



Sustainability Databook

Logitech International S.A.

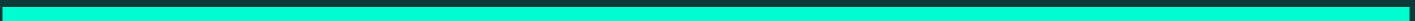


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1. INTRODUCTION

This Sustainability Databook (“Databook”) provides a comprehensive and transparent overview of Logitech’s non-financial performance. It includes data tables and methodology overviews across key environmental, social and governance (ESG) metrics, showcasing key initiatives, and highlighting our basis of reporting, for sustainability.

Where relevant, the presented data aligns with the requirements of relevant reporting frameworks, including but not limited to:

- the Global Reporting Initiative (GRI);
- the Sustainability Accounting Standards Board (SASB);
- the Carbon Disclosure Project (CDP); and
- the Greenhouse Gas (GHG) Protocol.

Adherence to these standards ensures our disclosures are consistent with globally recognised methodologies and Key Performance Indicators (KPIs), allowing for comparability and accountability.

This Databook complements our annual sustainability reports, which typically focus on material aspects of our performance and current year reporting, by offering year-on-year data and additional (non-material) data disclosures, where requested by stakeholders.

The following companion documents are available as part of Logitech’s annual cycle of reporting on environment, social and governance (ESG) aspects of company performance.

- Non-Financial Matters (NFM) Report
- Basis of Reporting (BoR)
- Stakeholder Engagement Report
- GRI Index
- Statement on Human Rights and Supply Chain Due Diligence Report; and
- Other relevant documents and reports on the sustainability reporting page of Logitech’s website
(<https://www.logitech.com/en-eu/sustainability/reports-and-resources>)

Logitech is committed to maintaining and evolving this Databook over time in line with emerging standards and stakeholder expectations. Please always refer to the “last updated” date in the document footer, to understand where the data in this document may supersede older data published in annual disclosures. A Revision History is also presented in Section 7.

Key Performance Indicators and Data are presented in Section 6. For each table in Section 6, further information on relevant aspects of the methodology is presented in Logitech’s Basis of Reporting document.

2. SCOPE

Global data is provided for all data points, with no exceptions, unless otherwise stated.

All Logitech entities and facilities are included, with no exceptions, unless otherwise stated.

3. REPORTING PERIOD

The reporting period is fiscal year (i.e., April 1 to March 31), except where otherwise stated.

In some cases, data relates to the calendar year (i.e., January 1 to December 31) for ease of reporting or alignment with international reporting frameworks.

The reporting period used for each datapoint is clearly indicated in the tables within this report with "FY" being fiscal year or "CY" being calendar year.

4. REPORTING GOVERNANCE

This report was prepared by Logitech's Sustainability team, with input from key functions across Logitech.

Where data has been subject to limited third-party assurance and included in Logitech's annual Non-Financial Matters (NFM) Report this is indicated with a "✓".

Logitech's annual NFM Report is overseen and approved by Logitech's Legal team and Board of Directors.

5. RESTATEMENTS

Certain restatements of historic and base year data may occur from time-to-time. Where restatements occur, data is marked with an asterisk (*) and explained by footnote or reference to Logitech's Basis of Reporting document, where further information is provided.

If data was 3rd party assured and then restated, the "✓" (indicating 3rd party assurance) is also removed.

6. KEY PERFORMANCE INDICATORS & DATA

All data is reported in S.I. units. Where appropriate, numbers are rounded for ease of reporting. In some limited cases where data is not available, it is indicated by “-”.

ENVIRONMENTAL

6.1 CLIMATE ACTION

TABLE 1 FUEL, REFRIGERANT AND ELECTRICITY CONSUMPTION

	Units	CY19	CY24	CY25
Production facility				
Petrol	L	11,418	9,615	9,395✓
Diesel	L	7,990	1,200	850✓
HCFC-22	kg	105	31	38✓
HFC-134a	kg	164	94	95✓
R-410a	kg	0	16	47✓
Electricity	kWh	21,498,069	19,170,227	19,723,584✓
Grid electricity	kWh	21,498,069	18,381,272	17,770,883
On-site solar electricity	kWh	0	788,955	1,952,701
Controlled Offices				
Natural gas	kWh	2,216,570	1,051,745	1,145,702✓
Electricity	kWh	8,308,322	7,473,146	7,560,604✓

TABLE 2 ENERGY CONSUMPTION

	Units	CY19	CY24	CY25
Energy consumption within Logitech (production facility + major offices)				
Total fuel consumption	GJ	8,689	4,159	4,466
Non-renewable fuel	GJ	8,689	4,159	4,466
Renewable fuel	GJ	0	0	0
Total electricity consumption	MWh	29,806	26,643✓	27,284✓
Total energy consumption	GJ	115,992	100,075	102,689
Energy consumption outside Logitech				
Electricity consumption by suppliers engaged in Logitech's Supplier RE Program ¹	MWh	-	220,013	218,154
	GJ	-	792,048	785,356
Renewable electricity consumption by suppliers engaged in Logitech's Supplier RE Program	MWh	-	171,181	197,120
Reduction of energy consumption				

¹ This is calculated as the estimated total manufacturing electricity consumption of our Tier 1 suppliers.

Total energy reduction as a result of efficiency projects	GJ	1,425.60	3,006	62
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TABLE 3 RENEWABLE AND NON-RENEWABLE ELECTRICITY

	Units	CY19	CY24	CY25
Total electricity consumption	MWh	29,806	26,643✓	27,284✓
Total renewable electricity	MWh	26,476	24,917*	25,638✓
Total non-renewable electricity	MWh	3,331	1,726*	1,646✓
Percentage renewable electricity ²	%	89	93✓	94✓

TABLE 4 CARBON AVOIDANCE PROGRAMS

	Units	CY24	CY25
Scope 1 & 2			
Renewable electricity instruments for our production facility ³	tCO2e	10,082	10,524✓
Renewable electricity generated at our production facility	tCO2e	433	1,156✓
Renewable electricity ⁴ for our offices	tCO2e	2,159*	2,193✓
Total Scope 1 & 2 carbon avoidance	tCO2e	12,674	13,873✓
Scope 3			
Renewable Electricity Buyers Club for suppliers	tCO2e	92,309	113,639✓
Use of post-consumer recycled plastic	tCO2e	55,753	55,042✓
Use of low-carbon aluminum	tCO2e	13,643	12,692✓
Use of recycled aluminum	tCO2e	1,159	1,727✓
Use of recycled steel	tCO2e	434	2,417✓
Use of recycled rare earth elements in magnets	tCO2e	241	501✓
Architecture improvements	tCO2e	8,359	8,439✓
Power savings	tCO2e	1,822	10,562✓
Total Scope 3 carbon avoidance	tCO2e	173,722	205,021✓
		372,790	437,786

TABLE 5 SCOPE 1 & 2 GREENHOUSE GAS (GHG) EMISSIONS

	Units	CY19	CY24	CY25
Total Scope 1 GHG emissions	tCO2e	880✓	422✓	517✓
Total Scope 2 GHG emissions (location-based)	tCO2e	16,181✓	13,051✓	13,512✓
Total Scope 2 GHG emissions (market-based)	tCO2e	1,880✓	935*	903✓
Total Scope 1 & 2 GHG emissions (market-based)	tCO2e	2,760✓	1,357*	1,420✓
Reduction in Scope 1 & 2 ⁵ GHG emissions compared to base year 2019	%	-	51*	49✓

² The renewable electricity footprint of our production facility and Controlled Offices, as a percentage of total electricity footprint of those facilities, rounded to the nearest 1%.

³ Including green tariffs and Energy Attribute Certificates.

⁴ Including green tariffs and Energy Attribute Certificates.

⁵ Market-based Scope 2 emissions compared to a base year of 2019 .

TABLE 6 SCOPE 1 & 2 INTENSITY

	Units	CY19	CY24	CY25
Scope 1 & 2 GHG emission intensity	tCO ₂ e/Million USD	1.937	0.803*	0.859

TABLE 7 SCOPE 3 GREENHOUSE GAS EMISSIONS

	Units	CY21*	CY24	CY25
Scope 3				
Total Scope 3 GHG emissions	tCO ₂ e	2,249,979*	1,538,652*	1,507,158✓
Scope 3 Breakdown				
Purchased goods and services	tCO ₂ e	1,434,292*	981,418✓	920,811✓
Capital goods	tCO ₂ e	46,733	29,938	82,537
Fuel- and energy-related activities (not included in Scope 1 or 2)	tCO ₂ e	3,496*	3,214	3,071
Upstream transportation and distribution	tCO ₂ e	195,326*	87,493	76,852
Waste generated in operations	tCO ₂ e	37	18	13
Business travel	tCO ₂ e	1,179	12,810	12,239
Employee commuting	tCO ₂ e	5,807	5,520	5,612
Upstream leased assets	tCO ₂ e	487*	427*	780
Downstream transportation and distribution	tCO ₂ e	37,199*	32,221	34,821
Processing of sold products	tCO ₂ e	32*	58	143
Use of sold products	tCO ₂ e	399,845*	288,889✓	274,158✓
End-of-life treatment of sold products	tCO ₂ e	122,674*	93,257	92,709
Downstream leased assets	tCO ₂ e	0	0	0
Franchises	tCO ₂ e	0	0	0
Investments	tCO ₂ e	2,871*	3,390	3,410
Reduction in Scope 3 emissions from baseline year 2021	%	-	32✓	33✓

TABLE 8 ENERGY EFFICIENCY PROJECTS

CY	Project Type	Project Subtype	Project Description	Energy reductions (GJ and kWh)	Carbon avoidance (tCO ₂ e)
CY19	Energy efficiency: Building services	Lighting	Replaced about 4,500 T5 lamps with LED lighting. Increasing our LED usage from 77% to 99.5%.	1,426 GJ 396,000 kWh	248
CY19	Energy efficiency: Processes	Compressed air	Installed a small compressor in the IQC Lab to avoid using the main factory compressor during non-operational hours. We estimate this contributed to a saving of approximately 2% of the power consumption for air compressors across the factory.		
CY19	Energy efficiency: Building services	Building controls	Installed time controllers for drinking water fountains, stairwells and lighting in public areas. We Automated working hour power down on weekends.		
CY20	Energy efficiency: Processes	Compressed air	Replaced an old compressor with a new, and more efficient double-stage air compressor, and have done the same for the electric power machine. We estimate this improved our efficiency by 11%.	216 GJ 60,000 kWh	37
CY20 - CY21	Fugitive emissions reductions	Refrigerant leakage reduction	Upgraded our chiller system by replacing 2 existing 433 kWh chillers (total 866 kWh) with 3 new 192.8 kWh chillers (total 578.4 kWh). This has not only improved our energy efficiency, but has also helped us reduce the use of R134a in chillers by over 50% by the end of CY21. The carbon savings from refrigerant changes is not included in this conservative calculation of impact avoidance.	3,487 GJ 968,526 kWh	606
CY21	Fugitive emissions reductions	Refrigerant leakage reduction	Upgraded our heat pump system by replacing 2 existing 409 kWh Heat Pumps (total 818 kWh) with 2 new 369.2 kWh Heat pumps (total 738.4 kWh). This has not only improved our energy efficiency, but also allowed us to replace R22 refrigerant with R134a, resulting in a 65% reduction in the use of R22, by end of CY22. The carbon savings from refrigerant change are not included in this conservative calculation of impact avoidance.	464 GJ 128,952 kWh	81
CY22	Energy efficiency: Processes	HVAC energy saving	Installed two sets of frequency converters for our fan motors, which have a total power of 22.5KW. This has resulted in annual energy saving of 73 kWh calculated as follows: annual energy saving: 22.5KW*45%*24H*300D=73,000 kWh .	263 GJ 73,000 kWh	45

CY	Project Type	Project Subtype	Project Description	Energy reductions (GJ and kWh)	Carbon avoidance (tCO2e)
CY23	Low-carbon energy purchase	Solar power station	1,200 solar panels installed at Logitech's factory in Suzhou, China. The installed capacity of the solar panels is 680 kW (maximum peak power) and the panels have the potential to generate 700 MW/year, which is equivalent to 3-5% of the electricity demand of the main building. Over the 20 year design life expectancy, the average annual carbon saving of the panels is estimated to be 398 tCO2 per annum (Emission factor: 0.5691 kgCO2e/kWh from IEA 2023 database).	2,520 GJ 700,000 kWh	398
CY23	Low-carbon energy installation	Solar Street Lighting	Installed a solar street lamp this year. Estimate save 500 KWH per year. Because of low ROI, it's still under study whether the project will continue.	2 GJ 500 kWh	0
CY24	Low-carbon energy purchase	Solar power station	Expanded 800KW solar power (1,500 panels, maximum peak power) on roof of the main building. The increased solar panels have the potential to generate 800~900 MWH/year. After expansion, we have a total 1,500KW capacity. Estimated total power generation is 1,600MW/year, which is equivalent to 10-12% of the electricity demand of the main building.	2,880 GJ 800,000 kWh	439
CY24	Fugitive emissions reductions	Refrigerant leakage reduction	Upgraded project of dormitory & central office in CY24, total replace 254 old air conditioners (R22) with green refrigerant (R32/R410a) .	126 GJ 35,000 kWh	19
CY25	Energy consumption reductions	Power consumption	Added a centralized control platform for central office air conditioning to enhance scheduling and temperature restriction management.	62GJ 17,200 kWh	10
TOTAL				11,445 GJ 3,1798,178 kWh	1,883

TABLE 9 OTHER EMISSIONS

	Units	CY24	CY25
Direct Biogenic emissions	tCO2e	0	0
Indirect Biogenic emissions	tCO2e	26,980	26,626
Volatile Organic Compounds	t	0	0
Perfluorocarbons	tCO2e	0	0

TABLE 10 PRODUCTS WITH LIFE CYCLE ANALYSIS (LCA) STUDIES

	Units	FY21	FY22	FY23	FY24	FY25	FY26
Percentage of products with a Product Carbon Footprint Study (Carbon Impact Value or Full LCA)	%	1	17	43	64	83	92 [✓]

TABLE 11 CLIMATE RISK

Risk / Opportunity	Value Segment	Chain	Risk Horizon	Risk Rating	Estimated ImpactUSD	Financial
Material shortages (Copper)	Direct Operations, Upstream and Downstream		Medium term	Medium	\$4,200,000 - \$6,300,000	
Water stress in Taiwan	Upstream		Medium term	Medium	\$2,400,000 - \$3,000,000	
Stronger Competitive Advantage	Direct operations		Medium term	Medium	\$500,000 - \$6,000,000	

6.2 WATER

TABLE 12 WATER FROM OUR PRODUCTION FACILITY

Category	Units	CY21	CY22	CY23	CY24	CY25
Water Withdrawal						
Total water withdrawal	ML	314 [✓]	281 [✓]	285 [✓]	186 [✓]	174 [✓]
Surface water	ML	0	0	0	0	0
Ground water	ML	0	0	0	0	0
Seawater	ML	0	0	0	0	0
Produced water	ML	0	0	0	0	0
Third-party water	ML	314	281	285	186 ⁶	174 ⁷
Freshwater (<1,000 mg/L TDS)	ML	314	281	285	186	174
Other water (>1,000 mg/L TDS)	ML	0	0	0	0	0
Water Discharge by Destination						
Total water discharge	ML	285	255	258	169 ⁸	155 ⁹
Surface water	ML	0	0	0	0	0
Ground water	ML	0	0	0	0	0
Seawater	ML	0	0	0	0	0
Third-party water	ML	285	255	258	169	155
Third-party water reused by other organisations	ML	0	0	0	0	0
Water Discharge by Freshwater and Other Water						
Freshwater (<1,000 mg/L TDS)	ML	285	255	258	169	155
Other water (>1,000 mg/L TDS)	ML	0	0	0	0	0

⁶ GRI 303-3 (b)(v): Made up of 166 megalitres from public mains operated by the local authority and 20 megalitres of hot water purchased from the neighbouring facility.

⁷ GRI 303-3 (b)(v): Made up of 156 megalitres from public mains operated by the local authority and 18 megalitres of hot water purchased from the neighbouring facility.

⁸ GRI 303-4 (a)(iv): All 169 megalitres are discharged to public mains operated by the local authority (other water).

⁹ GRI 303-4 (a)(iv): All 155 megalitres are discharged to public mains operated by the local authority (other water).

Priority Substances of Concern in Discharged Water						
Priority substances treated/discharged	g	0	0	0	0	0
Non-compliances with water discharge permits	#	0	0	0	0	0
Water Consumption						
Total water consumption ¹⁰	ML	29	26	27	17	19 [✓]

6.3 CIRCULARITY

TABLE 13A REFURBISHED DEVICES

	Units	CY21	CY22	CY23	CY24	CY25
Number of refurbished devices	#	13,497	32,684	32,474	20,145	51,463

TABLE 13B MATERIALS USED IN OUR PRODUCT PORTFOLIO

	Units	CY21	CY22	CY23	CY24	CY25
Total weight of materials used in products and packaging	t	124,914	97,572	82,147	98,211	91,386 [✓]
Paper packaging	t	40,832	31,360	27,260	32,467	29,818
Plastic packaging	t	3,364	2,262	1,936	2,071	1,812
Plastic parts	t	42,934	35,489	30,064	36,154	34,021
Elastomers	t	2,585	1,888	1,474	1,704	1,590
Metal parts	t	14,742	11,480	8,922	11,425	10,616
Aluminum	t	2,660	2,011	1,668	2,004	2,018
Iron/Steel	t	11,463	9,169	6,991	9,142	8,319
Copper	t	107	82	67	81	115
Other metals	t	512	218	196	198	164
Magnets	t	374	337	271	268	191
Cables	t	5,555	3,852	3,348	3,853	3,719
Printed circuit board (PCB)	t	2,664	2,185	1,801	2,143	2,062
Batteries	t	2,978	2,732	2,379	2,816	2,678
Lithium batteries	t	360	325	267	312	269
Alkaline batteries	t	2,619	2,408	2,112	2,504	2,409

¹⁰ Water consumption is limited to evaporation losses from the cooling tower and humidifier.

	Unit s	CY21	CY22	CY23	CY24	CY25
Other Electronic & Electrical (EE) Components ¹¹	t	5,440	3,730	2,913	3,375	3,024
Other ¹²	t	3,447	2,257	1,780	1,935	1,857

TABLE 14 NATURAL AND RENEWABLE MATERIALS IN OUR PRODUCT PORTFOLIO

	Units	CY22	CY23	CY24	CY25
Total weight of natural materials used in products and packaging ¹³	t	31,360	27,260✓	32,467✓	29,818✓
Percentage of natural materials used in products and packaging, which are renewable	%	40	46✓	55✓	57✓
Total weight of natural and renewable materials ¹⁴ used in products and packaging	t	12,518	12,498✓	17,769✓	17,083✓
Total weight of natural and non-renewable materials used in products and packaging	t	18,842	14,762	14,698	12,734

TABLE 15 RECYCLED MATERIALS IN OUR PRODUCT PORTFOLIO

	Units	CY22	CY23	CY24	CY25
Total weight of materials with recycled content ¹⁵ in products and packaging	t	17,935	16,304✓	21,841✓	21,959✓
Percentage recycled content in products and packaging	%	18	20✓	22✓	24✓
Percentage of plastic that comes from recycled sources	%	31	34	40	42
Total weight of materials with no recycled content	t	79,637	65,843	76,370	69,427

¹¹ Switches, LEDs, connectors, crystals & resonators, inductors, ICs, capacitors, sensors, resistors, transistors, thermal resistors, filters, diodes, etc. And other modular electronic components such as acoustics, drivers, adaptors, motors, dongles, solar panels, membrane modules and backlight modules.

¹² Consumables (grease, glue, etc), solders, glasses, corks, leathers, woods, as well as other mechanical composite materials and modules (incl. lens modules).

¹³ Natural materials are materials that are paper and paper-based products. In Logitech, this is paper packaging.

¹⁴ Renewable materials are natural materials that can be replenished quickly and are recyclable at end-of-life. For Logitech, renewable materials are FSC™-certified paper and the paper used in our master shipper boxes.

¹⁵ Modeled as the weight of recycled plastic, aluminum, steel and paper (in master shipper packaging) shipped during Calendar Year 2025.

TABLE 15B BREAKDOWN OF RECYCLED MATERIALS IN OUR PRODUCT PORTFOLIO

	Units	CY24	CY25
Recycled plastic ¹⁶	t	14,297	14,139
	%	40%	42%
Recycled aluminum	t	115	171
	%	6%	8%
Recycled steel	t	224	1,248
	%	2%	15%
Master shipper	t	7,198	6,388
	%	70%	70%
Recycled Rare Earth Elements (REE) magnets *	t	7	14
	%	2%	7%

TABLE 16 PRODUCTS WITH LOW-CARBON OR CIRCULAR FEATURES

	Units	FY21	FY22	FY23	FY24	FY25	FY26
Products with a Product Carbon Footprint study ¹⁷	%	1	17	43	64	83	92✓
Products with FSC Packaging ¹⁸	%	-	8	13	19✓	27✓	31✓
Products with Next Life Plastics ¹⁹	%	-	45	60	69✓	83✓	81✓
Products that are PVC-free ²⁰	%	-	33	43	41✓	47✓	55✓
Products with low carbon or recycled aluminum ²¹	%	-	15	28	42	44	43✓
Products supported for DIY Repair ²²	%	-	-	-	-	8	23

TABLE 17 END OF LIFE RECYCLING

	Units	CY22	CY23	CY24	CY25
Total weight of products collected for recycling via EPR/compliance schemes	t	12,131	10,724	10,714	19,663

¹⁶ Post-consumer recycled plastic. Logitech uses zero post-industrial recycled plastics in its products.

¹⁷ 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.

¹⁸ Percentage of Dec. 2025 units shipped, which have FSCTM-certified paper packaging.

¹⁹ Percentage of Dec. 2025 units shipped, which incorporate post-consumer recycled plastic.

²⁰ Percentage of Dec. 2025 units shipped, which have no detectable presence of polyvinyl chloride.

²¹ 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.

²² Percentage of Dec. 2025 units shipped, which had at least one Logitech Repair Guide or Spare Part available via iFixit Repair Hubs worldwide.

Total weight of products collected for recycling via voluntary schemes	t	166	211	268	97
Total weight of products collected	t	12,297	10,935	10,982	19,760
Percentage of weight placed on market ²³	%	<1%	<1%	<1%	<1%

18 WASTE GENERATED FROM OUR PRODUCTION FACILITY AND OFFICES

		Treatment	Units	CY21	CY22	CY23	CY24	CY25
At our own production facility								
Non-hazardous	Food waste	Recycled	t	340	356	422	271	248
	Paper packaging	Recycled	t	288	221	232	280	211
	Wood packaging	Recycled	t	55	44	40	90	79
	Plastic packaging	Recycled	t	25	20	21	25	19
	Other waste	Recycled	t	5.99	5.45	5.52	7.10	69.41
	LED lamp	Incinerated (with energy recovery)	t	0.28	0.40	0.61	0.25	0.16
	Office waste	Incinerated (with energy recovery)	t	N/R	1,142	1,097	1,148	1,080
	Total Non-hazardous		t	714	1,787	1,818	1,821	1,706
Hazardous	Printed circuit board	Recycled	t	83	80	83	78	43
	Waste oil	Incinerated (with energy recovery)	t	1.41	1.33	1.39	1.30	0.90
	Chemical bottles & wiping cloths	Incinerated (with energy recovery)	t	3.20	1.70	1.80	1.74	3.00
	Alcohol	Incinerated (with energy recovery)	t	0.50	0.30	0.20	0.06	0.13
	PCB dust	Incinerated (with energy recovery)	t	0.00	0.00	0.00	3.00	5.00
	Lamps	Recycled	t	0.00	0.00	0.00	0.00	0.00
	Total Hazardous		t	88	83	87	81	47
Total ²⁴			t	802	1,870	1,905	1,902	1,754
At our offices								
Non-hazardous	Mixed waste	-	t	933	928	878	912	927

TABLE 19 END OF LIFE TREATMENT OF WASTE FROM OUR PRODUCTION FACILITY

	Units	CY22	CY23	CY24	CY25
Total waste recycled	t	725	804	748	665
Total waste disposed	t	1,145	1,101	1,154	1,089

²³ We report the percentage of products collected for recycling through Logitech's EPR/compliance and voluntary schemes in Table 18. As noted, Logitech's own programs account for less than 1% of the total tonnage placed on the market, as we currently lack a mechanism to capture data on the volumes collected by distributors and third parties with EPR obligations or voluntary schemes covering Logitech products.

²⁴ Restated in May 2026, to adjust each data point by 1 ton to address rounding issues.

	Units	CY22	CY23	CY24	CY25
- Waste incinerated with energy recovery	t	1,145	1,101	1,154	1,089
- Waste incinerated without energy recovery	t	0	0	0	0
- Waste landfilled	t	0	0	0	0
- Waste otherwise disposed	t	0	0	0	0
- Waste with unknown disposal method	t	0	0	0	0
Total waste recycled	%	39	42	39	38
- Non-hazardous waste recycling rate	%	36	40	37	37
- Hazardous waste recycling rate	%	96	96	92	81

6.4 TARGETED SUBSTANCES

TABLE 20 PRODUCT & LEGAL COMPLIANCE

	Units	FY22	FY23	FY24	FY25	FY26
Number of significant fines ²⁵ and non-monetary sanctions for noncompliance with environmental laws and/or regulations	#	0✓	0✓	0✓	0✓	0✓
Number of noncompliances with product health and safety regulations resulting in a fine or penalty or regulatory warning	#	0	0	0✓	0✓	0✓
Number of incidents of noncompliance with regulations concerning product and service information and labeling resulting in a fine or penalty or regulatory warning	#	0✓	0✓	0✓	0✓	0✓
Products that are PVC-free	%	39	40	43✓	44✓	55✓

SOCIAL

6.5 INCLUSION

TABLE 21 GENDER, AGE AND RACE/ETHNICITY OF THE BOARD OF DIRECTORS

	Units	FY22	FY23	FY24	FY25	FY26
Gender						
Male	%	64	67	60✓	58✓	64✓
Female	%	36	33	40✓	42✓	36✓
Declined to state or not specified	%	0	0	0✓	0✓	0✓
Age						
<30	%	0	0	0	0	0✓
30-50	%	18	25	30	25	9✓
51+	%	82	75	70	75	91✓

²⁵ A fine of more than USD \$10 000.

	Units	FY22	FY23	FY24	FY25	FY26
Race/Ethnicity²⁶						
Asian	%	18	25	30	25	27✓
Black or African American	%	0	0	0	0	0✓
Hispanic or Latino	%	0	0	0	0	0✓
White	%	82	75	60	67	64✓
Indigenous or Native American	%	0	0	0	0	0✓
Native Hawaiian or other Pacific Islander	%	0	0	0	0	0✓
Declined to state or not specified	%	0	0	10	8	9✓

TABLE 22 GENDER, AGE, RACE/ETHNICITY AND REGION OF ALL EMPLOYEES

	Units	FY22	FY23	FY24	FY25	FY26
Gender						
Male	%	63	63	62✓	63✓	63✓
Female	%	37	37	38✓	37✓	37✓
Declined to state or not specified	%	0	0	0✓	0✓	0✓
Age						
<30	%	31	31	22✓	25✓	26✓
30–50	%	61	61	67✓	64✓	63✓
51+	%	8	9	12✓	11✓	11✓
Race/Ethnicity²⁷						
Asian	%	34	32	33✓	32✓	32✓
Black or African American	%	4	5	5✓	5✓	4✓
Hispanic or Latino	%	5	8	9✓	8✓	8✓
White	%	49	50	49✓	50✓	50✓
Indigenous or Native American	%	0	0	0✓	1✓	0✓
Native Hawaiian or other Pacific Islander	%	2	1	1✓	1✓	1✓
Declined to state or not specified	%	6	4	4✓	3✓	3✓
Region						

²⁶ Data is available for U.S. employees only. Individuals may choose to disclose their racial/ethnicity in accordance with the categories and requirements of the U.S. Equal Employment Opportunity Commission EE-01 Component Reporting rules. Individuals who choose not to identify are classified as “declined to state”.

²⁷ Data is available for U.S. employees only. Individuals may choose to disclose their racial/ethnicity in accordance with the categories and requirements of the U.S. Equal Employment Opportunity Commission EE-01 Component Reporting rules. Individuals who choose not to identify are classified as “declined to state”.

EMEA	%	17	17	17	16✓	15✓
Americas	%	24	22	21	19✓	18✓
Asia Pacific	%	58	60	62	65✓	67✓

TABLE 23 GENDER BY EMPLOYMENT LEVEL

	Units	FY22	FY23	FY24	FY25	FY26
Leadership Team						
Male	%	64	63	50✓	57✓	50✓
Female	%	36	38	50✓	43✓	50✓
Declined to state	%	0	0	0✓	0✓	0✓
Extended Leadership						
Male	%	71	68	68	67	69
Female	%	29	32	32	33	31
Declined to state	%	0	0	0	0	0
People Managers						
Male	%	64	66	66	63	64
Female	%	36	34	34	37	36
Declined to state	%	0	0	0	0	0
All other employees						
Male	%	62	62	61	62	63
Female	%	38	38	39	38	37
Declined to state	%	0	0	0	0	0

TABLE 24 AGE BY EMPLOYMENT LEVEL

	Units	FY22	FY23	FY24	FY25	FY26
Leadership Team						
Under 30	%	0	0	0	0	0
30–50	%	44	38	29	29	33
51+	%	56	63	71	71	67
Extended Leadership						
Under 30	%	0	0	0	0	0
30–50	%	67	65	60	59	61

	Units	FY22	FY23	FY24	FY25	FY26
51+	%	33	35	40	41	39
People Managers						
Under 30	%	3	2	2	1	2
30-50	%	81	81	80	81	79
51+	%	15	17	18	18	19
All other employees						
Under 30	%	28	29	26	30	31
30-50	%	64	63	65	62	61
51+	%	8	8	9	9	8

TABLE 25 RACE/ETHNICITY BY EMPLOYMENT LEVEL

	Units	FY22	FY23	FY24	FY25	FY26
Leadership Team						
Asian	%	24	20	25	33	25
Black or African American	%	6	0	0	0	0
Hispanic or Latino	%	0	0	0	0	0
White	%	71	80	75	67	75
Indigenous or Native American	%	0	0	0	0	0
Native Hawaiian or other Pacific Islander	%	0	0	0	0	0
Declined to state or not specified	%	0	0	0	0	0
Extended Leadership						
Asian	%	28	32	36	31	30
Black or African American	%	4	4	2	3	3
Hispanic or Latino	%	3	4	5	5	6
White	%	59	56	54	57	58
Indigenous or Native American	%	1	1	0	0	0
Native Hawaiian or other Pacific Islander	%	0	1	1	1	1
Declined to state or not specified	%	6	3	2	3	3
People Managers						
Asian	%	34	35	34	34	37
Black or African American	%	4	3	3	4	5
Hispanic or Latino	%	5	8	8	9	9

	Units	FY22	FY23	FY24	FY25	FY26
White	%	49	49	47	47	43
Indigenous or Native American	%	0	0	1	1	1
Native Hawaiian or other Pacific Islander	%	2	1	1	2	2
Declined to state or not specified	%	6	4	7	5	4
All other employees						
Asian	%	32	32	32	32	31
Black or African American	%	5	6	6	5	5
Hispanic or Latino	%	9	9	9	9	9
White	%	48	48	48	49	50
Indigenous or Native American	%	0	0	0	1	1
Native Hawaiian or other Pacific Islander	%	1	1	1	1	1
Declined to state or not specified	%	5	4	3	3	4

TABLE 26 REGION BY EMPLOYMENT LEVEL

	Units	FY22	FY23	FY24	FY25	FY26
Leadership Team						
EMEA	%	24	31	36	29	25
Americas	%	72	63	57	64	67
Asia Pacific	%	4	6	7	7	8
Extended Leadership						
EMEA	%	27	27	26	28	30
Americas	%	56	56	55	53	50
Asia Pacific	%	17	17	19	19	20
People Managers						
EMEA	%	25	27	28	25	28
Americas	%	32	28	25	27	26
Asia Pacific	%	43	45	47	47	46
All other employees						
EMEA	%	16	15	15	14	15
Americas	%	21	19	18	16	18
Asia Pacific	%	63	65	67	70	67

TABLE 27 GENDER AND MINORITY RACE/ETHNICITY OF SPECIFIC POSITIONS

	Units	FY22	FY23	FY24	FY25	FY26
Women in all management positions ²⁸	%	–	–	34✓	36✓	34✓
Women in junior management positions ²⁹	%	36	34	34✓	37✓	36✓
Women in top management positions, i.e. maximum two levels away from the CEO or comparable positions ³⁰	%	29	32	33✓	33✓	31✓
Women managers in revenue-generating positions ³¹	%	7	8	8✓	9✓	7✓
Women in STEM-related positions ³²	%	21	21	21✓	23✓	23✓
Minority representation in management positions	%	–	–	–	44	46✓

TABLE 28 GENDER & REGION BY CONTRACT TYPE

		Units	FY23	FY24	FY25	FY26
Gender						
Permanent	Male	#	3,060	4,031✓	4,470✓	4,828✓
	Female	#	1,868 ³³	2,469✓	2,677✓	2,822✓
	Declined to state or not specified	#	0	0✓	1✓	0✓
Temporary	Male	#	110 ³⁵	803✓	243✓	243✓
	Female	#	94 ³⁵	331✓	152✓	132✓
	Declined to state or not specified	#	1 ³⁵	0✓	0✓	0✓
Region						
Permanent	EMEA	#	1,177	1,125	1,165	1,176✓
	Americas	#	1,501	1,348	1,355	1,360✓
	Asia-Pacific	#	2,250	4,027	2,406	5,114✓
Temporary	EMEA	#	109	115	120	133✓

²⁸ Women in the Logitech “People Managers” category, “Extended Leadership” category, and “Leadership Team” category, as a percentage of all individuals in those categories.

²⁹ Women in the Logitech “People Managers” category, as a percentage of all individuals in that category.

³⁰ Women in the Logitech “Extended Leadership” category and “Leadership Team” category, as a percentage of all individuals in these two categories.

³¹ Revenue-generating positions are positions in sales or with any type of sales commission; for example, some of Logitech’s Customer Support Group and Design and Marketing Group may be included. The percentage of women managers in revenue-generating positions is calculated as the number of women managers in revenue-generating positions divided by the total number of managers in revenue-generating positions.

³² STEM positions are positions that relate to science, technology, engineering, and mathematics. Logitech’s People and Culture team define these positions, which include engineers, data scientists, and others. The number of women in STEM positions is calculated as a percentage of the total number of individuals in STEM positions.

³³ FY23 figures updated to expand the scope of the metric to include staff at our production facility. These changes are immaterial and consistent with our current reporting methodology.

		Units	FY23	FY24	FY25	FY26
	Americas	#	10	6	21	10 [✓]
	Asia-Pacific	#	86	1,013	94	232 [✓]

TABLE 29 GENDER & REGION BY EMPLOYMENT TYPE

		Units	FY23	FY24	FY25	FY26
Gender³⁴						
Full-time	Male	#	3,131	2,956 [✓]	4,663 [✓]	5,024 [✓]
	Female	#	1,899	1,848 [✓]	2,779 [✓]	2,913 [✓]
	Declined to state or not specified	#	0	0 [✓]	1 [✓]	0 [✓]
Part-time	Male	#	39	36 [✓]	50 [✓]	47 [✓]
	Female	#	63	49 [✓]	50 [✓]	41 [✓]
	Declined to state or not specified	#	1 ³⁵	0 [✓]	0 [✓]	0 [✓]
Region						
Full-time	EMEA	#	1,228	1,196	1,240	1,269 [✓]
	Americas	#	1,501	1,348	1,357	1,357 [✓]
	Asia-Pacific	#	2,301	2,260	4,846	5,311 [✓]
Part-time	EMEA	#	58	44	45	40 [✓]
	Americas	#	10	6	19	13 [✓]
	Asia-Pacific	#	35	35	36	35 [✓]

TABLE 30 GENDER, AGE AND REGION OF NEW HIRES³⁶

	Unit	FY22	FY23	FY24	FY25	FY26
Gender						
Total	#	3,018	1,745	1,442	1,595	2,296
Male	#	1,930	1,127	961	1,041 [✓]	1,669 [✓]
	%	64	65	67	65 [✓]	73 [✓]
Female	#	1,078	616	481	553 [✓]	627 [✓]

³⁴ FY23 and FY24 gender by employment type excludes Suzhou labour employees.

³⁵ FY23 figures updated to correct administrative errors in reporting. These changes are immaterial and consistent with our current reporting methodology.

³⁶ Includes direct workers from all regions worldwide.

	Unit	FY22	FY23	FY24	FY25	FY26
	%	36	35	33	35✓	27✓
Employees who declined to state	#	10	2	0	1✓	0✓
	%	0	0	0	0✓	0✓
Age						
Under 30	#	2,261	1,272	977	1,045✓	1,611✓
	%	75	73	68	66✓	70✓
30-50	#	654	444	436	507✓	649✓
	%	22	25	30	32✓	28✓
>50	#	103	29	29	43✓	36✓
	%	3	2	2	3✓	2✓
Region						
Asia Pacific	#	603	267	177	1,349✓	2,044✓
	%	42	47	48	85✓	89✓
EMEA	#	360	142	117	107✓	112✓
	%	25	25	32	7✓	5✓
Americas	#	490	160	75	139✓	140✓
	%	34	28	20	9✓	6✓

TABLE 31A GENDER, AGE AND REGION OF EMPLOYEE TURNOVER

	Unit	FY22	FY23	FY24	FY25	FY26
Gender						
Total	#	3,780	1,889	2,145	1,407	2,115✓
Male	#	2,426	1,223	1,468	919✓	1,530✓
	%	64	65	68	65✓	72✓
Female	#	1,351	665	677	488✓	585✓
	%	36	35	32	35✓	28✓
Employees who declined to state	#	3	1	0	0✓	0✓
	%	0	0	0	0✓	0✓
Age						
Under 30	#	-	-	-	834✓	1,398✓
	%	-	-	-	59✓	66✓
30-50	#	-	-	-	494✓	625✓

	Unit	FY22	FY23	FY24	FY25	FY26
	%	-	-	-	35✓	30✓
>50	#	-	-	-	79✓	92✓
	%	-	-	-	6✓	4✓
Region						
Asia Pacific	#	-	-	-	1,189✓	1,855✓
	%	-	-	-	85✓	88✓
EMEA	#	-	-	-	87✓	117✓
	%	-	-	-	6✓	6✓
Americas	#	-	-	-	131✓	143✓
	%	-	-	-	9✓	7✓

TABLE 31B GENDER SPLIT (PROMOTIONS)

	Unit	FY22	FY23	FY24	FY25	FY26
Gender						
Total	#	-	-	1,478	1,629	2,067
Male	%	-	-	62	62	65
Female	%	-	-	38	38	35
Employees who declined to state	%	-	-	0	0	0

TABLE 32 GENDER PAY GAP (IRELAND)

		Units	HY22	HY23	HY24	HY25
Gender pay gap	Mean	%	4	-10	1	7
	Median	%	10	4	1	6
Gender bonus gap	Mean	%	-5	-18	1	-5.5
	Median	%	6	3	14	12
Gender diversity of bonus recipients	Male	%	88	92	91	95.92
	Female	%	85	95	95	94.34

HY: 01 July to 30 June

6.6 TALENT ATTRACTION AND RETENTION

TABLE 33 TALENT DEVELOPMENT

	Units	FY25	FY26
Employees who received a year end performance review	%	88	95

Employees who received a career development review	%	82	93
--	---	----	----

TABLE 34 EMPLOYEE HAPPINESS

	Units	FY21	FY22	FY23	FY24	FY25	FY26
Employee Happiness Index	#	79	77	75	75	78	80

TABLE 35 INTERNAL MOBILITY

	Units	FY22	FY23	FY24	FY25	FY26
Percentage of open positions filled by internal candidates	%	16	26	22	16	10

TABLE 36 EMPLOYEE TURNOVER

	Calculation Based On	Units	FY22	FY23	FY24	FY25	FY26
Total Employee Turnover Rate	Average headcount	%	57	28	32	21	29
	EOY headcount	%	55	28	33	20	28
Voluntary Employee Turnover Rate	Average headcount	%	55	22	27	18	26
	EOY headcount	%	52	22	28	18	25

TABLE 37 TRAINING AND DEVELOPMENT³⁷

	Units	FY23	FY24	FY25	FY26
Number of Full Time Equivalents (FTEs) at year end ³⁸	#	4,928	4,680	4,926	5,020
Total Training & Development (T&D) hours	#	N/R	N/R	N/R	8,149
Average hrs per FTE of T&D	#	N/R	N/R	N/R	8.16
USD spend on T&D in the reporting period	\$USD	N/R	N/R	N/R	544,559
Average spend (USD) per FTE on T&D	\$USD	N/R	N/R	N/R	108.48

TABLE 38 HUMAN CAPITAL RETURN ON INVESTMENT

	Units	FY22	FY23	FY24	FY25	FY26
Total Revenue (USD)	\$USD	5,481,101,000	4,538,817,820	4,298,467,000	4,554,900,000	4,840,760,000
Total Operating Expenses	\$USD	1,488,994,000	1,261,045,788	1,190,685,000	1,307,746,000	1,316,142,597
Total employee-related expenses (salaries +	\$USD	557,093,586	591,333,406	524,604,640	548,823,238	564,189,574

³⁷ Some data Not Reported (N/R) due to incomplete data from some segments of the business.

³⁸ FY23 and FY24 restated to capture additional data from the business.

benefits)						
Human Capital Return on Investment	\$USD	8.17	6.54	6.92	6.92	7.24

6.7 HEALTH & SAFETY

TABLE 39A HEALTH & SAFETY AT OUR PRODUCTION FACILITY (DIRECT WORKERS³⁹)

	Units	CY21	CY22	CY23	CY24	CY25
Number of fatalities, due to work-related injury	# cases	0	0	0✓	0✓	0✓
Number of fatalities, due to work-related ill health	# cases	0	0	0✓	0✓	0✓
Number of high-consequence work-related injuries	# cases	0	0	0✓	2✓	0✓
Number of recordable work-related injuries	# cases	3	4	1✓	2✓	2 ⁴⁰ ✓
Number of recordable work-related ill health cases	# cases	0	0	0✓	0✓	0✓
Total recordable incident rate ⁴¹	# cases	0.07	0.06	0.03✓	0.03✓	0.06✓
Number of hours worked	# hours	8,128,051	6,287,358	6,723,488✓	7,019,920✓	6,882,870✓
Number of lost days due to work-related injuries or ill health	# days	16	55	30	666	60

TABLE 39B HEALTH & SAFETY AT OUR PRODUCTION FACILITY (INDIRECT WORKERS⁴²)

	Units	CY21	CY22	CY23	CY24	CY25
Number of fatalities, due to work-related injury	# cases	0	0	0✓	0✓	0✓
Number of fatalities, due to work-related ill health	# cases	0	0	0✓	0✓	0✓
Number of high-consequence work-related injuries	# cases	0	0	0✓	0✓	0✓
Number of recordable work-related injuries	# cases	0	0	0✓	0✓	0✓
Number of recordable work-related ill health cases	# cases	0	0	0✓	0✓	0✓
Total recordable incident rate ⁴³	# cases	0.00	0.00	0.00✓	0.00✓	0.00✓
Number of hours worked	# hours	3,809,520	3,372,155	1,913,658✓	2,357,898✓	1,432,165✓

³⁹ Direct contract: Individuals with a direct employment contract with Logitech.

⁴⁰ Both injuries were categorised as slip, trip and fall (STF) injuries.

⁴¹ Total number of recordable injuries and illness cases per 200,000 hours worked.

⁴² Indirect contract: Workers who do not have a direct employment contract with Logitech but their routine work and or workplace is controlled by Logitech. This includes but is not limited to Dispatch Workers and Temporary Workers (Intern/Student workers and Fixed term).

⁴³ Total number of recordable injuries and illness cases per 200,000 hours worked.

	Units	CY21	CY22	CY23	CY24	CY25
Number of lost days due to work-related injuries or ill health	# days	0	0	0	0	0

TABLE 39c HEALTH & SAFETY AT OUR PRODUCTION FACILITY (MANAGEMENT SYSTEMS)

	Units	Category	CY21	CY22	CY23		CY24		CY25	
Total hours of Health and Safety (H&S) training provided	# hours	Direct	68,856	21,696	28,824	114,480✓	18,912	124,272✓	31,008✓	80,448✓
		Indirect	122,976	156,432	85,656		105,360		49,440✓	
Number of hours worked	# hours	Direct	8,128,051	6,287,358	6,723,488	8,637,146	7,019,920	9,377,818	6,882,870	8,315,035
		Indirect	3,809,520	3,372,155	1,913,658		2,357,898		1,432,165	
Absentee rate	%	Direct & Indirect	1.86	1.85	2.54		2.35		3.11	
Percentage of workers covered by our H&S management systems	%	Direct & Indirect	100	100	100✓		100✓		100✓	

6.8 RESPONSIBLE MANUFACTURING & SUPPLY CHAIN DUE DILIGENCE

TABLE 40 IMPACT MANAGEMENT AT OUR PRODUCTION FACILITY

	Units	CY19	CY21	CY23	CY25
Self Assessment Questionnaire (SAQ)	Score	93.9	93.2	93.2	78.4
	Risk Rating	Low	N/A	Low	Medium
Validated Audit Process (VAP) Score	#	190.1	183.5	161.2	166.1
VAP Grade		Gold	Gold	Silver	Silver
Priority findings	#	0	0	0	0
Major findings	#	1	2	6	5
	RBA ⁴⁴	A3.1	A3.1, A3.3	A3.1, A3.3, A4.4, B1.1, B2.1, B2.4	A3.1, A4.3, A.M.2.2, B.M.3.1, E4.3
Minor findings	#	1	1	0	1
Mitigation Plan/Corrective Action Plan (CAP) in place or implemented to	-	Yes	Yes	Yes	Yes ⁴⁵

⁴⁴ RBA Codes are as follows: A3.1 (working hours); A3.3 (working hours control); A4.4 (wages and benefits); B1.1 (occupational safety); B2.1 (emergency preparedness) policy) & B2.4 (emergency preparedness records); A4.3 (wages and benefits), A.M.2.2 (adequate and effective labor policies and control processes), B.M.3.1 (adequate two-way communication process with workers, and internal and external stakeholders), E4.3 (on-site service providers' excessive working hours).

	Units	CY19	CY21	CY23	CY25
address findings					

TABLE 41 IMPACT MANAGEMENT IN OUR SUPPLY CHAIN & SUPPLY CHAIN DUE DILIGENCE

	Units	CY21	CY22	CY23	CY24	CY25
Major Suppliers						
Number of suppliers assessed for environmental and social impacts	#	-	38	31	27	25
Number of Major Supplier facilities	#	57	60	58✓	45✓	42
Percentage of Major Supplier facilities audited	%	100	100	100✓	100✓	100✓
Total number of Major Supplier audits completed	#	229	265	239✓	234✓	227✓
Non-conformance rate for priority findings per facility audited	#	-	0.52	1.00	1.07	0.57
Non-conformance rate for major findings per facility audited	#	-	6.45	5.64	6.82	9.55
Non-conformance rate for minor findings per facility audited	#	-	1.13	0.66	0.91	1.64
CAP closure rate for priority findings	%	-	-	-	-	92
CAP closure rate for minor findings	%	-	-	-	-	46
CAP closure rate for minor findings	%	-	-	-	-	47
Number of suppliers assessed for environmental and social impacts	#	-	-	-	-	24
High-Risk Suppliers						
Number of High-Risk Suppliers (Suppliers identified as having significant potential environmental or social impacts)	#	-	5	12	7	7
Number of High-Risk, Tier 1 Major Supplier facilities	#	-	6	15	9	7
Percentage of High-Risk supplier facilities audited	%	-	100	87	100	100
Percentage of High-Risk suppliers with a CAP as a result of an audit	%	-	100	87	100	100
Percentage of suppliers identified as having significant actual and potential negative environmental or social impacts with which relationships were terminated as a result of an audit	%	-	0	0	0	0
New Suppliers						
Number of new supplier facilities	#	41	25	30✓	37✓	49✓

⁴⁵ Further reporting on corrective actions: Medical costs reimbursed, improved management system and controls for employee and contractor working hours e.g. shift scheduling and data tracking, promoted employee awareness and contribution to housing assistance fund, where appropriate; and occupational health notices.

	Units	CY21	CY22	CY23	CY24	CY25
% of new supplier facilities audited	%	100	100	100✓	100✓	100✓
Supplier Training						
Number of training sessions implemented by Logitech on SER topics	#	-	4	0	9	17
Number of supplier facilities who received Logitech training on SER topics	#	-	95	25	72	69
Number of factory workers who received Logitech training on SER topics	#	-	712	841	1,375	934
Number of RBA E-learning courses completed by suppliers	#	-	19,822	11,230	-	24,412

TABLE 42 TOP 10 SUPPLY CHAIN AUDIT FINDINGS BY RBA CATEGORY

RBA Category	# of Findings			
	CY22	CY23	CY24	CY25
Freely Chosen Employment/Prohibition of Forced Labor	31	30	31	28
Young Workers	11	-	-	-
Working Hours	109	83	65	67
Wages and Benefits	43	45	39	48
Control Processes (Labor)	-	-	36	42
Occupational Safety	19	32	38	33
Emergency Preparedness	58	46	35	39
Occupational Injury and Illness	26	17	14	19
Industrial Hygiene	17	18	17	-
Control Processes (Health & Safety)	-	-	23	17
Communications (Health & Safety)	-	-		16
Health and Safety Management System	-	-	23	-
Hazardous Substances	17	18	-	-
Disclosure of Information	-	18	-	-
Management Accountability and Responsibility	28	-	-	-
Supplier Responsibility	-	20	35	28

6.9 RESPONSIBLE SOURCING OF MINERALS

TABLE 43A SUPPLIER PARTICIPATION

	Units	CY21	CY22	CY23	CY24	CY25
Supplier participation in our conflict minerals program ⁴⁶	%	100	100	100 [✓]	100 [✓]	100 [✓]

TABLE 43B SMELTER OR REFINER (SOR) CONFORMITY

	Units	CY24	CY25
Total number of identified SORs	#	293	271
Tantalum	#	34	33
Tin	#	73	54
Tungsten	#	36	33
Gold	#	96	95
Cobalt	#	51	51
Mica	#	3	5
SOR participation in an appropriate 3rd party audit program			
Conformant (audited)	%	98% (287)	95% (258)
Active (committed)	%	<1% (2)	1% (3)
Not sourcing from Conflict Affected or High Risk Areas (CAHRAs)	%	<1% (2)	3% (7)
Non-conformant (not participating)	%	<1% (2)	1% (3)
SORs meeting Logitech requirements (Conformant, Active or not sourcing from CAHRAs)	%	99% 291 of 293	99% 261 of 271
Tantalum	%	100%	100%
Tin	%	99% ⁴⁷	96 ⁴⁸ %
Tungsten	%	100%	100%

⁴⁶ Calculated as the number of suppliers that manufactured products or components with tin, tantalum, tungsten, gold, mica or cobalt for Logitech during Calendar Year 2025 and had a business relationship with Logitech at the time of KPI calculation (March 2026), and participated in our Responsible Sourcing of Minerals Program by completing a CMRT/EMRT survey.

⁴⁷ [72 of 73](#) SORs were conformant, active or not sourcing from CAHRAs. For the remaining SOR, we notified the suppliers to either remove the SOR from their supply chain or immediately implement a smelter action plan (SAP). We actively monitor the implementation of these corrective measures and the ongoing status of these Smelters.

⁴⁸ [52 of 54](#) SORs were conformant, active or not sourcing from CAHRAs. For the remaining SOR, we notified the suppliers to either remove the SOR from their supply chain or immediately implement a smelter action plan (SAP). We actively monitor the implementation of these corrective measures and the ongoing status of these Smelters.

Gold	%	99% ⁴⁹	99% ⁵⁰
Cobalt	%	100%	100%
Mica	%	100%	100%
Corrective action planning for non-conformant (not participating) SORs	#	(100%)	100%

GOVERNANCE

6.10 BUSINESS CONDUCT

TABLE 44 BUSINESS CONDUCT

	Units	FY22	FY23	FY24	FY25	FY26
Number and percentage of operations assessed for risks relating to corruption	# / %	1 / 100%				
Number of confirmed ⁵¹ incidents of corruption	#	0	0	0 [✓]	1 ^{52✓}	2 ^{✓53}
Number of confirmed incidents of corruption or bribery, where employees were dismissed or disciplined	#	0	1 ⁵⁴	0 [✓]	1 ^{55✓}	2 ^{✓56}
Number of confirmed incidents of corruption or bribery, where contracts with business partners were terminated or not renewed	#	0	1 ⁵⁷	0 [✓]	0 [✓]	0 [✓]
Number of public legal cases brought against the organization or its employees for organizational corruption	#	0	0	0 [✓]	0 [✓]	0 [✓]

⁴⁹ 95 of 96 SORs were conformant, active or not sourcing from CAHRAs. For the remaining SOR, we notified the suppliers to either remove the SOR from their supply chain or immediately implement a smelter action plan (SAP). We actively monitor the implementation of these corrective measures and the ongoing status of these Smelters.

⁵⁰ 94 of 95 SORs were conformant, active or not sourcing from CAHRAs. For the remaining SOR, we notified the suppliers to either remove the SOR from their supply chain or immediately implement a smelter action plan (SAP). We actively monitor the implementation of these corrective measures and the ongoing status of these Smelters.

⁵¹ A confirmed incident is a substantiated case.

⁵² In FY25, we identified one case where a Logitech employee was found to have accepted personal payments from one of Logitech's sellers. There was no wrongdoing by any other Logitech employee or Logitech as a company. This was a Code of Conduct violation, and the employee was terminated and our relationship with the seller was not renewed.

⁵³ We conducted comprehensive investigations based on reports to EthicsPoint and whistleblower complaints sent directly to Logitech's Deputy General Counsel and Chief Compliance Officer. The investigations found that employees violated the Code of Conduct and other policies by knowingly making gray market sales. There was no wrongdoing by Logitech as a company. For clarity, there was no bribery, and the two incidents were reported under the broadest definition of corruption.

⁵⁴ We conducted a comprehensive investigation based on an anonymous tip, and the investigation found that an employee was getting personal payments from one of Logitech's sellers. There was no wrongdoing by any other Logitech employee or Logitech as a company. This was a Code of Conduct violation, and the employee was terminated and our relationship with the seller was not renewed.

⁵⁵ We conducted a comprehensive investigation based on a report to EthicsPoint and whistleblower complaints directly sent to Logitech's Deputy General Counsel and Chief Compliance Officer, and the investigation found that an employee violated the Code of Conduct and other policies. There was no wrongdoing by Logitech as a company. For clarity, there was no bribery, and the case was included under the broadest definition of corruption.

⁵⁶ Please refer to the previous footnote, which refers to the same two incidents.

⁵⁷ We conducted comprehensive investigations based on reports to EthicsPoint and whistleblower complaints directly sent to Logitech's Deputy General Counsel and Chief Compliance Officer, and the investigations found that employees violated the Code of Conduct and other policies by knowingly making gray market sales. There was no wrongdoing by Logitech as a company. For clarity, there was no bribery, and the cases were included under the broadest definition of corruption.

	Units	FY22	FY23	FY24	FY25	FY26
Number of incidents of noncompliance with regulations concerning marketing communications, including advertising, promotion, and sponsorship resulting in a fine or penalty or regulatory warning.	#	0✓	0✓	0✓	0✓	0✓
Number of legal actions (pending or completed) regarding anti-competitive behavior and violations of antitrust and monopoly legislation in which the organization has been identified as a participant	#	0✓	0✓	0✓	0✓	0✓

TABLE 45 COMMUNICATION AND TRAINING ON ANTI-CORRUPTION

		Units	FY25	FY26
Governance body (Board of Director)	Received communications to on anti-corruption	#	12	11✓
		%	100	100✓
	Received training on anti-corruption	#	12	11✓
		%	100	100✓
Business partners	Received communications to on anti-corruption	#	-	-
		%	100	100✓
Employees ⁵⁸	Received communications to on anti-corruption	#	4,926 ⁵⁹	4,841✓
		%	100	100✓
	Received training on anti-corruption	#	4,926 ⁶⁰	4,841✓
		%	100	100✓

TABLE 46 LOGITECH CODE OF CONDUCT COMPLIANCE

Substantiated non-conformities with Logitech's Code of Conduct requirements relating to:	Units	FY22	FY23	FY24	FY25	FY26
Corruption and Bribery	#	0	0	0	1 ⁶¹	2 ⁶²
Conflicts of Interest	#	0	0	0	0	0
Money Laundering or Insider Trading	#	0	0	0	0	0

⁵⁸ Total number of employees (excluding direct manufacturing employees).

⁵⁹ Restated to reflect training reports for eligible employees.

⁶⁰ Restated to reflect training reports for eligible employees.

⁶¹ In FY25, we identified one case where a Logitech employee knew that partners were selling Logitech products in the gray market. This was a Code of Conduct violation, and the employee was terminated.

⁶² We conducted comprehensive investigations based on reports to EthicsPoint and whistleblower complaints directly sent to Logitech's Deputy General Counsel and Chief Compliance Officer, and the investigations found that employees violated the Code of Conduct and other policies by knowingly making gray market sales. There was no wrongdoing by Logitech as a company. For clarity, there was no bribery, and the cases were included under the broadest definition of corruption.

Substantiated non-conformities with Logitech's Code of Conduct requirements relating to:	Units	FY22	FY23	FY24	FY25	FY26
Discrimination or Harassment	#	0	0	0	0	0

TABLE 47 POLICY ADVOCACY

Spend on Advocacy	Units	FY22	FY23	FY24	FY25	FY26
Lobbying, interest representation or similar	\$USD	-	-	1,282,392	1,282,392	\$1,282,392
Trade associations or tax-exempt groups and consultancy fees	\$USD	-	-	112,984	112,984	\$112,984
Local, regional or national political campaigns / organizations / candidates	\$USD	-	-	0	0	0
Political contributions	\$USD	0	0	0	0	0
Other	\$USD	-	-	0	0	0
Total	\$USD	-	-	1,395,375	1,395,375	\$1,395,375

TABLE 48 EXAMPLES OF EXPENDITURE SUPPORTING ESG POLICY DEVELOPMENT

Advocacy Topic	Description	Advocacy Partner	Spend type	Amount \$USD		
				FY24	FY25	FY26
EU Ecodesign Directive and related topics e.g. Ecodesign, Right to Repair, Green Claims	We support the EU Ecodesign, Right to Repair, Green Claims Directive. We advocate for a regulatory framework for Life Cycle Analysis and carbon labeling,	Weber Shandwick	Consultancy fees	200,000 -400,000	200,000 -400,000	200,000- 400,000
Clean Energy Transmission in the US	We advocate for the development of a regional transmission authority in western US to catalyse the transmission of clean energy across state borders, enable broader access to renewable energy and catalyse the transition away from fossil fuels to enable greater self-sufficiency	BICEP (Business for Innovative Climate & Energy Policy) - a working group formed by CERES	Membership of Coalition of businesses organised by CERES	15,000 -20,000	15,000 -20,000	15,000 -20,000

6.11 PRIVACY AND SECURITY

TABLE 49 PRIVACY AND SECURITY

	Units	FY22	FY23	FY24	FY25	FY26
Number of substantiated complaints concerning breaches of customer privacy	#	0	0	0 [✓]	0 [✓]	1 ^{63✓}
Number of identified leaks, thefts, or losses of customer data	#	0	0	0 [✓]	0 [✓]	1 ^{64✓}
Number of code of conduct breaches ⁶⁵ related to customer privacy data	#	0	0	0	0	0
Percentage of potentially high-risk vendors/partners covered by a due diligence process on information security	%	100	100	100	100	100

OTHER BUSINESS

6.12 WORKFORCE

TABLE 50 TOTAL NUMBER OF EMPLOYEES & OTHER WORKERS

	Units	FY22	FY23	FY24	FY25	FY26
Total number of employees	#	6,932	6,749	6,500 [✓]	7,148 [✓]	7,650 [✓]
Total number of other workers	#	1,484	805	1,134	395	375

6.13 ONLINE REVENUE

TABLE 51 ONLINE REVENUE

	Units	FY22	FY23	FY24	FY25	FY26
Percentage of total revenue generated online ⁶⁶	%	37*	39*	39*	40*	40

6.14 CUSTOMER SATISFACTION

TABLE 52 CUSTOMER SATISFACTION

	Units	FY22	FY23	FY24	FY25	FY26
Global Net Promoter Score (NPS) score for customer interactions	#	29	48	47	44	47

⁶³ This is related to the Oracle E-Business Suite Zero-Day Vulnerability.

⁶⁴ As above, this is related to the Oracle E-Business Suite Zero-Day Vulnerability.

⁶⁵ Breaches refers to the number of substantiated cases, as defined in our Annual NFM Report.

⁶⁶ FY22, FY23, FY24 and FY25 restated to reflect an expanded reporting scope, correction of historical double-counting of returns, and a refined methodology for estimating online sales.

6.15 COMMITMENTS AND RECOGNITIONS

TABLE 53 COMMITMENTS AND RECOGNITIONS

Awarded For performance period	FY24 CY23	FY25 CY24	FY26 CY25
Commitments			
United Nations Global Compact	Committed	Committed	Committed
SBTi Validated Targets	Validated Scope 1, 2, 3 and net zero targets	Validated Scope 1, 2, 3 and net zero targets	Validated Scope 1, 2, 3 and net zero targets
UNFCCC Race to Zero List	Participant	Participant	Participant
3rd party verified ESG Report: GRI Assurance	Achieved	Achieved	Achieved
Recognitions			
CDP Climate	A	A	A
CDP Water	A-	A-	A-
FTSE4Good Index	Listed	Listed	Listed
SXI Switzerland Sustainability 25	Listed	Listed	Listed
MSCI	AAA	AAA	AAA
ISS ESG	Prime	Prime	Prime
Dow Jones Sustainability Index for Europe	Listed	Listed	Listed