logitech®

FY25 Stakeholder Engagement Report

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1. Introduction

At Logitech, we believe that long-term business success is built on strong, collaborative relationships—both within our organization and with the broader community of stakeholders. Collaboration enables us to create shared value and contribute to a more inclusive, equitable, and sustainable society. We are committed to engaging openly with our stakeholders, striving to understand their expectations, and proactively responding to their needs.

Transparency and engagement are integral to our company culture. We value openness, authenticity, and collaboration in the way we work. By fostering environments where diverse perspectives, experiences, and insights are welcomed, we deepen our understanding of stakeholder priorities and continuously evolve our practices. Regular stakeholder engagement provides us with critical insights into the challenges facing people and the planet, helps us identify and prioritize material issues, and informs our approach to emerging opportunities. Engagement is embedded across Logitech's functions and is tailored to the relevance, interests, and influence of each stakeholder group. It is not a one-off exercise, but a continuous process—integrated into our governance and sustainability management frameworks.

To produce this annual report, the Sustainability team conducts a comprehensive review of stakeholder engagement activities carried out across the company by various functions and completes an External Factors Review (EFR). The EFR examines publicly available information to identify emerging risks, stakeholder perceptions, and concerns related to our sustainability performance. It also draws on market intelligence and direct insights gathered by teams across Logitech through ongoing engagement with stakeholders throughout the year.

2. About this Report

This report covers the period from 1 April 2024 to 31 March 2025 and addresses the following required GRI disclosures.

2-28 Membership associations	The organization shall report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role
2-29 Approach to stakeholder engagement	The organization shall 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. iii. how the organization seeks to ensure meaningful engagement with stakeholders.

The report is structured to provide a clear and concise overview of our stakeholder engagement activities and their relevance to Logitech's sustainability performance during FY25. It includes:

- **Who We Engage** – Our key stakeholder groups and the rationale for their identification

- **Why We Engage** – The purpose of engagement and our key objectives

- **How We Engage** – An overview of selected stakeholder engagement activities relevant to our FY25 programs, performance, and reporting

- **Stakeholder Interests** – A summary of key areas of interest and concern for each stakeholder group

In addition, this report includes a section on Logitech's approach to policy advocacy, which outlines how we engage in public policy discussions and contribute to shaping regulations and standards that impact our stakeholders.

Two appendices support this report:

- **Appendix A** provides relevant data and metrics associated with our stakeholder engagement activities.

- **Appendix B** presents a tabular summary of our external initiatives and memberships, along with explanations of their significance to Logitech and their relevance to our stakeholder engagement efforts.

These elements are included to ensure a comprehensive and transparent view of how Logitech engages with external parties and uses stakeholder feedback to inform strategy, governance, and action.

3. Who We Engage

Logitech identifies its key stakeholder groups based on five core attributes that help ensure our engagement is meaningful, inclusive, and relevant. These attributes are outlined below:

- **Dependency**: Stakeholders who are directly or indirectly dependent on Logitech's activities, products, services, or performance—or on whom Logitech depends to operate effectively.

- **Responsibility**: Stakeholders to whom Logitech has, or may in the future have, legal, commercial, operational, or ethical responsibilities.

- **Tension**: Stakeholders who require immediate attention due to financial, economic, social, or environmental concerns.

- **Influence**: Stakeholders who can impact Logitech's or another stakeholder's strategic or operational decision-making.

- **Diverse Perspectives**: Stakeholders whose distinct viewpoints can uncover new insights, foster innovation, and reveal opportunities for action that might not otherwise emerge.

For the purposes of reporting, we cluster our stakeholders into six broadly recognized groups. These groups include individuals and organizations that meet one or more of the above attributes.

- **Customers**: Customers include retailers, e-tailers, and end users who purchase our products through direct and indirect channels. Engaging with customers helps us better understand evolving expectations, inform product development, and deliver experiences that reflect real-world needs and values. Their feedback also supports innovation, brand trust, and long-term loyalty.

- **Employees**: Employees are the people who work across all levels and functions of Logitech worldwide. Our employees drive innovation, shape our culture, and implement the programs that bring our sustainability strategy to life. We engage with them to foster a sense of ownership, ensure alignment with company values, and create a workplace where people feel empowered to contribute meaningfully to our shared goals.

- **Regulators and Policymakers**: This group includes regulatory authorities and public policymakers who shape the legal and operational landscape in which we operate. By engaging with them, we help shape thoughtful, future-oriented policies, ensure compliance, and advocate for regulatory approaches that support innovation, responsible business, and stakeholder well-being.

- **Shareholders**: Shareholders include individuals and institutions that invest in Logitech, as well as advisors and rating agencies who represent investor interests. This group provides insight into capital market expectations and long-term value creation. Engaging with them ensures transparency, strengthens accountability, and aligns our strategy with investor priorities—particularly in relation to sustainability and risk management.

- **Special Interest Groups**: Special interest groups include NGOs, nonprofits, advocacy organizations, and others with a focus on specific environmental or social issues. These groups play an essential role in advancing standards, highlighting emerging issues, and representing broader societal concerns. Engaging with them allows us to challenge assumptions, close knowledge gaps, and align our efforts with evolving definitions of best practice.

- **Our Industry**: This group includes suppliers, peer companies, and partners across our broader value chain. We engage with industry stakeholders to drive innovation, promote responsible practices, and scale impact across shared sustainability goals. Collaboration across the value chain is essential to addressing systemic challenges—such as climate change, circularity, and social equity—and ensuring consistent, measurable progress.

4. Why We Engage

At Logitech, proactive engagement with stakeholders is a foundational element of our sustainability and corporate responsibility strategy. Meaningful stakeholder engagement strengthens our ability to anticipate and respond to evolving expectations, manage risk, and make more informed, responsible business decisions.

We engage with stakeholders to:

- Understand emerging societal expectations, regulatory developments, and sustainability goals
- Integrate stakeholder concerns into risk management, strategic planning, and policy development
- Improve the relevance, credibility, and quality of our sustainability disclosures
- Support continuous improvement through inclusive and transparent dialogue
- Strengthen trust with those impacted by our operations and products
- Align with international standards such as the Global Reporting Initiative (GRI) and the European Sustainability Reporting Standards (ESRS)
- Fulfill transparency and accountability requirements under emerging regulatory frameworks such as the Corporate Sustainability Reporting Directive (CSRD)

Stakeholder engagement serves the essential purpose of identifying and understanding stakeholders' expectations, concerns, and priorities. This input supports our double materiality assessment by informing our understanding of impact materiality—that is, how Logitech's activities affect people and the environment. While financial materiality is assessed through internal analysis of how sustainability-related risks and opportunities affect the company, insights from stakeholders contribute valuable context on external expectations and evolving standards.

Through continuous, multi-channel engagement, we gather diverse and direct feedback from stakeholders on the ESG topics most relevant to them. These insights are systematically integrated into our materiality mapping and sustainability strategy, resulting in:

- More accurate and relevant materiality assessments
- Stronger alignment between business objectives and stakeholder expectations

- Improved identification of ESG risks and opportunities
- More credible, meaningful, and transparent sustainability reporting

Ultimately, stakeholder engagement reflects Logitech's commitment to responsible business conduct, transparency, and long-term value creation - for our company, our stakeholders, and the broader ecosystem in which we operate.

5. How we Engage

The following table summarizes how we typically engage with our key stakeholder groups and provides examples of recent stakeholder engagement activities and how those engagements informed our approach.

Table A Stakeholder Engagement Activities

Stakeholder Group	Mechanisms of Engagement	Recent Engagement Activities & Topics	How Engagement Informed Our Approach
Customers	- Integration of sustainability messaging in product launches, POS, and web assets - Collaborations with retail partners - Educational roadshows and demo toolboxes - DIY repair and spare parts initiatives - Recycling programs and incentives - Consumer insights & segmentation - Employee and consumer sustainability events - Accessibility design collaboration - Customer satisfaction monitoring	Sustainability features highlighted in multiple product launches. Expanded product pages on logitech.com with detailed sustainability info to enable greater consumer insights, testing and understanding of consumer interest in the coming year through content interactions.	Consumer interest data guides content and product feature development for sustainability messaging and product transparency.
		Expanded partnerships with retailers to help consumers identify sustainable products e.g. MediaMarkt (BetterWay scheme in Europe) and Staples (EcoID in the US).	Retail collaborations increase product visibility and consumer trust, influencing marketing and sustainability program expansion.
		Design for Sustainability demo toolbox roadshows in major regions targeting customers, retail/B2B partners, journalists, and creators.	Direct engagement helped refine communication strategies and fostered stronger B2B partnerships.
		Global expansion of partnership with iFixit, adding repair guides, user forums and virtual repair hubs beyond US to EU and other markets.	User feedback on repairability led to expanding repair support and spare parts availability globally.

Stakeholder Group	Mechanisms of Engagement	Recent Engagement Activities & Topics	How Engagement Informed Our Approach
	● Inclusion initiatives	Recycle & Save program with retailer partners offering discounts for recycling devices; Logi PLAY campaign planted trees for device returns in EU stores.	Growing consumer demand for recycling options led to expanding programs and stronger retailer engagement on sustainability incentives.
		Personal Workspace (PWS) deep dived into target audiences' sustainability attitudes and behaviors, to gain consumer insights and inform tailored strategies and product development.	Insights shape product design and marketing strategies.
		Launched our first "Sustainability Week" for Earth Day, with a week of engagements and events for employees, customers, partners including repair workshops and panels.	Strengthened internal and external engagement on sustainability, fostering community and knowledge sharing.
		Worked with a design partner to explore more accessible future design directions for Personal Workspace (PWS) and create prototypes with inputs and feedback from users with a range of reduced hand mobility and low vision.	Feedback led to more inclusive product design initiatives, improving accessibility in future offerings.
		Used Net Promoter Scores to monitor and adapt customer support strategies throughout the year.	Continuous improvement of customer experience based on satisfaction feedback.
		Continued to expand our "Women Who Master" platform to host "Women in Coding" panels and mentorships, promoting diverse representation and support.	Informed by feedback from women in STEM, we're working to actively support and enhance diversity and inclusion in engineering roles.
		Engaged enterprise customers (including businesses, distributors, resellers, and retailers) directly and indirectly to share strategies and understand customer needs. Earth Day Give-Back Initiative to gamify sustainability education, raise awareness of key company strategies and goals, and survey customer interests.	Customer feedback and analysis of trends helps us identify emerging expectations and needs, build industry partnerships, ensure products are brought to market in a manner that reflects Enterprise Customer expectations and develop tailored pilots and programs to meet emerging needs e.g., Collect & Recycle.
		Engaged EcoVadis to understand their newest rating process and evolving industry benchmarks, to refresh our understanding of current expectations and standards.	Helps us identify emerging expectations and needs and retain our platinum rating.

Stakeholder Group	Mechanisms of Engagement	Recent Engagement Activities & Topics	How Engagement Informed Our Approach
Employees	• Team, site, and business group huddle meetings (weekly and monthly) • Company surveys (bi-annually) • Workshops on specific sustainability topics • Sustainability Forum and Social Impact Forum sessions • All Hands events (quarterly) • Whistleblower hotline and mailbox • Mobile chat platform and confidential interviews at production sites	Continued weekly/monthly huddles across sites and regions; Leadership Team's "Ask Anything" sessions with anonymous Q&A. Session recordings shared company-wide for ongoing engagement.	We achieved 78% favorable Culture Amp Engagement Factor score, 8 points above industry average. Open communication channels empower employees, boost connection and trust in leadership, and support alignment with company goals. Feedback shapes communication and leadership transparency.
		Continued our annual "LogiPulse" survey to measure employee happiness, retention, and inclusivity, with an 82% participation rate in FY25. Use of a "Happiness Index", as our indicator of employee satisfaction.	These surveys help us engage, understand, and measure employee feedback and perspectives on our company, culture, performance, and activities. Survey insights guide improvements in workplace inclusivity, employee satisfaction, and retention strategies. Our Happiness Index target of >70 is consistently met or exceeded.
		Expanded our FY24 Design for Sustainability (DfS) workshops to engage a wider selection of employees and further embed sustainability mindset and skills.	Workshops have driven broader adoption of sustainability in product design and company culture.
		Hosted regular cross-functional forum sessions on topics like circular innovations, social impact renewable energy, supplier engagement, and DfS tools. Expansion of our established Sustainability Forum to engage a wider pool of stakeholders in Sustainability Summits aimed towards refining our climate action strategy for 2030 and beyond.	Forums facilitate knowledge sharing, collaborative problem-solving, and help refine sustainability strategies.
		Hosted quarterly company-wide All Hands meetings for updates, Q&A, and sharing company priorities and sustainability goals.	Large-scale engagement boosts transparency, employee alignment, and participation in sustainability initiatives.
		Continued our Ethics Hotline and anonymous suggestion box enable confidential reporting and feedback on Code of Conduct and ethical concerns.	Provides a safe channel for raising issues, supports ethical culture and compliance.

Stakeholder Group	Mechanisms of Engagement	Recent Engagement Activities & Topics	How Engagement Informed Our Approach
		Enabled local language engagement, mobile chat platform and confidential/group interviews to gather production line insights and feedback.	Enhances inclusion of diverse voices, helps identify site-specific issues and improvement areas.
Regulators and policymakers	● Reporting ● Auditor and regulator meetings ● Official correspondence	Continued monitoring of regulatory action and perspectives around the world to understand regulatory perspectives on emerging topics such as climate reporting, supply chain due diligence, circularity and repair and PFAS. Submitted regulatory reports to agencies globally on topics including trade, tax, safety, and design compliance.	Continuous monitoring helps us ensure legal compliance and prepare for future regulations. Internal standards and disclosures were strengthened in anticipation of new and forthcoming regulator requirements.
		Engaged with EU regulators and policymakers to provide industry perspectives on Ecodesign Directive, Right to Repair, Green Claims, carbon labeling and other key regulatory developments.	Through open and transparent sharing of our experience, we aim to help lawmakers craft effective and responsible regulations that govern our business and help our customers. Often our aim is to raise the ambition of certain regulations and this includes advocating for standardized LCA methodologies and carbon labeling frameworks.
		Participated in BICEP/CERES-led working group to advocate for a regional clean energy transmission authority in the western US; aligned all engagement with Paris Agreement goals.	Strengthened Logitech's policy voice in energy transition; demonstrated corporate responsibility and aligned lobbying practices with climate goals. Confirmed that no funding is directed to climate denial or political parties.
Shareholders	● Quarterly earnings calls ● Annual General Meeting (AGM) ● Direct engagements with shareholders or their representatives ● Participation in benchmarking exercises by rating agencies	Prepared regular quarterly updates to shareholders and investors, including financial and non-financial (ESG-related) disclosures.	Maintains transparency and builds investor confidence; ESG updates help reinforce the value of Logitech's sustainability commitments.
		Engaged at AGM and Analyst & Investor Day (AID), where Logitech's Leadership team shares Logitech's sustainability impact and commitments to a global audience and Investors vote on our Non-Financial Matters (NFM) Report.	Provided global investor community with strategic ESG progress updates, reinforcing integration of sustainability in corporate strategy and providing opportunity for shareholder feedback and perspectives we can learn from.

Stakeholder Group	Mechanisms of Engagement	Recent Engagement Activities & Topics	How Engagement Informed Our Approach
	• Response to investor signals on emerging ESG issues	Hosted meetings with key shareholders to discuss sustainability performance.	Targeted discussions with specific investors help inform our disclosures and emphasize areas of interest (e.g., design for sustainability, circularity)
		Participated in a number of investor rating exercises (e.g., DJSI, MSCI, CDP, FTSE4Good) and met with rating agencies to understand investor expectations.	Benchmarking feedback informs ESG strategy refinement and reporting priorities, as well as emerging issues.
		Responded to direct and indirect signals of shareholder interest in water and climate risk management at Logitech by completing our first CDP Water report and expanding our NFM Report to include reporting on climate risk.	The insights that we continue to receive from investor rating agencies informs the development of new reports and increased ESG transparency. We developed our CDP water report and NFM Report to reflect emerging standards and were awarded an A-result, for our inaugural CDP water submission. This helped us expand investor engagement on material issues, and validate the effectiveness of our programs.
Special Interest Groups	• Engagement via Responsible Business Alliance (RBA) membership • Participation in benchmarking exercises • Direct engagements (meetings or calls)	Participated in RBA-facilitated stakeholder dialogues conducted under Chatham House Rules on topics relevant to the tech sector.	Insights from these sessions help inform Logitech's responsible business practices and alignment with evolving stakeholder expectations.
		Participated in World Benchmarking Alliance (WBA) Digital Inclusion Benchmark and KnowTheChain ICT Sector Benchmark.	Feedback helped Logitech identify emerging best practices in digital inclusion, human rights, and supply chain transparency—directly influencing program design and public disclosures.
		Joined the Circular Electronics Partnership (CEP) in FY25. Contributed to Design Guidance for Circularity and spearheaded the establishment of a working group on carbon impact measurement for circularity.	Industry collaboration through CEP is advancing Logitech's engagement with industry peers to share ideas and advance industry progress on circularity.
Industry	• Activation campaigns and engagements around flagship sustainability programs	Responded to >100 queries in relation to Logitech's Carbon Impact Labelling approach.	We are working to catalyze broader industry awareness and adoption or carbon impact labelling, reinforcing our role as a sustainability front-runner.

Stakeholder Group	Mechanisms of Engagement	Recent Engagement Activities & Topics	How Engagement Informed Our Approach
	• Supplier surveys; responses to customer/partner surveys • Capability-building programs and training • Supplier and value chain audits, meetings, and conferences	Ongoing engagement through surveys with supply chain partners and external stakeholders on sustainability expectations and performance.	Survey responses inform continuous improvement, strengthen partnerships, and identify industry alignment gaps. CDP's acknowledgement of our efforts with a Supplier Engagement Award helped us benchmark and validate the effectiveness of our approach.
		Continued roll-out of Future Positive Challenge to support startups and innovators aligned with Design for Sustainability (DfS) principles.	Engagement with disruptive innovators enables Logitech to stay ahead of emerging technologies and integrate scalable, sustainability-focused innovations into product and supply chain strategy.
		Published Responsible AI (RAI) Principles and signed the EU AI Pact to promote safe and ethical AI practices ahead of regulatory requirements.	Early engagement positions Logitech as a proactive, ethical leader in AI governance, and influences broader tech industry norms for responsible innovation.

While not a specific Stakeholder Group in itself, we provide transparency in relation to how we engage our Board of Directors below, including recent engagement activities and how those engagements have shaped and informed our approach.

	Mechanisms of Engagement	Recent Engagement Activities & Topics (FY25)	How Engagement Informed Our Approach
Logitech's Board of Directors	• Pre-reads and reporting • Meetings • Correspondence	Regular reporting packages and briefing materials provided to the Board with focused sessions between the Head of Sustainability and the Board to share updates and facilitate deeper discussion on emerging sustainability issues e.g. climate action, carbon reduction, circularity, and key regulatory developments.	Ensures awareness and informed decision-making and strategic alignment at the highest level; supports Board oversight on sustainability risks and opportunities as well as supporting integration of ESG considerations into policy, strategies and corporate governance.

6. Stakeholder Interests

Our stakeholder engagement activities have given us valuable insight into the following areas of stakeholder interests.

Customers	Employees
- Product performance and technical features - Logitech differentiators, with respect to sustainability - Product sustainability (design features) - Packaging sustainability (materials) - Hazardous materials compliance (e.g. RoHS, REACH) - Conflict minerals - Climate action and carbon targets - E-waste recycling and trade-in for reuse - Supply chain transparency and responsible manufacturing - Durability, repairability, spare parts - Product energy efficiency and carbon footprint	- Company strategy and priorities; vision and values - Company commitment to social and environmental issues - Development opportunities and career advancement - Well-being (work/life balance) - Corporate and employee philanthropy and volunteering - Employee benefit and compensation offerings
Shareholders	**Our Industry**
- Financial performance - Preparedness for upcoming reporting regulations - Corporate governance, including supply chain management - Greenhouse gas reporting - Talent attraction and retention	- E-waste - Supply chain management - Innovation and co-development of solutions - Hazardous substances (RoHS, REACH) - Product take back and circular supply chains
Regulators and Policymakers	**Special Interest Groups**
- Ecodesign - Environmental claims, greenwashing, product sustainability information - Regulatory reporting - Circular economy, repairability, recycling information - Conflict minerals - Hazardous substances (RoHS, REACH)	- Human rights due diligence - Supply chain management - Sustainability performance at our production facility - Digital Inclusion - Worker safety, health, well-being

The topics of key interest for various stakeholder groups has not significantly changed this year but we have experienced increased interest in supply chain transparency and management of human rights and labor (customers, regulator), growing awareness and interest in repairability (End-users), increased interest in product energy efficiency (B2B customers), significantly greater focus on preparedness for upcoming reporting regulations (regulators, customers).

7. Our Approach to Policy Advocacy

7.1 Introduction

As an industry leader, Logitech believes that open and transparent sharing of experience can help policymakers develop effective, responsible regulations that serve both business and society. We proactively engage on policy issues that align with our values, recognizing that while we are just one part of a broader global system, our contributions can help shape meaningful and lasting change.

We aim to amplify our impact through a combination of direct engagement, coalition-building, and collective action, as well as by supporting aligned organizations that are well-positioned to influence outcomes. Through these efforts, we work to promote action, clarity, and regulatory stability in support of a more sustainable world.

7.2 Our Position

In 2019, we publicly aligned with the Paris Agreement and committed to limiting global warming to 1.5°C. As part of our Climate Pledge, we adopted SBTi-validated science-based targets for carbon reduction and a net-zero commitment—clearly signaling our support for climate-aligned policy and regulation.

Our Public Affairs Engagement Framework defines clear roles, responsibilities, and decision-making protocols for policy engagement. Strategic priorities are set by our Chief Legal Officer (CLO) and President of Logitech for Business. Policy directions are proposed by the Head of Policy, Head of Sustainability, and Deputy General Counsel & Chief Compliance Officer, and are reviewed and approved by the CLO and President of Logitech for Business.

When determining which organizations to engage with or causes to support, we consider their alignment with our business priorities, values, subject-matter expertise, and the potential for impact. At every step, we ensure that engagement activities are consistent with our public policy positions, including our Climate Pledge and support for the Paris Agreement.

Logitech does not make direct or indirect political contributions—financial or in-kind—and does not support political parties, candidates, or groups that promote party interests. We also do not support or fund climate denial or lobbying efforts that oppose climate regulations.

Our policy-related spending is limited to membership dues and consulting services that support the development of responsible regulation and sustainable business practices aligned with our values and the goals of the Paris Agreement. This includes engagement with organizations such as the Information Technology Industry Council (ITI), the Circular Electronics Partnership (CEP), and other aligned industry groups.

We conduct due diligence and ongoing monitoring to ensure our engagements do not conflict with our climate commitments. We do not join or support trade associations

whose positions undermine the Paris Agreement. Instead, we selectively partner with organizations whose work is aligned with our public policy positions, climate goals, and broader commitment to a 1.5°C world and carbon reduction.

Spending on policy advocacy activities (directly and via trade associations) is shown in Appendix A (Table 2) along with examples of large spend items relevant to ESG during the reporting period.

Appendix A - Data

TABLE 1 CUSTOMER AND EMPLOYEE SATISFACTION

FY25	Units	Coverage	FY21	FY22	FY23	FY24	FY25
Our Global NPS score for customer interactions	#	Global	30	29	48	47	44
Employee Happiness Index	#	Global	79	77	75	75	78

TABLE 2 POLICY ADVOCACY

FY25	Units	FY25
Lobbying, interest representation or similar	$USD	$1,282,392
Trade associations and consultant fees for policy advocacy	$USD	$112,984
Local, regional or national political campaigns / organizations / candidates	$USD	0
Political contributions in any form	$USD	0
Other (e.g. spending related to ballot measures or referendums)	$USD	0
Total		$1,395,375

TABLE 3 FY25 EXAMPLES OF CONTRIBUTIONS AND EXPENDITURE SUPPORTING ESG POLICY DEVELOPMENT

Advocacy Topic	Description	Advocacy Partner	Spend type	FY25 $USD
EU Ecodesign Directive and related topics e.g. Ecodesign, Right to Repair, Green Claims	We collaborate with our EU advisory firm to engage regulators and policy makers on the EU Ecodesign Directive, Right to Repair, and Green Claims Directive. Our goal is to help raise the ambition of each initiative and support the establishment of a robust regulatory framework for carbon labeling. This includes advocating for best-in-class Life Cycle Analysis (LCA) methodologies to ensure credible carbon transparency and enable on-pack carbon impact labels that support more informed consumer choices.	Weber Shandwick	Consultancy fees	200,000-400,000
Clean Energy Transmission in the US	We participate in a working group convened by Business for Innovative Climate and Energy Policy (BICEP) and overseen by CERES, focused on advocating for clean energy and the establishment of a regional transmission authority in the western United States. This initiative aims to facilitate cross-state transmission of renewable energy, expand access to clean power, and accelerate the transition away from fossil fuels—supporting greater energy self-sufficiency at both state and regional levels.	BICEP (Business for Innovative Climate & Energy Policy) - a working group formed and overseen by CERES	Membership of Coalition of businesses organised by CERES	15,000-20,000

Appendix B - External Initiatives and Memberships

We believe collaboration across our sector and multi-stakeholder engagement is required to catalyze society's transition to a more sustainable future. In recent years, we have taken a more overt approach to demonstrating our commitment to sustainability. We have strengthened our existing involvement in external initiatives and membership associations and adopted several new membership initiatives and reporting standards. Below is a complete description of the initiatives and associations we currently participate in, along with some of our key reporting standards.

Initiatives and memberships		What this initiative or membership means for Logitech
CDP DISCLOSURE INSIGHT ACTION	The Carbon Disclosure Project (CDP) is an international organization providing a global, standardized system for companies to disclose and share carbon, energy, and environmental information.	We leverage the CDP platform to report our energy and climate performance publicly through the Climate Change questionnaire and to respond to customers via the CDP Supply Chain questionnaire. By sharing our performance in this best practice way, we work to galvanize sector-wide transparency and credibility.
cep circular electronics partnership	The Circular Electronics Partnership (CEP) is a global alliance driving circularity in electronics by 2030 through industry collaboration and innovation.	We joined the Circular Electronics Partnership (CEP) to advance our commitment to sustainability and circular economy principles. By collaborating with industry and CEP, we aim to reduce electronic waste, extend product lifespans, and promote responsible resource use through initiatives like improved repairability and the use of recycled materials.
CTA	The Consumer Technology Association (CTA) is a trade association, which is best known for organizing the annual CES® (Consumer Electronics Show). CTA advocates for pro-innovation policies, develops industry standards, and provides market research and insights to support technology growth and innovation.	Through our membership of CTA, we gain direct access to industry-leading research, emerging technology trends, and policy advocacy that supports innovation. Through CTA, we can help shape industry standards, participate in collaborative working groups, and showcase our innovations at CES - enhancing brand visibility, strategic partnerships, and thought leadership within the global tech ecosystem.
The Coalition for Gender Fair Procurement	The Coalition for Gender Fair Procurement launched in June 2022 and is an alliance of like-minded organizations seeking to promote gender fairness. It is based on the UN Women's Empowerment Principles and members are asked to inspire sustained positive progress towards UN Sustainable Development Goal 5 (Gender Equality) in their own organization and across all industries and organizations.	Our goal is to contribute to an industry-wide change in procurement practices whereby all organizations assess all their high-impact suppliers for gender fairness and make spend decisions accordingly. To provoke this industry-wide change, we need allies. We are therefore advocating for other like-minded organizations to join us in creating the "Coalition for Gender Fair Procurement".

DESIGN FOR GOOD	Design for Good is a nonprofit alliance of leading global organizations that will directly harness the creative talent of thousands of designers to design and deliver a positive impact toward the United Nations' Sustainable Development Goals, on a scale only possible through global collaboration.	Logitech became a co-founding member in April 2022, sharing the mission to harness design as a way of enacting measurable positive change in support of the United Nations' Sustainable Development Goals (UN SDGs).
EPA GREEN POWER PARTNER	The U.S. Environmental Protection Agency (EPA) established the Green Power Partnership (GPP) in 2001 to protect human health and the environment by increasing organizations' voluntary green power use, to advance the American market for green power and the development of renewable electricity sources. Find out more about the benefits of green power: www.epa.gov/greenpower	Using 100 % renewable electricity for our U.S. offices helps reduce air pollution and lower our carbon footprint. It also sends a message to others across the country that green power is an affordable, accessible choice. Logitech is a recognized EPA U.S. Green Power Partner.
First Movers Coalition	The First Movers Coalition is a public-private partnership initiated to drive demand for innovative clean technologies and address climate change. Launched by the World Economic Forum and the U.S. Department of State, the coalition brings together leading companies committed to purchasing and promoting advanced technologies aimed at decarbonizing heavy industry and long-distance transportation sectors. By aggregating demand, the coalition aims to accelerate the development and deployment of these essential green technologies, fostering a market for innovations critical to achieving net-zero emissions by 2050.	Logitech joined the First Movers Coalition to signal demand for innovation around aluminum and shipping, where it is essential for a net zero transition. Developing low-carbon and circular metals for our products is a crucial part of our Design for Sustainability approach and strategy for reducing our carbon impact and creating more circular business models. By joining the First Movers Coalition, we become part of a wider ecosystem that aims to advance low-carbon technologies that are crucial to reducing global emissions quickly.
Forest NATION	ForestNation helps companies, organizations, and individuals engage with and participate in reforestation activities. It also helps companies communicate the impact of their activities.	We partner with ForestNation to activate employees around tree planting and celebrate Earth Day. This partnership has created a Logitech Forest of Trees in Tanzania, which is represented virtually online here.
girls who code	Girls Who Code is a nonprofit organization that aims to support and increase the number of women in computer science by equipping young women with the necessary computing skills to pursue 21st-century opportunities.	We partner with Girls Who Code in support of their mission to help young girls discover a passion for engineering and creativity. In addition to financial support, we partner with Girls Who Code to host Summer Immersion Programs, virtual sessions, and events for students, provide internship opportunities, and more.

GRI Empowering Sustainable Decisions	The Global Reporting Initiative (GRI) is a nonprofit organization that promotes the GRI Standards, one of the world's most prevalent standards for sustainability reporting.	We use GRI standards to ensure our reporting is transparent, credible, and reflective of good practice reporting standards.
ITI	The Information Technology Industry Council (ITI) is an advocacy and policy organization for the technology sector. Through its regional and topic-specific committees, ITI provides members with information, insights, and diverse perspectives on developing policy frameworks and regulatory changes worldwide.	We participate in ITI's regional committees and topic-specific committees on Environmental Policy, Environment and Sustainability, Privacy and Cybersecurity, Energy Efficiency, Procurement, Product Stewardship, and Regulatory Policy.
NaVOBA NATIONAL VETERAN-OWNED BUSINESS ASSOCIATION	The mission of the National Veteran-Owned Business Association (NaVOBA) is to create opportunities for companies to connect with Veteran Business Enterprises (VBEs) and Service-Disabled Veteran Business Enterprises (SDVBEs). NaVOBA provides VBEs and SDVBEs with tools, support, and connections to help them access the business world through networking and training events, certification, advocacy, outreach, recognition, and education.	Our NaVOBA membership creates opportunities for us to connect with Veteran Business Enterprises and Service-Disabled Veteran Business Enterprises that are equipped to support our business strategies and create opportunities for collaboration and diverse supplier engagement.
nextwave	NextWave Plastics is a member-led, collaborative, and open-source initiative of leading multinational companies that are working to develop the first global network for socially responsible ocean-bound plastic supply chains.	In 2022, Logitech joined NextWave Plastic to contribute our perspective and help drive transformational change towards next-life and circular supply chains for ocean-bound plastic.
nglcc National LGBT Chamber of Commerce	The National LGBT Chamber of Commerce (NGLCC) is an advocacy organization dedicated to expanding economic opportunities and advancements for LGBTQ people and a certifying body for LGBTQ-owned businesses.	Our NGLCC membership enables us to engage with LGBTQ-owned businesses - both those that can support our operations and those seeking resources to grow and scale their enterprise.

NMSDC	The National Minority Supplier Development Council (NMSDC) matches certified minority-owned business enterprises in the United States with corporate member companies and builds minority business enterprise (MBE) capacity and capabilities through programs and other educational offerings.	Through our membership of the NMSDC, we connect with minority-owned business enterprises across the U.S. to diversify our supplier base.
OECD	The Organisation for Economic Co-operation and Development (OECD) is an international economic body of 37 countries dedicated to stimulating economic progress and world trade. The OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas sets out best practice guidance for companies to respect human rights and avoid contributing to conflict through their mineral purchasing decisions and practices.	We follow the OECD due diligence guidelines for supply chain due diligence specifically around minerals from conflict-affected and high-risk areas.
Responsible Business Alliance — Formerly the Electronic Industry Citizenship Coalition — Advancing Sustainability Globally	The Responsible Business Alliance (RBA), (formerly The Electronic Industry Citizenship Coalition (EICC)) is a nonprofit coalition of companies committed to improving social, environmental, and ethical conditions in their global supply chain. The RBA Code focuses on priority issues for the RBA membership, including labor, environment, health and safety, ethics, management systems, and human rights.	We joined the RBA in 2007, and our commitment to the RBA Code drives our business, sustainability, and supply chain strategy. It informs decision-making and is reflected in our internal policy framework, standards, audit processes, and contractual agreements with suppliers.
RESPONSIBLE LABOR INITIATIVE	The Responsible Labor Initiative (RLI) is a multi-stakeholder initiative launched by the RBA, which is focused on ensuring that the rights of workers vulnerable to forced labor in global supply chains are consistently respected and promoted.	Through our membership in the RLI, we gained access to the RLI Responsible Recruitment Due Diligence Toolkit to drive and inform responsible recruitment across Logitech and our supply chain.

	The Responsible Minerals Initiative (RMI) is an industry initiative focused on the responsible mineral supply chain of conformant smelters and refiners for tin, tungsten, tantalum, and gold. The RMI developed the Responsible Minerals Assurance Process (RMAP), which includes tools for members to use and leverages independent, third-party audit processes to identify conflict-free smelters and refiners.	Through our membership in the RMI, we gained access to tools and resources for our Responsible Sourcing of Minerals Due Diligence program, including the Conflict Minerals Reporting Template, Reasonable Country of Origin Inquiry data, and a range of guidance documents supporting responsible minerals sourcing.
	The Responsible Factory Initiative (RFI) provides a framework for factories to advance their performance beyond RBA code compliance and establish their facility as a Factory of Choice.	Through our membership of the RFI, we look to advance our own production facility and supplier facilities to achieve RFI certification through RBA Code Compliance, leadership training, and employee engagement.
	Renewable Energy 100 (RE100) is a global initiative led by The Climate Group in partnership with the Carbon Disclosure Project (CDP). RE100's mission is to accelerate a global shift to clean energy and zero carbon grids—delivering a cleaner, healthier future for all. RE100 membership comprises the world's largest businesses that work together to advocate for 100% renewable electricity worldwide in the shortest timeline possible. They work in partnership with others to address policy and market challenges.	We joined the RE100 initiative in November 2019 to collaborate with other industry leaders in pursuit of the global movement to catalyze the uptake of 100% renewable electricity.
	The mission of the Sustainability Accounting Standards Board (SASB) is to establish and improve industry-specific disclosure standards across financial material, environmental, social, and governance topics that facilitate communication between companies and investors about decision-useful information.	Our commitment to the SASB (Sustainability Accounting Standards Board) Standards is reflected on the SASB website and through our reporting practices. For Logitech, these standards support transparent, consistent, and comparable disclosure of key environmental, social, and governance (ESG) factors relevant to our sector. We have included SASB metrics in our annual reports for several years, and since FY25, we have adopted the SASB-defined key performance indicators (KPIs) and publish a dedicated annual SASB report. Readers can refer to this report to better understand how we address and measure performance on these material sustainability topics.

SCIENCE BASED TARGETS	The [Science Based Targets](#) Initiative (SBTi) is a partnership between the Carbon Disclosure Project (CDP), the United Nations Global Compact (UNGC), the World Resources Institute (WRI), and the World Wide Fund for Nature (WWF). SBTi defines and promotes best practices in science-based target setting with the support of a Technical Advisory Group. Signatories are required to set ambitious and meaningful carbon reduction targets, which are independently assessed to verify alignment with the newest science and recommendations from the Intergovernmental Panel on Climate Change (IPCC).	By joining SBTi, we commit to a science-based approach to climate action and ambitious, best-practice reduction targets for our Scope 1, 2, and 3 emissions. In our specific case, we have committed to the ambitious 1.5-degree pathway and have established Scope 1, 2, and 3 reduction targets, including a renewable electricity target for our own operations and a net zero target. Our commitment to SASB Standards is evidenced by our Climate Pledge (available [here](#)) and by the [SBTi website](#).
SB	[Sustainable Brands](#) (SB) is a global community of brand leaders who are tapping environmental and social challenges to drive innovation, business, and brand value.	We [joined the Sustainable Brands community](#). in August 2021 to help support awareness of today's pressing social and environmental issues, drive engagement, and collaborate with other brands in the co-creation of solutions.
SUSTAINABLE DEVELOPMENT GOALS	The United Nations [Sustainable Development Goals](#) (SDGs) are a call to action for bold breakthroughs across 17 development areas by the year 2030. The aim of the SDGs is to push multi-stakeholder collaboration to improve quality of life, protect the environment, and foster equitable growth.	In FY19, we pledged to support the SDGs and recognize their strategic importance to our business and the world. As part of our sustainability strategy, we have conducted a materiality assessment to identify the most significant environmental, social, and governance issues relevant to our business and stakeholders. To demonstrate our alignment with global sustainability efforts, we have mapped these material issues to the SDGs, underscoring how our initiatives contribute to broader sustainable development goals. Please refer to the [reporting page](#) of our website for further information on our SDG commitment in action..
TCFD	The [Task Force on Climate-Related Financial Disclosures](#) (TCFD) pioneered the development of disclosure recommendations to guide voluntary, consistent, climate-related financial risk disclosures by companies, to provide information to investors, lenders, insurers, and other stakeholders. The TCFD recommendations consider the physical, liability, and transition risks associated with climate change and what constitutes effective financial disclosures across industries.	Our commitment to TCFD is evidenced on the TCFD [website.](#) We follow TCFD recommendations when preparing our annual disclosures and reports including our annual CDP Report, which is publicly disclosed on our website.

WE SUPPORT UN GLOBAL COMPACT	The United Nations Global Compact (UNGC) is a nonbinding United Nations pact to encourage businesses worldwide to adopt sustainable and socially responsible policies and to report on their implementation. The Ten Principles of the UNGC cover human rights, labor, environment, and anti-corruption.	Logitech's UNGC participation reinforces our commitment to responsible business practices and advancing sustainability across our operations and value chain. By aligning with the UNGC's Ten Principles, we support global efforts to uphold human rights, labor standards, environmental protection, and anti-corruption measures. These principles are also embedded in the Responsible Business Alliance (RBA) Code of Conduct, to which we are a committed signatory. Our RBA Commitment Statement outlines how these principles guide our actions. Our UNGC Commitment Letter is available on our website. Our annual Communication on Progress report can be reviewed on the Logitech page of UNGC.
UN GLOBAL COMPACT FORWARD FASTER	The UNGC Forward Faster Initiative is a nonbinding UN pact designed to accelerate business action on five key areas—gender equality, climate action, living wage, water resilience, and finance & investment—where progress has been too slow. Unlike other areas where companies set their own timebound targets, UNGC prescribes specific targets for these five topics to ensure more ambitious and consistent commitments.	Our membership reflects our commitment to advancing key global priorities by committing to UN-defined targets to accelerate science-based carbon reductions and promote equal representation, participation, and leadership at all levels of management by 2030.
USPAACC	The U.S. Pan Asian American Chamber of Commerce (USPAACC) is a large, nonprofit organization representing Pan Asian Americans and their related groups in business, sciences, the arts, sports, education, and public and community services. USPAACC aims to create a single, unified voice for equal opportunity for Asian American businesses and to collaborate with other large, medium, and small businesses for mutually beneficial growth in the domestic and global economy.	Partnering with USPAACC gives us the opportunity to engage with the Asian American business community and their unique expertise in IT, research, advertising, media, and a plethora of programs designed to support their members and companies like Logitech. Logitech is a Corporate Brain Trust member of this organization and sits on the Board of its Southeast region. Last year, we also contributed to this organization's scholarship program.
♥ Valuable 500	The Valuable 500 was launched in Davos in 2019 as a campaign to get 500 national and multinational private-sector corporations to be the tipping point for change and help unlock the social and economic value of people living with disabilities worldwide.	We joined The Valuable 500 in 2020. Our membership is a reflection of our commitment to ensuring disability inclusion is firmly embedded in our business leadership agenda.
WBENC	The Women's Business Enterprise National Council (WBENC) is the largest certifier of women-owned businesses in the U.S. and a leading advocate for women business owners and entrepreneurs.	Through our membership in WBENC, we are working to develop our Supplier Diversity Program and connect with women-owned businesses across the U.S. to diversify our supplier base.
WEConnect INTERNATIONAL	WEConnect International is a global network that connects women-owned businesses to qualified buyers around the world.	Through our membership of WEConnect, we are working to develop our Supplier Diversity Program and connect with women-owned businesses worldwide to diversify our supplier base.