code of Conduct and our RBA Commitment Statement , our sustainability policies are a contractual requirement for any organization that wishes to do business with Logitech. f. Our policy commitments are communicated in appropriate ways including employee awareness sessions and training and contractual communications with relevant parties.
GR1: General Disclosures	2-24 Embedding policy commitments	The organization shall: a. describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including: i. how it allocates responsibility to implement the commitments across different levels within the organization; ii. how it integrates the commitments into organizational strategies, operational policies, and operational procedures; iii. how it implements its commitments with and through its business relationships; iv. training that the organization provides on implementing the commitments.	As noted in our Logitech Code of Conduct and our RBA Commitment Statement , our sustainability policies are a contractual requirement for any organization that wishes to do business with Logitech. Responsibility for policy oversight and strategic implementation is documented by approval signature of the policy and the responsible manager works to ensure each policy has a supporting strategic program that includes organizational strategies and policies, and operational requirements for suppliers and business partners to follow. Our policies is underpinned by audits and due diligence checks and training, as described in our FY25 Statement on Human Rights, Labor and Supply Chain. Our Diligence, available from the reporting section of our website.
GR1: General Disclosures	2-25 Processes to remediate negative impacts	The organization shall: a. describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to; b. describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in; c. describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to; d. describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms; e. describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback.	a. An extensive system for the control and management of all risks associated with business activities is in place. For further information, see: FY25 NFM Report, Introduction, Enterprise Risk Management. b. We have an established ethics hotline for reporting actual and potential concerns with respect to negative impacts that Logitech may have caused or contributed to. The process to address concerns raised via the Ethics Hotline is described in FY25 NFM Report, Business Conduct, p. 30. c. Logitech has a comprehensive compliance system for the topics of anti-trust legislation, corruption, data protection, product liability and sustainability, see GB 2.22. d. For information on handling non-compliance with standards and guidelines with employees and supply chain, see GR1 2.26. e. In addition, more specific information is provided in the FY25 NFM Report, following sections: Business Conduct , p. 30 Human Rights and Labor , p. 29
GR1: General Disclosures	2-26 Mechanisms for seeking advice and raising concerns	The organization shall: a. describe the mechanisms for individuals to: i. seek advice on implementing the organization's policies and practices for responsible business conduct; ii. raise concerns about the organization's business conduct.	Further information on recruitment-specific issues is provided in our Responsible Recruitment Policy , which is available from the reporting section of our website. Logitech Code of Conduct , FY25 NFM Report, Business Conduct, p. 30
GR1: General Disclosures	2-27 Compliance with laws and regulations	The organization shall: a) report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by: i. instances for which fines were incurred; ii. instances for which non-monetary sanctions were incurred; b) report the total number and the monetary value of fines for instances of non-compliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by: i. fines for instances of non-compliance with laws and regulations that occurred in the current reporting period; ii. fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods; c. describe the significant instances of non-compliance; d. describe how it has determined significant instances of non-compliance	a. c. N/A - no significant instances of non-compliance arose in the reporting period d. FY25 Basis of Reporting, p. 25
GR1: General Disclosures	2-28 Membership associations	The organization shall: a. report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role	FY25 Stakeholder Engagement Report, Appendix B
GR1: General Disclosures	2-29 Approach to stakeholder engagement	The organization shall: a. describe its approach to engaging with stakeholders, including: i. the categories of stakeholders it engages with, and how they are identified; ii. the purpose of the stakeholder engagement; b. how the organization seeks to ensure meaningful engagement with stakeholders.	FY25 NFM Report, Introduction, Stakeholder Engagement section, p. 6 FY25 Stakeholder Engagement Report, p. 3-13
GR1: General Disclosures	2-30 Collective Bargaining Agreements	The organization shall: a. report the percentage of total employees covered by collective bargaining agreements; b. for employees not covered by collective bargaining agreements, report whether the organization determines that working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations.	a. FY25 Annual 10-K Report, p. 11. None of Logitech's U.S. direct employees are represented by a labor union or are subject to a collective bargaining agreement. No employees are covered by collective bargaining agreements. Certain countries, such as China, operate law for employees rights, which include requirements similar to collective bargaining agreements. We believe that our employee relations are good. b. Logitech does not determine working conditions and terms of employment based on collective bargaining agreements that cover its other employees or from other organizations.
GR1: Material Topics			

GRI 3: Material Topics	3-1 Process to determine material topics	<p>The organization shall:</p> <p>a. describe the process it has followed to determine its material topics, including how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships; how it has prioritized the impacts for reporting based on their significance;</p> <p>b. specify the stakeholders and experts whose views have informed the process of determining its material topics</p>	<p>Logitech conducts an ongoing materiality assessment process to identify and prioritize environmental, social, and governance (ESG) issues that are most relevant to its business and stakeholders. Aligned with GRI Standards, the process combines structured analysis with continuous impact monitoring and stakeholder engagement. It includes the following key steps:</p> <ol style="list-style-type: none"> 1. We work to understand the organizational context. We maintain a high-level overview of company activities and business relationships, and assess their potential impacts on society and the environment, as part of day-to-day management and sustainability efforts. 2. We identify actual and potential impacts. Where relevant, impacts are identified using internal expertise, external stakeholder insights, third-party consultants, and life-cycle impact modeling. Toward the end of each financial year, we conduct a systematic External Factors Review (EFR), analyzing publicly available data, good practice standards, and peer benchmarks. As part of this process, we review the previous year's material topics to identify any changes and determine if scope or boundaries should be updated. 3. We assess the significance of identified impacts through an evidence-based approach, informed by engagement with internal and external stakeholders and aligned with evolving global standards. 4. We determine which GRI topics and impacts are material for reporting. These are reflected in our NFM Report, our GRI Index, and other disclosures. We prioritize explaining why the topics is material to Logitech over a more simplified matrix or ranking approach, in line with evolving good practice and focusing attention binary prioritization of issues i.e. determining if a topic is material or not. <p>Throughout this four-step process, we engage internal stakeholders, subject matter experts, and relevant external groups to ensure our assessments are well-informed and reflect stakeholder perspectives. Insights from recent stakeholder engagement activities, further detailed in our FY25 Stakeholder Engagement Report, are integrated across all stages. Our materiality analysis is performed on an annual basis which is reviewed by our 3rd party auditors as part of the "GRI in accordance" assurance process.</p> <p>This continuous and collaborative process allows Logitech to ensure its sustainability strategy and reporting remain relevant, transparent, and aligned with stakeholder priorities and global best practices.</p> <p>a. A mapping of Logitech material topics to GRI and ESG topics is provided above. As shown the following GRI standards are considered material:</p> <ul style="list-style-type: none"> 304: Biodiversity 201: Economic Performance 205: Anti-Corruption 206: Anti-Competitive Behavior 301: Materials 302: Energy 303: Water and effluents 305: Emissions 308: Supplier Environmental Assessment 401: Employment 403: Occupational Health and Safety 404: Training and Education 405: Diversity and Equal Opportunity 406: Non-Discrimination 407: Freedom of Association and Collective Bargaining 408: Child Labor 409: Forced or Compulsory Labor 414: Supplier Social Assessment 415: Public Policy 416: Customer Health and Safety 417: Marketing and Labeling 418: Customer Privacy <p>The topic-specific disclosures that Logitech has reported on, for each GRI standard, is shown below.</p> <p>b. Our material impacts have remained largely consistent compared to FY24. Key changes to the list of key topics comprise the following:</p> <p>Climate Risk: We have expanded our reporting on Climate Action to include climate risk (and relevant GRI Disclosure GRI 201-2) due to new reporting regulations in Switzerland. The inclusion of climate risk also reflects an evolving recognition of its potential impact and relevance to our stakeholders. We continue to assess materiality based on both external requirements and actual business and stakeholder impacts.</p> <p>Public Policy: We have expanded our reporting on Business Conduct to include reporting on policy advocacy and GRI 415. GRI 415 disclosures were previously deemed to be non-material due to Logitech not making political contributions (the focus on GRI415). However, ongoing engagement on public policy remains a material part of our approach. This engagement is reported in our FY25 Stakeholder Engagement Report, as it was in FY24 and GRI415 is now referenced in this GRI Index.</p>
GRI 3: Material Topics	3-2 List of material topics	<p>The organization shall:</p> <p>a. list its material topics</p> <p>b. report changes to the list of material topics compared to the previous reporting periods</p>	<p>a. A mapping of Logitech material topics to GRI and ESG topics is provided above. As shown the following GRI standards are considered material:</p> <ul style="list-style-type: none"> 304: Biodiversity 201: Economic Performance 205: Anti-Corruption 206: Anti-Competitive Behavior 301: Materials 302: Energy 303: Water and effluents 305: Emissions 308: Supplier Environmental Assessment 401: Employment 403: Occupational Health and Safety 404: Training and Education 405: Diversity and Equal Opportunity 406: Non-Discrimination 407: Freedom of Association and Collective Bargaining 408: Child Labor 409: Forced or Compulsory Labor 414: Supplier Social Assessment 415: Public Policy 416: Customer Health and Safety 417: Marketing and Labeling 418: Customer Privacy <p>The topic-specific disclosures that Logitech has reported on, for each GRI standard, is shown below.</p> <p>b. Our material impacts have remained largely consistent compared to FY24. Key changes to the list of key topics comprise the following:</p> <p>Climate Risk: We have expanded our reporting on Climate Action to include climate risk (and relevant GRI Disclosure GRI 201-2) due to new reporting regulations in Switzerland. The inclusion of climate risk also reflects an evolving recognition of its potential impact and relevance to our stakeholders. We continue to assess materiality based on both external requirements and actual business and stakeholder impacts.</p> <p>Public Policy: We have expanded our reporting on Business Conduct to include reporting on policy advocacy and GRI 415. GRI 415 disclosures were previously deemed to be non-material due to Logitech not making political contributions (the focus on GRI415). However, ongoing engagement on public policy remains a material part of our approach. This engagement is reported in our FY25 Stakeholder Engagement Report, as it was in FY24 and GRI415 is now referenced in this GRI Index.</p>
GRI 3: Material Topics	3-3 Management of material topics	<p>For each material topic reported under Disclosure 3-2, the organization shall:</p> <p>a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;</p> <p>b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;</p> <p>c. describe its policies or commitments regarding the material topic;</p> <p>d. describe actions taken to manage the topic and related impacts, including:</p> <p>i. actions to prevent or mitigate potential negative impacts;</p> <p>ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</p> <p>iii. actions to manage actual and potential positive impacts;</p> <p>e. report the following information about tracking the effectiveness of the actions taken:</p> <p>i. processes used to track the effectiveness of the actions;</p> <p>ii. goals, targets, and indicators used to evaluate progress;</p> <p>iii. the effectiveness of the actions, including progress toward the goals and targets;</p> <p>iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;</p> <p>f. describe how engagement with stakeholders has informed the actions taken (3-3-4) and how it has informed whether the actions have been effective (3-3-e).</p>	<p>a-e. For each material topic, further information on 3-3 is provided in the following sections:</p> <ul style="list-style-type: none"> 1. FY25 Stakeholder Engagement Report
GRI 3: Material Topics	3-3 Management of material topics	<p>For each material topic reported under Disclosure 3-2, the organization shall:</p> <p>a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;</p> <p>b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;</p> <p>c. describe its policies or commitments regarding the material topic;</p> <p>d. describe actions taken to manage the topic and related impacts, including:</p> <p>i. actions to prevent or mitigate potential negative impacts;</p> <p>ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</p> <p>iii. actions to manage actual and potential positive impacts;</p> <p>e. report the following information about tracking the effectiveness of the actions taken:</p> <p>i. processes used to track the effectiveness of the actions;</p> <p>ii. goals, targets, and indicators used to evaluate progress;</p> <p>iii. the effectiveness of the actions, including progress toward the goals and targets;</p> <p>iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;</p> <p>f. describe how engagement with stakeholders has informed the actions taken (3-3-4) and how it has informed whether the actions have been effective (3-3-e).</p>	<p>a-e. For each material topic, further information on 3-3 is provided in the following sections:</p> <ul style="list-style-type: none"> 1. FY25 Stakeholder Engagement Report
GRI 3: Material Topics	3-3 Management of material topics	<p>For each material topic reported under Disclosure 3-2, the organization shall:</p> <p>a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;</p> <p>b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;</p> <p>c. describe its policies or commitments regarding the material topic;</p> <p>d. describe actions taken to manage the topic and related impacts, including:</p> <p>i. actions to prevent or mitigate potential negative impacts;</p> <p>ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</p> <p>iii. actions to manage actual and potential positive impacts;</p> <p>e. report the following information about tracking the effectiveness of the actions taken:</p> <p>i. processes used to track the effectiveness of the actions;</p> <p>ii. goals, targets, and indicators used to evaluate progress;</p> <p>iii. the effectiveness of the actions, including progress toward the goals and targets;</p> <p>iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;</p> <p>f. describe how engagement with stakeholders has informed the actions taken (3-3-4) and how it has informed whether the actions have been effective (3-3-e).</p>	<p>a-e. For each material topic, further information on 3-3 is provided in the following sections:</p> <ul style="list-style-type: none"> 1. FY25 Stakeholder Engagement Report
GRI 304: Biodiversity	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<p>The reporting organization shall report the following information:</p> <p>a. For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information:</p> <p>i. Geographic location;</p> <p>ii. Subsurface and underground land that may be owned, leased, or managed by the organization;</p> <p>iii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas;</p> <p>iv. Type of operation (office, manufacturing or production, or extractive);</p> <p>v. Size of operational site in km² (or another unit, if appropriate);</p> <p>vi. Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem);</p> <p>vii. Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation)</p>	<p>a. FY25 NFM Report, Biodiversity, p. 17</p> <p>b. We have one production facility, which is located in an urban environment (Suzhou city, China) and not in, or adjacent to, protected areas and areas of high biodiversity value outside of protected areas</p>
GRI 304: Biodiversity	304-2 Significant impacts of activities, products and services on biodiversity	<p>The reporting organization shall report the following information:</p> <p>a. Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following:</p> <p>i. Construction or use of manufacturing plants, mines, and transport infrastructure;</p> <p>ii. Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources);</p> <p>iii. Introduction of invasive species, pests, and pathogens;</p> <p>iv. Reduction of species;</p> <p>v. Habitat conversion;</p> <p>vi. Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level).</p> <p>b. Significant direct and indirect positive and negative impacts with reference to the following:</p> <p>i. Species affected;</p> <p>ii. Extent of areas impacted;</p> <p>iii. Duration of impacts;</p> <p>iv. Reversibility or irreversibility of the impacts.</p>	<p>a. Not applicable. Logitech does not have impacts of this nature.</p> <p>b. Not applicable. Logitech does not have impacts of this nature.</p>
GRI 304: Biodiversity	304-3 Habitats protected or restored	<p>The reporting organization shall report the following information:</p> <p>a. Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals;</p> <p>b. Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures;</p> <p>c. Status of each area based on its condition at the close of the reporting period;</p> <p>d. Standards, methodologies, and assumptions used.</p>	<p>Not applicable. Logitech does not engage in this type of activity.</p>
GRI 304: Biodiversity	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	<p>The reporting organization shall report the following information:</p> <p>a. Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk:</p> <p>i. Critically endangered</p> <p>ii. Endangered</p> <p>iii. Vulnerable</p> <p>iv. Near threatened</p> <p>v. Least concern</p>	<p>None</p>
201: Economic Performance	201-2 Financial implications and other risks and opportunities due to climate change	<p>The reporting organization shall report the following information:</p> <p>a. Risks and opportunities posed by climate change that have the potential to generate substantial changes in operations, revenues, or expenditures, including:</p> <p>i. a description of the risk or opportunity and its classification as either physical, regulatory, or other;</p> <p>ii. a description of the impact associated with the risk or opportunity;</p> <p>iii. the financial implications of the risk or opportunity before action is taken;</p> <p>iv. the methods used to manage the risk or opportunity;</p> <p>v. the costs of actions taken to manage the risk or opportunity.</p>	<p>We comply with relevant regulatory requirements on this topic, and report on climate risk in the FY25 NFM Report, Climate Action, p. 14.</p> <p>Additionally, recognizing the interest of key stakeholders in our climate strategy and performance, we provide further detailed information through platforms such as the CDP (Carbon Disclosure Project). This ensures transparency and addresses stakeholder expectations regarding how we identify, assess, and manage climate-related risks and opportunities.</p>
GRI 205: Anti-corruption	GRI 206: Anti-competitive Behavior		

GRI 3: Material Topics	3-3 Management of material topics	<p>For each material topic reported under Disclosure 3-2, the organization shall:</p> <p>a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;</p> <p>b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;</p> <p>c. describe its policies or commitments regarding the material topic;</p> <p>d. describe actions taken to manage the topic and related impacts, including:</p> <p>i. actions to prevent or mitigate potential negative impacts;</p> <p>ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</p> <p>iii. actions to manage actual and potential positive impacts;</p> <p>e. report the following information about tracking the effectiveness of the actions taken:</p> <p>i. processes used to track the effectiveness of the actions;</p> <p>ii. goals, targets, and indicators used to evaluate progress;</p> <p>iii. the effectiveness of the actions, including progress toward the goals and targets;</p> <p>iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;</p> <p>f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</p>	<p>a. Anti-competitive behaviour, such as price-fixing, market allocation, or abuse of dominant position, can harm the economy by limiting consumer choice, increasing prices, and stifling innovation. It can also negatively impact people by reducing access to goods and services and undermining trust in markets and institutions. We recognize these risks and are dedicated to promoting a competitive and transparent business environment.</p> <p>b. We have direct and indirect potential to have these impacts through our own commercial practices or through our relationships with suppliers, distributors, or partners. To mitigate these risks, we have established clear policies, training programs, and compliance controls designed to prevent and detect anti-competitive conduct. We monitor our business relationships and take corrective actions if any violations are identified. Please refer to Logitech's FY25 NFM Report, Business Code of Conduct, p. 30 for further information or Logitech's Code of Conduct and Anti-Corruption Policy.</p> <p>c-e.</p> <p>f. FY25 NFM Report, Double Materiality Assessment, p. 7 FY25 NFM Report Business Code of Conduct, p. 30 Logitech Code of Conduct Logitech Anti-Corruption Policy</p> <p>g. FY25 Stakeholder Engagement Report, Table A, p. 8</p>
GRI 206: Anti-competitive Behavior	206-1 Total number of legal actions for anti-competitive behavior, antitrust, and total number of legal actions for anti-competitive behavior, antitrust, and monopoly practices and their outcomes	<p>The reporting organization shall report the following information:</p> <p>a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of antitrust and monopoly legislation in which the organization has been identified as a participant.</p> <p>b. Main outcomes of completed legal actions, including any decisions or judgments.</p>	FY25 NFM Report, Appendix A, Table 23
GRI 301: Materials	3-3 Management of material topics	<p>For each material topic reported under Disclosure 3-2, the organization shall:</p> <p>a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;</p> <p>b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;</p> <p>c. describe its policies or commitments regarding the material topic;</p> <p>d. describe actions taken to manage the topic and related impacts, including:</p> <p>i. actions to prevent or mitigate potential negative impacts;</p> <p>ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</p> <p>iii. actions to manage actual and potential positive impacts;</p> <p>e. report the following information about tracking the effectiveness of the actions taken:</p> <p>i. processes used to track the effectiveness of the actions;</p> <p>ii. goals, targets, and indicators used to evaluate progress;</p> <p>iii. the effectiveness of the actions, including progress toward the goals and targets;</p> <p>iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;</p> <p>f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</p>	<p>a-e. FY25 NFM Report, Circularity, p. 16</p> <p>f. FY25 Stakeholder Engagement Report, Table A, p. 8</p> <p>We have set targets to reduce the use of virgin materials, including a goal to eliminate PVC and to incorporate post-consumer recycled (PCR) materials across 30% of our product lines, wherever possible. Progress against these targets is monitored through our Design for Sustainability (DFS) metrics. To support these goals, we have conducted extensive training on sustainable materials such as PCR and low-carbon aluminium, equipping our teams with the knowledge to make responsible material choices.</p> <p>Regarding our production facility, we operate a comprehensive waste management program with defined internal targets and actions to minimize waste following the reduce-reuse-recycle principle. Current current waste reduction initiatives include optimized automated/robotic production lines to ensure raw materials and components are handled efficiently with minimal waste, compost food waste and recycling of cooking oil, support the recovery of copper and other valuable materials from PCB waste to minimize metal waste, train workers on packing procedures to minimize damage to packaging materials and detect packaging, phase out and avoid mercury lamps and traditional lighting to LED light bulbs to reduce lighting waste and maintenance of an onsite oil interceptor to separate the canteen of waste.</p>
GRI 301: Materials	301-1 Materials used by weight or volume	<p>The reporting organization shall report the following information:</p> <p>a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by:</p> <p>i. non-renewable materials used;</p> <p>ii. renewable materials used.</p>	FY25 NFM Report, Circularity, p. 16 and FY25 NFM Report, Appendix A, Table 8
GRI 302: Energy	302-1 Recycled input materials used	<p>The reporting organization shall report the following information:</p> <p>a. Percentage of recycled input materials used to manufacture the organization's primary products and services.</p>	FY25 NFM Report, Appendix A, Table 8
GRI 3: Material Topics	3-3 Management of material topics	<p>For each material topic reported under Disclosure 3-2, the organization shall:</p> <p>a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;</p> <p>b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;</p> <p>c. describe its policies or commitments regarding the material topic;</p> <p>d. describe actions taken to manage the topic and related impacts, including:</p> <p>i. actions to prevent or mitigate potential negative impacts;</p> <p>ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</p> <p>iii. actions to manage actual and potential positive impacts;</p> <p>e. report the following information about tracking the effectiveness of the actions taken:</p> <p>i. processes used to track the effectiveness of the actions;</p> <p>ii. goals, targets, and indicators used to evaluate progress;</p> <p>iii. the effectiveness of the actions, including progress toward the goals and targets;</p> <p>iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;</p> <p>f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</p>	<p>a-e. FY25 NFM Report, Climate Action, p. 12</p> <p>f. FY25 Stakeholder Engagement Report, Table A, p. 8</p> <p>g. FY25 NFM Report, Climate Action, p. 12</p> <p>Logitech Climate Pledge</p> <p>Our Suzhou Facility's environmental management system is ISO14001 certified. Through this audit, the facility is assessed on energy management, waste management and energy management. The audit also helps the facility improve waste and water reduction and energy efficiency.</p>
GRI 302: Energy	302-1 Energy consumption within the organization	<p>The reporting organization shall report the following information:</p> <p>a. Energy consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.</p> <p>b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.</p> <p>c. In joules, watt-hours or multiples, the total:</p> <p>i. electricity consumption</p> <p>ii. heating consumption</p> <p>iii. cooling consumption</p> <p>iv. steam consumption</p> <p>d. In joules, watt-hours or multiples, the total:</p> <p>i. electricity sold</p> <p>ii. heating sold</p> <p>iii. cooling sold</p> <p>iv. steam sold</p> <p>e. Total energy consumption within the organization, in joules or multiples.</p> <p>f. Standards, methodologies, assumptions, and/or calculation tools used.</p> <p>g. Source of the conversion factors used.</p>	<p>a. Fuel types are reported in FY25 NFM Report, Appendix A, Table 2. Total non-renewable GJ: 373</p> <p>b. Fuel types are reported in FY25 NFM Report, Appendix A, Table 2. Total renewable GJ: 66,173</p> <p>c. (i) Electricity consumption: FY25 NFM Report, Appendix A, Table 2. (ii) Not relevant (iii) Not relevant (iv) Not relevant</p> <p>d. Not relevant. Logitech does not sell electricity, heating, cooling or steam.</p> <p>e. Total energy consumption within the organization (GJ): 65,646</p> <p>f. FY25 Basis of Reporting, p. 6 FY25 Basis of Reporting, p. 6</p>
GRI 302: Energy	302-2 Energy consumption outside of the organization	<p>The reporting organization shall report the following information:</p> <p>a. Energy consumption outside of the organization, in joules or multiples.</p> <p>b. Standards, methodologies, assumptions, and/or calculation tools used.</p> <p>c. Source of the conversion factors used.</p> <p>When compiling the information specified in Disclosure 302-2, the reporting organization shall exclude energy consumption reported in Disclosure 302-1.</p>	<p>a. Estimated electricity consumption by Tier 1 supplier: 225,940 MWh, which equates to 813,384 GJ.</p> <p>b. FY25 Basis of Reporting, p. 6</p> <p>c. FY25 Basis of Reporting, p. 6</p>
GRI 302: Energy	302-4 Reduction of energy consumption	<p>The reporting organization shall report the following information:</p> <p>a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.</p> <p>b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or oil.</p> <p>c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.</p> <p>d. Standards, methodologies, assumptions, and/or calculation tools used.</p>	<p>We use a third party provider, Emission Group, to measure the solar panel project at our Suzhou production facility. They are responsible for the operation and maintenance of the equipment along with continuous monitoring of energy performance and efficiency of the project. Through conducting reviews as required they implement improvements and lessons learned into future phases of the project.</p> <p>a. Example energy reduction/efficiency initiatives:</p> <p>i. Solar power station: 2,880 GJ</p> <p>ii. Refrigerant leakage reduction: 126 GJ</p> <p>b. Electricity</p> <p>c. Base year 2019 (baseline year 2019 for Scope 1 & 2) was selected to align with initiatives commencement and accurately capture emission reductions.</p> <p>d. FY25 Basis of Reporting, p. 7-8</p>
GRI 303: Water and effluents	3-3 Management of material topics	<p>For each material topic reported under Disclosure 3-2, the organization shall:</p> <p>a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;</p> <p>b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;</p> <p>c. describe its policies or commitments regarding the material topic;</p> <p>d. describe actions taken to manage the topic and related impacts, including:</p> <p>i. actions to prevent or mitigate potential negative impacts;</p> <p>ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</p> <p>iii. actions to manage actual and potential positive impacts;</p> <p>e. report the following information about tracking the effectiveness of the actions taken:</p> <p>i. processes used to track the effectiveness of the actions;</p> <p>ii. goals, targets, and indicators used to evaluate progress;</p> <p>iii. the effectiveness of the actions, including progress toward the goals and targets;</p> <p>iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;</p> <p>f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</p>	<p>a-e.</p> <p>f. FY25 NFM Report, Water, p. 19</p> <p>Water Policy</p> <p>g. FY25 Stakeholder Engagement Report, Table A, p. 8</p>
GRI 303: Water and Effluents	303-1 Interactions with water as a shared resource	<p>The reporting organization shall report the following information:</p> <p>a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts the organization has caused or contributed to, or that are directly linked to its operations, products, or services by its business relationships (e.g., impacts caused by runoff).</p> <p>b. A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used.</p> <p>c. A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts.</p> <p>d. An explanation of the process for setting any water-related goals and targets that are part of the organization's approach to managing water and effluents, and how they relate to public policy and the local context of each area with water stress.</p>	<p>a. FY25 NFM Report, Water, p. 10 FY25 NFM Report, Water, p. 10 FY25 NFM Report, Water, p. 10 FY25 NFM Report, Water, p. 10</p> <p>b. In relation to water, our target is to ensure compliance with all relevant legislation, including the conditions of our wastewater permit for our production facility and the 186 cubic mg/L year-on-year.</p> <p>c. Through the use of onsite water meters, the EHS team monitor water use throughout the facility to identify opportunities to reduce consumption or implement water efficiency projects. Our Suzhou Facility's environmental management system is ISO14001 certified. Through this audit, the facility is assessed on water and waste management. The audit also helps the facility improve waste and water reduction and energy efficiency.</p> <p>d. The water that is used on-site is from public mains operated by the local authority or purchased wastewater from a neighbouring facility. The total quantities are reported in FY25 NFM Report, Appendix A, Table 6 as 182,518 tons, which is equivalent to 186 megalitres.</p>
GRI 303: Water and Effluents	303-2 Management of water discharge-related impacts	<p>The reporting organization shall report the following information:</p> <p>a. How standards for facilities operating in locations with no local discharge requirements were determined, including:</p> <p>i. any internally developed water quality standards or guidelines;</p> <p>ii. any sector-specific standards considered;</p> <p>iii. whether the profile of the receiving waterbody was considered.</p>	<p>a. Logitech discharges all water through to the municipal water treatment facilities and wastewater treatment plant. Wastewater from the Suzhou facility is discharged directly to the wastewater treatment plant without further onsite treatment, which is under the agreement between the Suzhou facility and the wastewater treatment plant, and permit for urban sewage discharge into drainage network. According to Suzhou local regulations GB 8978-1996, Logitech monitors wastewater quality prior to discharging to third party wastewater treatment plants, and is subject to regular annual audits. The facility monitors its CO₂, ammonia nitrogen and total phosphorus annually. Water treatment onsite is limited to an oil interceptor from the canteen. The facility follows necessary cleaning protocols to ensure food waste is not flushed into the wastewater system, thus improving the quality of wastewater.</p>
GRI 303: Water and Effluents	303-3 Water withdrawal	<p>The reporting organization shall report the following information:</p> <p>a. Total water withdrawal from all areas in megalitres, and a breakdown of this total by the following sources, if applicable:</p> <p>i. Surface water;</p> <p>ii. Groundwater;</p> <p>iii. Sewewater;</p> <p>iv. Produced water;</p> <p>v. Third party water.</p> <p>b. Total water withdrawal from all areas with water stress in megalitres, and a breakdown of this total by the following sources, if applicable:</p> <p>i. Surface water;</p> <p>ii. Groundwater;</p> <p>iii. Sewewater;</p> <p>iv. Produced water;</p> <p>v. Third party water.</p> <p>c. A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megalitres by the following categories:</p> <p>i. Freshwater (51,000 mg/L Total Dissolved Solids);</p> <p>ii. Other water (15,000 mg/L Total Dissolved Solids).</p> <p>d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used. When compiling the information specified in Disclosure 303-3, the reporting organization shall use publicly available and credible tools and methodologies for assessing water stress in an area.</p>	<p>a. Surface water: 0 ii. Groundwater: 0 iii. Sewewater: 0 iv. Produced water: 0 v. Third party water: 186 megalitres.</p> <p>The water that is used on-site is from public mains operated by the local authority or purchased wastewater from a neighbouring facility. The total quantities are reported in FY25 NFM Report, Appendix A, Table 6 as 182,518 tons, which is equivalent to 186 megalitres.</p> <p>b.</p> <p>c. Surface water: 0 ii. Groundwater: 0 iii. Sewewater: 0 iv. Produced water: 0 v. Third party water: 186 megalitres.</p> <p>Our production site is located in an area of extremely high baseflow water stress, based on the WRI Aqueduct tool. The water that is used on-site is from public mains operated by the local authority or purchased wastewater from a neighbouring facility. The total quantities are reported in FY25 NFM Report, Appendix A, Table 6 as 182,518 tons, which is equivalent to 186 megalitres.</p> <p>d. Surface water: 0 ii. Groundwater: 0 iii. Sewewater: 0 iv. Produced water: 0 v. Third party water: 186 megalitres.</p> <p>i. Freshwater (51,000 mg/L Total Dissolved Solids): 166 megalitres (water from public mains). ii. Other water (15,000 mg/L Total Dissolved Solids): 0 Unknown: 20 megalitres (hot water purchased from the neighbouring facility)</p> <p>f. FY25 Basis of Reporting, p. 12</p>

303-4 Water discharge	<p>The reporting organization shall report the following information:</p> <p>Total water discharge to all areas in megaliters, and a breakdown of this total by the following types of destination, if applicable:</p> <ol style="list-style-type: none"> Surface water; Groundwater; Seawater; Third-party water, and the volume of this total sent for use to other organizations, if applicable. <p>b. A breakdown of total water discharge to all areas in megaliters by the following categories:</p> <ol style="list-style-type: none"> Freshwater (51,000 mg/L Total Dissolved Solids); Other water (>1,000 mg/L Total Dissolved Solids). <p>c. Total water discharge to all areas with water stress in megaliters, and a breakdown of this total by the following categories:</p> <ol style="list-style-type: none"> Freshwater (51,000 mg/L Total Dissolved Solids); Other water (>1,000 mg/L Total Dissolved Solids). <p>d. Priority substances of concern for which discharges are treated, including:</p> <ol style="list-style-type: none"> Zero priority substances of concern were defined, and any international standard, authoritative list, or criteria used; The approach for setting discharge limits for priority substances of concern; Number of incidents of non-compliance with discharge limits. <p>e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used. When compiling the information specified in Disclosure 303-4, the reporting organization shall use publicly available and credible tools and methodologies for assessing water stress in an area.</p>	<ol style="list-style-type: none"> Surface water: 0 Groundwater: 0 Seawater: 0 Processed water: 0 Third-party water: 169 megaliters <p>The water that is discharged on-site is discharged to public mains operated by the local authority. The total quantities are reported in FY25 NFM Report, Appendix A, Table 6 as 166,192 tons, which is equivalent to 169 megaliters.</p> <ol style="list-style-type: none"> Freshwater (51,000 mg/L Total Dissolved Solids): 0 Other water (>1,000 mg/L Total Dissolved Solids): 169 megaliters. The water that is discharged on-site is discharged to public mains operated by the local authority. <ol style="list-style-type: none"> Freshwater (51,000 mg/L Total Dissolved Solids): 0 Other water (>1,000 mg/L Total Dissolved Solids): 169 megaliters. The site operates in an area of extremely high baseline water stress, based on the WRI Aqueduct tool. The water that is discharged on-site is discharged to public mains operated by the local authority. <ol style="list-style-type: none"> Zero priority substances of concern are treated or discharged. Our production facility discharges waste water in line with our water discharge permit which defines limits for certain substances and other water discharge conditions, of which we have had zero incidents of non-compliance. <ol style="list-style-type: none"> FY25 Basis of Reporting, p. 12
303-5 Water consumption	<p>The reporting organization shall report the following information:</p> <ol style="list-style-type: none"> Total water consumption from all areas in megaliters. Total water consumption from all areas with water stress in megaliters. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact. <p>d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors.</p>	<ol style="list-style-type: none"> 17 megaliters 17 megaliters <p>Water is consumed onsite through evaporation by the water cooling tower and humidifier. The total quantities are reported in FY25 NFM Report, Appendix A, Table 6 as 16,325 tons, which is equivalent to 17 megaliters.</p> <ol style="list-style-type: none"> Not applicable. No water storage onsite. <ol style="list-style-type: none"> FY25 Basis of Reporting, p. 12
GRI 305: Emissions	3-3 Management of material topics	<p>For each material topic reported under Disclosure 3-2, the organization shall:</p> <ol style="list-style-type: none"> describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; describe its policies or commitments regarding the material topic; describe actions taken to manage the topic and related impacts, including: <ol style="list-style-type: none"> actions to prevent or mitigate potential negative impacts; actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; actions to manage actual and potential positive impacts; report the following information about tracking the effectiveness of the actions taken: <ol style="list-style-type: none"> processes used to track the effectiveness of the actions; goals, targets, and indicators used to evaluate progress; the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures; describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e). <p>The reporting organization shall report the following information:</p> <ol style="list-style-type: none"> Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent. Gases included in the calculation, whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. Biogenic CO2 emissions in metric tons of CO2 equivalent. <p>d. Base year for the calculation, if applicable, including:</p> <ol style="list-style-type: none"> the rationale for choosing it; emissions in the base year; the context for any significant changes in emissions that triggered recalculations of base year emissions. <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p>
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	<ol style="list-style-type: none"> FY25 NFM Report, Appendix A, Table 3 FY25 Basis of Reporting, p. 9 1,020 tCO2e <p>(d) Our baseline year for Scope 1 emissions is 2019 because it is Logitech's SBTi-validated baseline year for Scope 1 & 2 emissions.</p> <p>(e) Scope 2 baseline emissions: 1,985 tCO2e</p> <p>(f) No significant change in the base year emissions occurred within the reporting period.</p> <ol style="list-style-type: none"> FY25 Basis of Reporting, p. 8 FY25 Basis of Reporting, p. 8 FY25 Basis of Reporting, p. 8 <p>Our Volatile Organic Compound and Perfluorocarbons emissions are 0.</p>
GRI 305: Emissions	305-2 Energy indirect (Scope 2) GHG emissions	<p>The reporting organization shall report the following information:</p> <ol style="list-style-type: none"> Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. If available, the gases included in the calculation, whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. <p>d. Base year for the calculation, if applicable, including:</p> <ol style="list-style-type: none"> the rationale for choosing it; emissions in the base year; the context for any significant changes in emissions that triggered recalculations of base year emissions. <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p>
GRI 305: Emissions	305-3 Other indirect (Scope 3) GHG emissions	<ol style="list-style-type: none"> FY25 NFM Report, Appendix A, Table 5 FY25 Basis of Reporting, p. 9 7,857 tCO2e FY25 NFM Report, Appendix A, Table 5 <p>(d) Our baseline year for Scope 3 emissions is 2021 because it is Logitech's SBTi-validated baseline year for Scope 3 emissions.</p> <p>(e) Scope 3 baseline emissions: 1,940,210 tCO2e</p> <p>(f) FY25 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> <ol style="list-style-type: none"> FY25 Basis of Reporting, p. 9 and p. 10 FY25 Basis of Reporting, p. 8 and p. 10 Baseline year of 2019, for Scope 1 & 2 emissions. Baseline year of 2021, for Scope 3 emissions. Both years were chosen for base years because they are Logitech's SBTi-validated baseline years for Scope 1, 2 & 3 emissions FY25 NFM Report, Appendix A, Table 4. <ol style="list-style-type: none"> FY25 Basis of Reporting, p. 8-11
GRI 305: Emissions	305-4 GHG emissions intensity	<p>The reporting organization shall report the following information:</p> <ol style="list-style-type: none"> GHG emissions intensity ratio for the organization. Organization-specific metric (the denominator) chosen to calculate the ratio. Type of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). Gases included in the calculation, whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.
GRI 305: Emissions	305-5 Reduction of GHG emissions	<p>The reporting organization shall report the following information:</p> <ol style="list-style-type: none"> GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent. Gases included in the calculation, whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. Base year or baselines, including the rationale for choosing it. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). <p>e. Standards, methodologies, assumptions, and/or calculation tools used.</p>
GRI 308: Supplier Environmental Assessment	3-3 Management of material topics	<p>For each material topic reported under Disclosure 3-2, the organization shall:</p> <ol style="list-style-type: none"> describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; describe its policies or commitments regarding the material topic; describe actions taken to manage the topic and related impacts, including: <ol style="list-style-type: none"> actions to prevent or mitigate potential negative impacts; actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; actions to manage actual and potential positive impacts; report the following information about tracking the effectiveness of the actions taken: <ol style="list-style-type: none"> processes used to track the effectiveness of the actions; goals, targets, and indicators used to evaluate progress; the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures; describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).
GRI 308: Supplier Environmental Assessment	308-1 Percentage of New Suppliers screened using Environmental Criteria	<p>The reporting organization shall report the following information:</p> <ol style="list-style-type: none"> Percentage of new suppliers that were screened using environmental criteria
GRI 308: Supplier Environmental Assessment	308-2 Negative Environmental Impacts in the Supply Chain and actions taken	<p>The reporting organization shall report the following information:</p> <ol style="list-style-type: none"> Number of suppliers assessed for environmental impacts: 27 Number of suppliers identified as having significant actual and potential negative environmental impacts: 7 Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment: 100% Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why: 0%
GRI 402: Employment	3-3 Management of material topics	<p>For each material topic reported under Disclosure 3-2, the organization shall:</p> <ol style="list-style-type: none"> describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; describe its policies or commitments regarding the material topic; describe actions taken to manage the topic and related impacts, including: <ol style="list-style-type: none"> actions to prevent or mitigate potential negative impacts; actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; actions to manage actual and potential positive impacts; report the following information about tracking the effectiveness of the actions taken: <ol style="list-style-type: none"> processes used to track the effectiveness of the actions; goals, targets, and indicators used to evaluate progress; the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures; describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).
GRI 402: Employment	402-1 Total Number & Rates of New Employee Hires and Employee Turnover by Age Group, Gender and Region	<p>The reporting organization shall report the following information:</p> <ol style="list-style-type: none"> Total number and rate of new employee hires during the reporting period, by age group, gender and region. Total number and rate of employee turnover during the reporting period, by age group, gender and region.
GRI 402: Employment	402-2 Benefits provided to full-time employees, that are not provided to temporary or part-time employees, by significant locations of operation	<p>The reporting organization shall report the following information:</p> <ol style="list-style-type: none"> Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: <ol style="list-style-type: none"> life insurance; health care; disability and maternity coverage; parental leave; retirement provision; stock ownership; others. The definition used for 'significant locations of operation'
GRI 403: Occupational Health and Safety	GRI 404: Training and Education	<ol style="list-style-type: none"> FY25 NFM Report, Safety, Health and Wellbeing, p. 21, p. 24 FY25 Annual 10-K Report, Note 5 Employee Benefit Plans, p. 82 Definition used for 'significant locations of operation': 'We do not distinguish by significant locations of operation and our policies apply worldwide.'

GRI 3: Material Topics	3-3 Management of material topics	<p>For each material topic reported under Disclosure 3-2, the organization shall:</p> <p>a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;</p> <p>b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;</p> <p>c. describe its policies or commitments regarding the material topic;</p> <p>d. describe actions taken to manage the topic and related impacts, including:</p> <p>i. actions to prevent or mitigate potential negative impacts;</p> <p>ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</p> <p>iii. actions to manage actual and potential positive impacts;</p> <p>e. report the following information about tracking the effectiveness of the actions taken:</p> <p>i. processes used to track the effectiveness of the actions;</p> <p>ii. goals, targets, and indicators used to evaluate progress;</p> <p>iii. the effectiveness of the actions, including progress toward the goals and targets;</p> <p>iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;</p> <p>f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</p>	<p>a-e. FYZ NFM Report, Talent Attraction and Retention, p. 23</p> <p>f. FYZ Stakeholder Engagement Report, Table A, p. 8</p>
GRI 404: Training and Education	404-1 Average Hours of Training per Year Per Employee by Gender and Employee Category	<p>The reporting organization shall report the following information:</p> <p>a. Average hours of training that the organization's employees have undertaken during the reporting period, by:</p> <p>i. gender;</p> <p>ii. employee category.</p>	<p>Information unavailable/incomplete. Logitech provides a variety of online and in-person training for employees, including giving employees access to more than 10,000 courses on Coursera. 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.</p> <p>We are considering how we might disclose this data on a more granular level in the future. We track participant attendance and learning hours for some training sessions. However, we do not currently have a system to report complete data by gender and employee category.</p> <p>a. FYZ NFM Report, Talent Attraction and Retention, p. 23 and Safety, Health and Wellbeing, p. 24</p> <p>b. FYZ NFM Report, Talent Attraction and Retention, p. 23</p>
GRI 404: Training and Education	404-2 Programs for Skills Management and Lifelong Learning that support the continued employability of Employees and Assist them in Managing Career Endings	<p>The reporting organization shall report the following information:</p> <p>a. Type and scope of programs implemented and assistance provided to upgrade employee skills.</p> <p>b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.</p>	<p>We perform performance appraisals at least annually with interim reviews during the year to review progress against agreed performance objectives and development goals. Through 360 feedback and agile conversations we ensure a fair performance review process. We also have a team effectiveness program to review team performance.</p> <p>At least 75% of employees received an FY25 year end performance review</p> <p>Employee category split and gender split: Scope of reporting is currently limited to total permanent employees only</p> <p>At least 84% of employees received at least career development review during FY25.</p> <p>Employee category split and gender split: Scope of reporting is currently limited to total permanent employees only</p>
GRI 405: Diversity and Equal Opportunity	405-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews, by Gender and Employee Category	<p>The reporting organization shall report the following information:</p> <p>a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.</p>	<p>At least 84% of employees received at least career development review during FY25.</p> <p>Employee category split and gender split: Scope of reporting is currently limited to total permanent employees only</p>
GRI 405: Diversity and Equal Opportunity	3-3 Management of material topics	<p>For each material topic reported under Disclosure 3-2, the organization shall:</p> <p>a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;</p> <p>b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;</p> <p>c. describe its policies or commitments regarding the material topic;</p> <p>d. describe actions taken to manage the topic and related impacts, including:</p> <p>i. actions to prevent or mitigate potential negative impacts;</p> <p>ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</p> <p>iii. actions to manage actual and potential positive impacts;</p> <p>e. report the following information about tracking the effectiveness of the actions taken:</p> <p>i. processes used to track the effectiveness of the actions;</p> <p>ii. goals, targets, and indicators used to evaluate progress;</p> <p>iii. the effectiveness of the actions, including progress toward the goals and targets;</p> <p>iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;</p> <p>f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</p>	<p>a-e. FYZ NFM Report, Inclusion, p. 21</p> <p>f. FYZ Stakeholder Engagement Report, Table A, p. 8</p> <p>a. Diversity and equal opportunity directly contribute to a more innovative, adaptable, and socially responsible business. Without a diverse range of talents and perspectives, we would lack the insight and understanding needed to design and develop products that meet the needs of our diverse customer base around the world. This gap could undermine our ability to serve our customers effectively, limit innovation, and affect both financial performance and stakeholder trust.</p> <p>b. We have direct and indirect potential to have these impacts through our own or our own employment practices and workplace culture, and through our relationships with suppliers and business partners who manufacture Logitech products.</p> <p>b. FYZ NFM Report, Inclusion, p. 21</p> <p>f. FYZ Stakeholder Engagement Report, Table A, p. 8</p>
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	<p>The reporting organization shall report the following information:</p> <p>a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:</p> <p>i. Gender;</p> <p>ii. Age group: under 30 years old, 30-50 years old, over 50 years old;</p> <p>iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).</p> <p>b. Percentage of employees per employee category in each of the following diversity categories:</p> <p>i. Gender;</p> <p>ii. Age group: under 30 years old, 30-50 years old, over 50 years old;</p> <p>iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).</p>	<p>a. FYZ NFM, Appendix A, Tables 9-11</p> <p>b. FYZ NFM, Appendix A, Tables 12-13</p>
GRI 405: Diversity and Equal Opportunity	405-2 Ratio of basic salary and remuneration of women to men	<p>The reporting organization shall report the following information:</p> <p>a. Ratio of the basic salary and remuneration of women to men for each employee category, by type of operation.</p> <p>b. The definition used for 'significant locations of operation'.</p>	<p>a. Information unavailable/incomplete. Logitech is committed to Pay Equity as a principle and ensuring fair and equitable compensation. Logitech Gender Pay Gap Report, Ireland, 2024, p. 3. To facilitate discussion and initiatives regarding pay equity, we conduct an annual global review of remuneration to ensure equitable pay and eliminate inequities based on gender or race. During this assessment, the leadership team receives an analysis of Logitech's pay position based on gender (globally) and ethnicity (where data are available). During our annual review process, we implement salary adjustments as needed to ensure that wages are competitive in the market and equitable. Logitech reports and discloses wage equity reports for countries where this is legally required. For example, in countries such as Ireland and Switzerland, where legislation mandates pay equity analysis and reporting, we actively engage and disclose our findings in compliance with the applicable regulations. We do not currently have systems to report complete data for our production facility in Suzhou China, and employee category. We are considering how we might disclose this data on a voluntary basis, for our production facility in Suzhou China.</p> <p>b. Significant location of operation: We have one significant location of operation, our production facility in Suzhou China.</p>
GRI 406: Non-discrimination	3-3 Management of material topics	<p>For each material topic reported under Disclosure 3-2, the organization shall:</p> <p>a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;</p> <p>b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;</p> <p>c. describe its policies or commitments regarding the material topic;</p> <p>d. describe actions taken to manage the topic and related impacts, including:</p> <p>i. actions to prevent or mitigate potential negative impacts;</p> <p>ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</p> <p>iii. actions to manage actual and potential positive impacts;</p> <p>e. report the following information about tracking the effectiveness of the actions taken:</p> <p>i. processes used to track the effectiveness of the actions;</p> <p>ii. goals, targets, and indicators used to evaluate progress;</p> <p>iii. the effectiveness of the actions, including progress toward the goals and targets;</p> <p>iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;</p> <p>f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</p>	<p>a-e. FYZ NFM Report, Inclusion, p. 21, Business Conduct p. 30, Anti-Harassment and Discrimination Policy</p> <p>f. FYZ Stakeholder Engagement Report, Table A, p. 8</p>
GRI 406: Non-discrimination	406-1 Total number of incidents of discrimination and corrective actions taken	<p>The reporting organization shall report the following information:</p> <p>a. Total number of incidents of discrimination during the reporting period.</p> <p>b. Status of the incidents and actions taken with reference to the following:</p> <p>i. Incident reviewed by the organization;</p> <p>ii. Remediation plans being implemented;</p> <p>iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;</p> <p>iv. Incident no longer subject to action.</p>	<p>a. FYZ NFM Report, Appendix A, Table 23.</p> <p>b. There were no incidents of discrimination in FY25.</p>
GRI 407: Freedom of Association and Collective Bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p>The reporting organization shall report the following information:</p> <p>a. Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of:</p> <p>i. type of operation (such as manufacturing plant) and supplier;</p> <p>ii. countries or geographic areas with operations and suppliers considered at risk.</p> <p>b. Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining.</p>	<p>a. Logitech's production facility and major supplier manufacturing locations are predominantly based in China, Malaysia, Taiwan, Switzerland, Vietnam, Mexico and Thailand. According to the International Trade Union Confederation the right to freedom of association is recognized by law but not fully protected in many of these countries.</p> <p>b. Measures taken by Logitech to support rights to exercise freedom of association and collective bargaining are described in Logitech's FY25 Statement on Human Rights, Labor and Supply Chain Due Diligence.</p>
GRI 408: Child Labor	3-3 Management of material topics	<p>For each material topic reported under Disclosure 3-2, the organization shall:</p> <p>a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;</p> <p>b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;</p> <p>c. describe its policies or commitments regarding the material topic;</p> <p>d. describe actions taken to manage the topic and related impacts, including:</p> <p>i. actions to prevent or mitigate potential negative impacts;</p> <p>ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</p> <p>iii. actions to manage actual and potential positive impacts;</p> <p>e. report the following information about tracking the effectiveness of the actions taken:</p> <p>i. processes used to track the effectiveness of the actions;</p> <p>ii. goals, targets, and indicators used to evaluate progress;</p> <p>iii. the effectiveness of the actions, including progress toward the goals and targets;</p> <p>iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;</p> <p>f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</p>	<p>a-e. FYZ NFM Report, Human and Labor Rights, p. x</p> <p>f. FYZ Stakeholder Engagement Report, Table A, p. 8</p>
GRI 408: Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	<p>The reporting organization shall report the following information:</p> <p>a. Operations and suppliers considered to have significant risk for incidents of:</p> <p>i. child labor;</p> <p>ii. young workers exposed to hazardous work.</p> <p>b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of:</p> <p>i. type of operation (such as manufacturing plant) and supplier;</p> <p>ii. countries or geographic areas with operations and suppliers considered at risk.</p> <p>c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.</p>	<p>a-c. FYZ Statement on Human Rights, Labor and Supply Chain Due Diligence</p>
GRI 409: Forced or Compulsory Labor	3-3 Management of material topics	<p>For each material topic reported under Disclosure 3-2, the organization shall:</p> <p>a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;</p> <p>b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;</p> <p>c. describe its policies or commitments regarding the material topic;</p> <p>d. describe actions taken to manage the topic and related impacts, including:</p> <p>i. actions to prevent or mitigate potential negative impacts;</p> <p>ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</p> <p>iii. actions to manage actual and potential positive impacts;</p> <p>e. report the following information about tracking the effectiveness of the actions taken:</p> <p>i. processes used to track the effectiveness of the actions;</p> <p>ii. goals, targets, and indicators used to evaluate progress;</p> <p>iii. the effectiveness of the actions, including progress toward the goals and targets;</p> <p>iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;</p> <p>f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</p>	<p>a-e. FYZ NFM Report Introduction, Our Approach, p. 5</p> <p>f. FYZ NFM Report, Human and Labor Rights, p. 29</p> <p>f. FYZ Stakeholder Engagement Report, Table A, p. 8</p>
GRI 409: Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>The reporting organization shall report the following information:</p> <p>a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of:</p> <p>i. type of operation (such as manufacturing plant) and supplier;</p> <p>ii. countries or geographic areas with operations and suppliers considered at risk.</p> <p>b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.</p>	<p>a-b. FYZ Statement on Human Rights, Labor and Supply Chain Due Diligence</p>
GRI 414: Supplier Social Assessment			

GRI 3: Material Topics	3-3 Management of material topics	<p>For each material topic reported under Disclosure 3-2, the organization shall:</p> <p>a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;</p> <p>b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;</p> <p>c. describe its policies or commitments regarding the material topic;</p> <p>d. describe actions taken to manage the topic and related impacts, including:</p> <p>i. actions to prevent or mitigate potential negative impacts;</p> <p>ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</p> <p>iii. actions to manage actual and potential positive impacts;</p> <p>e. report the following information about tracking the effectiveness of the actions taken:</p> <p>i. processes used to track the effectiveness of the actions;</p> <p>ii. goals, targets, and indicators used to evaluate progress;</p> <p>iii. the effectiveness of the actions, including progress toward the goals and targets;</p> <p>iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;</p> <p>f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</p>	<p>a-e. Logitech's FY25 NFM Report, Factory & Supply Chain Management, p.9 Logitech's FY25 NFM Report, Social, p.21 Logitech's FY25 Statement on Human Rights, Labor and Supply Chain Due Diligence The potential impacts of our industry are also identified and addressed in the RBA Code of Conduct for our industry. We have developed policies, audit protocols and action plans that leverage RBA tools and reflect RBA Code requirements. f. FY25 Stakeholder Engagement Report, Table A, p. 8</p>
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria 414-2 Negative social impacts in the supply chain and actions taken	<p>The reporting organization shall report the following information:</p> <p>a. Percentage of new suppliers that were screened using social criteria.</p> <p>The reporting organization shall report the following information:</p> <p>a. Number of suppliers assessed for social impacts.</p> <p>b. Number of suppliers identified as having significant actual and potential negative social impacts.</p> <p>c. Significant actual and potential negative social impacts identified in the supply chain.</p> <p>d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.</p> <p>e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.</p>	<p>a. 100%. Please see FY25 NFM Report, Appendix A, Table 22.</p> <p>b. Number of suppliers assessed for social impacts: 27 c. Number of suppliers identified as having significant actual and potential negative social impacts: 7 d. FY25 NFM Report, Social and Employment, Human and Labor Rights section, p. 29 and FY25 Statement on Human Rights, Labor and Supply Chain Due Diligence e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment: 100% f. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why: 0%</p>
GRI 415: Public Policy	415-1 Political contributions		
GRI 3: Material Topics	3-3 Management of material topics	<p>For each material topic reported under Disclosure 3-2, the organization shall:</p> <p>a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;</p> <p>b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;</p> <p>c. describe its policies or commitments regarding the material topic;</p> <p>d. describe actions taken to manage the topic and related impacts, including:</p> <p>i. actions to prevent or mitigate potential negative impacts;</p> <p>ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</p> <p>iii. actions to manage actual and potential positive impacts;</p> <p>e. report the following information about tracking the effectiveness of the actions taken:</p> <p>i. processes used to track the effectiveness of the actions;</p> <p>ii. goals, targets, and indicators used to evaluate progress;</p> <p>iii. the effectiveness of the actions, including progress toward the goals and targets;</p> <p>iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;</p> <p>f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</p>	<p>a-e. Logitech's FY25 NFM Report, Our Approach, p. 7 Logitech's FY25 Statement on Human Rights, Labor and Supply Chain Due Diligence The potential impacts of our industry are also identified and addressed in the RBA Code of Conduct for our industry. We have developed policies, audit protocols and action plans that leverage RBA tools and reflect RBA Code requirements. f. FY25 Stakeholder Engagement Report, Table A, p. 8</p>
GRI 415: Public Policy	415-1 Political contributions	<p>The reporting organization shall report the following information:</p> <p>a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.</p> <p>b. If applicable, how the monetary value of in-kind contributions was estimated.</p> <p>When compiling the information specified in Disclosure 415-1, the reporting organization shall calculate financial political contributions in compliance with national accounting rules, where these exist.</p>	<p>a. As noted in our FY25 Stakeholder Engagement Report, Section 7 (Our Approach to Policy Advocacy), p. 18, Logitech does not directly or indirectly make financial or in-kind political contributions. b. Not applicable.</p>
GRI 416: Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	<p>The reporting organization shall report the following information:</p> <p>a. Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.</p>	<p>a-e. Logitech's FY25 NFM Report, Targeted Substances, p. 20 RoHS Policy, REACH Policy, Global Specification for the Environment (GSE) Standards f. The main potential impacts on customer health and safety arise from the way electronic products are manufactured, used, and disposed of at their end of life. This includes the risk of injury, health issues, or harm stemming from product defects, hazardous materials, or a lack of clear usage instructions. Impacts, meanwhile, include delivering products and services that contribute to our customers' well-being, enable healthy lifestyle choices, or reduce health and safety risks in their daily routines. For example, our ergonomic mice and keyboards help ease muscle strain and promote proper posture; our high-resolution video conferencing equipment supports flexible, healthy work environments; and our headsets and speakers enable clear communication, reducing stress and improving collaboration. All these innovations reflect our ongoing commitment to designing technology that helps people work, create, and connect safely and comfortably. g. We have direct and indirect potential to have these impacts through our own design, production, and quality control processes, as well as through relationships with suppliers and distribution partners. f. FY25 Stakeholder Engagement Report, Table A, p. 8</p>
GRI 3: Material Topics	3-3 Management of material topics	<p>For each material topic reported under Disclosure 3-2, the organization shall:</p> <p>a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;</p> <p>b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;</p> <p>c. describe its policies or commitments regarding the material topic;</p> <p>d. describe actions taken to manage the topic and related impacts, including:</p> <p>i. actions to prevent or mitigate potential negative impacts;</p> <p>ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</p> <p>iii. actions to manage actual and potential positive impacts;</p> <p>e. report the following information about tracking the effectiveness of the actions taken:</p> <p>i. processes used to track the effectiveness of the actions;</p> <p>ii. goals, targets, and indicators used to evaluate progress;</p> <p>iii. the effectiveness of the actions, including progress toward the goals and targets;</p> <p>iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;</p> <p>f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</p>	<p>a-e. Logitech's FY25 NFM Report, Targeted Substances, p. 20 RoHS Policy, REACH Policy, Global Specification for the Environment (GSE) Standards f. The main potential impacts on customer health and safety arise from the way electronic products are manufactured, used, and disposed of at their end of life. This includes the risk of injury, health issues, or harm stemming from product defects, hazardous materials, or a lack of clear usage instructions. Impacts, meanwhile, include delivering products and services that contribute to our customers' well-being, enable healthy lifestyle choices, or reduce health and safety risks in their daily routines. For example, our ergonomic mice and keyboards help ease muscle strain and promote proper posture; our high-resolution video conferencing equipment supports flexible, healthy work environments; and our headsets and speakers enable clear communication, reducing stress and improving collaboration. All these innovations reflect our ongoing commitment to designing technology that helps people work, create, and connect safely and comfortably. g. We have direct and indirect potential to have these impacts through our own design, production, and quality control processes, as well as through relationships with suppliers and distribution partners. f. FY25 Stakeholder Engagement Report, Table A, p. 8</p>
GRI 416: Customer Health and Safety	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	<p>The reporting organization shall report the following information:</p> <p>a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by:</p> <p>i. incidents of non-compliance with regulations resulting in a fine or penalty;</p> <p>ii. incidents of non-compliance with regulations resulting in a warning;</p> <p>iii. incidents of non-compliance with voluntary codes.</p> <p>b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.</p>	<p>a. All products are managed in accordance with product safety regulations, which require assessment of potential impacts, and disclosure of relevant information to consumers. b. Where opportunities for improvement are identified, we implement voluntary policies and standards to drive continuous improvement, e.g., the RoHS and REACH compliance standards (see W25-21-102). c. Zero non-compliances with regulations and/or voluntary codes concerning the health and safety impacts of products and services during the reporting period.</p>
GRI 417: Marketing and Labeling	417-1 Requirements for product and service information and labeling	<p>The reporting organization shall report the following information:</p> <p>a. Whether each of the following types of information is required by the organization's procedures for product and service information and labeling:</p> <p>i. Content, particularly with regard to substances that might produce an environmental or social impact;</p> <p>ii. Safe use of the product or service;</p> <p>iii. Disposal of the product and environmental or social impacts;</p> <p>iv. Other (explain).</p> <p>b. Percentage of significant product or service categories covered by and assessed for compliance with such procedures.</p>	<p>a-e. Logitech's FY25 NFM Report, Business Conduct, p. 30 f. FY25 Stakeholder Engagement Report, Table A, p. 8</p>
GRI 417: Marketing and Labeling	417-2 Incidents of non-compliance concerning product and service information and labeling	<p>The reporting organization shall report the following information:</p> <p>a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling, by:</p> <p>i. incidents of non-compliance with regulations resulting in a fine or penalty;</p> <p>ii. incidents of non-compliance with regulations resulting in a warning;</p> <p>iii. incidents of non-compliance with voluntary codes.</p> <p>b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.</p>	<p>a) Country of origin is required on the box a) Statements identifying RoHS and other regulated substances are required in the product information booklet a) Safety statements are required in the product information booklet a) Recycling statements are required in the product information booklet a) Additional regulatory information, as required b. All products are assessed by compliance teams prior to launch.</p> <p>Zero non-compliances with regulations and/or voluntary codes concerning product and service information and labeling during the reporting period.</p>
GRI 417: Marketing and Labeling	417-3 Incidents of non-compliance concerning marketing communications	<p>The reporting organization shall report the following information:</p> <p>a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by:</p> <p>i. incidents of non-compliance with regulations resulting in a fine or penalty;</p> <p>ii. incidents of non-compliance with regulations resulting in a warning;</p> <p>iii. incidents of non-compliance with voluntary codes.</p> <p>b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.</p>	<p>Zero non-compliances concerning marketing communications, including advertising, promotion, and sponsorship during the reporting period.</p>
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>The reporting organization shall report the following information:</p> <p>a. Total number of substantiated complaints received concerning breaches of customer privacy, categorized by:</p> <p>i. complaints received from outside parties and substantiated by the organization;</p> <p>ii. complaints from regulatory bodies.</p> <p>b. Total number of identified leaks, thefts, or losses of customer data.</p> <p>c. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.</p>	<p>a. The main potential impacts related to customer privacy arise from the collection, storage, and processing of customer data on our website and through our products. Without strong safeguards, there is a risk of unauthorized access, disclosure, or theft of personal information, which could harm individuals' rights to privacy, undermine customer trust, and expose us to legal and financial penalties. Proper controls help enable our customers to enjoy the full benefits of our products and services with confidence and peace of mind. b. We have direct and indirect potential to have these impacts through our own data processing activities or through relationships with service providers who handle customer data on our behalf. We manage these impacts by employing strong technical and organizational safeguards, assessing the data practices of our partners, and honoring data subject rights, in compliance with regulations. Please refer to the FY25 NFM Report, Privacy and Security, p. 26, for further information. c-e. Logitech's FY25 NFM Report, Privacy and Security, p. 26 We also conduct internal audits of Privacy Policy compliance, as required, to assess the effectiveness of our actions, identify opportunities for improvement, and capture lessons learned. f. FY25 Stakeholder Engagement Report, Table A, p. 8</p>
GRI 3: Material Topics	3-3 Management of material topics	<p>For each material topic reported under Disclosure 3-2, the organization shall:</p> <p>a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;</p> <p>b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;</p> <p>c. describe its policies or commitments regarding the material topic;</p> <p>d. describe actions taken to manage the topic and related impacts, including:</p> <p>i. actions to prevent or mitigate potential negative impacts;</p> <p>ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</p> <p>iii. actions to manage actual and potential positive impacts;</p> <p>e. report the following information about tracking the effectiveness of the actions taken:</p> <p>i. processes used to track the effectiveness of the actions;</p> <p>ii. goals, targets, and indicators used to evaluate progress;</p> <p>iii. the effectiveness of the actions, including progress toward the goals and targets;</p> <p>iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;</p> <p>f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</p>	<p>a. Total number of substantiated complaints received concerning breaches of customer privacy during the reporting period.</p>