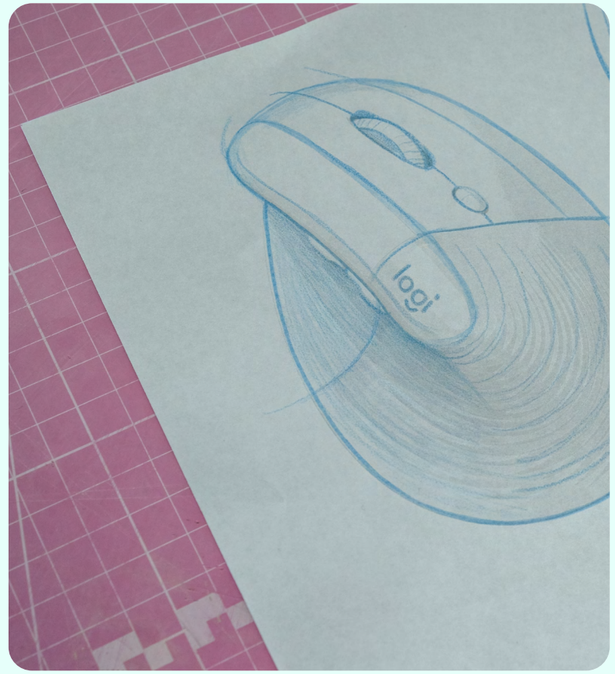
logitech

FY26 Impact Highlights



Introducing Impact Highlights

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FOR THE PLANET

Design for Sustainability means we reduce our carbon impact and advance circularity through obsessive attention to detail, innovation and craftsmanship, applied at global scale.

FOR PEOPLE

We foster inclusion across our business and value chain to broaden perspectives, strengthen connection and drive innovation.

WITH INTEGRITY

We lead with active transparency and accountability to build trust and drive meaningful progress.

GOOD BUSINESS

Our work in sustainability creates value for people, planet and business through stronger customer relationships, reduced costs and increased resilience.

For the past 20 years, Logitech has increasingly placed sustainability at the heart of our business.

And today, that long-term commitment is yielding significant results. Compared to our base years, this year we have achieved a 49% reduction in our Scope 1 & 2 emissions, and a 33% reduction in Scope 3 emissions. And in this past fiscal year alone, we avoided more than 200,000 tCO_2e across our value chain. We are making real progress toward our climate goals.

This progress is driven by *Designing for Sustainability*, which serves as both our core strategy and culture. For us, it means building sustainability into every aspect of our business: our values, governance, people, products, processes, manufacturing and supply chain. It means working to deeply understand our impact through lifecycle analyses that provide data and insights for both Logitech and our industry; and then applying these insights at scale to innovate and reduce the environmental impact of our product portfolio. We lead with transparency and accountability to build trust and drive meaningful progress.

We believe *Designing for Sustainability* is as good for business as it is for the planet and people.

Hanneke Faber
Chief Executive Officer

FY26 in review: real progress

33%

reduction in Scope 3 greenhouse gas emissions from base year 2021 (2030 target: 50% reduction)

33% achieved | Target: 50%

*Third-party verified; calculated as absolute emissions reductions against baseline year CY2021 for Scope 3 emissions, in accordance with the GHG Protocol.

>200,000 tCO_2e

total avoided in FY26 across our products, supply chain and broader value chain through the use of low-carbon materials and renewable energy*

*'Avoided' here is third-party verified; calculated as emissions avoided during CY25 through the implementation of relevant Logitech programs, compared with the do-nothing scenario of zero intervention.

43%

of product lines use low-carbon or recycled aluminum*

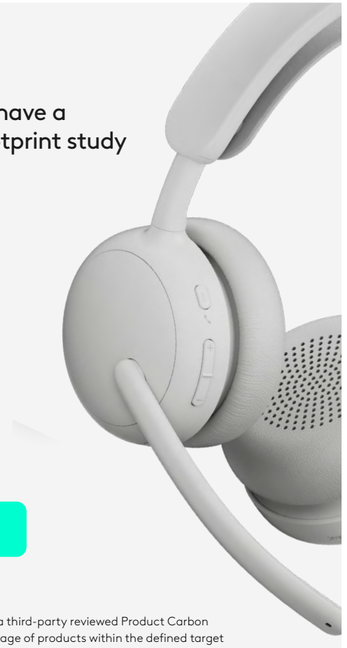
*Percentage of Dec. 2025 product lines shipped which had low-carbon or recycled aluminum, as a percentage of the number of product lines with aluminum.

100%*

of target products have a product carbon footprint study

8.2 kg CO_2e

Goal achieved ✓



*92% of Dec. 2025 units shipped had a third-party reviewed Product Carbon Footprint. This represents 100% coverage of products within the defined target boundary, which excludes certain low-volume and other specified products.

49%

reduction in Scope 1 & 2 greenhouse gas emissions from base year 2019 (2030 target: 85% reduction)

49% achieved | Target: 85%

*Third-party verified; calculated as absolute emissions reductions against baseline year CY2019 for Scope 1 and 2 emissions, in accordance with the GHG Protocol

81%

of products made with recycled plastics*

81%:*Percentage of Dec. 2025 product lines shipped which have post-consumer recycled plastic.

55%

of products are PVC-free*

*Percentage of Dec. 2025 product lines shipped which have no detectable presence of polyvinyl chloride (PVC).

300%

increase in product lines supported with Logitech spare parts or repair guides through our collaboration with iFixit (22 in FY24; 69 in FY26)

94%*

renewable electricity achieved in our own operations. In addition, we supported supplier purchase of >195,000 MWh of renewable electricity

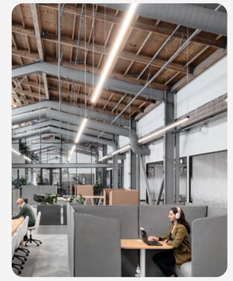
*This is the renewable electricity footprint of our production facility and Controlled Offices, as a percentage of the total electricity footprint of those facilities, rounded to the nearest 1%.

20 years

membership of the Responsible Business Alliance (RBA)

#25

Forbes' World's Best Employers — of 900 global companies



FOR THE PLANET

Design for Sustainability means we reduce our carbon impact and advance circularity through obsessive attention to detail, innovation and craftsmanship, applied at global scale.

Materials: redesigning the fundamentals

We could swap virgin plastic for recycled plastic, or animal leather for silicone, and call it a day. We don't. This is where *Design for Sustainability* comes into play for Logitech. It's what makes us different. Not only do we work to reduce the impact of the materials used in our products — sometimes removing them completely — we even redesign the fundamentals of the way our products work. One example is the RS50 racing wheel system: we redesigned the balance between size, materials and power consumption to optimize the motor's impact and performance (for more information, see case study on p. 12). The result is consistent progress.

> Business as usual will not be enough to get to the ambitious sustainability goals we have set for ourselves. We need to push the boundaries — in how we design, and by exploring new technologies, manufacturing processes and materials.

Sènami Aklé
Head of Design for Sustainability

Recycled plastic

This year 81% of all Logitech products use recycled plastic.*

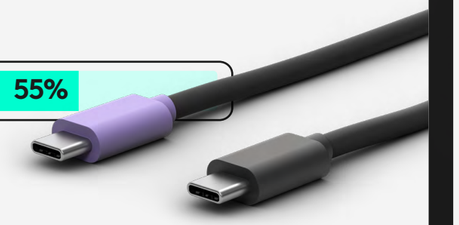
FY26	81%

*Percentage of Dec. 2025 product lines shipped which have post-consumer recycled plastic.

PVC-free

This year 55% of Logitech products are PVC-free.*

FY26	55%



*Percentage of Dec. 2025 product lines shipped which have no detectable presence of polyvinyl chloride (PVC).

Aluminum

This year, 43% of aluminum used in Logitech products is low-carbon or recycled.*

FY26	43%

*Percentage of Dec. 2025 product lines shipped which had low-carbon or recycled aluminum, as a percentage of the number of product lines with aluminum.

Future Positive Challenge

Systematically disruptive innovation

The Future Positive Challenge (FPC) is Logitech's annual technology challenge for sustainability-led disruptors — a structured way to bring pioneering technology into our innovation pipeline, reduce carbon impact, drive efficiency and enhance circularity.

Systemic progress demands disruptive innovation. This can be achieved faster in collaboration than it can for any one organization alone. Creative solutions from our suppliers often fuel our innovation engine. In turn, the FPC offers the opportunity to develop proofs of concept, exploring how innovation could be applied at scale.

In 2025, 406 sustainability startups applied across five categories. Logitech announced three winners, with a total long-term potential to reduce an estimated 10,000 tCO_2e*

The technologies of several Future Positive Challenge winners are already embedded in products and delivering impact at scale, with others currently in the process of implementation or proving concept.

Partnering for progress

From proof of concept

We have piloted projects across battery materials, printed circuit board (PCB) substrates and magnets, to explore the next generation of disruptive technologies. Some previous winners we have progressed pilots with include:

Bin-e

A Polish smart technology provider we partnered with to deploy and test an AI-powered e-waste recycling bin.

Jiva

A UK-based startup that has developed a fully recyclable and biodegradable substrate for PCBs. The material is designed to dissolve in hot water at the end of its life, allowing electronic components and valuable metals to be easily recovered and reused.

Flint

A Singapore-based startup specializing in developing rechargeable paper low-carbon batteries that are safer, cleaner, more flexible and cost-efficient than traditional lithium-ion and alkaline batteries.

To implementation

Winners are integrated into specific products at scale — the bridge between pilot and portfolio.

Ole Wolff

These Denmark-based specialists in acoustic & magnetic design have created "Reduced Environmental Impact (REI) drivers" — a range of headphone drivers developed to reduce environmental impact through a series of sustainable initiatives without compromising acoustic performance.

To innovation at scale

Once these new technologies are integrated into our products, the innovation has an impact at scale.

Elephantech

This Japan-based startup is a 2023 Future Positive Challenge winner. Elephantech's SustainaCircuits technology uses inkjet printing and copper plating to transform PCB manufacturing, reducing carbon emissions, water use, and boosting reusability. In 2025, Logitech became the first global electronics company to scale this breakthrough, debuting it in the popular MX Vertical Ergonomic mouse.

*Reduction estimates based on supplier-provided LCA data. Figure assumes full deployment across Logitech portfolio.

Increasing circularity

Our *Design for Sustainability* practice reduces our climate impact and addresses the growing challenge of e-waste across our portfolio. As part of our innovation process, we focus on extending the longevity of the materials we use, prolonging our products' end of life and ensuring easy recovery of materials at the end. Using our *Design for Sustainability* principles, we design repairability, refurbishment and recyclability into a product from the start — planning ahead with circularity in mind for the moment a product or material's life needs to be extended. We also measure this with a design index tool that was developed internally, measuring across four dimensions: material content, longevity, reuse and recycling.

> Repair is not sitting at the edge of the business. It's becoming a company capability, a core part of how we work.
>
> **Mohamed Abokersh**
> Circularity Program Manager

Repair

We equip consumers and customers to take on their own repairs, so the decision to repair instead of replace becomes an easier one. This year, our partnership with iFixit, which provides genuine replacement parts, repair guides and expert support to help consumers extend the life of their products, has gone from strength to strength.

133 IFIXIT

parts are available across 69 product lines in 75+ countries via seven Logitech–iFixit hubs, a 300% increase from FY24.

81

repair guides available.

9x

increase in spare parts sales compared to FY25, empowering consumers to complete a broader range of repair activities.

Looking ahead

Four pilots (MX Master 4 mouse, Signature Slim Solar+ wireless keyboard, G522 LIGHTSPEED wireless gaming headset, Zone Wireless 2 headset) testing day-1 repair readiness.

Battery repair expanded

Battery repair coverage is being explored across priority product families and shared battery SKUs, including MX Keys keyboards, the MX Master 4 mouse, Zone headsets and the G915 LIGHTSPEED mechanical gaming keyboard.

Refurbish

Logitech Certified Refurbished products are thoroughly cleaned, inspected and restored to the same standard as new. The products are fully tested, all with original accessories, manuals and a one-year warranty. Extending a product's life keeps it in use, in demand, and out of the waste stream for longer.

What started as a recovery-based model has evolved into a Value Optimization Engine, with over:

94,000

units diverted from waste:

- **33,000** certified refurbished units
- **42,000** units via marketplaces & eBay
- **19,000** units used for warranty

Portfolio expansion

32

new refurbished product lines.

70

new SKUs added to the refurbished catalog.

Secondary sales (for example, eBay sales)

218%

increase in secondary-grade sales compared to FY25.*

*Measured as FY26 revenue from refurbished products versus FY25.

Recycle

We see end-of-life as a design challenge. We work with recyclers, retailers and distributors around the world to make sure Logitech products are recovered responsibly, made easy for consumers, and given a new life where possible.

281,000+

units recycled in FY26

Trade-in programs

We run trade-in programs for various product lines that allow customers to return Logitech and competitor products for a discount on new purchases.

Designing out waste with creativity: The pilot A50 X headset in 'Piano' colorway

By mixing components from different colorways, Logitech creates pilot products like the Piano A50 headset, which mixes black and white components for a one-of-a-kind headset. The added benefit: if a single component fails in the production process, the rest of the headset doesn't go to waste — every part finds a second life in another build.

Open-box donations

40,000+

products donated in FY26

Logitech donates fully functional 'open-box' products (items with damaged packaging or returned in working order) to qualifying charities and educational institutions. Gear from Logitech G, our personal work solutions and streaming lines that would otherwise be recycled finds a second life with qualifying charities and educational institutions.

Packaged more sustainably

Packaging is the first touchpoint for our users to experience our brand and products. However, it has many more functions on its journey into a user's hands. It must be robust and efficient in transit, and visible and secure on the shelf — in store or online. For Logitech, every material decision in packaging plays out across protection, recyclability and carbon impact all at once.

Big disruptive moves, like removing plastic clamshell, are extremely important, but iterative changes matter just as much: replacing seal labels, hanging tabs, the protective materials inside shippers – design and material changes that mean that over the past three years, we have removed 2,500 tonnes of packaging material.*

*Calculated as the weight of packaging material removed during CY23–CY25 through the implementation of packaging optimization programs

Plastic clamshell removal

580 tonnes

of plastic removed*

Continuing the impactful work started in FY25, we successfully transitioned all hallmark mice lines from plastic clamshells to paper packaging. This is our largest packaging endeavor to date, avoiding the equivalent of 33 million single-use water bottles worth of plastic**, and avoiding 6,000 tCO_2e***

*Calculated as the weight of packaging material removed during CY25 through the implementation of packaging optimisation programs.
**Based on the average weight of a 500 mL plastic water bottle = 17.7 grams
***Modeled based on a pre-production sample and compared to Logitech plastic clamshell packaging.

Lightweighting

520+ tonnes

of material eliminated*

This has been achieved across consumer and customer facing packaging through the removal of materials to lightweight shippers, inserts and design refreshes.

*Calculated as the weight of packaging material removed during CY25 through the implementation of packaging optimisation programs.

FSC™ targets exceeded

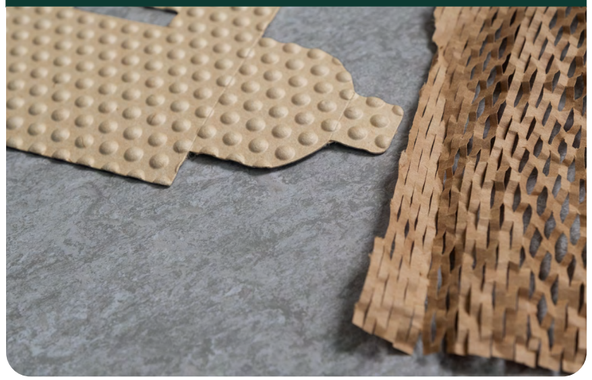
Target exceeded ✓

31%

of units shipped using FSC-certified paper packaging* (vs 25% target)

Last year we exceeded our 2025 FSC (Forest Stewardship Council) target of 25%, achieving 28%. This year we've continued to push, reaching 31% of units shipped using FSC-certified paper packaging.

*Percentage of Dec. 2025 units shipped, which have FSC™-certified paper-based consumer packaging.



> We look at big, disruptive projects like the plastic clamshell — but this year we've focused on more iterative work. Replacing seal labels, hanging tabs, protective materials inside shippers the customer doesn't even see. These all make a huge difference at scale.
>
> **Bliss Buter-Thompson**
> Head of Packaging

Case study

MX Master 4 Mouse

Better materials

Making better choices of materials is a core component of *Design for Sustainability*.
The MX Master 4 mouse's casing is built with a minimum of 48% certified post-consumer recycled plastic. The thumbwheel uses low-carbon aluminum and the battery is built with 100% recycled cobalt.

Partnering for better batteries

The recycled cobalt Li-ion battery used in the MX Master 4 mouse was developed by HighPower, Future Positive Challenge winners in 2023.

Micro textures, not paint

Setting a new MX standard, the Master 4 mouse features no painted plastic, eliminating the need for a carbon-intensive painting process and ensuring that when it's disassembled, it's easier to recycle. Micro textures are used instead, which maintain a premium appearance while enhancing its durability.

Built to endure

Durable silicone replaces the TPE grip used in prior MX Master mice, reducing bonded materials and increasing recyclability, while also slowing the aging process of the product.

Designed for repair

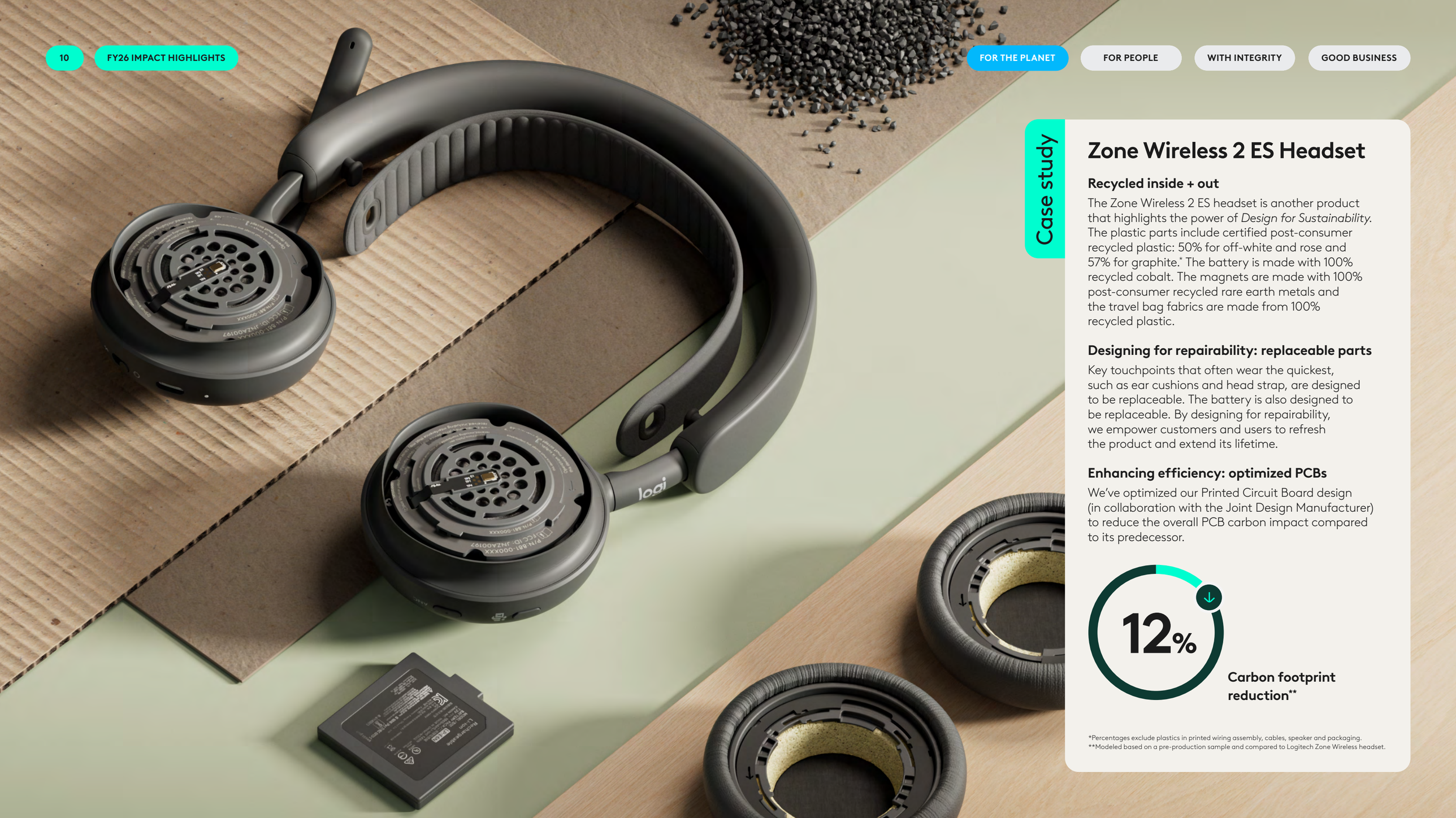
The MX Master 4 mouse's simplified design aids disassembly and therefore its recyclability. It also aids repairability — by exposing Phillips-head housing screws on the base of the mouse, we signal to users that the product can be opened safely at home, while making battery replacement simpler and safer. We have also made spare parts and repair guides available worldwide.

Carbon footprint reduction*

*Modeled based on a pre-production sample and compared to Logitech MX Master 3S mouse.

"There's a belief that sustainability comes at the detriment of performance — that you can't have it all. We challenge that. MX Master 4 mouse is a great example: integrating *Design for Sustainability* thinking from the very early stages of development with an innovative mindset has enabled us to achieve significant leaps in design for circularity and a lower carbon footprint, while delivering increased features and unmatched performance for our users."

Sènami Aklé
Head of Design for Sustainability



Case study

Zone Wireless 2 ES Headset

Recycled inside + out

The Zone Wireless 2 ES headset is another product that highlights the power of *Design for Sustainability*. The plastic parts include certified post-consumer recycled plastic: 50% for off-white and rose and 57% for graphite.* The battery is made with 100% recycled cobalt. The magnets are made with 100% post-consumer recycled rare earth metals and the travel bag fabrics are made from 100% recycled plastic.

Designing for repairability: replaceable parts

Key touchpoints that often wear the quickest, such as ear cushions and head strap, are designed to be replaceable. The battery is also designed to be replaceable. By designing for repairability, we empower customers and users to refresh the product and extend its lifetime.

Enhancing efficiency: optimized PCBs

We've optimized our Printed Circuit Board design (in collaboration with the Joint Design Manufacturer) to reduce the overall PCB carbon impact compared to its predecessor.

12%

Carbon footprint reduction**

*Percentages exclude plastics in printed wiring assembly, cables, speaker and packaging.
**Modeled based on a pre-production sample and compared to Logitech Zone Wireless headset.

Case study

G522 LIGHTSPEED Wireless Gaming Headset

Product architecture

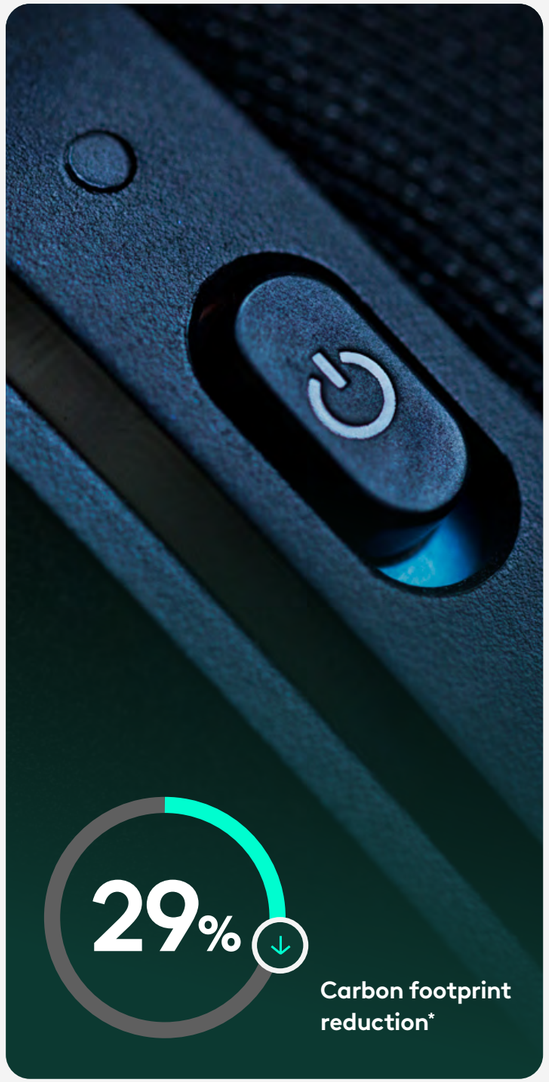
The G522 LIGHTSPEED wireless gaming headset is a strong example of how we redesign our products for great impact. Working with suppliers to balance copper and magnets in the speaker design, we successfully removed a PCB and replaced it with embedded PCB contacts.

Increasing longevity: G HUB gaming software

Within Logitech's gaming software platform, G HUB, there is an option for users to voluntarily cap battery charge at 80%, which helps to extend battery longevity. G HUB also displays the number of hours the headset has been used, establishing emotional durability and encouraging longer product use.

Designing to enhance power efficiency

Redesigning the wireless dongle has resulted in a component that consumes nearly one third the power of its predecessor while also being significantly smaller.



*Modeled based on a pre-production sample and compared to Logitech G733 LIGHTSPEED Wireless Gaming headset.

Case study

RS50 Racing Wheel System

Materials innovation

The RS50's wheel uses silicone leather, a material with lower carbon impact than animal leather*, that doesn't compromise the feel of the wheel. The wheel is also crafted with low-carbon aluminum and 28% post-consumer recycled plastic**, ensuring every aspect of the material composition has been considered and optimized for performance and impact. This material consideration extends to manufacturing, optimizing material usage to reduce waste in the manufacturing process.

Optimized motor architecture

When it comes to motor design, the balance between size, materials and power consumption is paramount. Guided by insights from our product carbon footprint lifecycle assessment, the team carefully balanced the use of copper and magnets with the desired power output during play — delivering 8Nm of peak torque. To reduce power consumption, we also optimized the motor's sleep state, using a more efficient motor driver that draws less power when the device is idle.

Modular design

By empowering users to swap out or upgrade individual components rather than replacing the whole system, modularity also extends the product's life and keeps it in use for longer.

Carbon footprint avoidance***

*Based on life cycle assessment of silicone leather versus animal leather.
**Percentages exclude plastics in printed wiring assembly and packaging.
***Modeled based on a pre-production sample and compared to a "do nothing" design scenario.

Case study

Signature Slim Solar+ K980 Keyboard

Powered by light

The Signature Slim Solar+ K980 keyboard is powered by Logi LightCharge, an innovative energy technology that turns both solar and artificial light into stored power. This means there is no need to plug it in, and no concerns about recharging or replacing alkaline batteries: once fully charged, the keyboard runs for up to four months, even in complete darkness.

Materials innovation

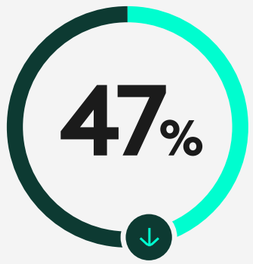
The plastic parts in the graphite version are made with 73% certified post-consumer recycled plastic.* The aluminum in the inner plate is produced using renewable energy rather than fossil fuels, further reducing its carbon footprint.

Long-lasting battery

At the core of the keyboard is a specially designed rechargeable battery built to last up to 10 years, dramatically extending the product's useful life. If replacement is needed, it can be done at home through our partnership with iFixit, who can supply a new battery and a step-by-step repair guide.

Designed for repair

The keyboard's plastic case and internal design were optimized from the start to come apart easily, without reinforced adhesives or non-removable clips. Spare parts and iFixit repair guides are available worldwide.



Carbon footprint reduction**

*Percentages exclude plastics in printed wiring assembly and packaging.
**Modeled based on a pre-production sample and compared to Logitech K750 Wireless Solar Keyboard.

Single decisions, replicated at scale

It all starts with a single decision, about one supplier, one product, one material, one design choice. Making these changes in one product requires a lot of innovation. But we don't stop there: we scale, fast, so we maximize positive impact. Stacked together for over a decade, and when produced at scale, they become the engine of our biggest impact reductions today. This is what *Design for Sustainability* looks like — at scale.

"It's the iterative changes, the things that are invisible to most, that make a huge difference at scale. One small decision, replicated at scale, creates a big impact."

Caroline Kennedy
Director of Sustainability

From one supplier partnership

Sixteen years ago, Logitech supported Enlighting in purchasing 100% renewable electricity for the production of Logitech products. From a single supplier, a proof of concept, to growing partnerships over the years.

113,639 tCO_2e

avoided through our Supplier Renewable Electricity Buyers Club* — 127 suppliers engaged, 195,000+ MWh of renewable electricity purchased. The single biggest carbon number in this report.

From one change in plastics

In FY19, the C930E webcam became Logitech's first product to incorporate post-consumer recycled plastic. Designing and adapting manufacturing processes for a new material requires significant innovation.

55,042 tCO_2e

avoided through recycled plastic across our products — our Next Life Plastics now used in 81% of the Logitech portfolio.**

From one material swap

In 2022, the MX Mechanical wireless keyboard was the first Logitech product to include low-carbon aluminum, produced with renewable energy, which can reduce the material's carbon footprint by up to 80%.

12,692 tCO_2e

avoided through low-carbon aluminum across the portfolio — 43% of all aluminum we use is now low-carbon or recycled.***

From one material reduction

Ten years ago, Logitech spoke publicly for the first time about reducing the materials inside the M325 wireless mouse in half. A design philosophy applied to every component, in every product, across the portfolio.

19,001 tCO_2e

avoided through architectural design improvements and power efficiency — the cumulative result of design choices applied across every product, every component.

Total avoided: >200,000 tCO_2e The compound result of obsessive attention to small details, applied at scale.

'Avoided' here is third-party verified; calculated as emissions avoided during CY25 through the implementation of relevant Logitech programs, compared with the do-nothing scenario of zero intervention.

*Logitech supports suppliers in purchasing renewable electricity through its Renewable Electricity Buyers Club, which provides guidance, education, and practical resources to help suppliers identify and procure renewable electricity and improve renewable energy reporting.

**Percentage of Dec. 2025 product lines shipped which have post-consumer recycled plastic.

***Percentage of Dec. 2025 product lines shipped which had low-carbon or recycled aluminum, as a percentage of the number of product lines with aluminum.

FOR PEOPLE

We foster inclusion across our business and value chain to broaden perspectives, strengthen connection and drive innovation.

Accessibility and inclusive design

We design for inclusivity by actively developing products that fit people of all sizes and abilities: intuitive, adaptive and made for everyone to take part.

> A design change in favor of accessibility is small for someone who doesn't have a disability, but huge for the person that does. It's exponential in terms of what it unlocks. At the end of the day, if you re-express accessibility, it's just a better, more usable product."

Rosie Frost
Head of Design for Accessibility

3D-printed add-ons

The Adaptive Pebble mouse

The unique removable magnetic top plate of the Pebble mouse has enabled us to explore adaptable add-ons to suit a range of individual hand mobility needs. Via 3D printing, users can customize and print mouse tops to suit their needs. We have a range of templates available, including a heavier mouse or enhanced grip. We empower users to design their own add-ons with our simplified CAD file.

Designing for equitable participation

Rally AI cameras

Rally AI cameras' edge AI technology automatically frames whoever is speaking. As a result, every remote participant gets the same at-the-table experience and the same opportunity to engage, regardless of where they're sitting or how a meeting room is set up. This brings more equitable participation to larger, more complex spaces like classrooms, boardrooms and all-hands meetings, where remote attendees are most likely to feel sidelined.

Hearing aid accessibility

Zone Wireless 2 and Zone Vibe headsets

Our Zone Wireless 2 and Zone Vibe headsets are ADA hearing aid compatible, designed to work with any hearing aid that contains a telecoil, with the feature always on rather than something the user has to activate each time. The result is a headset that adapts to the user, not the other way around.

Diversity and inclusion

Equitable participation means creating spaces and experiences where everyone feels comfortable to contribute. We rally our industry to go beyond expectations; spotlighting women in tech, fostering employee communities, and championing representation across all of our people, products and partnerships.

50%

Female leadership team

36%

Female board representation

Awards and Recognition

Gender Fair

Gender Fair recognition maintained. Their recognition assesses leadership, policies and diversity reporting against the Gender Fair standard.

Newsweek America's Greatest Workplaces for Culture, Belonging & Community

Our Supplier Diversity Pledge outlines our commitment to growing the number of minority, women and other diverse-owned businesses across the globe.

Diversity in Tech Social Impact Winner.

Case study

Employee Resource Groups

Progress and innovation happen when everyone brings their most authentic selves to work. Logitech's eight Employee Resource Groups (ERGs) help create the conditions for that to happen. They are voluntary, employee-led communities built around shared backgrounds, identities and purpose, with a focus on underrepresented groups.

They are designed to:

- Build a sense of community, belonging and psychological safety for all employees.
- Support learning and development through formal and informal leadership opportunities and creating visibility for employees.
- Transform the way we work, becoming an asset in designing more inclusive products and services.

LogiNeuro

LogiNeuro was founded in 2022 to build an empowering community that celebrates and champions neurodiversity.

Its membership is open to anyone who identifies as neurodivergent, to those who support, develop or care for them or anyone curious to learn more.

It is founded on three pillars: Safety and Belonging, Empowering through Education, and Cultural Evolution.

Case study

Supply chain

Diversity and inclusion are also about the thousands of people who work in our supply chain — their rights and wellbeing.

Logitech has committed to promoting responsible business practices and adheres to the United Nations Global Compact (UNGC).

We are also celebrating 20 years of membership in the Responsible Business Alliance (RBA), committing year after year to a Code of Conduct covering labor rights, ethics, environmental stewardship, health and safety, and appropriate management systems. We put our commitment into practice through our Supplier Diversity Pledge, our Responsible Minerals Program and our ongoing supplier audits from production into our entire supply chain. This goes beyond compliance into a 20-year commitment that we proudly uphold.

Championing women in tech

Logitech research found that 90% of women working in computer science in the US experienced isolation during their studies, careers, or both. That's why we partner with organizations globally who reach women at every stage, from school, to studies, to their early career years, ensuring that at each step there's a community, a mentor, or a network ready to back them.

Case study

Girls Who Code

Five years of building a community

Communities of support, like Girls Who Code, with whom we've been partnering since 2020, can help with feelings of isolation. Both Girls Who Code and Logitech share the goal of closing the gender gap in the tech industry. Our partnership runs through many channels: classroom cohorts inside the Summer Immersion Program, volunteer-led workshops, resume reviews, speaker panels and speed networking sessions. The focus throughout is on pathways young women need to get into tech, and stay in it.

Highlights:

- 124 students hosted across two summer immersion cohorts
- More than 270 employee volunteer hours supporting skills-based training, mentorship, engagement events and community initiatives through the partnership since 2020
- 8,228 students supported across all summer programs since 2020

Case study

iWish

Inspiring the next generation of Irish Women in STEM

iWish is a volunteer-led Irish initiative encouraging secondary school students to pursue careers in STEM. Through community outreach, mentorship, TechForGood initiatives and entrepreneurship programs, iWish supports teenage girls while they shape their careers.

Highlights:

- Kicked off partnership at the 2026 iWish showcase
- Chief People Officer, Elaine Laird, the keynote speaker, spoke about how Logitech is committed to breaking barriers and inspiring the next generation of STEM leaders
- Hosted a Logitech stand at the showcase featuring a Logitech G sim racing machine

"Through partnerships with organizations such as Girls Who Code, iWish, Aspire for Her and Switzerland's federal technical school, EPFL, we're actively challenging gender barriers in STEM and working toward equal representation in our industry"

Elaine Laird
Chief People Officer

WITH INTEGRITY

We lead with active transparency and accountability to build trust and drive meaningful progress.

Active transparency

Active transparency builds trust, and moves the industry forward. We do this in two ways: by working with our partners to drive change at a scale no single brand could reach alone, and by holding ourselves accountable through ambitious commitments and external scrutiny.

For the past 20 years, transparency and accountability have been central to the way in which we have tackled sustainability challenges.

We have a long history of ESG reporting. We believe that open and transparent sharing of our experience can help industry, regulators and policymakers develop effective, responsible solutions that serve both business and society. And we aim to amplify our impact through direct engagement, coalition-building and collective action — partnering with stakeholders to influence outcomes at an even bigger scale.

In practice, that means we openly share our principles, tools and know-how with all stakeholders, including competitors.

Our integrity is also grounded in accountability at the C-suite level and a policy framework that links executive compensation to sustainability performance.

Design for Sustainability

Sharing our principles, tools and know-how

We have been intentional about how we can bring sustainability right into the heart of our design and production process. Our *Design for Sustainability* approach is central to this. We have built an expert team, cutting-edge tools and a detailed knowledge base on how to do this. We offer to openly share our *Design for Sustainability* principles, tools and knowledge of how to incorporate more sustainable materials in the manufacturing process with any organization in the consumer technology industry looking to increase its sustainability efforts. Our intention is to bring others in the industry with us on this journey, sharing what we have learned and driving change at scale to achieve a collective impact.

Stakeholder engagement

Transparent stakeholder engagement

In 2019, we publicly aligned with the Paris Agreement and continue to support its commitments. We are transparent about our stakeholder engagement and report openly on it annually, outlining who, why and how we engage. Many of our relationships go back years — for example, this year we are celebrating 20 years of partnership with the Responsible Business Alliance (RBA). 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 do not make direct or indirect political contributions. We conduct due diligence and ongoing monitoring to ensure our engagements do not conflict with our climate commitments.

Responsible AI

Our Responsible by Design approach builds trust

The rapid evolution of AI is exciting. But there have to be guardrails. People's trust, privacy and security must be a priority. That is foundational to AI adoption. And because of our responsible AI culture and practices, we are well positioned to support our stakeholders. We have published our Responsible AI Principles online — Transparency, Accountability, Fairness, Privacy, Security. And we put them into practice from day one of our product design. This proactive stance allows us to create hardware and software that are not only innovative but also compliant and trustworthy.

Carbon Clarity: the full picture

This year, we reached a milestone we've been working toward since 2020, when we became the first consumer electronics company to put a carbon impact label on a product. Every target product in our portfolio now has a third-party reviewed Product Carbon Footprint study attached — a complete picture of its impact from raw materials through manufacturing, transport, use and end-of-life.

By reaching this goal, we've set a foundation: every study feeds back into how we design the next generation of products, with smaller footprints, smarter materials, and more deliberate choices.

Better data, better designs, repeated at scale.

Industry pioneers. We believe we are one of the first consumer electronics companies to publish a carbon footprint label on a product, and now the first to do it across its entire target portfolio.

Open by default. Developing a methodology and applying it to develop a carbon footprint study is no easy task. We measure everything from the paint on a product to the energy it took to create the paint; from the impact of the pallets used to ship our products to the end of life of those pallets. Our methodology is freely available. Transparency only counts if others can adopt it, so we made ours open-source from the start.

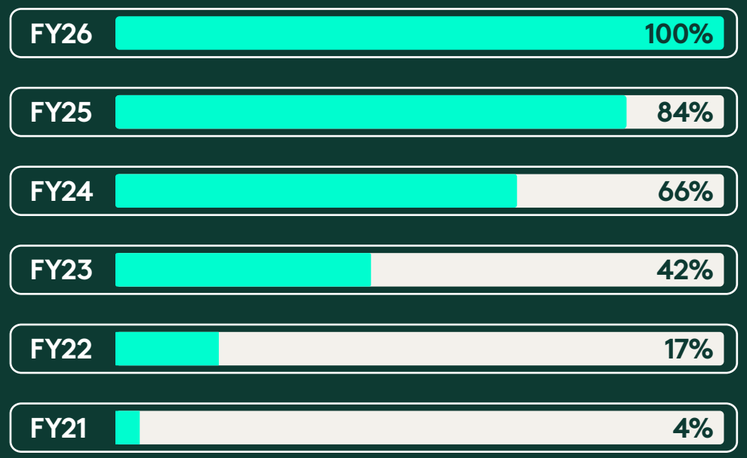
FY26

100%

of our target products now have a Carbon Footprint study*

Year-on-year progress

% of products with a third-party reviewed carbon footprint study



*92% of Dec. 2025 units shipped had a third-party reviewed Product Carbon Footprint. This represents 100% coverage of products within the defined target boundary, which excludes certain low-volume and other specified products.

GOOD BUSINESS

Our work in sustainability creates value for people, planet and business through stronger customer relationships, reduced costs and increased resilience.

We believe *Design for Sustainability* is as good for business as it is for the planet and people

There are numerous examples of our efforts to do well by doing good also revealing tangible business benefits:

Our championship-winning PRO X Superlight 2 gaming mouse is 60 grams (approximately 2.12 ounces) in weight. That is a 25% weight reduction from its predecessor, a mouse that originally set a high standard for competitive esports play. Less weight means fewer materials, which means a reduced carbon footprint and, crucially, faster gameplay, as well as less energy consumption. Here, people and planet benefit, as does business. At scale, every gram saved requires less energy to transport and lower costs for Logitech.

Our business and customers require packaging that protects the products in transit and that is secure and attractive on the shelf. Robust, attractive, secure packaging has an environmental impact, so we run dedicated programs to make our packaging better across the board. This year, we completed our journey in eliminating plastic clamshell packaging from our hallmark mice lines, transitioning to an optimized paper box. We did this in spite of the commonly held belief that consumers prefer to see the product they are buying and that such a step would be bad for business. The initiative is estimated to have removed over 580 tonnes of plastic* and taken 6,000 tCO_2e** from the air. Consumers responded positively to this step — they understand it's better for the planet. That is also good for business.

*Calculated as the weight of packaging material removed during CY25 through the implementation of packaging optimisation programs
**Modeled based on a pre-production sample and compared to Logitech plastic clamshell packaging

In FY19, we incorporated post-consumer recycled plastic in a product for the first time. From there, our teams helped pioneer colors in recycled plastics in order to pursue progress in terms of sustainability as well as to reflect Logitech's well-loved color palette. At the time, and for many years, the material costs of recycled plastics were greater than those of virgin plastic. However, we continued to pursue our sustainability objectives. The elevated price of oil today means material costs for virgin plastics have also risen beyond the cost of recycled plastics. Each example like this is a reminder that the choices that look hardest at the time tend to be the ones worth making — for products, for planet, for people and for the business.

logitech

Thank you for exploring our FY26 Impact Highlights. This document represents a snapshot of our ongoing journey to designing a positive future.

For comprehensive information about our initiatives, methodologies and progress, please visit logitech.com/sustainability for further details.

Awards and Recognition

Newsweek
World's Greenest Companies ranking 2025

Forbes
Best Employers #25/900

MSCI AAA
Rated

ISS ESG
Prime Status

EcoVadis
Gold

Sustainalytics
"Top-Rated"

DJSI Europe
Listed

Swiss Sustainability 25 Index® Listed