



FY25 Statement

on

Human Rights, Labor and Supply Chain Due Diligence

Table of Contents

About this Report	3
1. Logitech Operations and Supply Chain	3
2. Standards we Uphold	4
2.1 United Nations Global Compact	4
2.2 RBA Code	4
2.3 Company Policies	6
3. Human Rights Due Diligence	6
3.1 Our Approach	6
3.2 Risk Assessment in Operations and Supply Chain	7
3.3 Clear Performance Standards	7
3.4 Comprehensive Auditing	7
3.5 Training and Education	8
3.6 Fostering Culture	8
3.7 Supplier Innovation	8
4. Risk Management and Mitigation	8
4.1 Freely Chosen Employment (Prohibition of Forced Labor)	9
4.2 Young Workers (including Child Labor)	10
4.3 Working Hours	10
4.4 Wages and Benefits	11
4.5 Humane Treatment, Equality, and Freedom from Discrimination	11
4.6 Freedom of Association and Collective Bargaining	12
4.7 Responsible Sourcing of Minerals	12
4.8 Social Dialogue and Whistleblowing without Retaliation	12
4.9 Occupational Health & Safety	13
5. Supply Chain Traceability System	13
6. Stakeholder Engagement	13
7. Whistleblowing and Remediation	13

About this Report

This report (this “**Report**”) has been drafted by Logitech International S.A. (“**Logitech**”) in its capacity as a worldwide manufacturer and European importer of Logitech products and the holding company of the worldwide Logitech group.

Certain countries have enacted laws that require enterprises in the scope to report on identified actual adverse impacts on fundamental human rights and decent working conditions that the enterprises are involved with or on significant risks of such adverse impacts, and any measures taken to cease, prevent or mitigate such adverse impacts.

This Report reflects Logitech’s position and alignment with various regulations and covers its due diligence and reporting obligations with respect to human rights and working conditions, in particular child labor pursuant to Art. 964j-k of the Swiss Code of Obligations and the Swiss Federal Ordinance on Due Diligence and Transparency in Relation to Minerals and Metals from Conflict-Affected Areas and Child Labour.

All entities included in Logitech’s audited consolidated financial statements for FY25 or equivalent documents are covered by this Report and the approaches taken herein with no exceptions. The information contained in this Report reflects the period between Logitech’s financial year 2025, which started on April 1, 2024 and ended on March 31, 2025.

Logitech has assessed its risk exposure in relation to minerals and metals from conflict-affected areas based on the Swiss statutory requirements referenced above. It has determined that given that Logitech does not directly import into or process conflict minerals within Switzerland, Logitech is therefore not subject to the statutory due diligence reporting obligations. Any information contained in this Report relating to conflict minerals is made on a voluntary basis, without specific reference to the Swiss statutory framework and the requirements thereunder, to contribute to the promotion of transparency.

In addition to the aforementioned regulatory requirements, Logitech is signatory to a number of best practice reporting standards including the United Nations Global Compact and Responsible Business Alliance Code of Conduct (“RBA Code”). These commitments and frameworks advocate for certain additional reporting on progress and performance, which is also covered in this Report.

The scope of this Report applies to both:

- Logitech’s sole production facility in Suzhou, China; and
- Logitech’s direct suppliers and manufacturing partners, as well as other business partners who are engaged in the design, production, and distribution of Logitech products and must comply with the RBA Code and manage their supply chains in accordance with RBA Code requirements, as a condition of doing business with Logitech.

1. Logitech Operations and Supply Chain

Founded in 1981 and headquartered in Lausanne, Switzerland, Logitech is a Swiss corporation listed on the SIX Swiss Exchange (LOGN) and the Nasdaq Global Select Market (LOGI).

Logitech and its affiliates (collectively, “**Logitech**”) designs, manufactures and markets products that help our customers connect to the digital world, including mice, keyboards, headsets, webcams, speakers and video conferencing systems. Our manufacturing activities consist primarily of assembly and testing. Since 1994, we have operated our own production facility in Suzhou, China, which currently handles a significant proportion % of our total product output. We continue to focus on ensuring the efficiency of this facility through quality management, automation, process improvements, and employee involvement programs.

At this facility, we are primarily engaged in the assembly and testing of components supplied by a network of Component Manufacturers. The remainder of our production is outsourced to Contract Manufacturers and Original Design Manufacturers (ODMs), including Joint Design Manufacturers (JDMs), located principally in Asia. These partners manufacture products to our specifications, policies, and standards, and operate under our oversight.

Logitech's Worldwide Operations group manages both in-house and outsourced manufacturing. The group also supports the business units and marketing and sales organizations by managing distribution centers and supply chain and logistics networks.

According to the RBA Code, a "Major Supplier" is one that accounts for 80% of a company's direct spend. Logitech's Major Suppliers are in China, Malaysia, Taiwan, Switzerland, Vietnam, Mexico and Thailand. These direct (Tier 1) suppliers are supplied by a broader network of upstream (Tier 2 and beyond) suppliers.

We work in partnership with our suppliers to ensure that Logitech products are produced in compliance with all relevant legal requirements and in alignment with recognized sustainability and quality standards. As a member of the RBA, we require our Tier 1 suppliers to adopt the RBA Code and to implement similar supply chain management practices within their own operations.

Our human rights, labor and supply chain due diligence programs extend to consider employees and supply chain workers, including identified vulnerable groups such as women, children and young workers, migrant workers and local communities. We note that significant impacts on indigenous people and local communities do not arise due to the nature of our manufacturing and supply chain locations.

2. Standards we Uphold

2.1 United Nations Global Compact

Logitech has committed to promoting responsible business practices and adheres to the United Nations Global Compact (UNGC). The company upholds the UNGC's ten principles, which cover human rights, labor standards, environmental protection, and anti-corruption. Through transparent reporting, sustainable product design, and ethical sourcing practices, Logitech integrates these values into its corporate culture and supply chain. By doing so, the company actively contributes to global efforts toward sustainable development and responsible corporate citizenship.

Our UNGC Commitment Letter can be viewed on the [reporting page](#) of our website.

2.2 RBA Code

Logitech has committed to promoting responsible business practices and adheres to the RBA Code. The RBA is the world's largest industry coalition consisting of members from electronics, retail, auto and toy companies committed to supporting the rights and well-being of workers and communities worldwide affected by global supply chains. Logitech has been an RBA member since 2007. Our RBA Commitment Statement can be viewed on the [reporting page](#) of our website.

As an RBA member, Logitech is committed to implementing the [RBA Code](#) in full. The Code both applies in our own production facilities and in our entire supply chain. The Code is fully reflected in our internal policy framework, including our [Logitech Code of Conduct](#) and in our framework for supplier management and environment, health and safety, labor, human rights, and ethical good practice. The RBA Code is a set of social, environmental, and ethical industry standards that specifically address risks in the electronics sector. The standards set out in the RBA Code reference international norms and standards including the Universal Declaration of Human Rights, ILO Conventions Nos. 138 and 182, ILO-IOE Child Labor Guidance Tool for Business, OECD Diligence Guidance for Responsible Business, ILO International Labor Standards, the OECD Guidelines for Multinational Enterprises, and many more.

The RBA Code (Scope and Key Topics of Concern for our Industry)

Labor	● Prohibition of Forced Labor ● Young Workers ● Working Hours ● Wages and Benefits	● Non-Discrimination/Non-Harassment/Human Treatment ● Freedom of Association and Collective Bargaining
Ethics	● Business Integrity ● No Improper Advantage	● Protection of Identity and Non-Retaliation ● Responsible Sourcing Minerals

	• Disclosure of Information • Intellectual Property • Fair Business, Advertising and Competition	• Privacy
Environment	• Environmental Permits and Reporting • Pollution Prevention and Resource Conservation • Hazardous Substances • Solid Waste	• Air emissions • Materials Restrictions • Water Management • Energy Consumption and Greenhouse Gas Emissions
Health and Safety	• Occupational Health and Safety • Emergency Preparedness • Occupational Injury and Illness • Industrial Hygiene	• Physically Demanding Work • Machine Safeguarding • Sanitation, Food, and Housing • Health and Safety Communication
Management Systems	• Company Commitment • Management Accountability and Responsibility • Legal and Customer Requirements • Risk Assessment and Risk Management • Improvement Objectives • Training	• Communication • Worker/Stakeholder Engagement and Access to Remedy • Audits and Assessments • Corrective Action Process • Documentation and Records • Supplier Responsibility

As part of the implementation of the RBA Code, Logitech is also committed to implementing a management system that shall ensure (a) compliance with applicable laws, regulations and customer requirements, (b) compliance with the RBA Code and (c) identification and mitigation of operational risks related to the RBA Code, as well as facilitate continual improvement. The RBA management system *inter alia* requires Logitech to:

- Embed responsible business practices on the executive level and designate a senior executive who is responsible for the implementation of the management system.
- Ensuring a process for carrying out risk assessments and risk management to identify relevant risks and mitigating measures regarding legal compliance, environment, health and safety, labor practices and ethics.
- Setting improvement objectives, conducting periodic audits and training related to labor practices, environmental and social responsibility.
- Having processes for corrective action, grievance mechanisms and worker feedback safeguarding from retaliation.

For a more detailed overview of the management requirements, please see the RBA Code.

The RBA Code is further embedded in our due diligence process for new supplier qualification and onboarding and our mergers and acquisitions processes. Compliance with the RBA Code and our sustainability requirements is incorporated into all significant supplier agreements. By default, we contractually require our suppliers to apply the RBA Code to their own supply chain, thus driving the adoption of the RBA Code across our full value chain.

We work in partnership with our suppliers to ensure Logitech products are produced in accordance with all relevant legal requirements and adhere to good practice sustainability standards and quality standards. As RBA members, we require our direct suppliers¹ to adopt the RBA Code and implement similar supply chain management programs for their own supply chains.

¹ Direct Suppliers are suppliers with whom we have a direct contractual relationship.

2.3 Company Policies

In support of the RBA Code, we have also developed policies and standards around specific topics of importance for supply chain management, including:

- Statement on Slavery and Human Trafficking
- Responsible Sourcing of Minerals Policy
- Responsible Recruitment Policy
- Health, Safety and Security Policy
- Anti-Corruption Policy

These policies can be viewed on the [reporting page](#) of our website.

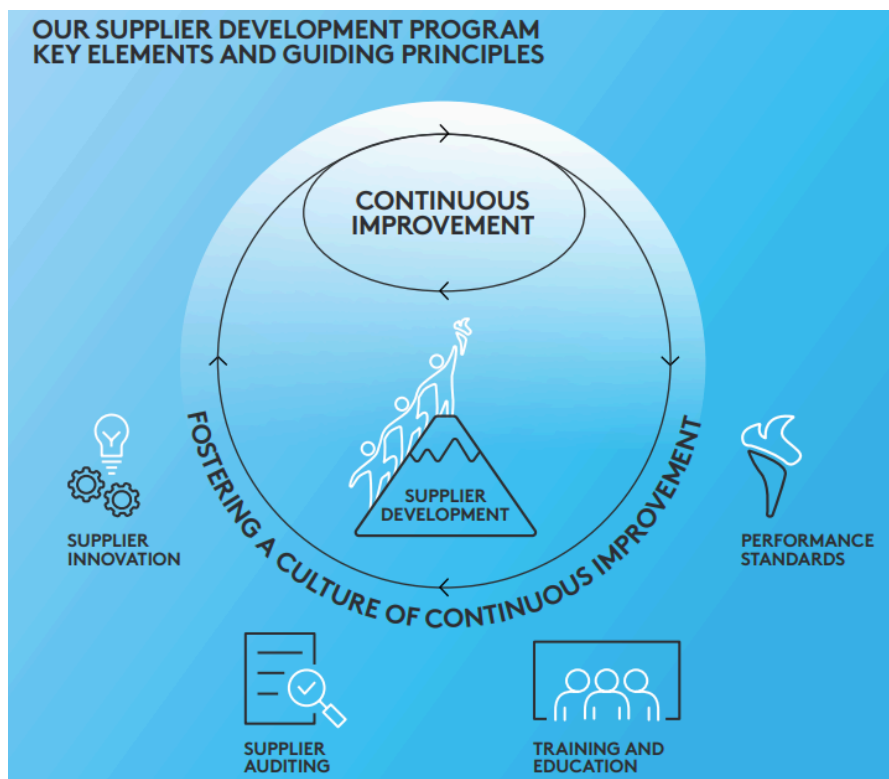
3. Human Rights Due Diligence

3.1 Our Approach

At Logitech, risks in our supply chain are addressed by actively supporting the development of the companies we choose to work with. Rigorous standards, including but not limited to the RBA Code, are upheld across both our own operations and supply chain, and these same standards guide our evaluation of potential acquisitions. Prioritizing open collaboration and capability-building with our suppliers drives continuous improvement. Rather than acting as external enforcers of checkbox compliance, Logitech takes a leadership role in guiding partners' growth.

Our facilities and suppliers are required to meet stringent standards covering quality, environmental stewardship, human rights, labor conditions, health and safety, and ethical practices. Suppliers are empowered to identify improvement opportunities and implement their own solutions, fostering accountability, ownership, and innovation.

This culture of continuous improvement is expected to extend throughout suppliers' own supply chains, creating a ripple effect of responsible, resilient, and sustainable practices.



3.2 Risk Assessment in Operations and Supply Chain

Logitech applies a consistent, risk-based approach to identifying and managing environmental, social, and governance (ESG) risks across both our own operations and our supply chain. This ensures we maintain high standards of responsible business conduct throughout our value chain.

In our own operations, we regularly evaluate ESG risks at our facilities, considering factors such as geographic location, operational activities, and exposure to salient issues like labor rights, environmental impact, and health and safety. This internal screening process supports continuous improvement and helps ensure alignment with our global standards and commitments.

For our supply chain, we conduct supplier screening to systematically identify major and high-risk suppliers by evaluating both ESG and commercial risks. This assessment process includes close attention to human rights risks associated with key materials and manufacturing locations. For example, we scrutinize sourcing related to conflict minerals, and we monitor regions linked to systemic human rights abuses, to ensure our supply chain does not contribute to or support such violations.

The RBA has established tools and processes for this, which includes assessing the country and sector in which the supplier operates, and commodity-specific risk factors. To supplement our risk assessment processes, we often use the RBA's Self-Assessment Questionnaire (SAQ) and Risk Assessment Tool. These tools help us assess and prioritize supplier risk, inform audit planning, and guide communication of performance expectations.

3.3 Clear Performance Standards

We set clear performance standards for both our own operations and our suppliers to ensure manufacturing practices align with Logitech's environmental and social expectations. These standards are informed by evolving RBA requirements and internal company goals and developed by our sustainability team. Expectations are clearly communicated to relevant teams at our production facility and to supplier partners, and we regularly audit for understanding and compliance.

As an active member of the RBA, we adopt the RBA Code and associated auditing tools, helping align our approach with industry peers. This consistency strengthens our suppliers' ability to understand and apply best practices - not only for Logitech, but across their broader customer base.

3.4 Comprehensive Auditing

Logitech applies a unified audit and compliance framework across both our own production facility and our supplier sites, based on the RBA Validated Assessment Program (VAP).

Our production facility undergoes a third-party RBA VAP audit in accordance with RBA program requirements. Any findings are addressed through our established Corrective Action Plan (CAP) process, which includes root cause analysis, performance tracking, and capability-building to prevent recurrence.

As an RBA member, we are also committed to building internal audit capacity. Our trained auditors use RBA-approved tools and methodologies to replicate the VAP audit approach within our supply chain, ensuring consistent and credible evaluations. Suppliers undergo rigorous audits and assessments during prequalification and throughout the relationship to ensure ongoing compliance with the RBA Code. These audits follow RBA-endorsed protocols, including site inspections, document reviews, and confidential interviews with workers and management. Findings are classified as minor, major, or priority, with defined timelines for corrective actions. Where appropriate, we supplement internal audits with independent third-party auditors.

This standardized approach supports consistent enforcement of expectations and fosters a shared understanding that drives continuous improvement across our value chain.

To enforce accountability, Logitech applies a strict "Three-Strike" policy at the supplier factory level, suppliers receive formal warnings for initial violations, face significant penalties and probation upon recurrence, and may ultimately be disqualified and have their contracts terminated if serious issues persist. This policy is designed to ensure suppliers take immediate and lasting corrective actions, with the ultimate

goal of fostering a responsible, transparent, and ethical supply chain aligned with Logitech's sustainability commitments.

3.5 Training and Education

At Logitech, we maintain a dedicated team of trained and experienced in-house auditors who provide technical support to both internal teams and suppliers. This team participates in regular training to stay up to date with evolving RBA requirements and industry best practices. In addition to conducting audits, they deliver targeted training to Logitech's supplier management teams and offer hands-on guidance when interpreting new or complex RBA provisions, or when developing effective Corrective Action Plans (CAPs).

We extend this support to suppliers through structured training programs designed to help them meet both RBA and Logitech-specific requirements. Suppliers are encouraged to participate in RBA training and make use of accessible, bite-size learning resources tailored for the industry. We also supplement these with customized capability-building initiatives based on specific supplier needs. To further strengthen accountability, we train and support direct suppliers in monitoring, auditing, and managing their own upstream supply chains effectively.

3.6 Fostering Culture

At Logitech, we foster a culture of openness, transparency, and continuous improvement—values that shape how we operate and how we engage with our supply chain. We build long-term relationships with suppliers and encourage open dialogue around performance challenges, creating space for learning and mutual growth.

By sharing our experience, tools, and expectations, we help suppliers build their own capabilities and confidence to drive change. This cultural alignment supports lasting improvement, helping to embed responsible practices not just within individual facilities, but across broader supply networks.

3.7 Supplier Innovation

Innovation at Logitech is often driven through close collaboration with our suppliers. As key partners in our value chain, suppliers bring unique perspectives and capabilities that help us improve products, processes, and sustainability performance. We see innovation as a shared opportunity, and actively encourage suppliers to challenge conventional thinking and contribute fresh ideas.

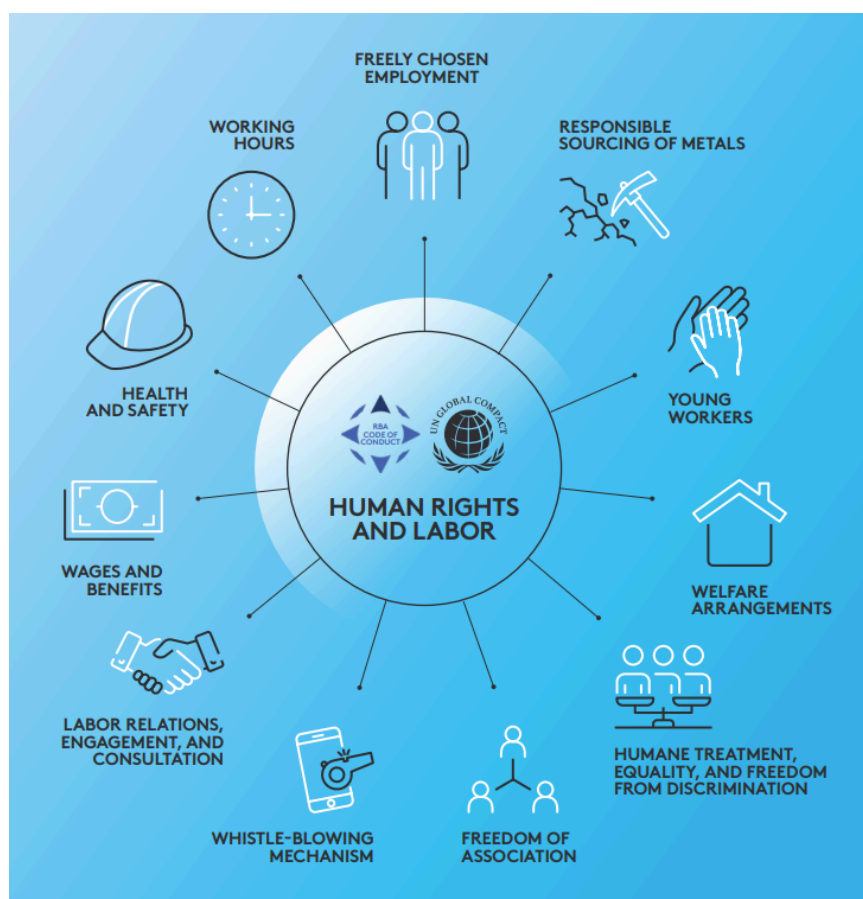
Programs like our Continuous Improvement Process (CIP) Awards and [Future Positive Challenge](#) are designed to incentivize and recognize supplier-led innovation. These initiatives highlight achievements in areas such as quality, efficiency, environmental impact, and forward-looking sustainability solutions. By embedding innovation into our supplier relationships, we promote a culture of continuous improvement that reaches across our ecosystem.

4. Risk Management and Mitigation

Logitech's prioritized human rights risks are as follows.

- Freely chosen employment (forced or compulsory labor)
- Young workers (including child labor)
- Working hours
- Adequate wages and benefits
- Humane treatment, equality, and freedom from discrimination
- Freedom of association and collective bargaining
- Responsible sourcing of minerals
- Social dialogue and whistleblowing without retaliation

These risks are closely aligned with those identified by the RBA and United Nations Global Compact and are each addressed in the RBA Code. In this section, we illustrate the types of human rights and labor rights issues that arise in our supply chain and share information on how we manage such risks and incidents.



4.1 Freely Chosen Employment (Prohibition of Forced Labor)

Forced labor remains a significant human rights risk in the manufacturing industry, particularly in the Asia Pacific region where Logitech and many of our suppliers operate. Risks such as debt bondage, human trafficking, coercive recruitment practices, and involuntary work are heightened by complex labor supply chains, especially where recruitment agencies and labor brokers are involved. The RBA Code identifies these risks as critical, and any findings in relation to these topics are Priority Findings. Logitech treats the elimination of all forms of forced labor as a top priority in our own operations and across our supply chain.

To demonstrate our commitment to providing employment opportunities that are freely chosen, and to comply with the California Transparency in Supply Chains Act, we released an annual Zero Tolerance Statement on Slavery and Human Trafficking beginning in 2012. This statement outlines the measures we have put in place to eliminate the risk of slavery and human trafficking and covers the requirement set forth by the UK and Australian Modern Slavery Acts of 2015, and 2018, respectively. Our Board of Directors, including our President and Chief Executive Officer (CEO) reviews and approves the statement each year.

Our requirements include zero tolerance for any type of forced, involuntary, or exploitative labor, whether prison, indentured, bonded (including debt bondage), trafficked, or slave labor. In August 2022, we published our public-facing Responsible Recruitment Policy, which clearly sets out our expectations in alignment with the RBA Code. We prohibit the withholding of employee documents such as IDs, passports, or work permits under any circumstances and require that all workers have written employment agreements in their native language. Workers are free to resign at any time, and Logitech must provide reasonable notice to terminate contracts, as defined in employment agreements. We also prohibit charging recruitment fees or retaining wages and verify through our payroll team that legally mandated social insurance is always paid.

At our own production facility, we work with a small number of Dispatch Agencies to supplement our workforce. These agencies are subject to our standard supplier prequalification process, must sign a special commitment letter to uphold the RBA Code, and are audited at least once per year. This is in addition to standard contract requirements for supply chain sustainability.

We expect the same commitment and performance from our suppliers. Our audit teams routinely assess suppliers for compliance with the RBA Code's forced labor provisions, and we actively enroll suppliers in RBA training on responsible recruitment and labor practices. We maintain a high level of vigilance and continuously work to raise awareness and build supplier capability to manage these risks effectively.

For more information on our broader approach, see our Zero Tolerance Statement on Slavery and Human Trafficking.

4.2 Young Workers (including Child Labor)

The risk of child labor² and young workers remains a serious concern in global supply chains, particularly in regions where enforcement of labor laws is weak or inconsistent. According to [UNICEF's Children's Rights and Business Atlas](#), many of the countries where Logitech's major suppliers operate are classified as high or enhanced risk for child labor. Contributing factors may include poverty, lack of access to education, informal labor practices, and weak oversight. In such environments, young workers can be vulnerable to exploitation, hazardous working conditions, and tasks that are detrimental to their physical and mental development.

To address these risks, Logitech maintains a zero-tolerance policy for child labor across all operations and our supply chain. This commitment is reflected in our adherence to the RBA Code and key international labor standards, including ILO Conventions [C138](#) and [C182](#), the [ILO-IOE Child Labour Guidance Tool](#), the [ECD Due Diligence Guidance for Responsible Business Conduct](#), and the [UN Guiding Principles on Business and Human Rights](#).

In accordance with the RBA Code, we take proactive steps to ensure that young workers under the age of 18 are not assigned tasks that may endanger their health or safety, such as night shifts or excessive overtime. The Logitech Code of Conduct and our Responsible Recruitment Policy incorporate these protections, and we only engage apprentices, interns, or student workers under conditions that meet both Logitech and RBA standards.

To enforce these requirements, we embed compliance with the RBA Code into supplier contracts and regularly review our purchase agreements to ensure alignment with our child labor and supply chain policies. As part of our audit programs, we verify worker age through document checks and confidential employee interviews. We also provide targeted training to suppliers, encouraging participation in RBA e-learning modules on young workers and responsible recruitment. These efforts are designed to ensure the health, safety, and dignity of young workers and to eliminate the risk of child labor from our value chain.

4.3 Working Hours

Excessive working hours remain a persistent and systemic risk in the electronics manufacturing industry, including at Logitech and throughout our supply chain. These risks often stem from poor demand forecasting, limited production capacity, tight delivery timelines, and unplanned seasonal surges. In some cases, traditional pay structures that reward overtime can unintentionally incentivize longer hours, with workers requesting shifts beyond what is allowed under local laws or the RBA Code. Prolonged working hours can negatively impact workers' health, safety, and overall well-being.

To address this, Logitech is committed to upholding the RBA Code's standards on working hours. RBA stipulates key requirements such as complying with local laws, ensuring workweeks do not exceed agreed norms, ensuring all overtime shall be voluntary and protecting mandatory days off. We train managers to ensure employees are taking annual leave entitlements and our People and Culture teams provide periodic

² Child labor is defined (by the RBA Code) as any work done by individuals below the age of 15, below the age of compulsory education completion in their home country, or below the minimum employment age of their home country (whichever is higher).

reminders to all staff, including managers, to remind staff of their leave entitlements and ensure managers are responsible for ensuring staff take their entitlement in line with company policy.

We work closely with suppliers to promote better forecasting and capacity planning and encourage their participation in regular RBA training on working hours compliance. Where necessary, we provide extended, targeted training to help suppliers build the systems and skills needed to manage working hours effectively. Our goal is to raise awareness, strengthen supply chain practices, and ensure that working hours are managed in a way that protects worker welfare.

4.4 Wages and Benefits

Inadequate wages, unpaid overtime, lack of legally mandated benefits, and wage deductions as punishment are persistent risks in global supply chains, particularly in regions with weak labor protections or inconsistent enforcement. These practices can leave workers vulnerable to exploitation, deepen economic insecurity, and undermine their basic rights and well-being.

Logitech is committed to Pay Equity as a principle and ensuring fair and equitable compensation. To facilitate discussion and initiatives regarding pay equity, we conduct an annual global review of remuneration across our company to ensure equitable pay and to 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 prepares 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 reporting regulations. We do not currently have systems to report complete data for our production facility, by gender and employee category. We are considering how we might disclose this data on a voluntary basis, over the coming years.

To address risks in our supply chain, Logitech aligns its approach with RBA Code requirements. We ensure that all workers receive compensation in compliance with applicable wage laws, including minimum wages, overtime pay at premium rates, and legally mandated benefits. Wage deductions as a form of discipline are strictly prohibited. We also require that workers receive clear, accessible wage statements and conduct worker interviews to verify that employees understand their compensation and can confirm the accuracy of their pay. These practices help promote transparency, fairness, and dignity in the workplace.

4.5 Humane Treatment, Equality, and Freedom from Discrimination

Workers across global supply chains face risks including discrimination, harassment, verbal and physical abuse, coercion, and unequal treatment based on personal characteristics such as race, gender, age, or political affiliation. These risks are especially pronounced in complex manufacturing environments where oversight may be limited, and where vulnerable groups, including migrant workers and minorities, are at higher risk of mistreatment. Allegations of forced labor and child labor, particularly in regions such as China, have further raised global concerns and demand heightened due diligence.

To address these risks, Logitech is committed to upholding the principles of humane treatment, equality, and non-discrimination, as set out in the RBA Code. We have implemented robust internal policies and disciplinary procedures that prohibit abuse and discrimination in any form. All employees are made aware of their rights, and we maintain clear consequences for any violations.

We promote diversity, equity, and inclusion not only within our own operations but also throughout our supply chain. Our recruitment and employment practices are designed to prevent discrimination based on race, color, age, gender, sexual orientation, gender identity or expression, national origin, disability, religion, pregnancy, union affiliation, veteran status, genetic information, or marital status.

To verify compliance, we conduct regular audits and assessments of our facilities and those of our suppliers. These include reviews of company records, procedures, and training logs, and confidential employee interviews and targeted scrutiny of security and medical staff practices. In response to broader geopolitical and human rights concerns, we have further strengthened our due diligence efforts by partnering with the RBA and external experts to review high-risk commodities, survey suppliers, and ensure

we do not engage factories linked to unethical practices. We also manage factory changes through an internal Change Control Management Procedure to maintain oversight and accountability.

To date, neither our third-party Validated Audit Process (VAP) audits nor internal audits of our production facility have identified issues related to forced labor, child labor, or the mistreatment of workers. Nevertheless, we remain vigilant and committed to continuous improvement. Upholding the RBA Code and fostering a culture of respect and ethical conduct remain core to Logitech's values and operations.

4.6 Freedom of Association and Collective Bargaining

Logitech's production facility is located in China and our 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 recognised by law but strictly regulated in many of these countries.

In compliance with local laws, we respect the right of all workers to form and join trade unions of their choosing, to bargain collectively, and to engage in peaceful assembly. We also respect workers' right to refrain from such activities. Workers and/or their representatives can openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.

We maintain an open-door policy and provide workers with an opportunity to openly communicate and share their ideas and concerns with management on working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.

4.7 Responsible Sourcing of Minerals

Mining and smelting of minerals such as tin, tungsten, tantalum, and gold (collectively known as "3TG"), cobalt, and mica, which are commonly used in electronics, pose social and environmental risks relating to responsible sourcing. These include hazardous or exploitative labor conditions, reliance on vulnerable and low-skilled workers, widespread use of migrant labor, and involvement of labor contractors or agents. The long, complex, and often non-transparent nature of mineral supply chains makes these risks difficult to detect and address. While the U.S. Dodd-Frank Act focuses on 3TG sourced from the Democratic Republic of Congo and surrounding countries, Logitech's approach goes beyond these commodities and regions by aligning with the [OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas](#) covering a broader range of minerals and geographies.

To mitigate these risks, Logitech actively participates in the RBA's [Responsible Minerals Initiative](#) (RMI), which provides tools and resources such as the Conflict Minerals Reporting Template, Reasonable Country of Origin Inquiry data, and best-practice guidance for responsible sourcing. We continuously monitor and enhance the transparency and performance of our minerals supply chain. For more details, please see our latest Form SD Conflict Minerals Report and Non-Financial Matters (NFM) Report available on the [reporting page](#) of our website

4.8 Social Dialogue and Whistleblowing without Retaliation

Social dialogue and whistleblowing without retaliation" is a key human rights risk for Logitech, especially in countries like China, Vietnam, and Malaysia, where worker voice may be restricted by legal or cultural factors. Without safe, confidential channels to report concerns, issues such as excessive hours, discrimination, or unsafe conditions may go unaddressed. Ensuring non-retaliatory grievance mechanisms is essential to protecting workers' rights and maintaining ethical, resilient supply chains.

At our production facility, we encourage open social dialogue and promote a strong culture of safety and trust, where workers feel empowered to raise concerns related to safety or labor-related issues. Logitech has established a formal joint management-worker committee, which includes cross-functional and employee representatives from across our production facility, to support regular communication and feedback. We follow all relevant legal requirements for notice periods and social dialogue before terminations and other labor-related decisions. Our whistleblowing mechanism, described further in Section 7, reinforces a culture of openness and proactive reporting without retaliation.

For our supply chain, Logitech encourages open dialogue and requires suppliers to implement effective, confidential grievance mechanisms that enable workers to raise concerns without fear of retaliation. We regularly assess these mechanisms through audits and worker interviews as part of our compliance with the RBA Code. In high-risk regions, we provide training and support to suppliers on strengthening worker engagement and grievance systems.

4.9 Occupational Health & Safety

Occupational health and safety is a key priority and area of focus for both our production facility and our supply chain. The RBA has identified several high-risk areas for our industry, including workplace injuries and illnesses, machine safeguarding, industrial hygiene, physically demanding work, emergency preparedness, and sanitation, food, and housing — all of which can undermine well-being and compromise a safe and productive workplace.

To address these risks, we implement a range of controls and continually drive improvement across our operations and supply chain. The RBA Code and our Global Health, Safety, and Security Policy set clear expectations and guide our health and safety programs, while our production facility maintains a robust health and safety management system certified to ISO 45001. Our risk management processes align with ISO 45001 requirements and include hazard identification, risk evaluation, definition of control measures following the hierarchy of controls, application of the precautionary principle, incident investigation, and implementation of corrective and preventative actions. We apply these processes in both our own facility and across our supplier base, employing audits against RBA standards and collaborating closely with suppliers to foster strong health and safety practices and a culture of vigilance and ongoing improvement. This includes training, audits, incident investigations, confidential whistleblowing hotlines, health surveillance, medical monitoring, and systematic follow-up to address any gaps and enable a safer workplace for all.

5. Supply Chain Traceability System

We systematically record the names and addresses of all our direct suppliers and the commodity category and trade names of the goods or services they provide. As part of our risk management process, we keep records of our monitoring activities, assessments, and completed questionnaires.

We will continue to monitor and improve the tracking systems we use to further enhance our ability to address human rights risks in our supply chain.

6. Stakeholder Engagement

To communicate our sustainability risks, objectives and progress Logitech reports in accordance with several good practice standards including the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), Sustainability Accounting Standards for the Technology and Communications Sector, Hardware and Electronic Manufacturing and UN Global Compact Communication on Progress Guidelines. Our sustainability report is available on the [reporting page](#) of our website.

Logitech also engages more directly with stakeholders, including customers, employees, shareholders, industry peers and competitors, regulators and policymakers. For the purpose of communicating with affected stakeholders and rights-holders regarding how adverse impacts to human rights and labor rights are addressed, we focus on communication with special interest groups through the RBA that guides the engagement of stakeholder groups via mechanisms that are governed by Chatham House Rules. Logitech participates in these sessions or leverages the learning that arise for these engagements.

Further, Logitech engages in different benchmarking surveys for the electronics industry that provide feedback and help to develop and understand best practices industry wide. Our engagement with these benchmarks provided fresh insight on current expectations around supply chain transparency and the need for companies to share their experience of human rights and labor challenges in their supply chain, and the actions that companies are taking to remedy any issues that are identified in auditing programs.

7. Whistleblowing and Remediation

Every employee and other interested parties have the right and responsibility to report any observations, concerns, grievances, or issues relevant to the Logitech Code of Conduct. The Logitech Code of Conduct includes a specific and overt commitment to comply with local human rights laws for all countries in which we, or our suppliers, do business and references the fact that, as a global policy, we prohibit the use of forced labor, child labor, and unsafe working conditions in our own operations and in any of our suppliers' operations. We regularly review our risk management measures on effectiveness.

We have an established Ethics Hotline, which is hosted by [EthicsPoint](#), which can be used by employees as a whistleblowing mechanism to confidentially and anonymously report any issues they identify or observe. Reports to the hotline are investigated and managed in accordance with defined procedures, which are overseen by our Legal, People and Culture and Internal Audit functions and ultimately by our Board-level Audit Committee. We have a no-retaliation policy – the identities of individuals who may choose to report issues are protected.

Our Internal Audit team is responsible for investigating allegations that are raised as a result of internal audits and certain submissions via the Ethics Hotline. Allegations are documented and fully investigated. Any remediation actions for substantiated allegations are reported to the Audit Committee quarterly.