

Responsible Sourcing of Minerals Policy

1. Purpose

This policy outlines Logitech's commitment to responsible sourcing of minerals, including 3TG (tin, tantalum, tungsten, and gold), cobalt, and mica, and defines the requirements for our operations and supply chain to ensure that these minerals are sourced in a way that respects human rights, supports responsible mining, and mitigates conflict risks.

2. Scope

This policy applies to all Logitech operations and facilities worldwide, as well as our business partners and direct (Tier 1) suppliers and their supply chains. We require our suppliers to comply with the standards outlined in this policy and integrate them into their operations and supply chains.

3. Minerals of Concern

Logitech is subject to Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act ("the Dodd-Frank Act"), which defines conflict minerals as cassiterite (tin), coltan (tantalum), wolframite (tungsten), and gold (or their derivatives) sourced from the Democratic Republic of Congo (DRC) or adjoining countries and used to fund conflict. These minerals are commonly referred to as "3TG."

In addition to 3TG, our responsible minerals program also includes cobalt and mica, minerals that are known to potentially originate from conflict-affected and high-risk areas (CAHRAs). We are committed to ensuring that the sourcing of these minerals does not directly or indirectly support conflict or human rights abuses, while promoting responsible mining practices that support livelihoods.

4. Standards we Uphold

We uphold responsible sourcing standards set by the Responsible Business Alliance (RBA) and the Responsible Minerals Initiative (RMI). Our program also complies with all relevant legal requirements and reflects international best practices, including the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas ("OECD Guidance").

We actively monitor emerging regulations such as the European Conflict Minerals Regulations and other relevant standards. While we do not import minerals or metals into the EU, we have implemented measures to align our program with the spirit of these regulations and to ensure continuous improvement in our mineral sourcing practices.

5. Target

Logitech commits to **achieving and maintaining a 100% conflict-free supply chain on a year-on-year basis.**

This will be accomplished by requiring all smelters and refiners (SORs) in the supply chain for 3TG (tin, tantalum, tungsten, and gold), cobalt, and mica to meet one of the following criteria:

- Are verified as “Conformant” or “Active” under the Responsible Minerals Initiative Responsible Minerals Assurance Process (RMAP), or an equivalent internationally recognised independent third-party audit programme; or
- Are confirmed not to source minerals from Covered Countries or Conflict-Affected and High-Risk Areas (CAHRAs) by an independent third party.

6. Risk Management and Due Diligence

To mitigate the risks associated with mineral sourcing, we engage with our suppliers to raise awareness of the potential impacts of sourcing minerals from conflict-affected or high-risk areas. We communicate this policy through our website, our supply chain, and relevant supplier contracts.

Each year, we assess our direct (Tier 1) suppliers to identify materials and components that may contain 3TG, cobalt, and mica. We require suppliers to identify and disclose the smelters and refiners (SORs) in their supply chains, using tools like the RMI Conflict Minerals Reporting Template (CMRT) and Extended Minerals Reporting Template (EMRT).

We expect our suppliers to use SORs that participate in third-party audit programs such as RMAP, LBMA, and RJC and are certified as conflict-free. We monitor progress to ensure that the number of certified SORs increases annually.

Additionally, we submit annual reports to the Securities Exchange Commission (SEC) on our 3TG management efforts. Please refer to the [Reporting Page of Logitech.com](#) for additional reporting on progress, targets, and areas for future development.

7. Requirements for Suppliers

We require our suppliers to demonstrate their commitment to responsible mineral sourcing and provide assurance that the 3TG, cobalt, and mica supplied to Logitech are sourced responsibly. Specific commitments include:

- Upholding the RBA Code of Conduct, including responsible sourcing of minerals, as a contractual requirement.
- Establishing a Conflict Minerals Policy consistent with the standards we uphold, including OECD Guidance. This policy must be authorized by a senior company representative.
- Collaborating with Logitech to identify and report on SORs in their supply chain using the CMRT and EMRT templates.
- Sourcing 3TG, cobalt, and mica from SORs that are participating in third-party audit programs and working towards certification.
- Developing and implementing action plans for smelters or refiners that are not yet certified, pushing them to engage in third-party accredited certification programs and obtain certification.
- Supporting and facilitating any on-site auditing or other assurance processes implemented by Logitech (or third parties acting on Logitech’s behalf) to manage risks related to 3TG, cobalt, and mica sourcing.

8. Future Developments

We are committed to continuously improving our responsible sourcing programs and proactively review the responsible sourcing landscape. We apply due diligence principles and the precautionary principle to guide our actions.

Currently, we are monitoring mandatory due diligence requirements under the EU Battery Regulation, and we plan to expand our management systems to include additional minerals such as nickel, lithium, and natural graphite, alongside our existing cobalt sourcing program for batteries. We remain open to incorporating other minerals or materials that may require similar traceability and assurance mechanisms in the future.

9. Review and Update

This policy is reviewed at least annually and whenever there are changes in legislation or other external factors. The annual review process is coordinated by Logitech's Sustainability team and includes engagement with relevant stakeholders across the business. Any proposed updates or changes are reviewed and approved by the policy signatory.

10. Further Information

For more information about our responsible sourcing programs, please contact sustainability@logitech.com.



Robert O'Mahony

Head of Sustainability, Global Operations

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