logitech®

SUSTAINABILITY REPORT FY19

At Logitech, sustainability is not a buzzword or an afterthought. It's a mindful principle we infuse into everything we do.

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INTRODUCTION

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>
> Aligning our existing sustainability programs with the Sustainable Development Goals is the obvious next step, and a transformational commitment to the next phase of our sustainability journey.

Bracken Darrell
President and Chief Executive Officer

"

We started our mission to transform Logitech six years ago. We aimed to build a design company. That design company would unleash the power of our engineering and all our people, enabling innovation and growth across existing and new categories. We said, early on, that this was a long-term undertaking, with an exciting road ahead.

That was Fiscal Year 2013. Looking back on Fiscal Year 2019, I see we have indeed transformed: we're now a design company, growing strongly and innovating across multiple categories and brands.

Our approach to sustainability has evolved during that same period. Recognizing the scale of environmental challenges facing our planet today, we have doubled-down on efforts to reduce our Environmental Footprint on the planet and increase our Social Handprint and positive contribution to society. We deliver success by applying a "design thinking" approach.

As a company, we strive to continuously improve and advance every aspect of our sustainability performance. This year's Sustainability Report provides an overview of progress and key milestones across all of our programs. These programs have helped us create value for all our stakeholders - not just customers, shareholders, employees and suppliers - but also the communities we touch and wider society.

In the face of ever-growing environmental and societal challenges - from climate change to global inequality and injustice - we recognize the need to collaborate with others to develop new paradigms of thinking and unleash the full force of our collective experience and capacity for innovation. Aligning our existing sustainability programs with the Sustainable Development Goals (SDGs) is the obvious next step, and a transformational part in the next phase of our sustainability journey.

We act - and will forever act - like a small, hungry company, innovating, experimenting and transforming. We also recognize the value the SDGs offer - as a blueprint for Logitech's participation and contribution to the global efforts - to co-create a more sustainable world.

I see a lot of opportunities ahead of us. As stark as the change is from the company we were six years ago, I am energized by how different we can be six years from now. Thirty-seven years after its founding, Logitech's adventure has only just begun.

Bracken Darrell

Bracken Darrell
President and Chief Executive Officer

SUSTAINABILITY

FY19 Highlights

GIVING BACK

37

Give back events with 600+ volunteers in 15 cities and 10 countries

EMPLOYEE DEVELOPMENT

1,660+

employees participated in development programs worldwide

SUPPLY CHAIN AUDITS
RBA Code of Conduct

100%

100%

of our major suppliers audited in FY19

GLOBAL RECYCLING
tons financed since CY10

27,386

electrical devices

2,385

batteries

15,100

packaging

ENERGY & GREENHOUSE GASES (GHGS)

CERTIFIED CARBON NEUTRAL® building

- 2018 GHG reduction targets achieved
- Manufacturing facility certified CarbonNeutral[(R)]
- 75% of total electricity worldwide, sourced from renewable energy
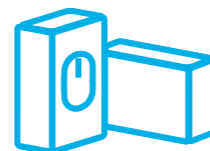
TARGETED SUBSTANCE REDUCTION

Br

Sb
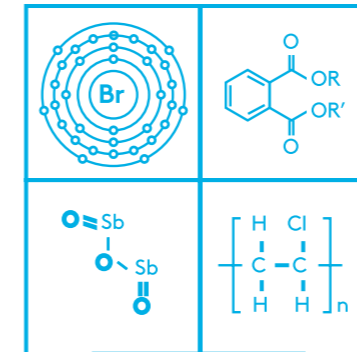
71%

reduction by weight since CY10

CONFLICT MINERALS

94%

of smelters certified conflict-free

73	50
Ta	Sn

74	79
W	Au

100%

- Direct suppliers engaged
- Conflict-free tantalum
- Conflict-free tungsten

ECODESIGN AND INNOVATION
Four examples:

R500 VS R400

−11%

weight reduction

−17%

PCB area reduction

GPRO VS G903
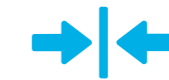
1mm

thin wall molding GPRO

−19%

less plastic

POST-CONSUMER RECYCLED (PCR) PLASTIC:

- 3 new resins developed
- 2 products launched

RESPONSIBLE PACKAGING:

FSC
www.fsc.org
FSC™ N003028
The mark of responsible forestry

Launch of our first product with FSC-certified packaging

COMPANY STRUCTURE

Logitech is a world leader in designing, manufacturing and marketing products that help connect people to digital and cloud experiences.

Almost 40 years ago, Logitech created products to improve experiences around the personal computer (PC) platform. Today we are a multi-brand, multi-category company. We design products that enable better experiences consuming, sharing and creating any digital content, including music, gaming, video and computing, whether it is on a computer, mobile device or in the cloud.

Logitech was founded in Switzerland in 1981. Our registered office and holding company (Logitech International S.A.) is in Apples, Switzerland. Logitech Inc. is our principal, wholly-owned subsidiary in the United States.

Our global footprint extends across North and South America, EMEA (Europe, Middle East and Africa) and Asia Pacific. We employ more than 7,000 people, including more than 3,200 at our production facility. Our network of offices includes 20 Principal Offices (i.e. offices with more than 20 occupants) and a number of smaller (sales-focused) offices worldwide.

Shares of Logitech International S.A. are listed on the SIX Swiss Exchange (trading symbol: LOGN) and on the Nasdaq Global Select Market (trading symbol: LOGI).

As of 31 March 2019, our total capitalization was $1,050 million USD, funded 100% by equity, with zero debt. Total net sales for FY19 were $2.79 billion.

From our humble beginnings as a Swiss hardware company, we now create products across the following five large market opportunities.

Music

Our Music category includes two sub-cetrgories:

- Mobile Speakers; and
- Audio & Wearables.

The Mobile Speakers sub-category includes portable wireless Bluetooth(R) and Wi-Fi speakers that are waterproof and provide bold, immersive sound in every direction.

The Audio & Wearables category comprises:

- PC speakers and headsets;
- in-ear headphones;
- premium wireless audio wearables;
- wireless audio wearables for sports and active lifestyles; and
- a range of audio tools for recording or broadcasting applications, from YouTube and podcast production to music and gaming.

Gaming

Our Gaming category comprises PC and console products designed to enhance gamer experiences, including virtual and augmented reality. We design and engineer industry-leading keyboards, mice, headsets, mousepads, controllers and simulation products such as steering wheels and flight sticks.

1981
LOGITECH FOUNDED IN SWITZERLAND

7,000+
EMPLOYEES

Video Collaboration

Our Video Collaboration category includes Conferencecams that combine enterprise-quality audio, high definition (HD), 1080p video and affordability, to enable video conferencing by businesses of any size.

Smart Home

This category includes advanced home entertainment controllers and home cameras that enable home monitoring via mobile devices. It also includes new products dedicated to controlling emerging categories of connected smart home devices such as lighting, thermostats and door locks.

Creativity and Productivity

With ever-increasing connectivity and consistent growth in time spent by people on computing platforms, we continue to innovate and grow market share for pointing devices, keyboards/combos, tablets and other accessories and webcams.

We sell our products to a broad network of domestic and international customers, including direct sales to retailers and etailers, and indirect sales via a network for third-party distributors. Our worldwide channel network includes consumer electronics distributors, retailers, mass merchandisers, electronics stores, computer and telecommunications stores, value-added resellers and online merchants.

The Logitech family currently comprises six master brands: Logitech, Logitech G, ASTRO Gaming, Ultimate Ears, Jaybird, and Blue Microphones.

Aquisitions

On August 21, 2018, we acquired all equity interests in Blue Microphones Holding Corporation (Blue Microphones) for a total consideration of $134.8 million in cash, which included a working capital adjustment and repayment of debt on behalf of Blue Microphones. Blue Microphones is a leading audio manufacturer that designs and produces microphones, headphones, recording tools, and accessories for audio professionals, musicians and consumers. The Blue Microphones acquisition supplements and enhances our existing product portfolio.

The scope of this Sustainability Report does not include data and performance associated with this acquisition, because the Logitech-Blue integration process was ongoing within the reporting period.

Production Facility

Our high-volume production facility was established in Suzhou, China in 1994. On-site activities primarily comprise final assembly and testing. Components are manufactured to our specification by suppliers in Asia, the United States and Europe.

We use Joint Design Manufacturers and Contract Manufacturers to supplement internal capacity and to reduce volatility in production volumes. Our local and international teams maintain oversight of all in-house and supplier production activities, manufacturing know-how, quality process controls, social and environmental responsibilities and Intellectual Property protection.

This hybrid model of in-house manufacturing and third-party manufacturers enables us to effectively respond to rapidly changing demand, leverage economies of scale, maintain strong quality process controls, reduce volatility in production levels, and optimize time to market.

An overview of our company is shown in the following infographic.

LOGITECH IN FIGURES

FY19

$2.79 BILLION NET SALES (FY19)

(%) BY PRODUCT CATEGORY

- **23%** GAMING
- **19%** POINTING DEVICES
- **19%** KEYBOARDS & COMBOS
- **10%** AUDIO & WEARABLES
- **9%** VIDEO COLLABORATION
- **8%** MOBILE SPEAKERS
- **5%** TABLETS & OTHER
- **4%** PC WEBCAMS
- **2%** SMART HOME
- **1%** OTHER

Camas, USA
San Francisco, USA
Newark, USA
Irvine, USA
Park City, USA
Mexico City, Mexico
Cork, Ireland
Windsor, UK
Nijmegen, Netherlands
Munich, Germany
Lausanne, Switzerland
Seoul, South Korea
Tokyo, Japan
Suzhou, China
Shanghai, China
Shenzhen, China
Hong Kong Kowloon, China
Hsinchu, Taiwan
Chennai, India
Singapore
Sao Paolo, Brazil

LOCATIONS

- ● HQ
- ● Principal Office
- ● Sillicon Valley Campus (SVC)
- ● Manufacturing

27% FEMALE BOARD OF DIRECTORS

7,000+ EMPLOYEES

65% MALE

35% FEMALE

>$160m SPEND ON R&D

49 DESIGN AWARDS

OUR VALUES AND CULTURE

We make more than just products. We design experiences that help people create, achieve and enjoy more. We take immense pride in our products and brands because they create great experiences for our customers. Creating experiences our customers love is not only a job for engineers, designers and sales-people; everyone at Logitech has a role to play.

As a company, we're fully conscious of the connections we can make between people, products, communities and the environment. We want to enhance that connectivity and help people create, achieve and enjoy more.

How we Work

As a company, we're small and flexible enough for every person to take the initiative and make things happen. But we're big enough in our portfolio, and reach, for those actions to have a global impact. That's a pretty sweet spot to be in and we'll always try to keep it that way.

Our people are beautifully diverse. This gives us the unique perspectives and experiences needed to innovate, understand different markets and pull together across the globe to make things happen locally and build a competitive advantage.

In short, we are the sweet spot for people passionate about product, making a mark and having fun. We believe we are at our best when we are:

- open and ourselves;
- humble and hungry;
- when we collaborate & challenge; and
- decide and do.

Our commitment to shaping a better world is a core value that everyone in the company cares deeply about.

Open and Ourselves

A key part of being open is making sure everyone feels that they can speak up freely. Being ourselves makes life a lot less stressful.

We're not interested in office politics, just in doing what's right ethically and acting with integrity. We're a place where anyone and everyone can be approached to share ideas with, problem-solve, or simply for a chat.

Hungry and Humble

We know that humility and self-confidence are not mutually exclusive; in fact, humility is essential to success in the long run. So we stay humble, and we don't get too comfortable. Success is never final. Passion will take us a long way but staying hungry gives us a competitive edge.

Collaborate and Challenge

We achieve more when we work together. It's that simple. It's always nice when someone agrees but we constantly seek challengers to our ideas. Working collaboratively with colleagues, customers and partners surfaces possibilities that one person alone might not see.

Decide and Do

We are small and flexible enough for every person to take initiative and make things happen. But we're big enough in our portfolio, and reach, for those actions to have a global impact. We value people who make high-quality decisions, seek to align and move us into action. We all enjoy philosophizing, but if something can be done now, we focus on getting it done.

SUSTAINABILITY AT LOGITECH

As a company, we always strive to do the right thing, behave ethically and act with integrity; we live and breathe our values. That same philosophy underpins our approach to sustainability management.

We look to be "open and ourselves" with transparent reporting and disclosures of performance, and "humble and hungry" when planning, reviewing and reporting all aspects of our sustainability strategy and performance.

Our global Sustainability team facilitates, guides and informs sustainability management and performance across the company, working with various functions, to identify legal requirements – and then look beyond those minimum standards, to consider what we, as a company, want to achieve for society, community and the environment.

Our framework for sustainability management is the RBA Code of Conduct ("the Code"). As a small company playing in a global market, we recognize the value of collaboration. We joined the Responsible Business Alliance (RBA, formally known as the Electronics Industry Citizenship Coalition, EICC) in 2007 to collaborate with industry peers and competitors alike to develop and implement tools and programs that would directly address the challenges that people, communities and the environment face around our industry. Collaboration across our sector is needed, to effectively drive systematic change in sustainability management,

catalyze improved supply chains, and support our transition to a more sustainable world.

Our commitment to the Code drives our business and sustainability strategy, informs decision-making, and is reflected in our internal policy framework, standards, audit processes and contractual agreements with suppliers. It provides a framework for Social and Environmental Responsibility (SER), and helps us apply the precautionary principle, look beyond our legal obligations, deliver our commitment to continually improve our performance, and ensure we live and breathe our company values.

Responsible Business Alliance
Formerly the Electronic Industry Citizenship Coalition
Advancing Sustainability Globally

RBA CODE OF CONDUCT — Labor, Health and safety, Environment, Ethics
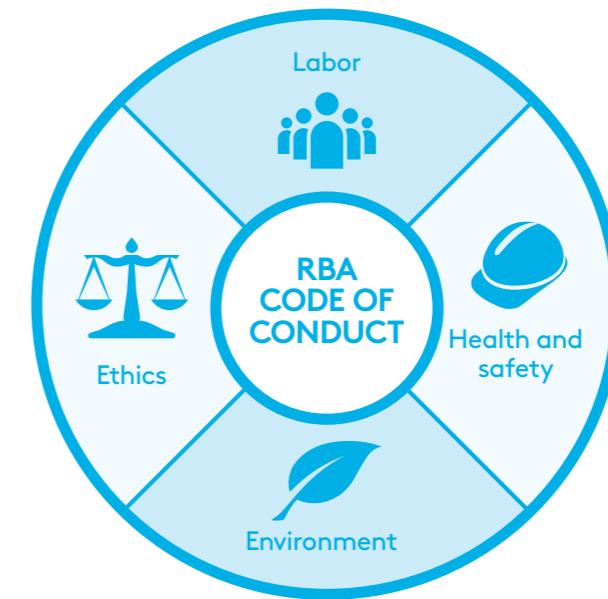
At Logitech, sustainability is not a buzzword or an afterthought. It's a mindful principle that we infuse into everything we do.

2004
FOUNDED

140+
MEMBERS WORLDWIDE

The RBA Code of Conduct: Our Framework for Sustainability Management

- The Electronics Industry Citizenship Coalition (EICC) was founded in 2004 as an industry-led, non-profit coalition of responsible electronics companies committed to supporting the rights and wellbeing of workers and communities worldwide affected by the global electronics supply chain.

- In 2017, the EICC became the Responsible Business Alliance (RBA).

- RBA's vision is a global electronics industry that creates sustainable value for workers, the environment and business. Membership now exceeds 140 companies worldwide.

- The RBA Code of Conduct ("the Code") is a global code of conduct setting out good practice expectations with respect to Social and Environmental Responsibility (SER). All aspects of sustainability management are covered in the Code.

- RBA members adopt and are held accountable to the RBA

Code of Conduct and utilize a range of RBA training and assessment tools to support continuous improvement of sustainability performance, within their own operations and supply chains.

- RBA focuses on priority issues for its members, including emerging issues that are not well understood.

- This forward-thinking approach helps develop best practice. Responding to immediate and critical issues helps build partnerships, develop industry understanding, and foster a root-cause and solutions-oriented approach.

- In addition to setting standards, holding members to account, and providing training and assessment tools, RBA also regularly engages in dialogue and collaborations with workers, governments, civil society, investors and academia to gather the necessary range of perspectives and expertise to support and drive RBA members towards achieving RBA's mission of a responsible global electronics supply chain.

Sustainability At Logitech
continued

We are often asked what we mean by Sustainability at Logitech. We understand that sustainability can mean different things to different people. We explain ourt approach in the following terms.

We have **footprint** activities and programs which seek to reduce our environmental impact on the planet:

- Energy and greenhouse gases
- Responsible manufacturing
- Responsible products:
  - materials
  - products
  - packaging
- End-of-life recycling
- Sustainability Reporting

For these programs we measure our impact in terms of carbon, toxicity and circularity improvements.
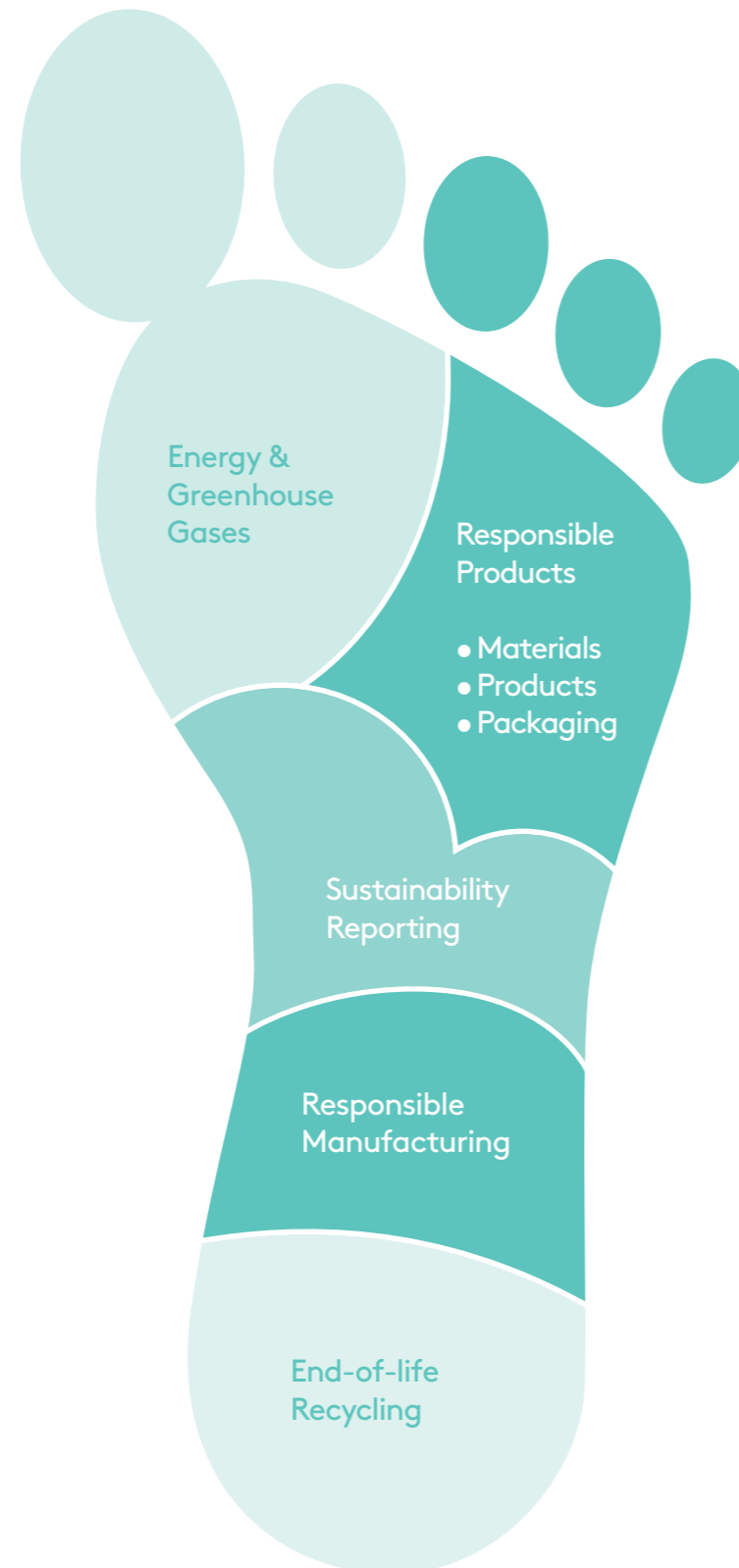
We also have **handprint** activities and programs which seek to enhance our positive impact on people and society:

- Human rights and labor
- Governance, ethics and transparency
- Conflict minerals
- Supplier development
- Employee development
- Diversity and inclusion
- Safety, health and wellbeing
- Giving back

Some of our management programs are cross-cutting, creating value in terms of both reduced environmental footprint and enhanced positive handprint on people and society e.g. our Supplier Development program and Sustainability Reporting program. But our use of the handprint and footprint concept has helped us simplify communication of our approach and performance. We like it. We hope you do too.

Energy & Greenhouse Gases

Responsible Products
- Materials
- Products
- Packaging

Sustainability Reporting

Responsible Manufacturing

End-of-life Recycling

Diversity and Inclusion

Employee Development

Conflict Minerals

Supplier Development

Safety, Health and Wellbeing

Human Rights and Labor

Governance, Ethics and Transparency

Giving Back

STAKEHOLDER ENGAGEMENT

We understand the importance of stakeholder engagement. Transparent engagement with stakeholders helps us build and maintain long-lasting relationships with the people who care about our activities and business success.

We are aware of continued stakeholder demand for the technology sector to be transparent and disclose pertinent information.

Transparency and engagement in all aspects of business align with our company culture of being open to new ideas and collaborative by nature. We look to foster an environment where we receive and provide candid and constructive feedback and share insight, to help us continually improve.

We subscribe to the Global Reporting Initiative (GRI) definition of a Stakeholder Group, and identify stakeholders as entities or individuals that can be reasonably expected to:

- be significantly affected by our activities, products and services; or
- take actions that affect our ability to successfully implement strategy and achieve objectives.

As part of our most recent Materiality Assessment process, and in accordance with the GRI Principle of Stakeholder Inclusion, we have identified six broad stakeholder groups with views and perspectives relevant to our activities:

- Shareholders/Investors
- Special interest groups
- Regulatory authorities
- Employees
- Consumers and the public
- Business Partners

Informal engagement with each of the identified key stakeholder groups occurs throughout the year. Our engagement approach for each Stakeholder Group is outlined in the following table, along with a summary of the key "Topics of Discussion," which are typically raised by each Stakeholder Group.

Our engagement activities to date indicate no significant concerns with respect to our sustainability approach and performance. Broadly speaking, stakeholders tend to focus more on our product performance and economic performance. Queries in relation to sustainability performance tend to relate to requests for evidence of product compliance and queries or surveys by investor advisory firms.

Our sustainability performance is broadly aligned with peer companies in our sector, including other RBA members of similar size and scale. This report provides an overview of our current approach and performance in relation to material aspects of our sustainability management and performance. We would be happy to provide additional information upon request.

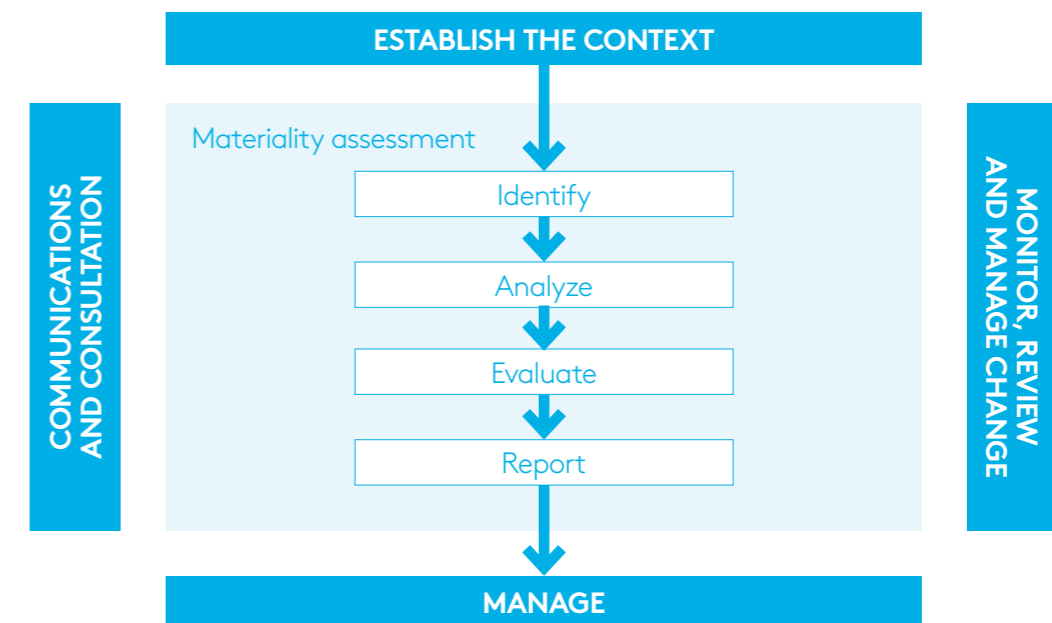| STAKEHOLDER GROUP	ENGAGEMENT ACTIVITIES	TOPICS OF DISCUSSION
Shareholders / Investors	Engagements are managed by our Investor Relations team and include our Annual General Meeting, routine conferences and briefings and direct engagements. Annual financial statements, investor reports and other pertinent information is shared via the Investor Page of our website. A number of investor advisor groups monitor and report our sustainability performance to potential investors and engage with us when undertaking periodic sustainability assessments.	• Financial performance • ESG (Environment, Social, Governance) performance • Energy and greenhouse gases • Sustainability reporting • Supply chain management
Special interest groups	This includes industry bodies and Non-Governmental Organizations (NGOs) with particular interest in sustainability performance. We are members of the Responsible Business Alliance (RBA). RBA identifies Special Interest Groups of relevance to our sector and helps guide an engagement process, whicch is governed by Chatham House Rules. As part of the External Factors Review and Materiality Assessment underpinning this Sustainability Report, the public views and interests of a number of Special Interest Groups (including RBA, GeSI, BSR, the Human Rights Watch, the World Resources Institute, the Carbon Disclosure Project and others) were reviewed and taken into consideration.	• Sustainability performance at our production facility • Supply chain management • Energy and greenhouse gases • Worker safety, health and wellbeing • Human rights and labor
Regulatory authorities	As a global company, we comply with international and national laws. Our global Sustainability team includes legal surveillance specialists, who monitor developing legislation and standards across the globe, relevant to current and planned activities. We report relevant information to authorities, including financial reports and performance reports, and we proactively respond to any requests for information. Key regulatory authorities with oversight of our activities include the Ministry of Environmental Protection (for our manufacturing facility) and the Securities and Exchange Commission (for performance reporting).	• Hazardous substances (RoHS, REACH) • Compliance with environmental permits • Legal compliance reporting • Conflict minerals • End-of-life stewardship reporting
Employees	As a global company with a small company attitude, we endeavour to create an open-door environment, where employees feel they can interact at every level without hierarchy or bureaucracy. Employees speak to their line manager or local leader, in the first instance. Senior Leaders carry out annual roadshow events where they visit sites in each region to discuss the company's priorities and hear employees' views, any relevant concerns, and any actions that could be implemented to enhance employee experiences. At our manufacturing facilities, we carry out periodic worker interviews to collate and understand employee views. In addition to the above, we have suggestion boxes and an anonymous whistle-blowing mechanism, which employees can use, to submit comments , confidentially.	• Employee benefit and compensation offerings • Employee development opportunities

Stakeholder Engagement
continued

STAKEHOLDER GROUP	ENGAGEMENT ACTIVITIES	TOPICS OF DISCUSSION
Consumers and the public	Engagement with consumers is facilitated by our Customer Care team, social media channels, website and online community. We regularly communicate information to the public via press releases, blogs, media events and direct outreach. We receive feedback directly from consumers and also via our network of business partners, including retailers and distributors.	• Product performance • Product features • Use of packaging • Extended product life and recycling • Warranties • Giving back
Business Partners	Our sourcing network and customer supply chain is world-class. We audit our major suppliers a minimum of once a year and those engagements go far beyond auditing. We adopt a partnership moidel, which engages suppliers in collective brainstorming, to co-develop solutions. Sustainability performance requirements are communicated as part of contract negotiations and included in contractual arrangements with suppliers. Our Sales Team collaborates with distributors, retailers and other business partners, to understand customer needs and ensure products are brought to market in a manner that reflects our sustainability expectations and good practice requirements.	• Ethical code of conduct • Responsible marketing and product labelling • Responsible manufacturing • Consumer awareness and information • Hazardous substances (RoHS, REACH) • Product energy efficiency • End-of-life recycling

MATERIALITY ASSESSMENT

As a company, we look to focus on the issues that really matter. We review our Materiality Assessment periodically to make sure we continue to focus on the issues of most interest to our stakeholders and relevance to our business success.

MATERIALITY ASSESSMENT PROCESS

ESTABLISH THE CONTEXT

COMMUNICATIONS AND CONSULTATION

Materiality assessment
- Identify
- Analyze
- Evaluate
- Report

MONITOR, REVIEW AND MANAGE CHANGE

MANAGE

Our Materiality Assessment process reflects GRI Guidelines and ISO 31000 (i.e. the international good practice standard for risk and opportunity identification, analysis and management). The overall process is shown in the figure above and the key steps can be summarized as follows.

Establish the context

To establish the context of the Materiality Assessment, we carry out an External Factors Review of publicly available data sources, to understand stakeholder perceptions and societal views of the technology sector. This helps us take into account emerging and evolving sustainability trends and material

stakeholder concerns as reported by the public, media, thought leaders, stakeholders, risk alert services and business partners. We identify existing and emerging megatrends relevant to our sustainability performance and these megatrends establish the context for this report.

Materiality Assessment
continued

Identify

To identify issues of concern, we review existing, sector-specific materiality frameworks, which have been compiled by independent third-parties, following multi-stakeholder interview and engagement exercises. Examples include those compiled by the Sustainability Accounting Standards Board (SASB), the Global eSustainability Initiative (GeSI), and the Global Reporting Initiative (GRI). In addition, we review the Sustainability Report of peer companies, to identify emerging trends, stakeholder expectations and material issues for our sector.

Analyze

As an outcome of this process, we typically identify a wide range of sustainability issues warrants further consideration. The key issues are clustered into groups ("Sustainability Aspects") and the nomenclature of each group is simplified, to ensure the meaning can be broadly understood and resonates with our stakeholders. Each aspect is then analyzed and scored to identify those of material interest.

When analyzing and defining materiality, we considered two key dimensions, as advised by GRI:

- **Dimension X:** aspects of greatest importance to our business success; and.

- **Dimension Y:** aspects of greatest importance to stakeholders and society.

When assessing Dimension X (Importance to Business Success), we consider our:

- capacity to create and enhance user experience;

- alignment with our values, goals and strategy;

- potential to create financial value, value in terms of compliance assurance, innovation, market differentiation and brand equity.

When assessing Dimension Y (Importance to Stakeholders and Society), we consider the views and perspectives of each of our six Stakeholder Groups. We consider comments and views submitted to Logitech directly, and also the interests many stakeholders have in our sector as a whole. In addition, we look to recognize the intrinsic value of some sustainability aspects to society as a whole.

Evaluate

The resulting scores are evaluated to determine aspects of High, Medium and Low importance to our business success and interest to stakeholders, to make an overall determination of materiality.

Report

The result of this Materiality Assessment process is reported in the following figures. The first figure shows the Sustainability Aspects that matter most for our business and stakeholders. The second figure shows the value chain boundary for each aspect.

MATERIALITY ASSESSMENT

Handprint program | Footprint program

High
- Giving back
- Conflict minerals
- Sustainability reporting
- Governance, ethics and transparency
- Energy and greenhouse gases
- Human rights and labor

Medium
- Responsible products
- Responsible manufacturing
- End-of-life recycling
- Diversity and inclusion
- Supplier development
- Employee development
- Safety, health and wellbeing

Low

(Importance to stakeholders and society — vertical axis: Low, Medium, High)

(Importance to Logitech's business success — horizontal axis: Low, Medium, High)

VALUE CHAIN BOUNDARIES FOR MATERIAL ASPECTS

MATERIAL ASPECTS	Supply Chain	Logitech Manufacturing	Sales & Distribution	Product Use	Product End-Of-Life
Governance, ethics and transparency	✓	✓			
Safety, health and wellbeing	✓	✓			
Human rights and labor	✓	✓			
Diversity and inclusion	✓	✓			
Supplier development	✓				
Employee development		✓			
End-of-life recycling					✓
Energy and greenhouse gases	✓	✓	✓	✓	✓
Conflict minerals	✓				
Sustainability reporting		✓			
Responsible products	✓	✓	✓	✓	✓
Responsible manufacturing	✓	✓			
Giving back		✓			

Introduction

Products and
the environment

People
and society

About
this report

PRODUCTS AND
THE ENVIRONMENT

© Tim Kemple

> ❝
> We want to make sustainability pervasive across all our activities and a reflection of our culture. We are reimagining how we source, manufacture, distribute and recycle, to positively improve the carbon, toxicity, circularity and social impact of our operations.
>
> **Prakash Arunkundrum**
> Head of Global Operations
> ❞

Climate change caused by human activity is one of the biggest challenges of our generation. As a leading consumer brand, we are committed to find solutions to address this global challenge. Through the leading work by the Science Based Targets Initiative (SBTI) and our work on Footprint & Handprint, we believe that climate change needs to be addressed systematically, with programs that support the United Nations Sustainable Development Goal 13 (SDG13) on Climate Action. The scale of action required is no longer about the individual but how we can collectively make a difference.

We have established a mechanism of utilising Carbon, Toxicity and Circularity as our key performance indicators (KPIs) to calculate and address all aspects of our operations. We know that we need to deliver transformational changes, which can be catalysed by implementation of the 17 Sustainable Development Goals (SDGs). Here at Logitech, we are taking action on all aspects of our operations and you will find many examples of the work we are doing, throughout this report.

This year, and for the first time, the carbon footprint of our production facility has been reduced to net zero carbon emissions, through the purchase of renewable electricity and carbon offsets. As part of our commitment to climate action, we will maintain this CarbonNeutral(R) status year-on-year, going forward. We will continue to purchase 100% of our electricity from renewable energy sources, and support the development of clean energy in China.

Our manufacturing facility is just the beginning. We are also taking steps to enhance our existing programs and develop new programs, reflecting our commitment to other SDGs. For example, in addition to our focus on Carbon reduction in manufacturing and products, we have adopted an Ecodesign approach to accelerate Toxicity reduction activities, find new ways to give a second life to materials and increase Circularity. These efforts support our commitment to SDG12 (Responsible Production & Consumption), SDG3 (Good Health and Well-being), SDG13 (Climate Action) and other SDGs.

We want to make sustainability a pervasive part of how we work and a critical part of everyone's work. As a company, we are small and flexible enough for every person to take initiative and make things happen. But we're big enough in our portfolio and reach, for those actions to have a global impact. We became a member of the Responsible Business Alliance (RBA) early on and actively collaborate on code of conduct expectations to address social and environmental conditions throughout our operations. We will continue to leverage our long-term relationships with core suppliers and joint design manufacturers, to make this a pervasive part of supply chain sourcing and manufacturing. We will continue the work we are doing, to map our Corporate Carbon Footprint and tackle the areas where we have the greatest potential to create value and lead the way.

I look forward to working in partnership with others to build a vision of a better future for all - a future with abundant clean energy and a stable economy, fuelled by innovative thinking and new technology that benefits society as a whole.

Prakash Arunkundrum
Head of Global Operations

RESPONSIBLE PRODUCTS

Our goal is to design products that deliver great user experiences, while also minimizing our Environmental Footprint on the planet and enhancing our positive Social Handprint on society. We are deveoping the technical capability to assess the environmental impact of our decisions, at every stage in the product design and development process. We call this capability: Ecodesign.

For us, a truly sustainable design considers environmental and societal impacts from the moment raw materials are sourced, right through to the eventual recycling of a product, at end-of-life.

We realize that the biggest opportunities to reduce environmental impact arise early in the design process, when key decisions about a product are made. So, we have integrated environmental impact assessment processes into the product development cycle. This enables consideration of environmental aspects, alongside cost, user experience and technical feasibility.

Design Measurement Tools

We have established in-house capability to undertake Life Cycle Assessment (LCA) studies of our products. LCA helps us focus on material aspects of product sustainability performance and enables objective and data-informed decision-making.

Over the last year we have worked to strengthen our existing LCA capability, while building additional tools to enable rapid assessment of our designs, early in the product development process, so that key decisions can be positively influenced.

With our Ecodesign approach, we can accelerate carbon and toxicity reduction activities, find new ways to give a second life to materials, and increase circularity

CONFLICT MINERALS

Conflict-free products, free from tin, tantulum, tungsten or gold, sourced from areas where mining funds conflict

MATERIALS

Material optimization, materials with lower life cycle impact (carbon, toxicity, circularity), renewable materials, materials with recycled content, optimized printed circuit boards

EFFICIENCY

Extended battery life, low power consumption, smart power management, water and energy-efficient manufacturing, waste minimization

TARGETED SUBSTANCES

RoHS-compliance, free from targeted substances e.g. PVC

ENABLING A SMARTER SOCIETY

Productivity and creativity, smarter homes, software-enabled customization

RESPONSIBLE MANUFACTURING

Factory and supply chain safety, creating job opportunities, RBA code compliance, human rights and labor best practice

INFORMING CONSUMER CHOICES

Product labelling, product recycling information, encouraging responsible consumer behaviour

PACKAGING

Packaging design optimization, design for recyclability, product to packaging volume ratio (PPVR) reduction, recycled and renewable materials, pallet optimization

RECYCLABILITY

Design for disassembly, battery removal at the end of life, stewardship scheme capture

DURABILITY

Accelerated life testing, technical durability, drop test performance, switch life testing

RESEARCH & INNOVATION

Future sustainable materials, new PCB technology exploration, ecodesign tools for impact reduction

Minimizing our environmental footprint — [ECODESIGN] — Enhancing our social handprint

Ecodesign

RECYCLABILITY

EFFICIENCY

SECOND LIFE
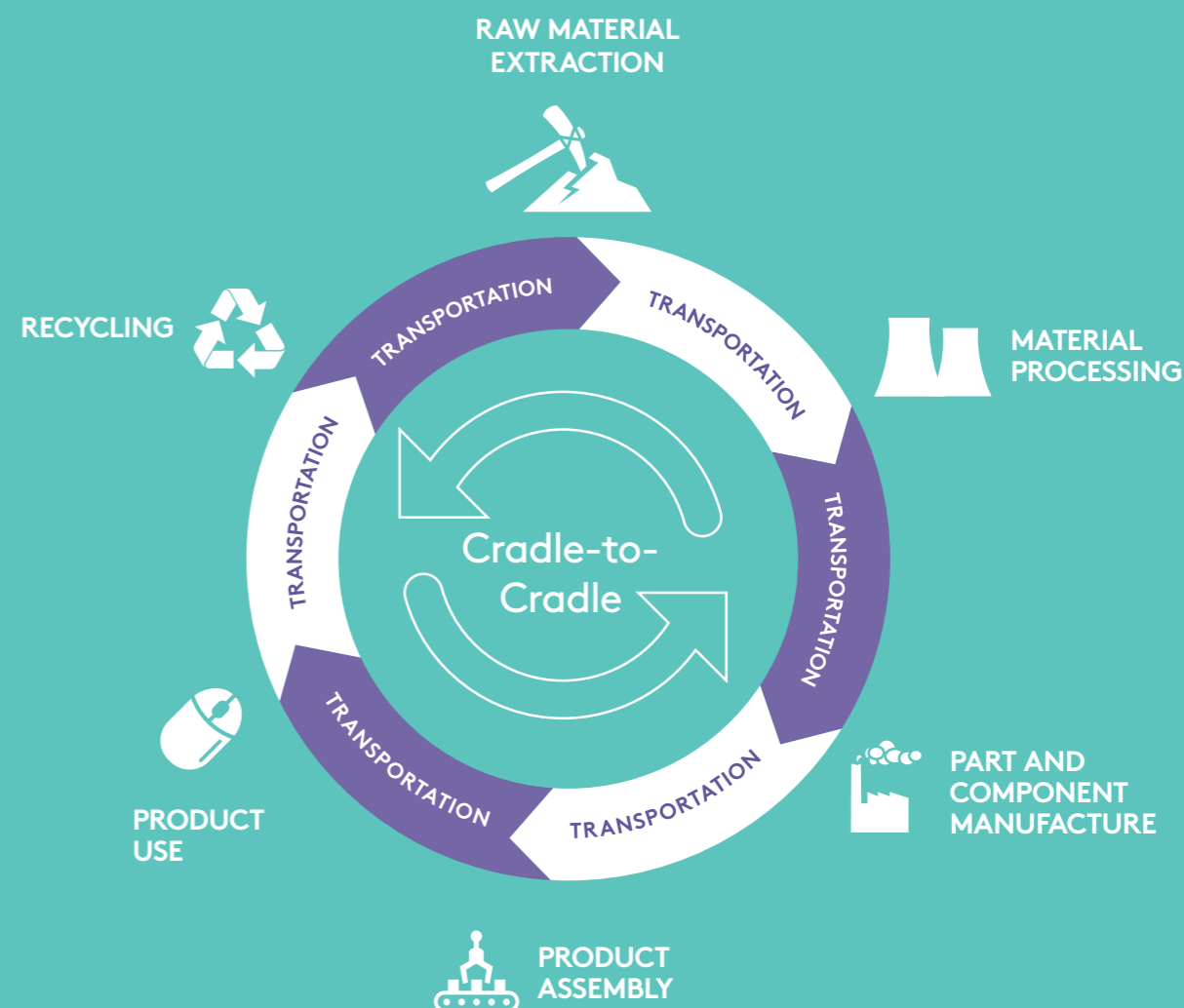
TOXICITY

MATERIALS
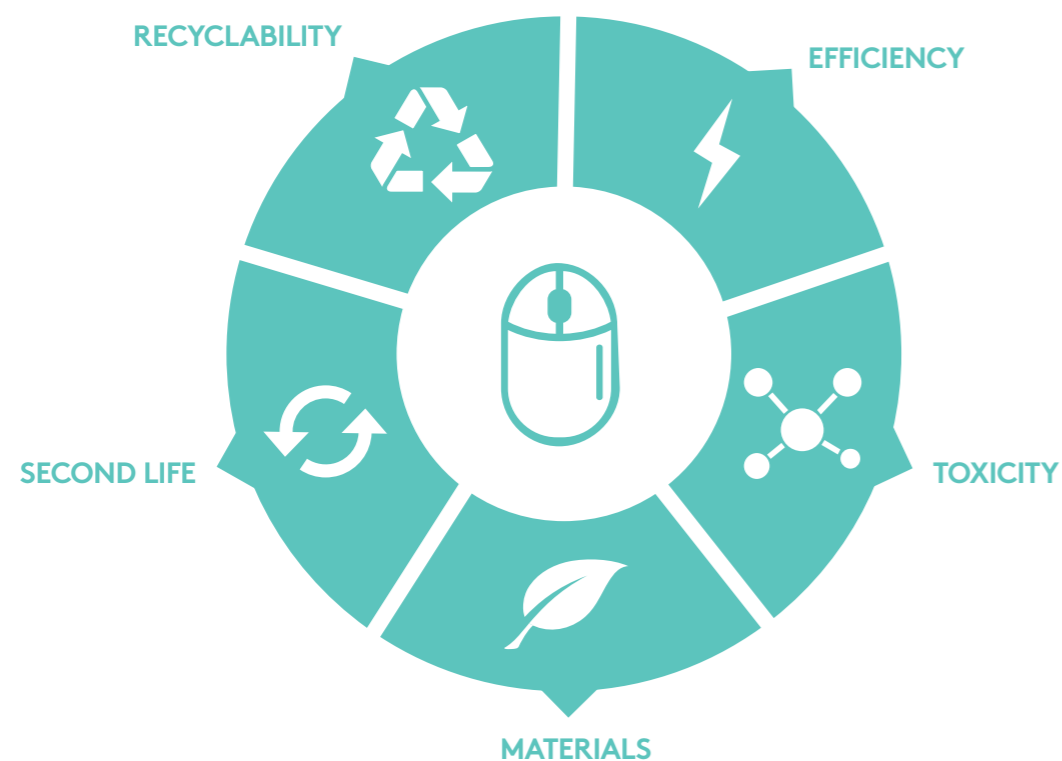
Ecodesign Standards

In addition to building our LCA capability, we are developing ecodesign standards, to enable qualitative and quantitative assessment of a product's performance, in areas not captured by the traditional LCA process (e.g. design for recyclability and product durability).

These ecodesign standards are developing to reflect stakeholder views, legal megatrends, good practice standards such as Epeat, IEEE 1680.1, ECMA 341 and international eco-labelling systems including Blue Angel, EPEAT, EU ecolabel and others.

Our ecodesign approach is evolving to focus attention on three key metrics - Carbon,

Toxicity and Circularity. Tracking these three metrics across our product portfolio allows us to gauge our progress and to set meaningful targets for environmental impact reduction. This is important both during the product development process and also across successive generations of products.

Life Cycle Assessment (LCA)

RAW MATERIAL EXTRACTION

RECYCLING

TRANSPORTATION

TRANSPORTATION

Cradle-to-Cradle

MATERIAL PROCESSING

PRODUCT USE

TRANSPORTATION

TRANSPORTATION

PART AND COMPONENT MANUFACTURE

PRODUCT ASSEMBLY

LIFE CYCLE ASSESSMENT

R500 Presenter
- 1 Sourcing 81%
- 2 Manufacture 5%
- 3 Distribution 2%
- 4 Consumer Use 7%
- 5 End-of-life 5%

CRAFT
- 1 Sourcing 70%
- 2 Manufacture 1%
- 3 Distribution 19%
- 4 Consumer Use 4%
- 5 End-of-life 6%

MX Master 2S
- 1 Sourcing 88%
- 2 Manufacture 3%
- 3 Distribution 4%
- 4 Consumer Use 1%
- 5 End-of-life 4%

Responsible materials

Breakdown of Top Selling Products:

BY WEIGHT

Plastic parts 38%

Paper packaging 31%

Plastic packaging 8%

Metal parts 8%

Cables 5%

Printed Circuit 4%
Board Assembly

Batteries 3%

Rubber 2%

Other 1%

BY CARBON FOOTPRINT

1 Printed Circuit
  Board Assembly 55%

2 Plastic parts 21%

3 Metal parts 6%

4 Plastic packaging ... 5%

5 Paper packaging 5%

6 Batteries 3%

7 Cables 3%

8 Rubber 1%

9 Other 1%
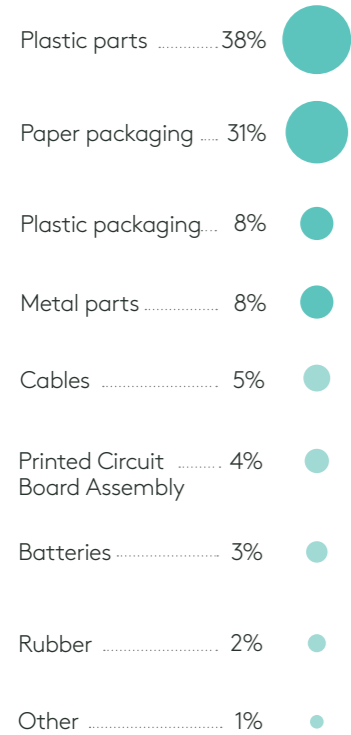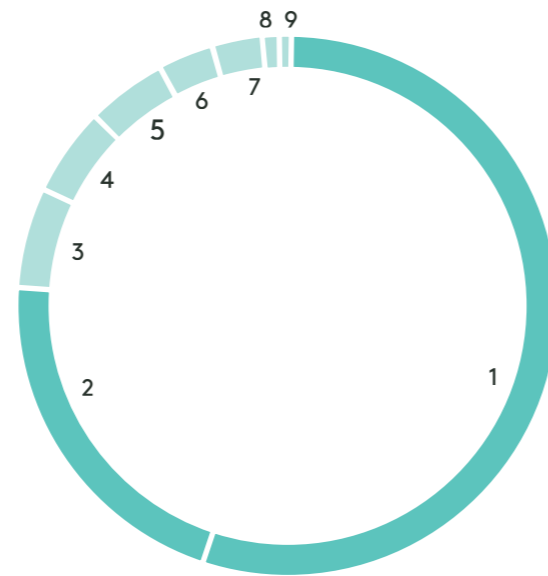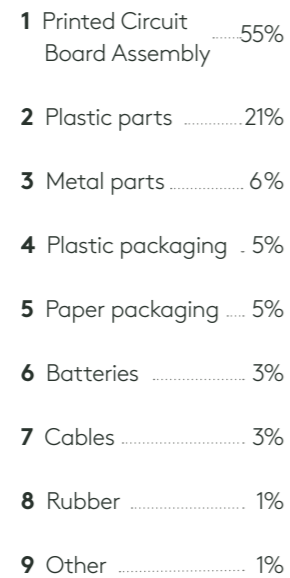
The first step in designing for lower environmental impact is to reduce the weight of materials used. Feature set refinement, component miniaturization, design analysis tools like FEA and advancement in power efficiency, have allowed us to make significant weight reductions in many of our product lines in recent years.

From our Breakdown of Top Selling Products (above), we understand plastic is one of our top materials, by weight, and

the second biggest contributor to our product portfolio's carbon footprint.

Eliminating Virgin Plastic with Post-Consumer Recycled (PCR) Plastic

Towards the end of CY17, we established Post-Consumer Recycled (PCR) plastic Program, to understand the opportunities and challenges associated with using PCR plastic, as an alternative to virgin plastic, in Logitech electronic devices.

At this stage of the program, we are delighted to communicate the successful development of three PCR plastic resins, which can be used in Logitech products and the launch of oure first two products incorporateing these resins.

The following infographic provides a snapshot of the progress and key milestones, achieved during FY19, for this exciting, innovation program.

Case Study

Responsible Materials
Post-Consumer Recycled (PCR) Plastic

We want to make Logitech products more cradle-to-cradle. A product that is created (from a "cradle" of materials) should contribute to society over its entire life cycle. Virgin materials should be avoided and the materials that form part of one product should be recycled to form inputs for other products (and other cradles) at end-of-life.

INTRODUCING THREE NEW WAYS TO ELIMINATE VIRGIN PLASTIC

PCR-ABS
85% Recycled Content

PCR-PC
50% Recycled Content

PCR-HIPS
85% Recycled Content
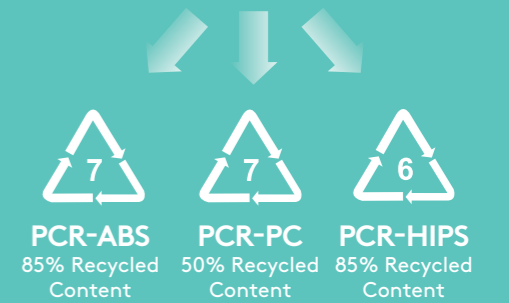
Introducing the first two Logitech products incorporating post-consumer recycled (PCR) plastic

68%
PCR plastic

30 tons
virgin plastic eliminated each year

51 tons
carbon footprint eliminated each year

C930E WEBCAM

51%
PCR plastic

19 tons
virgin plastic eliminated each year

40 tons
carbon footprint eliminated each year
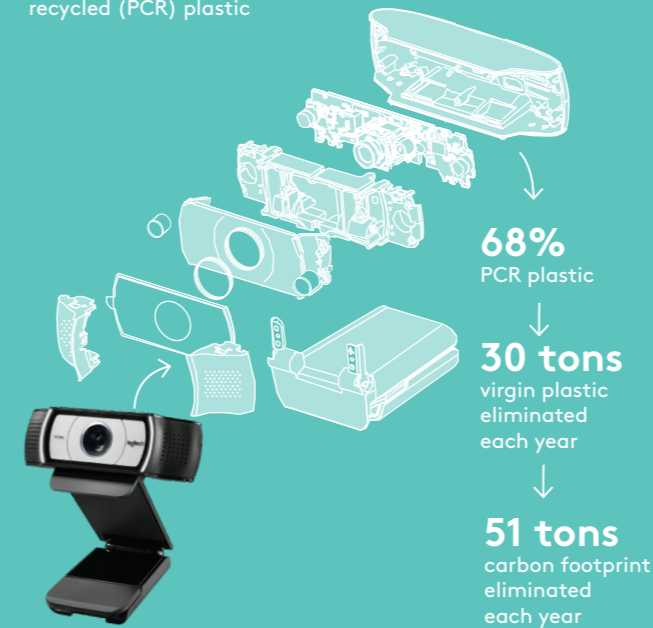
M275 MOUSE

KG FOR KG, POST-CONSUMER RECYCLED PLASTIC IS BETTER FOR THE ENVIRONMENT

PCR-ABS 85% compared to virgin ABS

Reduction in life cycle carbon footprint
78%

Reduction in life cycle toxicity
97%

Reduction in life cycle water use
40%

Reduction in life cycle fossil fuel use
95%

Ecodesign

GPRO Wireless

The GPRO wireless gaming mouse was celebrated as the lightest, wireless, gaming mouse on the planet, when it was released last year. GPRO is 28% lighter, and uses 19% less plastic, compared to its predecessor, the G903.

Through the use of advanced engineering tools, and a novel endoskeleton construction, we achieved an incredible 1mm thin outer shell, without sacrificing durability or performance.

These savings translate to a 18% reduction in carbon footprint, compared to the G903. Additional weight reductions were achieved by:

- using thinner, printed circuit boards,
- introducing a spoked wheel design,
- using a smaller, Lithium-Polymer (LiPO) battery, (while doubling battery life thanks to the new power efficient HERO 16K sensor), and
- reducing the number of screws.

Crucially, we believe the technology innovations we achieved as part of developing the GPRO, can be leveraged further in the future, to reduce the weight and carbon emission impact of other future products.

Carbon Footprint GPRO vs G903

Y-axis: Carbon Footprint (kgCO₂e), values 0, 1, 2, 3

Bars: G903, GPRO WIRELESS

-18% Carbon Footprint Reduction
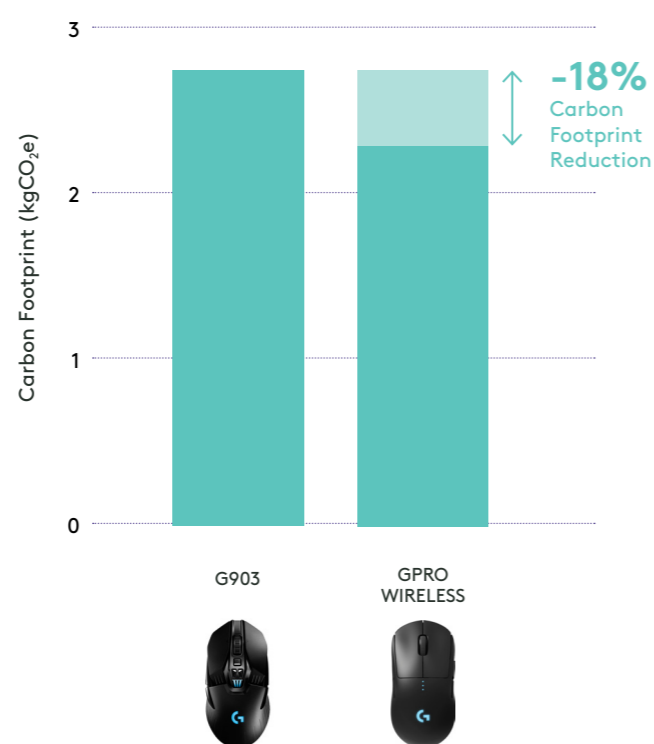
Case Study

PRO WIRELESS

Reducing weight and carbon footprint, while maintaining durability and performance

EXTRA THIN 1MM WALLS

MECHANICAL SPRING BUTTON TENSIONING

LIGHTWEIGHT ENDOSKELETON

SPOKED WHEEL DESIGN

48H LIPO BATTERY

50M-CLICK SWITCHES

EXTRA THIN 0.8MM PCB

NEW HERO 16K SENSOR

Ecodesign

R500

Last year we released the R500 - a simple, reliable and hassle-free laser presentation remote.

In developing the R500 we sought to deliver a refined user experience while improving product energy efficiency and optimising the use of materials.

As a result of these efforts the R500 is 11% lighter, delivers a significantly improved battery life, and has a carbon footprint which is 15% lower than its predecessor the R400.

These savings were achieved by increasing the energy efficiency of the product, eliminating the LCD display, reducing the size and weight of plastics and the PCB, redesigning the receiver and eliminating the carry bag.

Carbon Footprint R400 vs R500

−15% Carbon Footprint Reduction
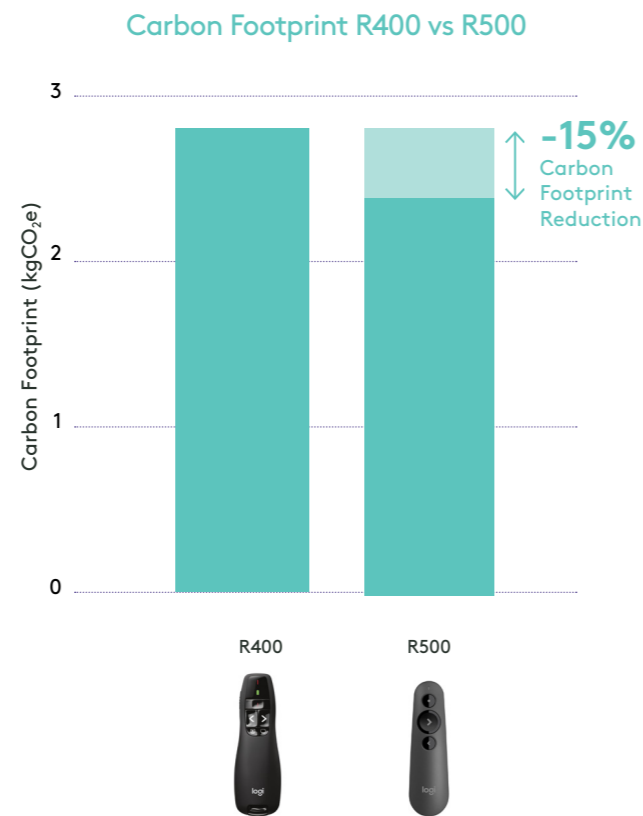
RESPONSIBLE PACKAGING

Packaging is a critical component of our products - it helps us deliver products to market safely and contributes to the consumer experience. Our goal is to optimize the sustainability performance of our packaging, without sacrificing user experience and product protection.

To achieve our packaging goals, we always consider the environmental impact of the packaging materials we use. Application of our LCA tools and design expertise allows us to analyze the carbon, toxicity and circularity impact of various packaging materials, zacross the full life cycle.

Our packaging is PVC-free and, wherever possible, we avoid other eco-toxic materials that inhibit recycling. We are building capability to eliminate more and more single-use virgin plastic, to use more recycled content and to ensure recyclability. We consider packaging design early in the product development process and carry out periodic packaging reviews to identify opportunities for optimization.We are compiling internal packaging ecodesign guidelines that draw on international best practice.

In the last year we identified and pursued a number of

opportunities to reduce the weight of packaging in top-selling products. These weight reductions were achieved through the use of alternative materials (primarily paper, to replace plastic), and improving packaging efficiency.

FSC-certified packaging

FY19 also saw the launch of our Forest Stewardship Council (FSC(R)) Program. In FY19, we established an FSC-certified supply chain for paper packaging and launched our first product incorporating FSC-certified packaging.

The remainder of this section provides a flavor of some of the weight and carbon footprint improvements we achieved in FY19, along with further information on our use of FSC.

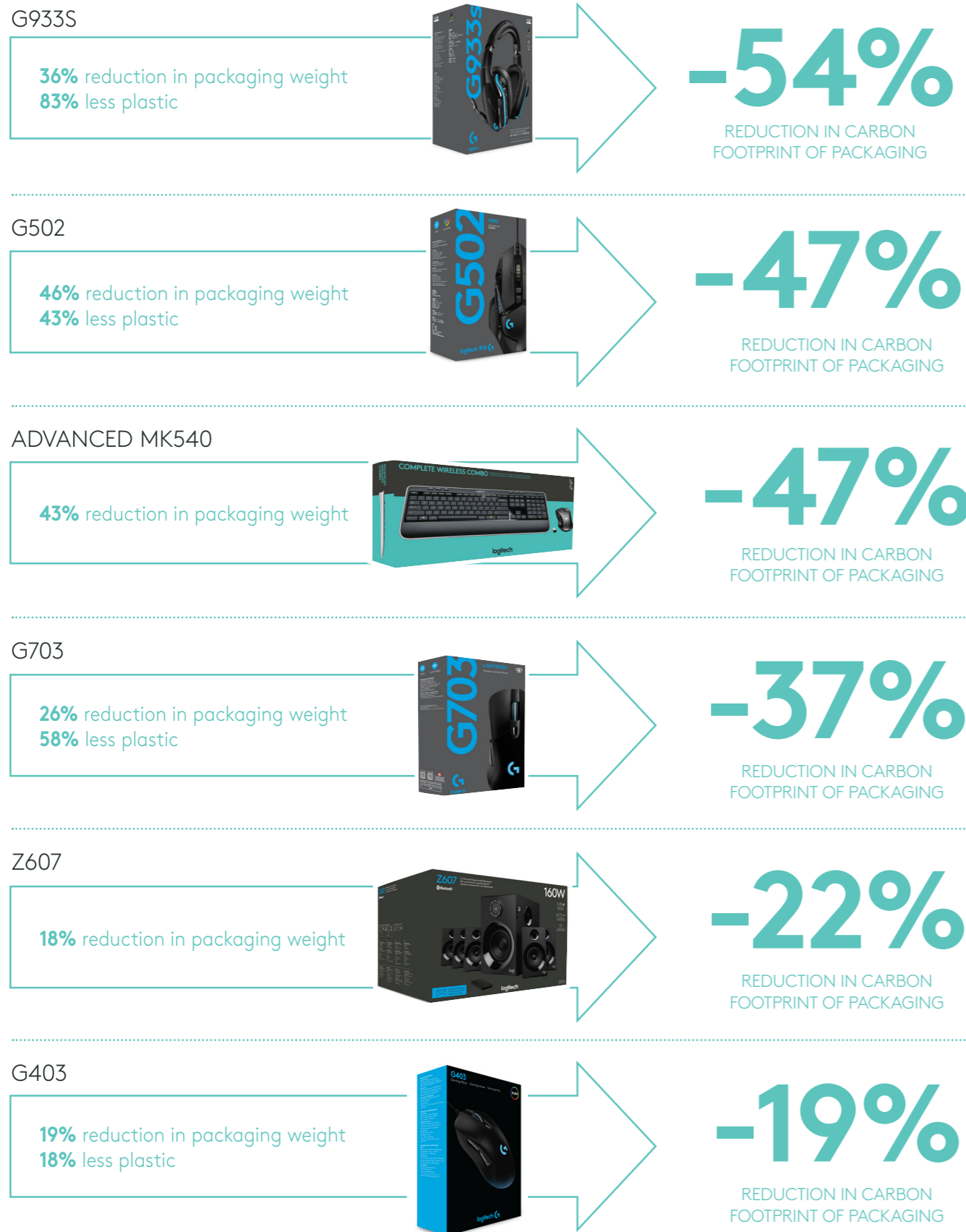**FY19**

LAUNCH OF FIRST PRODUCT WITH FSC-CERTIFIED PACKAGING

FSC
www.fsc.org
FSC™ N003028

The mark of responsible forestry

RESPONSIBLE PACKAGING
Case Studies

Benefits vs Previous Generation

G933S

36% reduction in packaging weight
83% less plastic

-54%

REDUCTION IN CARBON
FOOTPRINT OF PACKAGING

G502

46% reduction in packaging weight
43% less plastic

-47%

REDUCTION IN CARBON
FOOTPRINT OF PACKAGING

ADVANCED MK540

43% reduction in packaging weight

-47%

REDUCTION IN CARBON
FOOTPRINT OF PACKAGING

G703

26% reduction in packaging weight
58% less plastic

-37%

REDUCTION IN CARBON
FOOTPRINT OF PACKAGING

Z607

18% reduction in packaging weight

-22%

REDUCTION IN CARBON
FOOTPRINT OF PACKAGING

G403

19% reduction in packaging weight
18% less plastic

-19%

REDUCTION IN CARBON
FOOTPRINT OF PACKAGING

Case Study

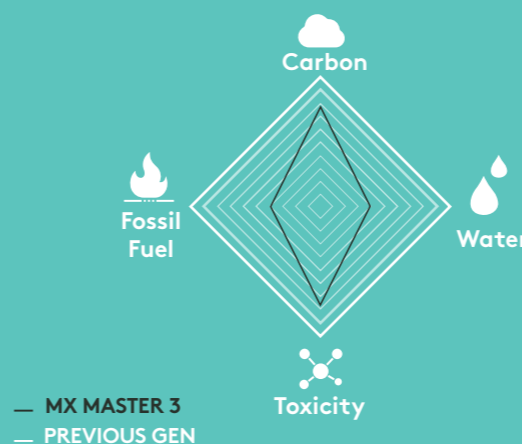# MX Master 3
A product life cycle approach

With the design of packaging for the new MX Master 3, we optimized the use of paper, eliminated plastic components and reduced packaging weight. All paper-based components are FSC-certified, giving an overall reduction in carbon and life cycle environmental impact compared to the previous generation.

FSC-CERTIFIED

All paper-based packaging for the MX Master 3 is FSC(TM)-certified and made of material from well-managed FSC-certified forests, recycled materials, and other controlled sources.

FSC
www.fsc.org
FSC® N003028

The mark of
responsible forestry

ECO FOOTPRINTS

Carbon

Fossil Fuel

Water

Toxicity

— MX MASTER 3
— PREVIOUS GEN

PULP TRAY

Paper pulp tray with high recycled content, instead of plastic tray

ACCESSORY SLEEVE

FSC-certified paper

INNER CARTON

FSC-certified cardboard with recycled content

Carton modified to eliminate the need for a second plastic tray

OUTER SLEEVE

FSC-certified paper
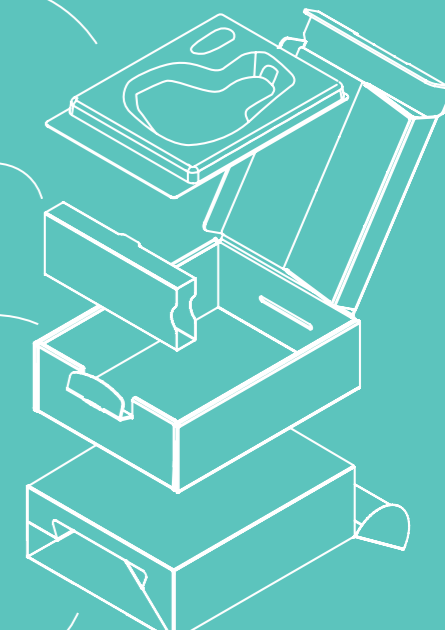
MX MASTER 3 VERSUS PREVIOUS GENERATION

75% increase in recyclability of materials

100% of paper-based packaging is FSC-certified

195% increase in recycled content

50% reduction in water use across the life cycle

48% reduction in fossil fuel use across the life cycle

25% reduction in life cycle carbon and toxicity

AVOIDING TARGETED SUBSTANCES

Manufacturing of computer peripherals and electronic devices requires a diverse mix of hundreds of parts, materials and components. The materials we use in our products are produced by a supply chain that extends across the world.

As a responsible company, we consider the full life cycle footprint and handprint of our products. We work with our suppliers to review material specifications, test products and components, and identify potential risks to human health or the environment across the full life cycle of our products. We consider environmental impacts beyond our sourcing and manufacturing operations, taking into account typical product end-of-life scenarios.

Product compliance is critical to our success as a company. Any non-compliance with legal requirements worldwide could potentially delay market access or damage our relationships with suppliers, and our reputation with customers.

To address these potential risks, we proactively monitor product compliance obligations relevant to toxicity management and chemicals, materials and substances. Our global Sustainability team includes legal surveillance specialists who work with external legal advisers to track developing legislation across the globe

and complete periodic External Factor Reviews (EFRs) to identify regulatory megatrends and stakeholder concerns regarding chemical toxicity worldwide.

In reality, our commitment to safe and non-toxic electronics extends beyond simply considering legal requirements. We proactively adopt policy positions that reflect our commitment to the precautionary principle and preventative measures to eliminate, manage and control the use of certain "Targeted Substances" in our manufacturing process and products.

Our General Specification for the Environment (GSE), or "green procurement" standards
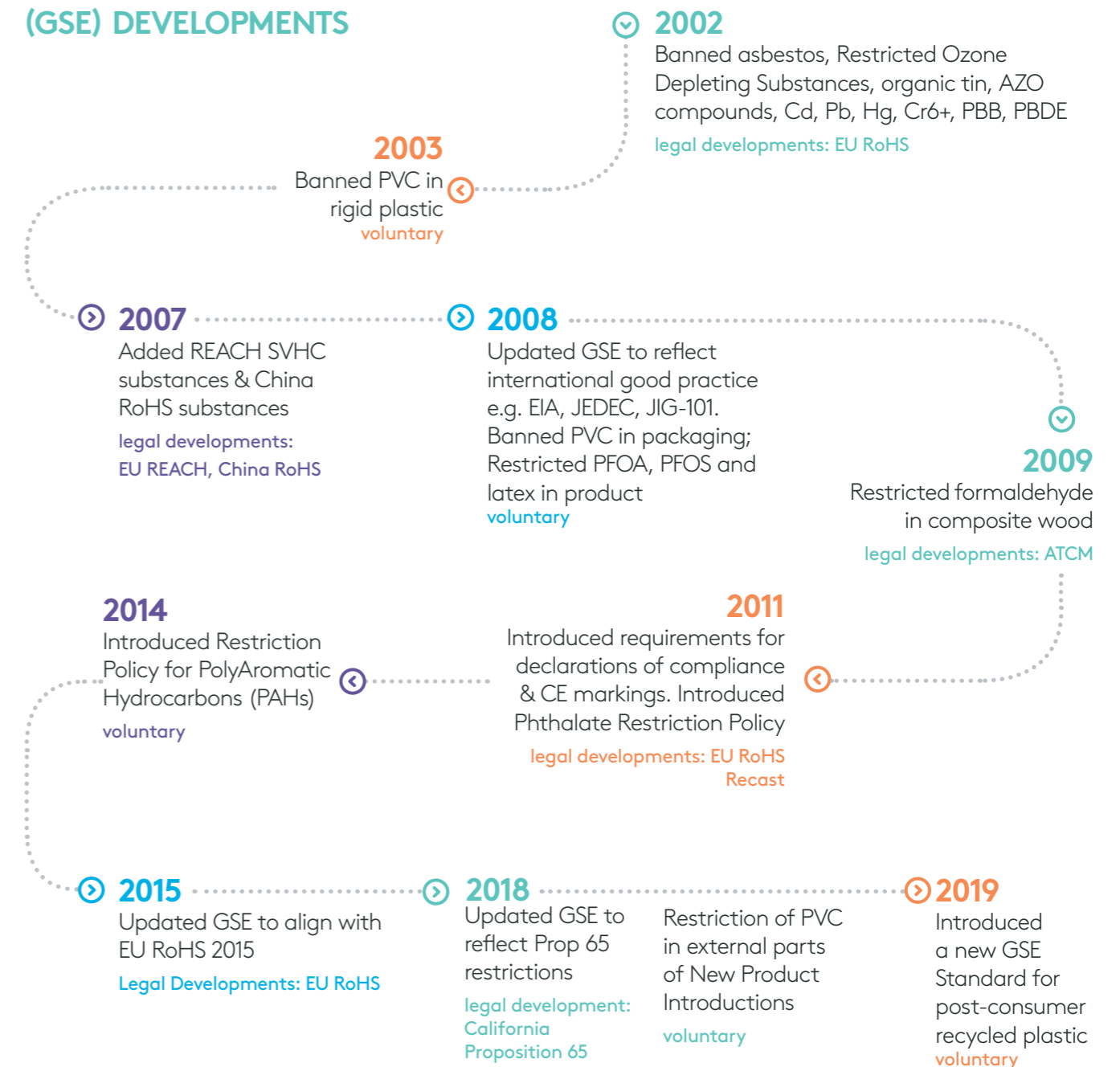We formalized the prohibition and restriction of chemicals, materials and substances in 2002 with the introduction of our General Specification for the Environment (GSE) (i.e. green procurement) standards. These standards identify the substances that we prohibit, restrict or require declarations for, as well as our labelling requirements.

Compliance with our GSE is an explicit requirement in our supplier (contract) agreements for procurement of goods and services.

Since 2002, our GSE standards have developed to reflect evolving legal requirements, regulatory megatrends, benchmarking of peer company approaches, review of stakeholder concerns and international good practice, including IEC 62474 and the RBA Code of Conduct.

A summary of some of the key milestones in our GSE's evolution is shown in the following figure.

GENERAL SPECIFICATION FOR THE ENVIRONMENT (GSE) DEVELOPMENTS

2002
Banned asbestos, Restricted Ozone Depleting Substances, organic tin, AZO compounds, Cd, Pb, Hg, Cr6+, PBB, PBDE
legal developments: EU RoHS

2003
Banned PVC in rigid plastic
voluntary

2007
Added REACH SVHC substances & China RoHS substances
legal developments: EU REACH, China RoHS

2008
Updated GSE to reflect international good practice e.g. EIA, JEDEC, JIG-101. Banned PVC in packaging; Restricted PFOA, PFOS and latex in product
voluntary

2009
Restricted formaldehyde in composite wood
legal developments: ATCM

2014
Introduced Restriction Policy for PolyAromatic Hydrocarbons (PAHs)
voluntary

2011
Introduced requirements for declarations of compliance & CE markings. Introduced Phthalate Restriction Policy
legal developments: EU RoHS Recast

2015
Updated GSE to align with EU RoHS 2015
Legal Developments: EU RoHS

2018
Updated GSE to reflect Prop 65 restrictions
legal development: California Proposition 65

Restriction of PVC in external parts of New Product Introductions
voluntary

2019
Introduced a new GSE Standard for post-consumer recycled plastic
voluntary

Avoiding Targeted Substances
continued

We have an established and systematic testing program, which includes sampling of Logitech products, components and manufacturing consumables on a regular basis to verify compliance with GSE requirements.

The scope of our testing program includes products, components and consumables produced at our own production facility and supplier manufacturing facilities.

Products and components are mechanically disjointed to the homogeneous level and tested in accordance with good laboratory practice methods including X-Ray Fluorescence (XRF) and Laboratory-based Chemical Analysis. Our approach allows us to demonstrate and declare single component traceability, full legal compliance and test reports for the homogeneous level, where appropriate.

In addition, we carry out periodic surveys of our suppliers to interrogate material use where pertinent e.g. when significant changes to the SVHC list for REACH are introduced.

We have a robust supplier audit program, which includes auditing of supplier facilities to check compliance with RBA Code requirements for materials management, compliance with hazmat legislation, and compliance with our green procurement standards. Both our product testing program, and supplier factory auditing program, include a corrective action reporting and remedy process aligned with RBA good practice requirements.

In addition to the above, where safer and less toxic alternatives are avaialble, we drive voluntary phase-out of certain Targeted Substances of concern including, PVC, phthalates and flame retardants. These substances are widely used in our sector but they have a toxic life cycle and can contribute to adverse impacts on the environment, recyling and occupational health, during manufacture, processing and end-of-life.

PVC-Free Program

In 2003, we made a voluntary commitment to phase out the use of PVC in rigid plastic. This was followed by a ban on PVC in packaging in 2008.

From our LCA studies, we know replacing PVC cables, can potentially reduce life-cycle toxicity and carbon footprint by 52% and 2%, respectively. With this insight in mind, we have decided to expand the scope of our program, at this stage, to include all feasible external parts of new product introductions e.g. cables, extenders, adaptors, chargers). We have also established and communicated a publicly-available **PVC-Free** Policy and in FY19, we eliminated more than 110 tonnes of PVC in more than 97 individual products (and 1,000s of SKUs).

The following graph shows the total weight of Targeted Substances in our top 50 retail products (by sales value, normalized by number of units sold per year).

Since CY10, we have substantially reduced our use of Targeted Substances year-on-year, through systematic testing of product samples, corrective actions processes and follow-up collaboration with suppliers.

During FY19, all products on the market complied with our GSE requirements for management of Targeted Substances. And as shown in the graph, these efforts helped us reduce Targeted Substances by 71%, since CY10 and reduce the average weight of Targeted Substances to 6g/unit, compared to 21.5g/unit, in CY10.

We are proud of our achievements to date, but we also know there is a lot more work to do. With our expanded PVC-Free program targeting new product introductions, we expect to fast-track PVC-elimination in the forthcoming period.

Furthermore, we will continue to evolve our GSE more broadly and audit and collaborate with suppliers - to drive reduction of our supply chain environmental footprint and drive use of safer and more environmentally-friendly alternative materials.

Targeted Substances: Reduction per Unit

Legend: Bromine, Antimony Trioxide, Ten Phthalates, PVC
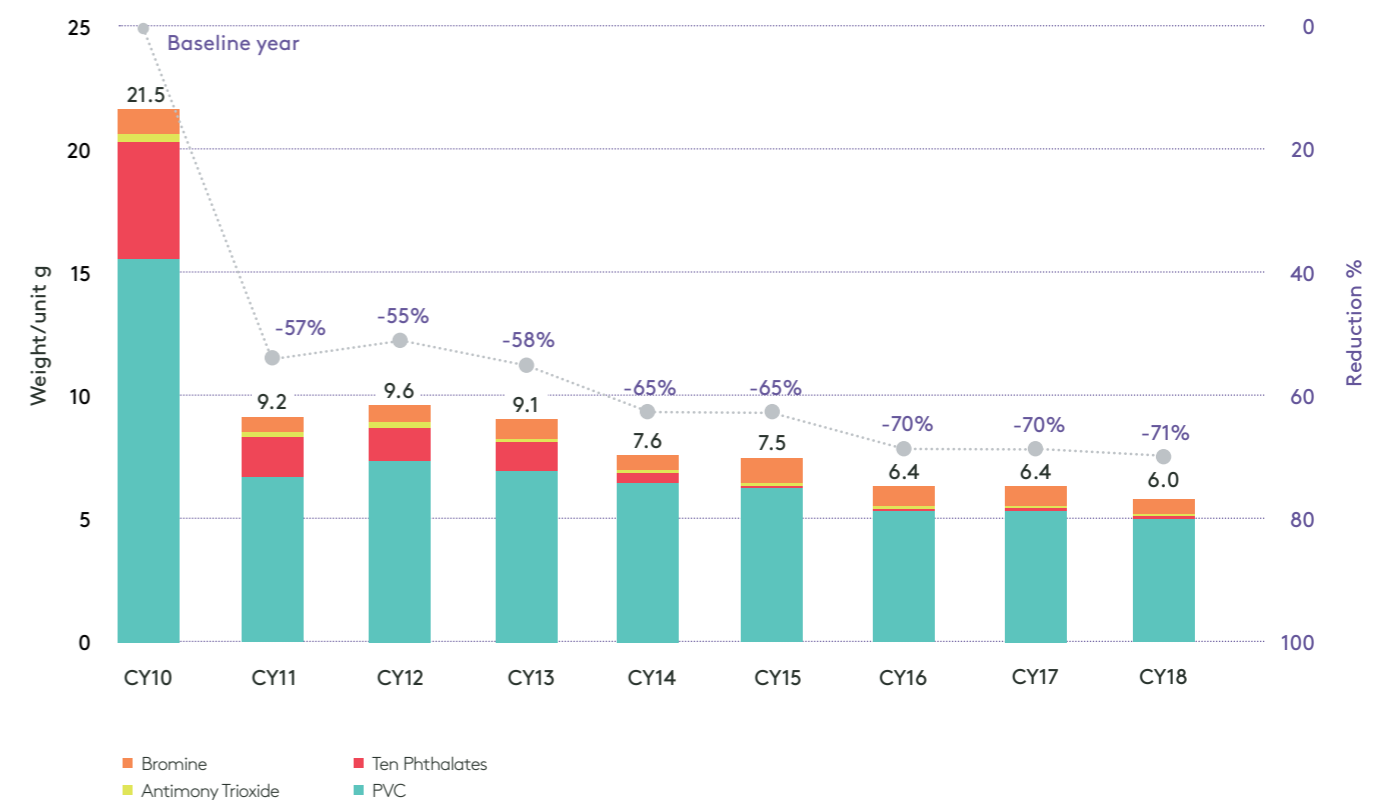
END-OF-LIFE RECYCLING

We need to find ways to make our products more cradle-to-cradle. A product can be created from a cradle of renewable energy and recycled materials and useful materials can be recycled at end-of-life to form inputs for other products and manufacturing systems.

E-waste is one of the fastest growing waste streams in the world. Each year, the world produces nearly 45 million tonnes of e-waste and that figure is predicted to increase to nearly 54 million by 2025.[1] Less than 20% of global e-waste is recycled, and improperly handled e-waste can pollute land, water and air.

Recycling rates continue to be low as e-waste and e-plastic presents some particular challenges for current recycling technology and infrastructure. Small and light-weight electronic products often contain a complex mix of low-value materials, which require special sorting and recycling techniques and the environmental impact of transporting end-of-life products for specialist recycling can sometimes outweigh the environmental benefit of recycling.

Batteries and electronics should not be disposed of with household waste to landfill but this continues to occur widely in many countries across the globe.

Here at Logitech, our goal is to ensure Zero Product to Landfill. As a Responsible Producer, we monitor evolving stewardship laws for our products, packaging and batteries worldwide. Where we identify emerging stewardship laws, we carry out robust due diligence to identify Producer Responsibility Organisations as early as possible and provide financial support to enable and support the development of effective recycling infrastructure and schemes.

In countries where our importers, distributors, retailers and other business partners are responsible for recycling, we carry out due diligence, to understand legal obligations, communicate our expectations to business partners, and enforce good practice stewardship, as a contractual term of business.

Providing our own voluntary take-back service continues to be a significant challenge in light of our global consumer base, the availability of suitable recovery
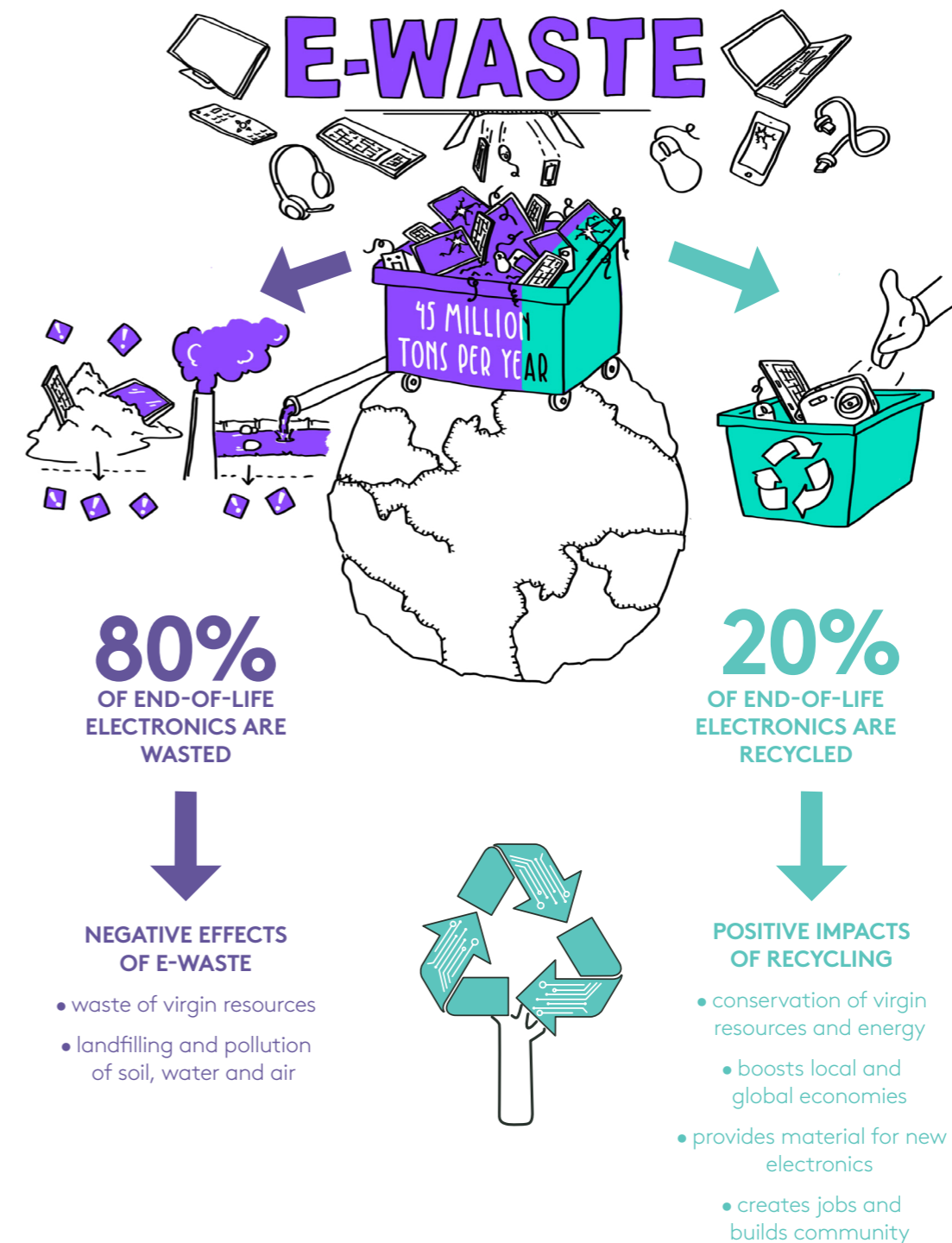
and recycling infrastructure worldwide and the environmental impact of transporting materials for recovery and recycling.

We continue to explore options in this area, while currently relying on our existing network of Product Responsibility Organisations (PROs), Distributors, Retailers and other partners.

Since CY10, we have partnered with PROs across the world to finance the collection of more than 44,000 tonnes of electrical devices, batteries and packaging and we are on target to achieve our goal of 50,000 tonnes by 2020.

The following infographic forms part of a recycling video we created in FY19, to launch our new recycling page on logitech.com, and other awareness-raising initiatives.

logitech vs. e-waste

E-WASTE — 45 MILLION TONS PER YEAR

80% OF END-OF-LIFE ELECTRONICS ARE WASTED

NEGATIVE EFFECTS OF E-WASTE
- waste of virgin resources
- landfilling and pollution of soil, water and air

20% OF END-OF-LIFE ELECTRONICS ARE RECYCLED

POSITIVE IMPACTS OF RECYCLING
- conservation of virgin resources and energy
- boosts local and global economies
- provides material for new electronics
- creates jobs and builds community

End-of-Life Recycling
continued

Designing for recyclability

As a consumer products company, we think beyond end-of-life recycling. We accept responsibility for carbon and environmental impacts associated with our choice of materials and the end-of-life phase of the product life cycle.

To eliminate end-of-life contaminants of the recycling stream, we manage RoHS substances and eliminate Targeted Substances (including PVC in packaging and rigid plastics).

Our longer-term goal is to design products to enable optimal use of recycled materials, end-of-life recyclability and broader circularity.

In the last year, we have been working to develop eco-design standards and environmental-friendly technologies and solutions including PVC-free cables and Post-Consumer-Recycled (PCR) plastic. We recognize the scale of the challenge but we are making good progress. Please refer to the **Responsible Products** section for more information in this regard.

Our Recycling Partners

European Recycling Platform

weee® NEDERLAND

El-Kretsen

call2recycle®

MRM

GRS BATTERIEN GEMEINSAMES RÜCKNAHME SYSTEM

Afvalfonds Verpakkingen

DER GRÜNE PUNKT

RECYCLING FINANCED SINCE CY10

2,385
tons of batteries

27,386
tons of electrical devices

15,100
tons of packaging

Cumulative weight of financed recycling since CY10 (t)

■ Electrical devices ■ Batteries ■ Packaging
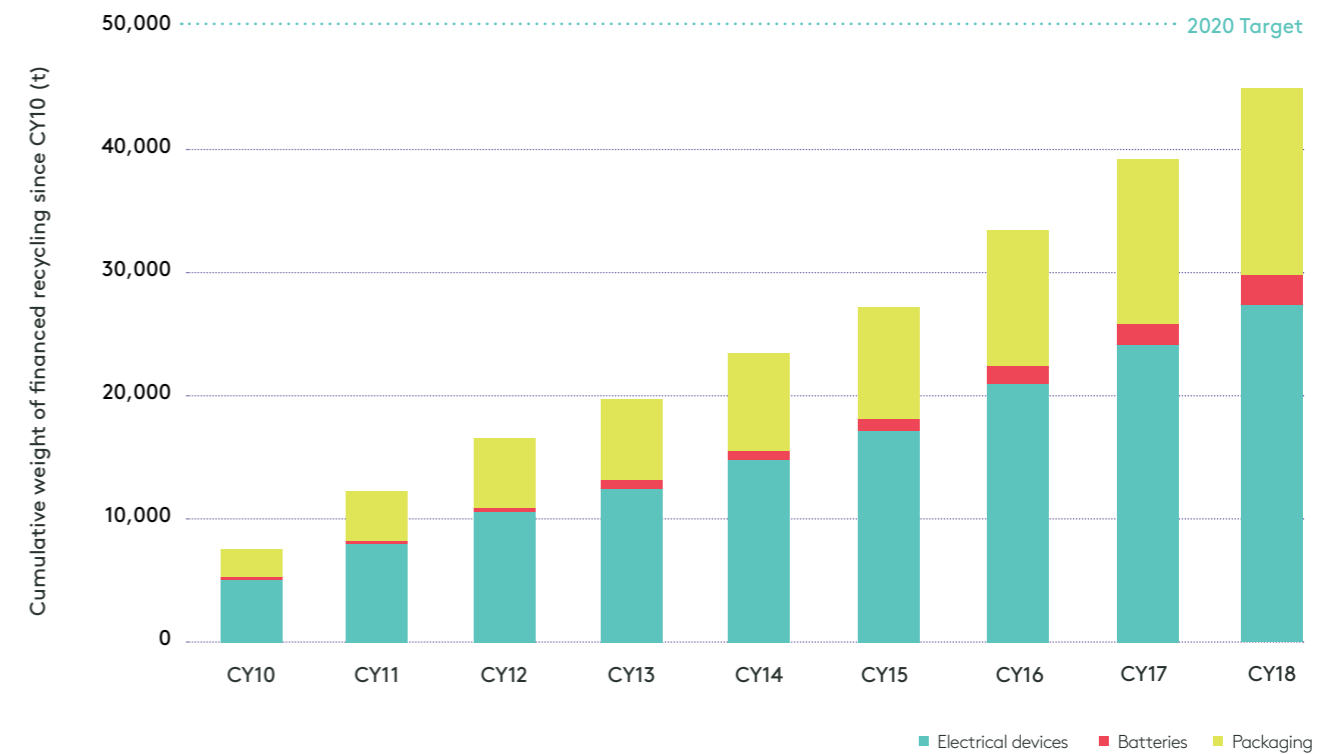
RESPONSIBLE MANUFACTURING

Logitech designs, manufactures and markets products that have an everyday place in people's lives and connect people to the digital experiences that they care about. We are constantly challenging ourselves to take out waste and non-value added steps.

More than 50% of our annual revenue is generated from the products we produce in-house. We provide direct employment opportunities to more than 3,200 direct employees at our production facility.

Our manufacturing capacity is supported and supplemented by a supply chain of contract manufacturers, joint design manufacturers and component manufacturers, which provide additional employment opportunities across the globe.

This section provides an overview of key environmental programs and initiatives associated with our production facility. Further information on other aspects of our sustainability performance is provided in the **Safety**, **Health and Welfare** section and **Human Rights and Labor** section of this report.

Our governance framework for responsible manufacturing is founded on our commitment to comply with all relevant legal requirements, the Responsible Business Alliance (RBA) Code of Conduct, International Organization for Standardization (ISO) 14001 and Occupational Health and Safety Assessment Series (OHSAS) 18001.

We first achieved ISO 14001 and OHSAS 18001 certification of our production facility in 1999 and 2004, respectively.

Since that time, a team of third-party auditors have carried out annual reviews year-on-year to ensure our management system, activities and approach continue to align with international good practice and to drive continuous improvement.

Our production facility is subject to the RBA's Validated Audit Process (VAP) and is VAP-rated green, indicating high levels of sustainability performance, and low sustainability risk.

3,200+
DIRECT EMPLOYEES AT OUR FACTORY

ISO 14001
SINCE 1999

OHSAS 18001
SINCE 2004

We have more than 30 years of manufacturing experience, and we are constantly challenging ourselves to eliminate waste and non-value added steps. We are continuously looking for ways to use new technology to create better products, reduce manual labor, improve the workplace and make manufacturing more productive and sustainable for the long-term.

With this goal in mind, we continue to introduce automation and robotic technology at our production facility, to deliver accurate, time-saving and waste-eliminating production of some of our most popular products.

The introduction of automation enables real-time adjustments for optimal efficiency and is helping us to shift worker responsibilities from low-skilled manual labor to monitoring, calibrating and maintaining equipment, with associated soft skills.

Water

Approximately 95% of the water that is used at our production facility is obtained from public mains supply via a connection provided by the local authorities.

Our in-house production activities are not water intensive; we are primarily involved in final assembly and testing. The water that we use at our facility is primarily used for drinking water, catering, showers, washrooms and other sanitary facilities.

We have monitored water consumption on a monthly basis since CY10. Summary results are shown in the following chart. As a general trend, consumption levels tend to be indirectly linked to production activities. When on-site production increases, the size of our workforce increases, leading to increased demand for drinking water and use of sanitary facilities.

RBA CODE OF CONDUCT
- Labor
- Health and safety
- Environment
- Ethics
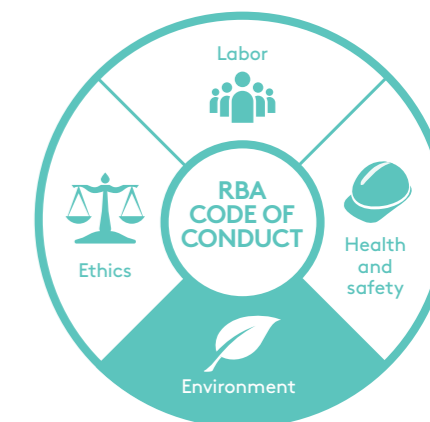
35+
YEARS IN-HOUSE MANUFACTURING EXPERIENCE

A small amount of the hot water for our heating system is sourced from a nearby third-party facility, where it is produced as a by-product wastewater. This approach helps us reduce the energy demand and environmental footprint of both our own facility and the neighbouring facility.

Wastewater emissions are largely limited to sanitary effluent, which is discharged via the local authority network, in accordance with all relevant conditions of our environmental permit.

As indicated above, water is not a material issue of environmental concern for us. Our water is sourced from public mains (low risk), is not used for production (low volume) and is used primarily for welfare facilities (high priority).
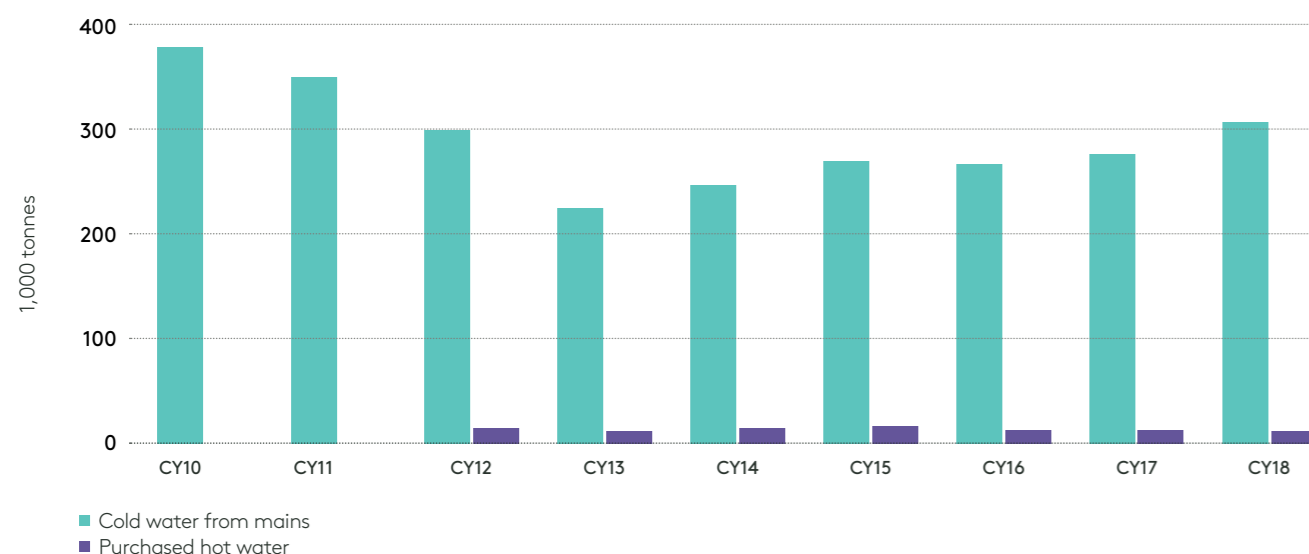
As a result, the potential for significant impacts on the environment due to water-use at our production facility is low and the scale of opportunity associated with water-saving initiatives is small. We have not therefore established reduction targets for water, as we have for Greenhouse Gases (GHGs), but our commitment to lean manufacturing drives ongoing efforts to identify water saving initiatives of benefit to the environment and our workforce.

Those initiatives typically relate to control systems for toilets and preventative maintenance procedures to avoid water leaks and repair any leaks that do occur. Our internal audit programs include regular checks and monitoring to ensure the welfare facilities we provide align with good practice expectations and provide fair working conditions for workers.

For more information on water use and environmental impacts in our supply chain, please refer to the **Supplier Development** section of this report.

Water use

1,000 tonnes

| | CY10 | CY11 | CY12 | CY13 | CY14 | CY15 | CY16 | CY17 | CY18 |

■ Cold water from mains
■ Purchased hot water

Hazardous Materials

Our use of hazardous materials is limited to use of small quantities of consumables, which are necessary for final assembly activities (e.g. lubricant oils, glue, cleaning solvent).

Hazardous materials are managed in accordance with RBA Code of Conduct requirements and legal requirements. Any materials that may pose a risk to human health or the environment are identified and managed in a manner that ensures their safe handling, movement, storage, use, recycling or reuse and disposal. Safety Data Sheets (SDSs) are maintained and communicated on notice boards in employee areas and are checked by our auditors when auditing compliance with the RBA Code of Conduct.

We also have a corporate standard establishing our expectations for environmental good practices and appropriate management of workplace emissions and air quality. We have not had any incidents relating to our use of hazardous materials, and, in light of the nature and scale of materials used, incidents are not likely to occur.

Waste

Waste from our production facility is limited to waste paper, waste packaging (paper/cardboard and timber), Printed Circuit Boards (PCBs) and small quantities of other waste (oils, solvent, light bulbs, organic waste from the canteen etc.).

We follow the Waste Hierarchy i.e. we avoid production of waste where possible and encourage reuse, recycling and other recovery options over disposal. The weight of waste arising over the course of the year is monitored and subject to internal reporting.

Hazardous waste is collected by licensed contractors and transported to licensed waste management facilities. The licences of those contractors are checked by a dedicated team of environmental specialists who also check samples of waste consignments.

Our global footprint and supply chain extends across all boundaries and borders. With reach comes responsibility.

ENERGY AND GREENHOUSE GASES

As a truly global brand we work in more than 40 countries across six continents and Logitech products are distributed to consumers worldwide. Our global Energy and Greenhouse Gas (GHG) Management program is founded on international good practice and an understanding of the material risks and opportunities relevant to our business activities.

In accordance with good practice expectations, we look to improve energy efficiency, minimize greenhouse gas emissions and use renewable energy, where possible. We monitor, track and report energy consumption and GHG emissions in accordance with the reporting requirements, the Global Reporting Initiative (GRI), the GHG Protocol and the CarbonNeutral Protocol.

Our Production Facility

In 2013 we set ourselves the target to reduce the absolute Scope 1 and 2 GHG emissions of our production facility by 20% by 2018. We are delighted to report we achieved that target and have decided to go further.

This year and for the first time, our manufacturing facility is certified CarbonNeutral[(R)]. This means the carbon footprint of the facility has been reduced to net zero emissions, through the

use of iRECs[1] and carbon offsets that meet the requirements of the CarbonNeutral Protocol. We are committed to maintaining carbon neutrality year-on-year, going foward.

In addition to our production facility, electricity from our office in Lausanne (Switzerland) continues to be sourced from verified renewable sources. If we take our offices into account, 75% of our total electricity use worldwide is now renewable.

In CY18 we implemented LED lighting at our main office in Hsinchu and achieved a 25% reduction in electricity consumption. Over the next 12 months we will continue this work to reduce the carbon footprint of our offices with further energy efficiency programs and transitions to renewable electricity sources.

CERTIFIED CARBON NEUTRAL®
building
2018

1   iRECs are International Renewable Energy Certificate purchased to address the carbon footprint of Scope 2 emissions (electricity). Carbon offsets can address the carbon footprint of Scope 1 and 2 emissions.
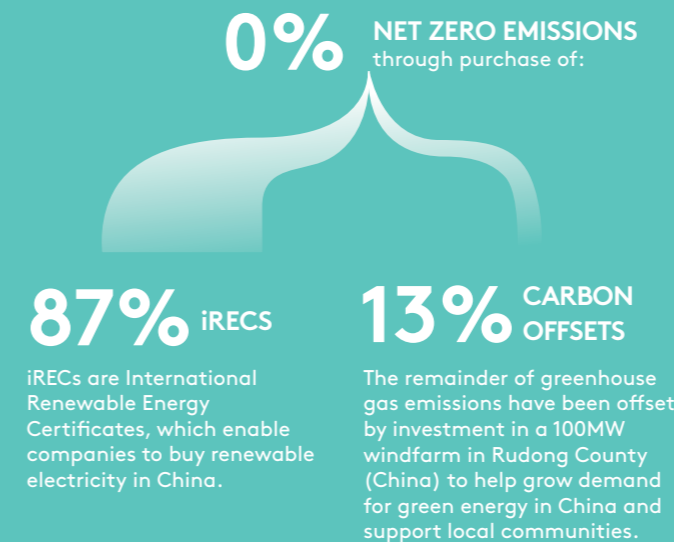

Case Study

Suzhou Production
Certified CarbonNeutral[(R)]

This year and for the first time, our production facility in Suzhou is certified CarbonNeutral[(R)]. This means the carbon footprint of the facility has been reduced to net zero through the use of iRECs and carbon offsets that meet the requirements of the CarbonNeutral Protocol.
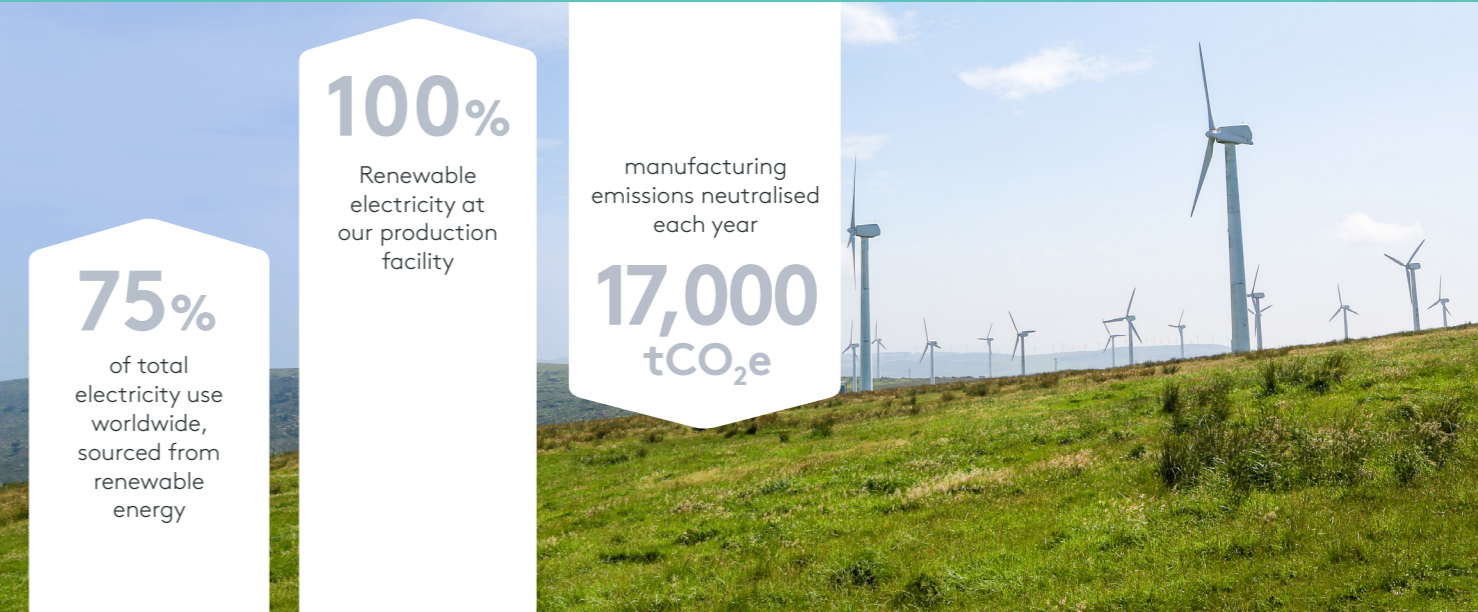
CERTIFIED CARBON NEUTRAL® building

WHAT DOES CARBONNEUTRAL[(R)] MEAN?

0% NET ZERO EMISSIONS through purchase of:

87% iRECS
iRECs are International Renewable Energy Certificates, which enable companies to buy renewable electricity in China.

13% CARBON OFFSETS
The remainder of greenhouse gas emissions have been offset by investment in a 100MW windfarm in Rudong County (China) to help grow demand for green energy in China and support local communities.
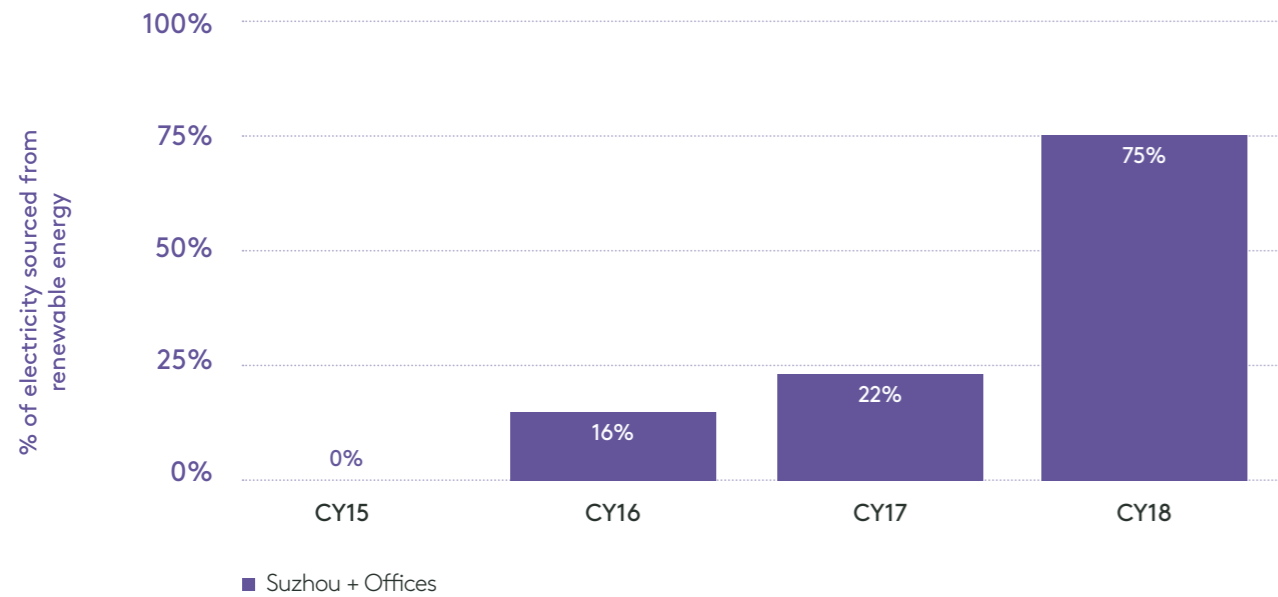
THE STORY SO FAR

Year	
2005	• Established our Suzhou production facility
2011	• Started purchasing hot wastewater from a local plant, to reuse as a heat source for heating water on-site
2012	• Started reporting energy use to the Carbon Disclosure Project (CDP) • Set target to reduce 2010 GHG emissions by 20% by 2018 • Upgraded chillers and compressors
2013	• Improved AC efficiency
2014	• Upgraded and replaced lighting
2015	• Introduced electric buses on-site • Purchase of renewable energy (iRECs)
2017	• Third-party energy efficiency audit to identify further opportunities • Continued purchase of renewable energy (iRECs)
2018	• installation of large scale metering program • Purchase of iRECS and carbon offsets to achieve carbon neutrality

LOGITECH CARBON NEUTRAL COMMITMENT → Increase energy efficiency → Purchase renewable electricity → Offset residual greenhouse gas emissions

75% of total electricity use worldwide, sourced from renewable energy

100% Renewable electricity at our production facility

manufacturing emissions neutralised each year
17,000 tCO$_2$e

Energy and Greenhouse Gases
continued

Electricity sourced from renewable energy

% of electricity sourced from renewable energy

- CY15: 0%
- CY16: 16%
- CY17: 22%
- CY18: 75%

■ Suzhou + Offices

GHG Emissions

GHG Emissions (thousand tCO₂e) / GHG Intensity (tCO₂e/Million USD$ revenue)

- CY10: 16.97 — 7.18
- CY11: 17.42 — 7.52
- CY12: 16.43 — 7.83
- CY13: 15.21 — 7.58
- CY14: 14.21 — 7.09
- CY15: 13.61 — 6.74
- CY16: 13.61 — 6.13
- CY17: 13.60 — 5.30
- CY18: — 0.00

■ Market-Based GHG Emissions .... GHG emission intensity
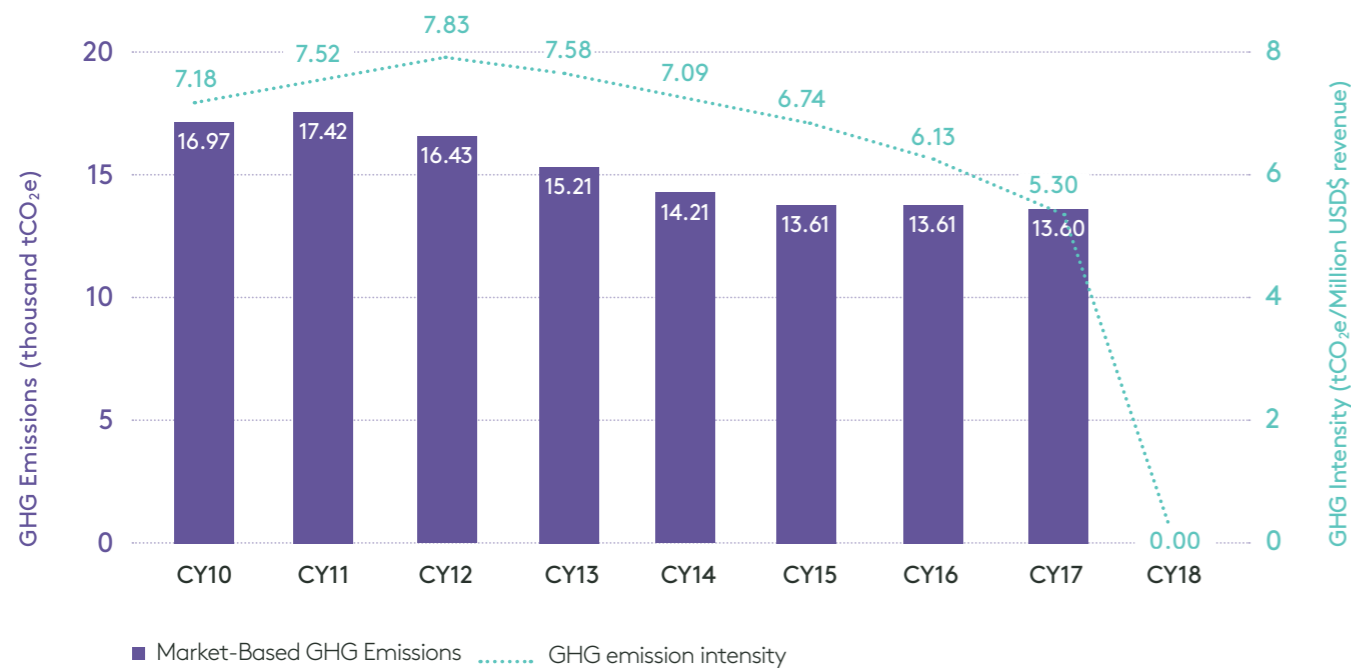
BUILDING OUR CORPORATE CARBON FOOTPRINT

Since 2015, we have been working to develop our GHG inventory and map GHG emissions to understand the full scope of our Corporate Carbon Footprint. Developing our Corporate Carbon Footprint is helping us to identify GHG hotspots to target, track and improve as part of our GHG strategy with key performance indicators (KPIs). This section provides an overview of work in the last year to map and understand the key elements of our footprint.

Purchased Goods and Services

GHG emissions associated with purchased goods and services are estimated by life cycle assessment (LCA) of products (see **Responsible Products** section of this report, for further information).
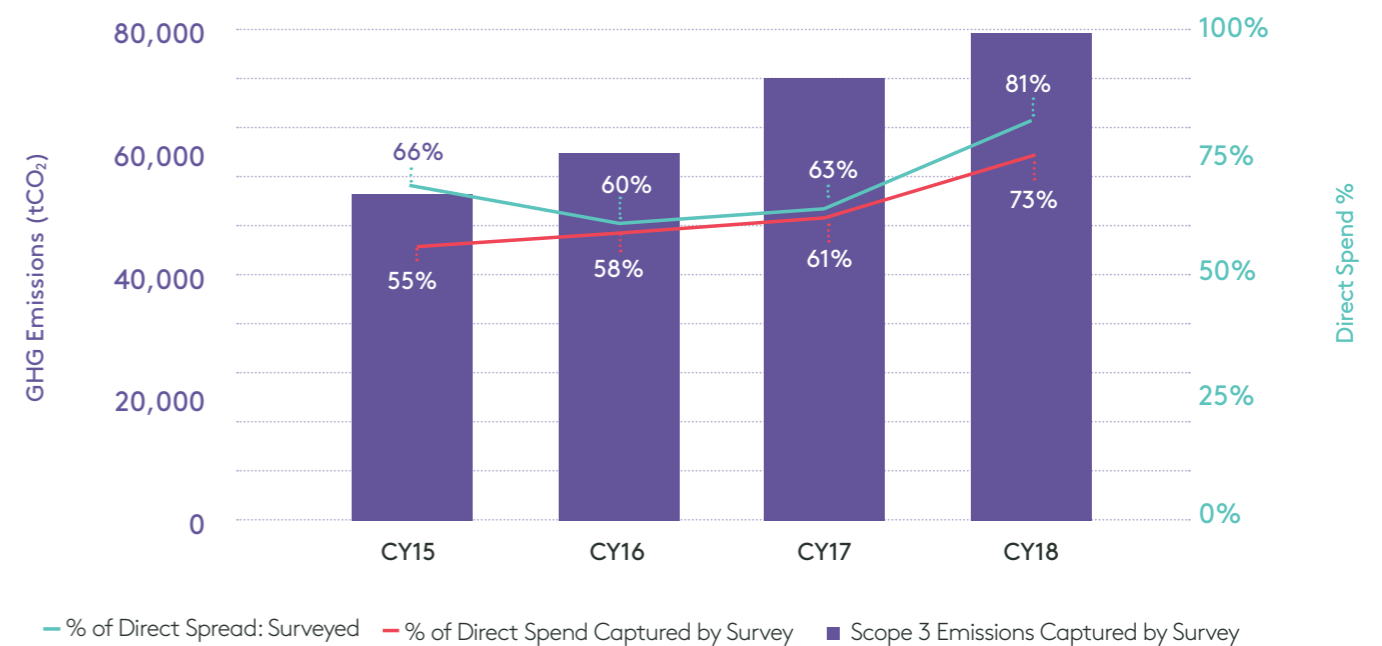
To understand the impact of purchased goods and services from direct supplier manufacturing, we carry out an annual Supplier Energy Survey, to capture the proportion of direct, supplier manufacturing, GHG emissions, which are allocated to Logitech products.

As shown in the following graph, the scope and supplier response rate for our Supplier Energy Survey has increased year-on-year, as we have worked to provide guidance and training, and suppliers have become more familiar with our requirements and expectations.

For CY18, we expanded the scope of the survey to include 80% of our direct spend on supplier manufacturing and we captured the GHG emissions associated with 73% of that direct spend. Using assumptions we can extrapolate the survey data and estimate the total emissions from direct supplier manufacturing is approximately 110,000 tCO₂e.

We also track supplier performance relative to previous years and this year we are introducing a new Torch Award, to acknowledge the supplier with most improved energy performance and incentivize continual improvement of supplier energy performance.

Supplier GHG Survey

GHG Emissions (tCO₂e) / Direct Spend %

- CY15: 66% / 55%
- CY16: 60% / 58%
- CY17: 63% / 61%
- CY18: 81% / 73%

— % of Direct Spread: Surveyed — % of Direct Spend Captured by Survey ■ Scope 3 Emissions Captured by Survey

Energy and Greenhouse Gases
continued

Product Distribution and Logistics

Our supply chain to market is complex. Logitech products are sold to almost every country in the world via a network of trusted partners.

As part of developing our Corporate Carbon Footprint, we have built a tool to collect, capture and report GHG emissions associated with product distribution and logistics to our direct customers. The tool has developed to reflect the GLEC Framework[2].

From the information we have gathered for CY18, we now know the carbon impact of product distribution and logistics to our direct customers is approximately 46,000 tCO_2e per annum.

Over the next year, we will be working to address those emissions with appropriate carbon management strategies. We will also extend the scope of our model, to cover distribution to the final user, of Logitech products.

Business Travel and Commuting

In CY18, we transitioned to a centralized system to capture, track and report business-related air travel. This new system is helping us to automate data collection, increase the visibility of business travel emissions and understand this important segment of our corporate carbon footprint.

From the data we have collected for CY18, we estimate the carbon footprint of business travel is approximately 4,885 tCO_2e per annum. To address this aspect of our footprint, we proactively encourage the use of video-conferencing equipment, to avoid business travel, where possible. We also host an annual Working from Home day each year, to raise employee awareness of the environmental benefits of using video-conferencing and working from home.
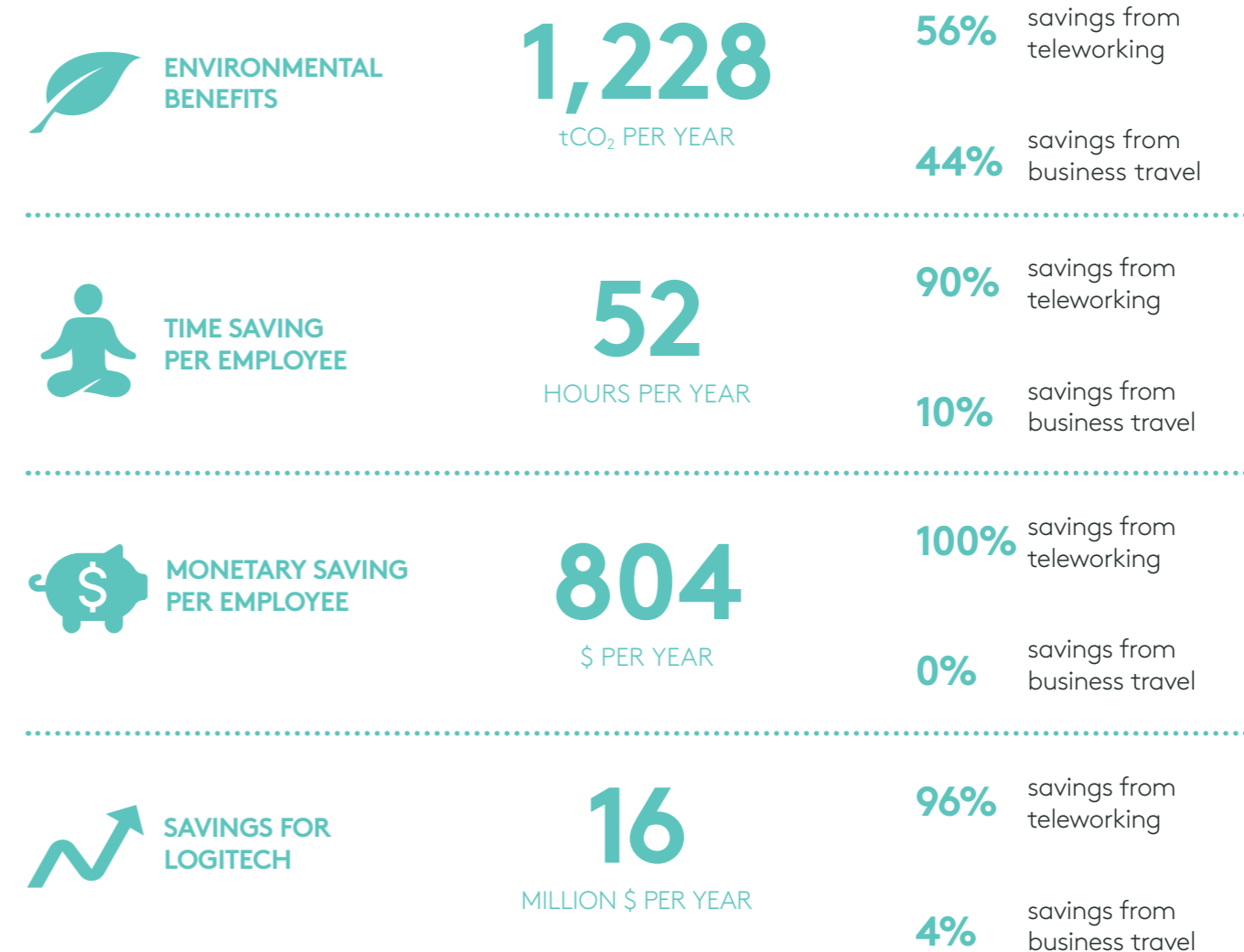
To quantify, capture and communicate the environmental benefits associated with this approach, we worked with CO_2Logic in CY18 to develop a tool to measure the associated carbon and other savings. This tool is being used to promote and drive increased uptake of video-conferencing and appropriate work from home.

Quanfying the positive impact of Video-Conferencing and Work from Home

If every Logitech employee used video-conferencing (VC) to work from home one day a week

ENVIRONMENTAL BENEFITS
1,228 tCO_2 PER YEAR
- 56% savings from teleworking
- 44% savings from business travel

TIME SAVING PER EMPLOYEE
52 HOURS PER YEAR
- 90% savings from teleworking
- 10% savings from business travel

MONETARY SAVING PER EMPLOYEE
804 $ PER YEAR
- 100% savings from teleworking
- 0% savings from business travel

SAVINGS FOR LOGITECH
16 MILLION $ PER YEAR
- 96% savings from teleworking
- 4% savings from business travel

VC Carbon Calculator built by:

CO₂logic

2 The Global Logistics Emissions Council (GLEC) Framework: the only globally recognized methodology for harmonized calculation and reporting of the logistics GHG footprint across the multi-modal supply chain. And aligned with the Greenhouse Gas Protocol, UN-led Global Green Freight Action Plan and CDP reporting standards.

PEOPLE AND SOCIETY

GOVERNANCE, ETHICS AND TRANSPARENCY

Our approach to governance ethics and transparency reflects international best practice, legal compliance requirements and the expectations of stakeholders, including customers and shareholders.
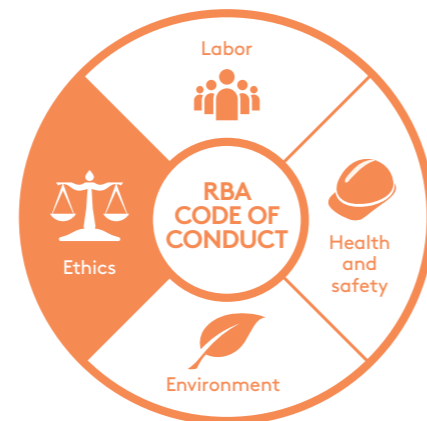
As a company publicly offering securities in the U.S. and Switzerland, we comply with the laws and rules of the U.S. Security Exchange Commission (SEC) (the Securities Act of 1933, Securities Exchange Act of 1934 and the Sarbanes-Oxley Act of 2002) as well as the laws and rules governing the SIX Swiss Exchange.

Our commitment to the RBA Code of Conduct and membership of the Compliance and Ethics Leadership Council drives us to look beyond compliance and identify, mitigate, and manage operational risks and opportunities to create value.
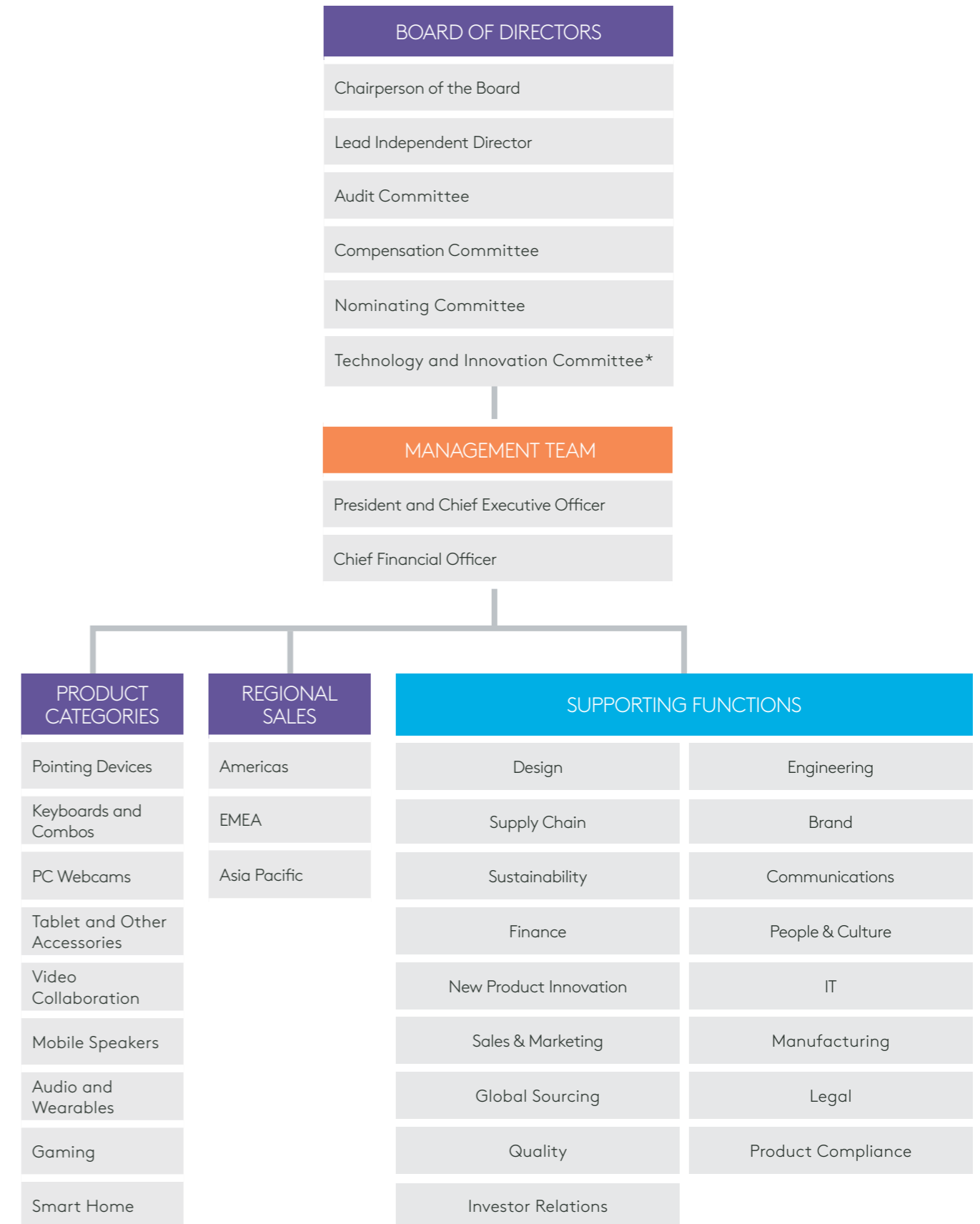
Good governance is driven by strong, effective and committed leadership. Our management structure includes a highly qualified and experienced **Board of Directors** and **Management Team**. Corporate governance, and related decision-making is informed and supported by a number of board-level committees.

Names and biographies for members of **Board of Directors** and **Management Team** can be viewed on our website, along with the **charters** we have established for each of the board-level committees.

In addition to the board-level committees, we established a Compliance Committee in February 2016, comprising senior leaders from each of the key functions across the Logitech business. This committee reports to the Board-level Audit Committee, is chaired by our Chief Compliance Officer, and is tasked with review, oversight and continued improvement of Logitech's Compliance Framework and related programs. The committee has a written charter, and meets regularly to review relevant communications and issues, approve compliance initiatives and actions, organizes the training calendar, and issues communications across the business.

RBA CODE OF CONDUCT — Labor, Health and safety, Environment, Ethics

Organizational Structure

BOARD OF DIRECTORS
- Chairperson of the Board
- Lead Independent Director
- Audit Committee
- Compensation Committee
- Nominating Committee
- Technology and Innovation Committee*

MANAGEMENT TEAM
- President and Chief Executive Officer
- Chief Financial Officer

PRODUCT CATEGORIES	REGIONAL SALES	SUPPORTING FUNCTIONS	
Pointing Devices	Americas	Design	Engineering
Keyboards and Combos	EMEA	Supply Chain	Brand
PC Webcams	Asia Pacific	Sustainability	Communications
Tablet and Other Accessories		Finance	People & Culture
Video Collaboration		New Product Innovation	IT
Mobile Speakers		Sales & Marketing	Manufacturing
Audio and Wearables		Global Sourcing	Legal
Gaming		Quality	Product Compliance
Smart Home		Investor Relations	

* Informal Joint Board & Management Committee

Governance, Ethics and Transparency
continued

As part of our commitment to leading good practice in this area, we are members of the **Compliance and Ethics Leadership Council (CELC)** of the Corporate Executive Board. The CELC is a network for compliance professionals across the world who work for the world's largest companies.

The CELC works to identify new ideas, innovations, standards and tools relating to the management of corporate governance, ethics and transparency. The resources and tools provided by this network are used as a benchmark for our program and drive continued good practice. Our membership of this network helps us maintain oversight of the latest developments in compliance law, management, best practice and diagnostics via a library of resources, seminars, peer discussions and periodic benchmarking surveys. Using these resources and others, we regularly review our Governance Framework to ensure it continually improves and evolves in line with our needs and international good practice.

Our Governance Framework includes our **Corporate Governance Principles** and the Logitech **Code of Conduct**. Both documents are available from the **Investor Relations** section

of our website. We believe it is important to provide clear and straightforward guidance to our employees. To that end, in 2015, we carried out a complete refresh of the Logitech Code of Conduct, Anti-Corruption Policy, Information Systems Acceptable Use Policy and Insider Trading Policy to make those policies easier to read, understand, follow and reinforce the positive behaviours that make Logitech a great place to work. The policies were translated into multiple languages, reflecting our geographically diverse workforce, and communicated across the globe to employees, with the roll-out of updated online training for new hires, face-to-face refresher training at our Principal Offices, and communications via our intranet, internal webinars and our external website.

In 2016, these core compliance policies were communicated to all employees and more than 90% of our non-manufacturing employees attended one of our live, webinar or online training sessions. We take particular care to ensure our suppliers understand our continued commitment and requirements. The Logitech Code of Conduct and RBA Code is formally shared with suppliers, as part of our supplier on-boarding and training.

Going forward, we will continue to communicate our commitment to corporate governance and ethical good practices as an integral part of auditing the social and environmental responsibility performance of our suppliers (see **Supplier Development** section of this report for further information).

> We conduct business in a fair, honest, and transparent manner. Employing exceptional ethical standards and practices is how we work, and helps us ensure the long-term interests of our stakeholders.
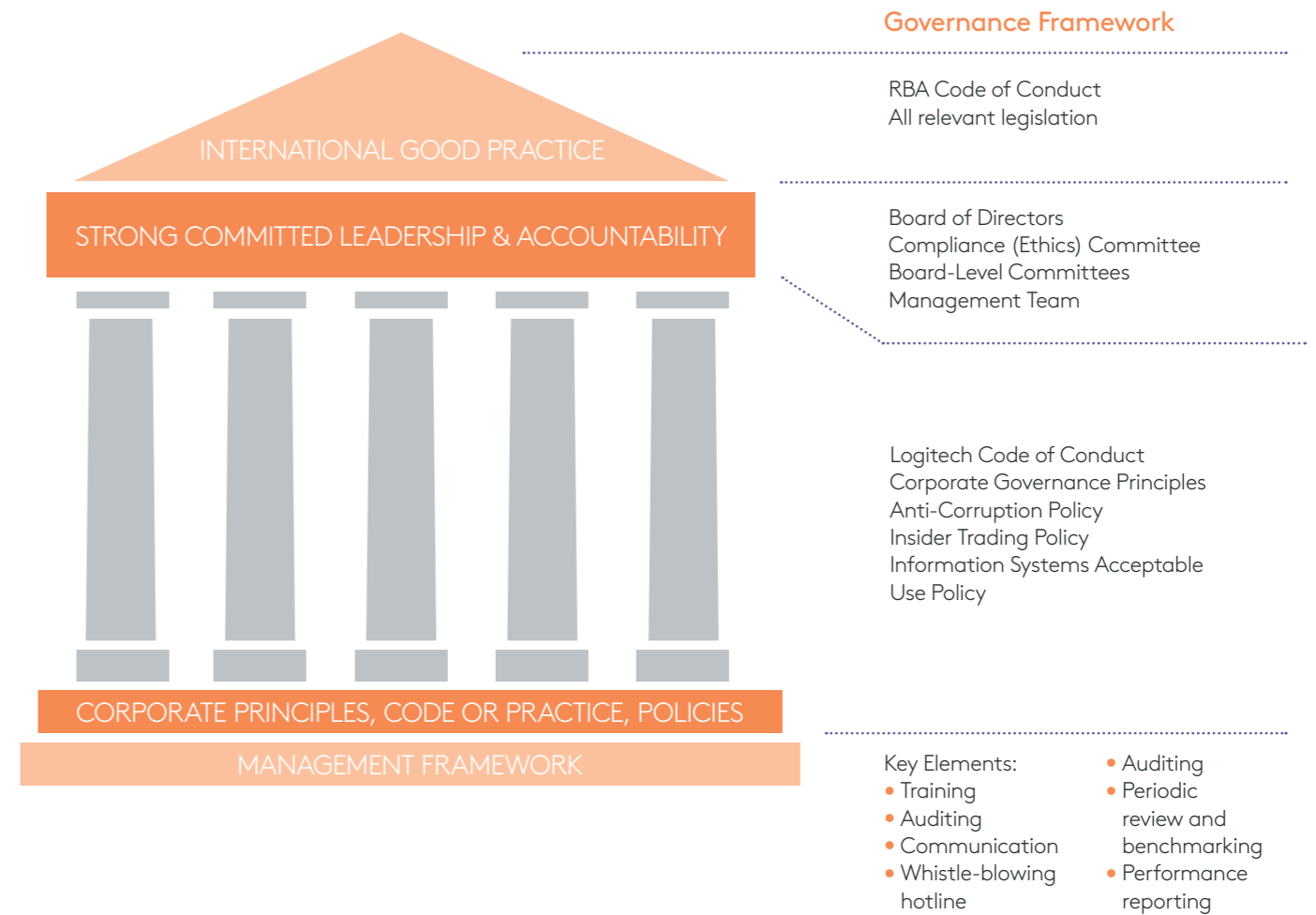
Our Compliance Training Plan includes core compliance training for all employees every other year, with supplementary training on specialist topics (e.g. anti-corruption, antitrust, anti-harassment) for target regions and high risk groups every year.

The Training Plan is reviewed by the Board of Directors and

includes provisions for additional training on a regional basis in response to employee feedback and other needs.

As communicated in the Logitech Code of Conduct, we look to exemplify integrity in everything we do. We understand transparent performance reporting is a key part of that.

The **Investor Relations** section of our website provides current and historic records of press releases, all financial reports, stock information, our earnings release schedule, and information relating to Annual General Meetings (AGMs).

Governance Framework

INTERNATIONAL GOOD PRACTICE

STRONG COMMITTED LEADERSHIP & ACCOUNTABILITY

CORPORATE PRINCIPLES, CODE OR PRACTICE, POLICIES

MANAGEMENT FRAMEWORK

RBA Code of Conduct
All relevant legislation

Board of Directors
Compliance (Ethics) Committee
Board-Level Committees
Management Team

Logitech Code of Conduct
Corporate Governance Principles
Anti-Corruption Policy
Insider Trading Policy
Information Systems Acceptable Use Policy

Key Elements:
- Training
- Auditing
- Communication
- Whistle-blowing hotline
- Auditing
- Periodic review and benchmarking
- Performance reporting

Governance, Ethics and Transparency
continued

The information we post to the website includes filings we make with the SEC (e.g. reports on Forms 10-K, 10-Q, 8-K), our proxy statement related to our annual shareholders' meeting and any amendments to those reports or statements filed or furnished pursuant to U.S. securities laws or Swiss laws. As communicated in our Code of Conduct, we recognize the importance of transparent reporting, which accurately and fairly reflects our business and financial performance, in a timely and understandable manner.

As part of our Management Framework, we undertake an Annual Risk Assessment, which takes into account country-level risks, and risks associated with various functional responsibilities across the company. The risk assessment process is facilitated by our Internal Audit team and informs the development of an Annual Audit Plan for operational audits and Sarbanes-Oxley (SOX) Assessments. The results of the risk assessment are incorporated in an Annual Audit Plan, which is reviewed and approved by the Board-Level Audit Committee.

IAs communicated in our Code of Conduct, we believe every employee has the right and the responsibility to report any observations, concerns, grievances or issues relevant to our Code of Conduct and commitment to ethical good practice.

Ethics Hotline
We have an established Ethics Hotline, which is hosted by EthicsPoint. This hotline facility provides employees with a whistle-blowing mechanism to confidentially and anonymously report any issues they identify or observe. Any reports to the hotline are investigated and managed under a framework established and overseen by Legal, People & Culture and Internal Audit functions. The identities of individuals reporting any issues are protected and Logitech maintains a no retaliation policy.

The Internal Audit team is responsible for investigating allegations that are raised through internal requests or our Whistleblower Mechanism and performing operational audits. Relevant audit findings and the status of remediation are reported to the Audit Committee on a quarterly basis.

In FY19, there were no reported incidents requiring reporting to any regulatory entity. No major monetary fines or non-monetary sanctions were imposed.

Data Security and Privacy
From a data security and privacy perspective, we have established our infrastructure in a variety of areas to comply with the new General Data Protection Regulation (GDPR) in Europe. We have updated our privacy policies and procedures to clarify how we collect, process, store and provide data and personal information for users and employees. In addition, we have improved security measures to protect the personal information of third parties with whom we work. As an example, we have obtained EU-US and CH-US Privacy Shield certification to establish a mechanism for us to comply with data protection requirements when transferring data from the European Union and Switzerland to the United States.

Suppliers and Supply Chain
For a description of how we drive ethical good practice across our supply chain, please refer to the Supplier Development section of this report.

EMPLOYEE SAFETY, HEALTH AND WELLBEING

Our continued success is fuelled by creative, resourceful and innovative people across the globe – within Logitech, and in our supply chain. The safety, health and wellbeing of all our people is important to us.

We look to safeguard the safety, health and wellbeing of all members of the Logitech team. We want to ensure everyone feels cared for, and employees can respond safely and creatively to the fast-paced environment of our sector, and the challenges of a competitive marketplace.

Our **Corporate Global Health, Safety and Security Policy Statement**, demonstrates the commitment of our executive management to protecting our employees and ensuring that we are operating in compliance with legislative requirements. This global policy is a foundational policy, which applies to all elements of our business.

To help us ensure the safety, health and wellbeing of employees at our production facility, we have established an integrated Environmental, Health and Safety (EHS) Management System. This management system includes an EHS Policy with clearly defined accountabilities, supporting procedures and programs.

Our procedures drive identification, assessment and evaluation of health and safety performance relative to applicable legal requirements, industry good practice, and the RBA Code of Conduct. We implement training and communication programs to develop employee awareness of the importance of health and safety management and our key management programs and provisions. We are committed to continual improvement of our health and safety performance, and a team of internal Health and Safety Auditors audit different work areas periodically, under the direction of an established Safety Steering Committee, and ensure proactive consideration of potential hazards, risks and control measures. Compliance with OHSAS 18001 and the RBA Code of Conduct is audited annually by an independent third-party. We have maintained OHSAS 18001 certification year-on-year since 2004, along with a "low risk" category high score in the RBA Validated Audit Process (VAP) since 2015.
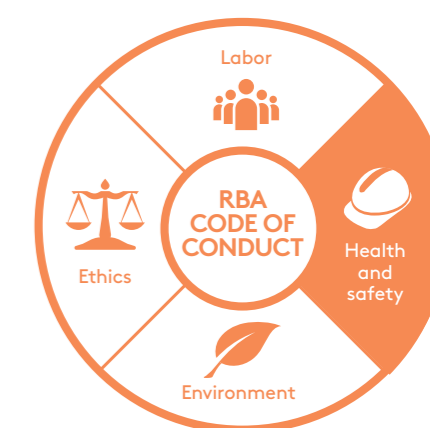
OHSAS 18001 CERTIFIED YEAR-ON-YEAR SINCE
2004

Employee Safety, Health and Wellbeing
continued

A number of health and safety initiatives were delivered during FY19 to ensure regulatory compliance, good practice and continual improvement at our production facility. Some examples include:

- employee health surveillance and third-party testing of work areas to ensure air quality conforms with occupational health standards;

- annual safety training for all contractors to understand safety hazards, high-risk contractor work and work authorization requirements;

- risk assessment of equipment and technology across our production facility to identify opportunities for improvement; and

- drills and other tests of our emergency response provisions and procedures for various hazards (fire, first aid, spills etc.) to improve employee awareness of procedures and provide refresher training.

Our commitment to the safety, health and wellbeing of production line workers also extends beyond our own workforce to fully include factory workers in our supply chain. We work in partnership with our suppliers to drive good practice and continual improvement of health and safety performance. For an overview of our activities within and with supplier organizations, please refer to the **Supplier Development** section of this report.

Our global portfolio of offices varies from small, leased, serviced offices, where health and safety services are generally provided by the landlord, to larger self-managed regional and country headquarters, where Logitech has implemented, and manages, our internal health and safety programs to ensure compliance, and to provide a safe, secure, comfortable environment for employees.

As part of our global business continuity program we have assessed the potential impact of disruptive events (either natural or man-made) to our facilities, and established Business Resumption Plans that prioritize the health and safety of personnel, emergency communication to affected stakeholders, and the resumption of controlled operations. Refresher training and desktop crisis simulations are conducted on a regular basis.

We believe health and wellbeing are critical to our employee's personal and professional success so employees can create, achieve and enjoy more. We encourage a healthy lifestyle by providing healthcare benefits, wellness tools, resources and programs to help employees achieve good physical, financial, emotional, intellectual and social wellbeing. Depending on the location, employees can take advantage

of biometric screenings, flu shots, confidential global Employee Assistance Programs (EAP), wellness events and seminars, and our wellness initiatives around the globe continue to grow year-on-year.

> We look to safeguard the safety, health and wellbeing of every member of the Logitech team. We want to ensure everyone feels safe and cared for.

CONFLICT MINERALS

As an active member of the Responsible Business Alliance (RBA) and the Responsible Minerals Initiative (RMI), we use best practice tools and processes to exert the full influence of the electronics sector on smelters worldwide, and promote responsible sourcing and avoidance of conflict minerals.

Conflict minerals are minerals that are mined in areas of armed conflict and human rights abuse, which finance armed groups. U.S. legislation and OECD due diligence guidelines currently define Conflict Minerals as cassiterite (tin), coltan (tantalum), wolframite (tungsten) and gold (or derivatives of these minerals), which have been mined in the Democratic Republic of Congo (DRC) or adjoining countries, and which fund conflict in the area. These four minerals are commonly referred to collectively as 3TG.

In 2008, the EICC (now: RBA) launched an Extractives Work Group to look at Conflict Mineral risks for the electronics industry. As an active member of the RBA and RMI, Logitech supported the initial assessment work of the RBA Extractives Working Group and we use the key tools and processes advised by the RBA and RMI to ensure responsible sourcing and avoidance of conflict minerals. As a manufacturer of products that

contain 3TG, we understand the importance of avoiding conflict minerals and are committed to sourcing components and materials from companies with shared values around human rights, ethics and environmental responsibility. We comply with all relevant legal requirements and have implemented a robust due diligence process to help ensure we and our suppliers meet our legal obligations and act in accordance with our values.

In June 2011, RBA launched the world's first conflict-free smelter program. We responded by communicating our first Conflict Minerals statement to suppliers and launched our Conflict-free Sourcing Program. In 2013, we formalized this position with the publication of our **Conflict Minerals Policy**. This policy is subject to annual review and refresh. It is communicated to all suppliers and embedded into contractual agreements.

2013 also marked the launch of our Conflict-Free Sourcing Certification Program. Our program aligns with all relevant

2008
RBA LAUNCHES CONFLICT MINERALS WORK GROUP

2011
RBA LAUNCHES THE WORLD'S FIRST CONFLICT-FREE SMELTER PROGRAM

Conflict Minerals
continued

legal requirements and industry best practice including the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. It involves us working with our Tier 1 suppliers to identify, map and verify our supply chain and ensure Smelters or Refiners (SORs) in our supply chain adequately demonstrate conflict-free status. Mining activity is understood to be crucial to the development of the DRC economy so our program ensures that legal and regulated mining can continue to provide livelihood opportunities to those in need, while eliminating any direct or indirect support of conflict and human rights abuses.

Since 2013 we have worked with our suppliers and other RBA members to exert the full influence of the electronics industry on SORs worldwide, and encourage SOR participation in credible certification programs such as the Responsible Minerals Assurance Process (RMAP, formerly known as Conflict-Free Smelter Program, CFSP). We engage our direct suppliers to raise awareness and understanding of Conflict Minerals risks and our requirements for compliant good practice. Each year, we review our Tier 1, direct suppliers, identify those that supply

materials at risk of containing 3TG. We use the RMI Conflict Minerals Report Template (CMRT) to request information from our direct suppliers and screen 3TG SORs in our supply chain using the RMI's Responsible Minerals Assurance Process (RMAP) and Reasonable Country of Origin (RCOI) data. Our goal is to only accept 3TG minerals from smelters that are certified as conflict-free, or engaged in the RMAP or an equivalent program[1], and working towards conflict-free status. Where a supplier is not yet engaged in a program, we work with the supplier to develop Due Diligence Plans showing the actions the supplier will take, within a defined timeframe, to engage, request and encourage smelters to join RMAP or an equivalent certification program, and obtain evidence of conflict-free status. We track and report supplier progress, as part of both internal reporting and reporting to the Securities Exchange Commission (SEC). The results of our combined efforts have reaped tangible outcomes for our own supply chain already, as the number of SORs participating in third party audit programs and certified as conflict-free has increased year-on-year. A summary of progress to date is shown in the following figures. As shown, for CY18, we again achieved a 100% response rate

from our direct suppliers and verified 95.2% of our smelters are now participating in certification programs and 93.7% are certified conflict-free.
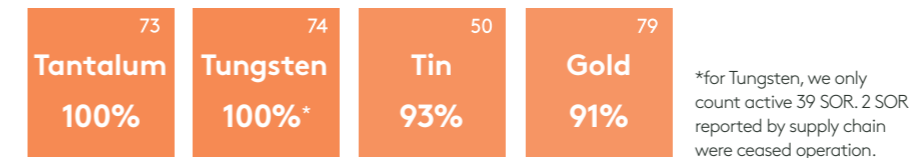
We are delighted to report all of our smelters and refiners for tantalum and tungsten are now certified conflict-free, meaning we have achieved a conflict-free supply chain for tantalum and tungsten. We continue to work towards the same goal for tin and gold. As a responsible and ethical company, we look beyond legal requirements to align with international good practice and grow our program from strength to strength in partnership with our suppliers.

Cobalt Due Diligence

Cobalt is a critical mineral constituent in lithium ion batteries, which are used in many Logitech products. Cobalt is not a "conflict mineral", as defined by law, but more than 50% of cobalt mining worldwide occurs in the Democratic Republic of Congo(DRC), which is recognized to be a high risk for mining and human rights abuses.

Our first cobalt due diligence surveys started in CY16 and CY17. We started by checking a specific number of SORs, which had been highlighted, via an NGO group, as potentially being a source of
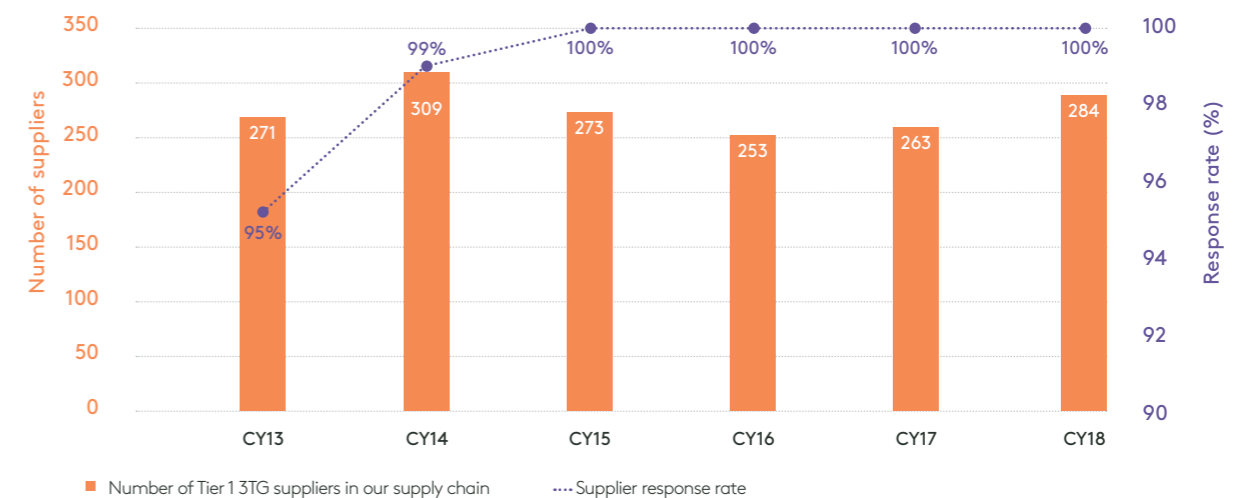
concern. For CY18, RBA and RMI extended the RMAP certification program to include cobalt smelters and developed the Cobalt Report Template (CRT). We continued to evolve our due diligence program and leveraged these good practice tools to collect supplier data and identify cobalt smelters.
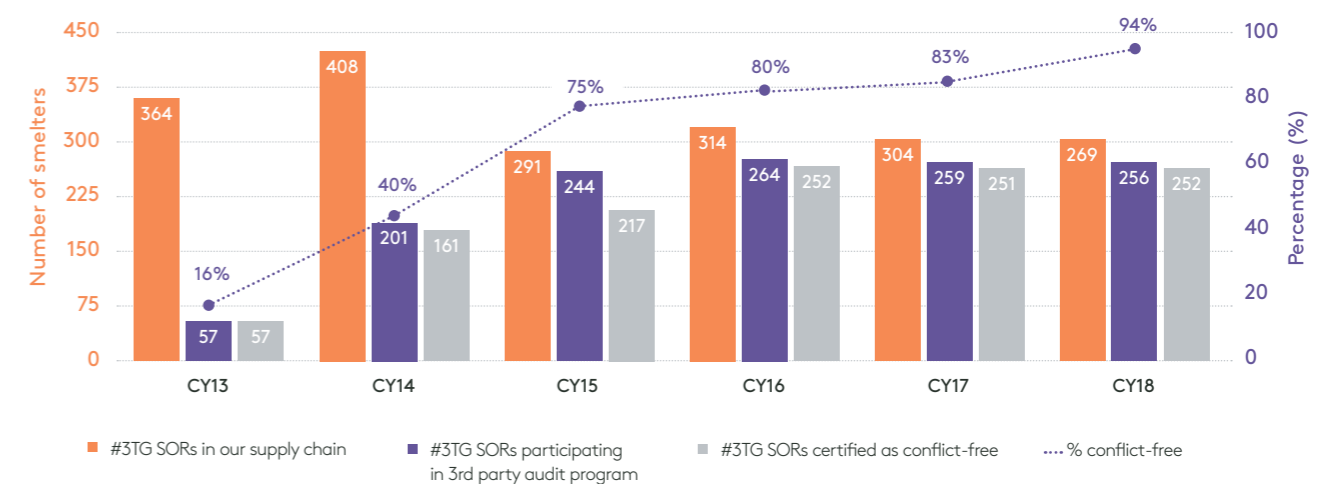
This is our first year of (voluntary) public reporting on this topic. For CY18, we can report 100% of relevant direct suppliers responded to our survey effort and a number of our suppliers are already participating in the RMAP certification program. Over the forthcoming years, we will build on this baseline

and push more cobalt smelters to volunteer and join RMAP or equivalent verified certification schemes by making this a requirement of doing business with Logitech.

Conflict-Free status of 3TG in Logitech's supply chain

73	74	50	79
Tantalum	**Tungsten**	**Tin**	**Gold**
100%	**100%***	**93%**	**91%**

*for Tungsten, we only count active 39 SOR. 2 SOR reported by supply chain were ceased operation.

Supplier Response Rate

Number of Tier 1 3TG suppliers in our supply chain — Supplier response rate

Smelter Progress Towards Conflict-Free Status

#3TG SORs in our supply chain | #3TG SORs participating in 3rd party audit program | #3TG SORs certified as conflict-free | % conflict-free

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1 On a case-by-case basis, we may accept a supplier's use of an "equivalent program", if the program is deemed to be credible and reputable, taking into account the specific materials and suppliers of interest (a number of other schemes are used and advocated by other RBA members e.g. LBMA, RJC).

HUMAN RIGHTS AND LABOR

The RBA Code of Conduct is our framework for management of human rights and labor in our supply chain. The Code is aligned with international norms and standards including the Universal Declaration of Human Rights, ILO International Labor Standards, OECD Guidelines for Multinational Enterprises, ISO and SA standards.

As an RBA member, we fully adopt and adhere to the human rights framework incorporated in the Code. In line with RBA expectations, we actively pursue conformance to the Code as a total supply chain initiative and work in partnership with our suppliers to achieve this common objective and create an environment where human rights issues are openly discussed.

We are committed to doing the right thing and we care enough to engage in candid and respectful dialogue about what works, and what doesn't, for workers in our supply chain.

We actively collaborate with industry coalition partners in the RBA to share good practice, evolve the Code of Conduct, and share tools and training.

The Logitech Code of Conduct communicates our commitment to ethical good practice and explicitly references our requirements with respect to human rights and labor.

Our production facility is subject to periodic audits to review compliance with the RBA Code of Conduct, including requirements relevant to human rights and labor management. We participate in the RBA Validated Audit Process (VAP) and also carry out periodic internal audits, using the same methodology and process prescribed under VAP.

2009
RBA VALIDATED AUDIT PROCESS (VAP) ESTABLISHED

RBA Validated Audit Process (VAP)

- The RBA Validated Audit Process (VAP) was established in 2009 and is a fundamental element of RBA membership. It comprises third-party audits, which are carried out on an annual basis by auditors.

- A limited pool of auditing firms have been approved by RBA to undertake VAP audits and all of the auditors have received specialist training by non-profit supply chain sustainability group Verité to ensure they fully understand the RBA Code of Conduct, the Validated Audit Protocol (VAP) and associated RBA requirements for good practice social and environmental responsibility (SER).

- VAP audit reports are checked and verified by a third-party consulting firm prior to being released to the auditee. That consulting firm is not involved in the auditing and therefore provides third-party quality control and oversight.

- A VAP audit typically takes 2-5 days per facility and includes a site inspection, thorough document review, interviews with management and employees.

- Where VAP audits uncover non-compliances, the findings are rated as "minor," "major" or "priority". For all three

categories of finding, the auditee has a defined period of time to prepare and implement Corrective Action Plans (CAPs), remedy the identified issues, and implement systems to prevent recurrence.

- VAP audit results are shared between RBA members to minimize audit burden and facilitate a collaborative approach to checking suppliers that are shared and used by multiple members.

- The most recent VAP audit of our production facility resulting in a green rating, reflecting the high levels of sustainability performance and low risk. This result is valid for a two year period and will be checked and verified by internal audits during that period.

The scope of our Human Rights and Labor Program is summarized in the following figure. The remainder of this section provides an overview of the key human rights and labor aspects at our own production facility.

Further information describing our approach to the management of human rights and labor performance at supplier facilities and across our supply chain is provided in the **Supplier Development** section of this report.

Human Rights and Labor

Human Rights and Labor

LABOR RELATIONS, ENGAGEMENT AND CONSULTATION

CHILD LABOR AND YOUNG WORKERS

HUMANE TREATMENT

| Ta 73 | Sn 50 |
| W 74 | Au 79 |

CONFLICT MINERALS

EQUALITY AND FREEDOM FROM DISCRIMINATION

SAFETY, HEALTH AND WELLBEING

WELFARE ARRANGEMENTS

FREELY CHOSEN EMPLOYMENT

FREEDOM OF ASSOCIATION

EMPLOYEE DEVELOPMENT

WORKING HOURS

WAGES AND BENEFITS

Human Rights and Labor
continued

Child Labor and Young Workers

Our requirements in relation to Child Labor and Young Workers reflect RBA requirements and include Zero Tolerance for Child Labor.

Child Labor is defined as work by any person under the age of 15, under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest.

RBA and local laws permit the employement of "Young Workers", provided that they are adequately protected from work that could potentially impact their health or safety (e.g. night shifts and excessive overtime). The majority of positions at our production facility require some degree of night-shift or overtime so we do not employ Young Workers.

We check identification documents and interview a sample of workers on a periodic basis to verify employee age, as part of our internal and supplier audit programs.

VAP and internal audits of our own manufacturing facility have not identified any non-conformities relating to Child Labor or Young Workers in the last three years.

Freely Chosen Employment

Our requirements in relation to Freely Chosen Employment reflect RBA requirements and include Zero Tolerance for forced, bonded or indentured labor, involuntary prison labor, slavery or trafficking of persons.

As part of the hiring process, workers are provided with a written employment agreement in their native language. This agreement describes the terms and conditions of employment. Workers are free to terminate their employment at any time. Holding employee documents (IDs, passports, work permits etc.) is strictly forbidden and workers are not required to pay recruitment fees or other related fees.

We audit for the presence of forced or compulsory labor as part of our RBA audit approach. Managing risks associated with solicitation of recruitment fees can be quite challenging in that there is always a risk that workers will be charged by third parties, unbeknownst to us, prior to coming under our care. Many of our workers come to us following referrals from family, where we can be assured no fees were charged. For other workers, we have long established relationships with our recruitment companies and have embedded

our requirement for vigilance and due diligence checks into contractual agreements. We also carry out worker interviews as part of new-hire orientation and check if workers have paid any recruitment fees, as part of this process.

Slavery and Human Trafficking

As part of demonstrating our commitment to Freely Chosen Employment, and in response to the legal requirements of the California Transparency in Supply Chains Act, we introduced a **Statement on Slavery and Human Trafficking** in 2012 and updated this statement to reflect the requirements of the UK Modern Slavery Act in 2016. The newest version of the statement is available on our website and communicates the key mechanisms we have established to eradicate the risk of slavery and human trafficking.

The statement is subject to review and update by our Board of Directors on an annual basis. VAP and internal audits of our own manufacturing facility have not identified any non-conformities relating to Freely Chosen Employment in the last three years.

Human Rights and Labor
continued

Equality and Freedom from Discrimination

We are committed to providing a workplace free from harassment and unlawful discrimination.

We have established recruitment and employment practices to safeguard against discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status.

Workers or potential workers are not subjected to physical exams that could be used in a discriminatory way. Our policies and practices reflect RBA requirements, and compliance with the RBA Code is stipulated as a requirement in our contracts with suppliers and recruitment agencies.

We check and compare the wages, rewards and training records for various individuals at our production facility,to ensure discriminatory practices are not implemented in any area.

VAP and internal audits of our own manufacturing facility have not identified any non-conformities relating to Equality and Freedom of Discrimination in the last three years.

Labor Relations, Engagement and Consultation

Ensuring open, two-way dialogue between managers and employees helps us build and maintain trusting, loyal and long-lasting relationships. We look to foster an open collaborative environment where people feel empowered to give and solicit candid feedback. We communicate this philosophy and approach as part of employee induction and orientation.

Workers typically speak to their line manager or local leader, in the first instance. Senior Leaders also carry out Listening Tours where they visit particular sites to facilitate informal forums to discuss and hear employee views, any relevant concerns, and any actions that could be implemented to enhance employee experience.

At our production facility, we carry out periodic worker interviews to further understand employee views.

In 2018, we launched the Logi Suzhou Wechat platform to further empower employees to provide comments, suggestions or feedback at any time. We also have suggestion boxes and a whistle-blowing mechanism, which employees can use to submit comments confidentially.

VAP and internal audits of our own manufacturing facility have not identified any non-conformities relating to Labor Relations, Engagement and Consultation in the last three years.

Wages and Benefits

Our requirements are fully aligned with the RBA Code of Conduct requirements.

Compensation paid to workers complies with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits.

Workers are compensated for overtime, at pay rates greater than the regular hourly rate. Deduction of wages as a disciplinary measure is not permitted.

Workers are provided with wage statements and we carry out worker interviews to ensure workers know how to check and verify that they have received accurate compensation for work performed.

We monitor our use of dispatch workers as part of ensuring compliance with local law and RBA requirements.

In FY19, we identified the need to strengthen our existing procedures to ensure payslips were provided to short-term dispatch workers. This issue was identified and remedied in Q3 and VAP and internal audits have not identified any other non-conformities relating to Wages and Benefits since those changes were made.

Working Hours

Eliminating excessive overtime is a key requirement of the RBA Code of Conduct and a significant challenge for our sector as a whole.

Excessive overtime can have adverse effects on the safety and wellbeing of workers and over long periods can have impacts on health, and quality of life.

The root causes of excessive overtime are usually forecasting, capacity planning issues, shortened production timelines and seasonal spikes in production demand. Traditional compensation models also often reward overtime with additional pay, which can sometimes encourage workers to request working hours in excess of that permitted by local law or endorsed by RBA. In factories that produce product for multiple brands, it can be particularly difficult to identify root causes and manage the issue.

We work in partnership with our suppliers to implement a One-Factory-One-Policy approach whereby we require our suppliers to manage working hours in accordance with RBA requirements for all of their workers, and not just those involved in Logitech production lines or manufacturing areas.

This approach reflects our commitment to safeguarding the health and wellbeing of all the workers in our supply chain and not just those directly engaged in manufacturing of Logitech products and components.

VAP and internal audits of our own facility indicate our performance in this area is improving. However, consistent with aggregated audit findings for other RBA members, working hours continues to be the most frequent cause of non-compliance. This pattern is not unique to our supplier network and is common across the sector. We continue our efforts to train, educate and communicate good practice approaches to enable better management of working hours at our own facility and supplier facilities. We prioritize sourcing from factories that have demonstrated progress in eliminating excessive overtime, and we will continue to work with coalition partners within RBA to catalyze the emergence of the sector-wide approach and common standards, which are needed to address this issue.

Conflict Minerals

Management of risks relating to Conflict Minerals is a key part of our human rights program. For further information on this aspect of our sustainability performance, please refer to the **Conflict Minerals** section of this report.

Human Rights and Labor
continued

Humane Treatment

The RBA Code of Conduct includes requirements to ensure humane treatment of workers and safeguard workers from actual or threatened sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse.

We have clearly defined policies and disciplinary procedures addressing these risks and those policies and procedures are communicated to workers. In reality, we look to significantly surpass RBA requirements for humane treatment, and instead position as an Employer-of-Choice, and a place where workers feel respected and fully engaged, as members of the global Logitech team.

In the last three years, VAP and internal audits of our own manufacturing facility have not identified any cases of actual or threatened sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse. We would not typically expect such incidents to arise, in light of the open door and inclusive culture we look to create. However, we remain vigilant in ensuring that there is no emergence of such behavior.

Freedom of Association

We adhere to RBA requirements for Freedom of Association. Our goal is to develop and maintain long-lasting relationships with employees based on common values of trust and integrity. To this end, and in compliance with local law, we respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly, as well as the right of workers to refrain from such activities.

We maintain an open door policy and provide workers opportunity to openly communicate and share their ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment. Key mechanisms of employee engagement are described further in the **Stakeholder Engagement section** of this report.

VAP and internal audits of our own manufacturing facility have not identified any non-conformities relating to Freedom of Association in the last three years.

Safety, Health and Wellbeing

We have an established H&S management framework, which is certified to international health and safety standard OHSAS 18001 and compliant with the RBA Code of Conduct, which reflects ILO Guidelines on Occupational Safety and Health.

We work in accordance with RBA requirements including specific provisions relating to the Hierarchy of Controls and addressing key risks associated with our sector e.g. emergency preparedness, management of occupational injuries and illnesses, industrial hygiene, physically demanding work and machine guarding.

We aim to establish and maintain a safe and healthy work environment, which enhances worker retention and morale and recognize the essential need for ongoing consultation, communication, training and education to identify, manage and solve health and safety issues in the workplace. VAP and internal audits of our own manufacturing facility have not identified any non-conformities relating to Safety, Health and Wellbeing in the last three years.

Welfare Arrangements

Our internal and VAP audit program includes full consideration of any sanitation, food and accommodation we arrange for workers.

Welfare facilities are provided in accordance with RBA Code requirements and include toilet and sanitary facilities, potable water, food preparation, storage, and eating facilities. Worker accommodation is maintained clean and safe, and provided with appropriate emergency access and egress, hot water for bathing and showering, adequate heat and ventilation, and reasonable personal space.

VAP and internal audits of our own manufacturing facility have not identified any issues relating to Welfare Arrangements. Our overall objective is to significantly exceed RBA requirements and provide facilities that enhance the daily working life of employees and ensure our production facility is a great place to work.

Employee Development

Our employee development programs offer workers the opportunity to grow, learn new skills and develop. Our dedicated training center at our manufacturing facility includes workshop facilities, presentation areas and simulated production lines for workers to try out and learn new skills.

New starters are provided with robust induction training and put forward for additional training following defined periods of on-the-job experience. Further information is provided in the **Employee Development** section of this report.

Management of Human Rights Performance

Any potential, perceived or actual violation of human rights and the RBA Code is taken very seriously. Many aspects of human rights management are categorized as Priority Findings[1] under the RBA Code of Conduct, and triggers a requirement for Corrective Actions and reporting to address the issue quickly, as well as the longer-term preventative actions required to minimize the risk of recurrence.

We have an established whistle-blowing mechanism ("Ethics Hotline"), to facilitate reporting of any human rights violations. Further information in this regard is provided in the **Governance Ethics and Transparency** section of this report.

VAP and internal audits of our own manufacturing facility have not identified any issues relating to Human Rights in the last three years.

1 The RBA term "Priority Finding" is a nonconformance which has significant and immediate impact. Incidents of Child labor or Forced labor are specifically quoted by RBA as examples.

SUPPLIER DEVELOPMENT

Our continued success is coupled to the continued success of our suppliers. We look to establish long-term relationships with a core group of suppliers, based on shared values of ethics, good practice and RBA Code compliance.

Approximately 50% of our annual revenue is generated from the products we manufacture in-house, where we are primarily engaged in final assembly and testing activities. A number of Component Manufacturers supply components to our production facility. The other 50% (approx.) of our revenue is generated from products that are manufactured by Joint Design Manufacturers and Contract Manufacturers, working to our specifications and under our direction.

We work in partnership with our suppliers to ensure all Logitech products are produced in accordance with international good practice standards of quality and sustainability.

Supplier Auditing Activities and Performance

Compliance with the RBA Code of Conduct (including all provisions relating to human rights and labor) is a contractual requirement of all Significant Investment Agreements.[1]

To this end we:

- screen 100% of new suppliers as part of our established prequalification process to check and verify supplier compliance with Priority Aspects[2] of the RBA Code and legal requirements;

- audit 100% of our "Major Suppliers", at least annually, to check and verify continued compliance with all aspects of the RBA Code; and

- audit new Joint Design Manufacturers, to check and verify compliance prior to commencing mass production.

To define our "Major Suppliers", we follow RBA requirements and apply the Pareto Principle[3] to focus our auditing effort on the direct suppliers who account for 80% of our spend). Our Major Suppliers do not significantly change year-on-year. We also identify any High Risk suppliers using the RBA's Self-Assessment Questionnaire (**SAQ**) and Risk Assessment **Tool**. At our request, the supplier uses these tools to carry out a self-evaluation of their performance and to disclose pertinent information regarding its business activities and organisation. We carry out a desk-based review of that information to verify accuracy and completeness, and determine the level of risk and need (or value) of on-site audit. RBA defines any supplier with a score below 65% as High-Risk. Any such suppliers are included in our audit plan for the year.

100%
NEW SUPPLIERS AND MAJOR SUPPLIERS ARE AUDITED

With our audit process, we replicate the Validated Audit Process (VAP) that is implemented and advocated by RBA, using the RBA endorsed VAP protocol and tools. The audit process results in a supplier score, which is reviewed and discussed as part of our Quarterly Business Review (QBR) process and can significantly affect a supplier's capacity to win work with us.

In FY19, we completed 70 supplier audits to cover 100% of our Major Suppliers. Our audit process includes a fully established process for corrective action planning, tracking and reporting, including termination of the Supplier Agreement, if needed.

Supplier Capability-Building

In addition to auditing, we host and facilitate Supplier Capability-Building Events, where we facilitate discussions of Logitech standards and international good practice, while helping suppliers to share best practices and lessons learned, with each other.

In FY19, this included training on occupational health and safety, and management of dispatch workers.

Logitech Torch Award

In FY19, we continued our annual Sustainability Torch Award program to incentivize continual improvement of supplier sustainability performance.

We introduced the Sustainability Torch in 2016, to acknowledge of our commitment to leading the way to a more sustainable future, and "passing the torch" to our suppliers.

Our on-site engagement program of capability building and audits continued in FY18 to help suppliers understand our good practice requirements, identify where improvements could be made, and develop real and measurable improvement plans to enhance the lives of real people, their communities and the environment.

We want to make sustainability a pervasive part of supply chain sourcing and manufacturing. We're targeting areas where we have greatest potential to create value and lead the way.

1 This term "Significant Investment Agreement" is aligned with the definition used by the Global Reporting Initiative (GRI) and used to describe contractually-binding Supplier Agreements established between Logitech and our direct suppliers.

2 The RBA term "Priority Finding" is a nonconformance which has significant and immediate impact. RBA quotes the following examples: Health and safety issues that can cause immediate danger to life or serious injury; environmental issues that can result in serious and immediate harm to the local environment or community.

3 The Pareto Principle (also known as the 80/20 rule) states that, for many events, 80% of the impact comes from 20% of the causes. Considering the complexity of supply chains for our sector, RBA encourages members to use this rule to apply a materiality threshold and focus auditing programs on the direct suppliers who account for 80% of spend.

Introduction   Products and
the environment   People
and society   About
this report

> "Over the last year, the thinking, attitudes and behaviors of our employees has been shaped by increasing global awareness of the need for business sustainability, and our desire to have a positive social impact and Logitech legacy. I have experienced first-hand how the passion and personal commitment of our employees is shaping our approach to sustainability challenges."

Kirsty Russell
Head of People & Culture

As a society, we are coming to recognize the urgent need to transition to more sustainable ways of living and ensure a just and fair society. In this context, we are ever-conscious of Logitech's social handprint and the positive impact we can have on employees and communities across the world.

The more we look at our employees as a "whole person" and not just through the lens of work interactions, the more we realize that the life we all lead outside of Logitech is shaped by what we do at work and vice versa.

We know there is always more work to do. The benchmark of good practice is always moving. Nevertheless, I am proud of what we do every year with our employees and the communities around us, to grow as people and managers, and to give back to the communities that we touch.

This year we delivered over 15,000 hours of training for our employees through our development programs, fostering a learning culture where employees feel empowered to nurture their own minds, challenge ideas and make things better. We organized external campaigns to model successful women in e-sport and supported running communities in Africa. We hosted coding events for students and invested time in affinity groups that help employees create communities and share learning opportunities. Over 1,800 of us participated in global workshops to emphasize awareness of diversity, self, bias and privilege, leading to inclusive actions being incorporated into everyday work, and we continue to embed diversity metrics in our Organization and Talent reviews. Through our Logitech Cares program, we helped communities around the world through 27

employee-led give back events with over 300 volunteers.

We don't want to stop here. In the coming years you will see us focus more and more on Logitech's Handprint to ensure that as a company, we maximize the positive impact we have on the communities we touch and the planet more generally. We have a long road to travel, but I am excited about the road ahead.

Kirsty Russell

Kirsty Russell
Head of People & Culture

DIVERSITY AND INCLUSION

At Logitech, we are beautifully diverse. This gives us the unique perspectives and experiences needed to innovate, understand different markets and pull together across the globe to make things happen locally and build a competitive advantage.

We foster an inclusive culture where employees can bring their whole selves to work and fully contribute their skills and talents. We want our employees to be valued and supported both at work and in their communities.

In FY19, one of our company wide priorities was fostering a more inclusive environment. Over 1,800 employees participated in global workshops that emphasized awareness of self, bias and privilege as well as what everyday inclusive action looks like. Employees incorporated inclusive actions into every day work.

As part of incorporating inclusive actions into work, Logitech G, Astro Gaming and Blue Microphones joined forces with four international women gamers to host a 24-hour multi-city stream fundraiser on March 7 and 8, to celebrate International Women's Day and highlight women's achievements in gaming and technology. The event helped raise funds for charity: water, a non-profit

organization whose goal is to bring clean and safe drinking water to developing countries. Scarcity of clean drinking water is an issue that especially impacts women, who are the primary water gatherers in households in developing countries. This celebration also provided an opportunity to role model inclusive gaming, which is a pillar of Logitech G's philosophy.

In FY19, we continued to embed diversity metrics into our Organization and Talent Reviews so that leaders review progress and direct actions in support of our Diversity and Inclusion Strategy. Our hiring, salary, bonus and promotion processes are refreshed annually to systematically challenge biases with clear and evenly applied criteria.

At Logitech, we seek to enable and support our diverse employees by fostering visibility, capability and community. We seek to increase visibility of women and underrepresented minorities in role model positions

at Logitech. We sponsor conferences and events globally such as TEDxLausanneWomen, Silicon Valley Pride, Veterans Career Transition Day and IEEE Women in Engineering International Leadership Conference. Our growing employee affinity groups help employees create community, develop as leaders, share opportunities and organize participation in local or regional events.

We engage all of our employees to positively impact diversity and create inclusive environments both internally and externally. At our Swiss headquarters, we continued our ongoing partnership with Ecole Polytechnique Fédérale de Lausanne (EPFL) to encourage and support girls in STEM by hosting students for coding camps and workshops.

At our production facility, we ensure equal pay for equal work and periodically benchmark our benefits packages with relevant peer companies and

good practice. We work with our suppliers to maintain the same standards at our supplier facilities, with periodic audits to check working hours and any gender bias in relation

to remuneration, benefits or development opportunities.

Logitech is committed to fostering an inclusive environment both inside and outside of the company;

supporting and enabling our underrepresented employees and changing the way we do business to support diversity, inclusion and equity.

EMPLOYEE DEVELOPMENT

We prosper when we develop our people. We look to embed a learning culture, where employees feel empowered to nurture their own minds, challenge ideas, and make things better.

Many companies aim to get the most out of their employees. Not us. We want to bring out the best in our employees. We believe there is no real value in separating an individual's work skills, from their character, and their life experience.

We cannot expect to meet ever-increasing business aspirations unless our people also see opportunities to meet their personal aspirations.

Our employee development program ("LogiLearner") offers individuals the opportunity to build skills and gain insights relevant to their lives as a whole, including their lifestyle. LogiLearner provides a wealth of curated learning opportunities, so employees can learn in a way that fits with their schedule. From short videos to extended programs, there is something for everyone's preferred learning style.

GLOBAL LEARNING

Dedicated Training Center

At our production facility, we have a dedicated training facility, which includes workshop facilities, presentation areas and simuated production lines for workers to try out new skills. New employees receive a comprehensive orientation and focused skills training to build specific competencies e.g. hand welding, assembly, testing, packaging, quality checks etc. This is followed by on-the-job training and on-line practice, with periodic refresher training and testing. Our supervisors look for opportunities to encourage, train and develop employees, where possible to grow and retain talent.

Flagship Program for Leadership Development

Our flagship program provides workshop-based, leadership development program for employees at all levels across the

company. With Logitech's culture as our foundation, the program provides a tool-kit to amplify the talent, creativity, capability and enjoyment of individuals and teams. Since 2015, the program has been delivered in more than 15 locations worldwide and more than 1,660 employees have participated.

15,000+
TRAINING HOURS

PEOPLE LEADERSHIP

Mentorship and Coaching Program for Emerging Leaders

We believe all employees are leaders, regardless of formal management roles, and we have designed a program for individual contributors to develop their professional competencies and interpersonal skills, to further contribute to a culture of leadership.

This program includes 360° feedback, leadership coaching and a structured mentorship with a Logitech leader. In FY19, 178 employees participated and to date, more than 450 employees have completed the program.

New Manager Fundamentals and Growth

We offer a six-month program for new managers that includes building a management fundamentals skillset and mindset, whilst receiving 1:1

coaching and a 360° assessment via a cohort-based model.

57 managers completed the program in FY19 and to date we have reached more than 80% of the target manager population.

Experienced Manager Development

This two-day program is for seasoned managers and accelerates leadership impact. The session includes a comprehensive 360° assessment, 1:1 coaching, and innovative tools to create deep, personal change. Since 2017, more than 250 managers have participated in the program, which is more than 50% of the target manager population.

Executive Leadership Development

With this program, we provide leading-edge development via a three-day workshop complemented by ongoing

coaching, to create greater self-awareness and accountability, to build a culture of authentic, values-based leadership. More than 70 global executives have attended the program to date and more than 600 colleagues have provided 360° feedback for those leaders.

Feeling inspired by our company purpose and making contributions that matter are key tenets that underpin our goals of employee development

Employee Development
continued

TEAMS AND TRANSITION

New Leader Assimilation Process

When new managers come into Logitech or existing managers transition to lead a new team, we provide support to get them up to speed with their team. New teams participate in a facilitated session designed to accelerate communication, relationship and common purpose between the new leader and his or her direct reports. The session is followed with additional resources, a review with the leader, defined next steps, feedback and coaching, where needed. The new leader assimilation helps new managers to quickly develop relationships with their direct reports during their transition period.

Career Development

After delivering employee-centric and leader-led roadshows at more than 15 locations in FY17, we recognized the need for a greater focus on helping people map how they contribute to the organization whilst furthering their professional development. To address this need, we rolled out Career Development workshops to more than 1,316 employees worldwide in FY18 and FY19. Managers were equipped with tools to support meaningful career development conversations and coaching skills, while employees were gives structured tools to identify focused development goals and activities to progress their goals.

Targeted Team Development

To help teams improve the climate, morale, and performance of their teams, tailored learning opportunities are provided to support team performance. Topics included, but were not limited to, the following:

- Strategic priorities, goals and benchmarking
- Team operating rhythms
- Followership models
- Trust and psychological safety
- Team norms
- Meeting protocols and communication mechanisms

After eachsession, the facilitator sends follow-up resources for the leaders and provides any additional feedback and coaching, to help define next steps for the teams and/or leader's development.

Our efforts in this area are already delivering great outcomes. Feedback from employees indicates the learning opportunities are well received and have a meaningful impact.

We believe this work helps create a shared identity through meaningful and memorable experiences that have opened our employees' minds and hearts to new ways of leading and living. We continue to be ranked as an Attractive Employer by Universum Global Switzerland and we look to continue that trend and position ourselves as an Employer of Choice.

Tracking Employee Feedback for Employee Development Programs

★★★★★☆
The session met my expectations.

★★★★★☆
I would recommend this session to other colleagues.

★★★★★☆
The tools I learned in the session will help me have development conversations with my team.

★★★★★☆
The session provided tools to support my career development.

★★★★★☆
I felt it was of value to take the session with my teammates.

GIVING BACK

Founded in 2014, LogiCares is a volunteer program sponsored by Logitech, which gives employees the opportunity to give back to the communities they touch, through high-impact and meaningful volunteering.

We want to have a positive impact on society and we want this impact to be felt over time. Many of our employees actively look for opportunities to volunteer and give back. The purpose and values underpinning our LogiCares program reflect of our passion and belief that Logitech should be more than just a great place to work; it should help connect our personal values and organizational values by building a community of people who care.

The philanthropic spirit of LogiCares is deeply rooted in our values, from our early focus on people, as the cornerstone of our culture, to our focus on doing the right thing, across all areas of the business.

During FY19, employees across Logitech organized and delivered more than 37 giving back events across 15 cities in 10 countries worldwide, including Taiwan, the Netherlands, India, the US, Mexico, Singapore, Ireland, the United Arab Emirates and Switzerland. The rapid growth of the LogiCares program, since its early beginnings in 2014, is a testament to the fact that our

team loves to give back, and the program resonates with employees.

The remainder of this section provides examples of some of the LogiCares initiatives, employees have organized around the world, in the last year.

Taiwan - Tao Sung Elementary School

Tao Sung Elementary School is located in a small village deep inside a mountain in Hsinchu County. The school caters for around 65 students and has a very talented choir. Due to its remote location, the school doesn't have many resources to support itself and the choir.

Logitech Taiwan Welfare Committee and Logitech Cares invited the choir to perform for employees during lunch time. The performance was followed by a fundraising lunch where employees could buy the CD and extend their support via a donation box. The CDs were sold out and the employees raised a total of TWD142,000 (around USD4,700).

600+
VOLUNTEERS AND ORGANIZERS

37
GIVING BACK EVENTS

3,600+
VOLUNTEER HOURS

CORK PENNY DINNERS

Marking World Food Day

World Food Day is organized by the Food and Agriculture Organization of the United Nations each year, to work towards the sustainable development goal of Zero Hunger by 2030. This year, LogiCares supported employee food drives in Cork, Newark, Lausanne and Taiwan, in support of World Food Day.

Employees in Cork selected **Cork Penny Dinners**, one of Cork's oldest caring charitable organizations, for their food drive. Cork Penny Dinners offers more than 2,000 freshly-made meals per week, free of charge, to those in need. It is open to all, seven days a week, all year round, and the service relies on friendly volunteers to keep the facility running on a daily basis. Logitech Cork organized a fund-raising cake sale and sponsored food servings for a day.

In Newark, Silicon Valley, LogiCares partnered with **RISE against hunger**, an international hunger relief organization that distributes food and life-changing aid to some of the world's most vulnerable people. Employees packed over 10,000 meals for those in need in a relay that lasted several hours.

ULTIMATE EARS

SUZHOU INDUSTRIAL PARK

Ultimate Ears goes the extra mile

This year, the Ultimate Ears team in Irvine were deeply touched by the personal story of one of our customers and decided to mobilize to give back to a very special family.

Hayden was 18 months old when he was first diagnosed with a rare form of Leukemia (APML). When we met Hayden and his family, they were fund-raising to buy in-ear custom headphones, so that Hayden could participate in his dream drumming camp. Having heard Hayden's story, our team at Ultimate Ears decided to invite Hayden and his family into our office.

The entire team joined in, to make the visit as special as possible. We arranged a stage, where Hayden jammed with in-house musicians and organized his upgrade to our top-of-the-range, in-ear monitors with customization options. The efforts on the day recognized the incredible journey Hayden and the family have been through, over the years, and our shared passion for music and having fun. And, as one last surprise, we provided free tickets for the whole family to go and see one of our pro-bands, Panic! At The Disco.

Suzhou Industrial Park Boai School

Suzhou Boai School is a Rehabilitation Institution that delivers guidance to children with disabilities in China.

A group of 18 Logitech volunteers from Logitech Suzhou visited Suzhou Industrial Park Boai School. During the course of the day, our volunteers performed shows, played games and colored with about 20 children from the school. The shows were taken very seriously by our volunteers who prepared props and costumes in advance, and delivered guitar and dancing performances that were loved by the children.

LogiCares Suzhou also donated pairs of roller skates to the school to help children in rehabilitation programs.

We believe volunteering is much bigger than just something nice to do. We want to make an impact for causes of every size.

BIC TÉLÉTHON

SCHOENMAATJES

GIRLS GOTTA RUN FOUNDATION

BIC - Téléthon Partnership

Téléthon Switzerland raises funds in support of families with children with myopathies, muscular and other genetic diseases in Switzerland. In December 2019, LogiCares Lausanne kicked off a year-long partnership with Téléthon Switzerland with a fund-raising sale of stuffed animals to employees.

Eight year old Lény (pictured) is an ambassador for Téléthon Switzerland and he and his family came to Logitech's offices in Lausanne in March 2019 to meet us all and share a heartfelt presentation on the challenges of their everyday lives and the value of organizations like Téléthon. We will continue our partnership with Téléthon in FY20 with a fundraising lunch and the participation of two teams in the **Handy Challenge**.

"Schoenmaatjes"* with Edukans

Worldwide, 262 million children and young people do not go to school, or stop school prematurely. **Edukans** works in developing countries to provide a safe learning environment and trained and motivated teachers, to make learning opportunities available to children and young people in need.

For a number of years now, Logitech colleagues in Nijmegen have contributed to the Eukan's "Schoenmaatjes" project and created gifts for children in developing countries. The gifts take the form of shoe boxes filled with school supplies, toiletries and toys. These boxes go to street children in schools, orphanages, refugee camps and reception centers in Ghana, Iraq and Sri Lanka. This year, LogiCares Nijmegen prepared and shipped 22 boxes!

* shoe buddies

Global Initiatives...

The spirit of our LogiCares' volunteering program also inspires employee activations in support of global issues and with external partners.

- This year, for International Women's Day, Logitech G, Astro Gaming and Blue Microphone teams chose to support **Charity: water** (see **Diversity and Inclusion** section for further information)

- Our Jaybird business group supported the Girls Gotta Run Foundation, and

- Our Video Collaboration business group continued their support of **Hopecam,** in collaboration with our partner Zoom.

Jaybird Supporting the Girls Gotta Run Foundation

in June 2018, our Jaybird team started a video marketing campaign called **Run Wild**. The final episode of the campaign highlighted the inspiring young female runners of the Girls Gotta Run Foundation (GGRF). GGRF is a non-profit that leverages Ethiopia's national sport of running, to create safe spaces, end child marriage, expand education and empower young Ethiopian women and their communities.

On International Women's Day, Jaybird kicked off a month-long campaign to raise funds for GGRF, donating five dollars for every pair of headphones sold on **jaybirdsport.com** during the month of May. The funds that were raised were used by GGRF to equip young women with running shoes and apparel, so that they can continue to run and train. By the campaign's end, Jaybird had surpassed their fund-raising goal by more than 10% with other related activities.

Logitech and Zoom supporting Hopecam

Hopecam is a non-profit charity, established with the mission of overcoming the social isolation that can be experienced by children undergoing treatment for cancer.

Hopecam help children connect with their teachers, friends and classmates via video-conferencing.

Logitech has supported Hopecam since the beginning, when the Hopecam team contacted us several years ago, looking for a handful of webcams. What started as a donation of a handful of cameras has grown into a long-term partnership. Today, along with Zoom Video Communications, we continue to supply children and classrooms with the tools they need to stay in touch.

> **As we have grown in scale, Logitech has been there with us every step of the way, to make sure connections get better and we serve more children.**
>
> Len Forkas, Founder of Hopecam

Giving back
continued

Future Plans

Giving back and driving change are not only a social responsibility but a key aspect of our culture.

The Logi Cares program continues to grow year-on-year; this year we engaged with over 600 employees, doubling the number from the previous year. Employees organized or participated in events and many more contributed financially to the causes embraced by their colleagues.

LogiCares will continue growing and adding programs and opportunities for our employees to give back to the communities we touch.

ABOUT THIS REPORT

From our beginnings in a small farmhouse in Switzerland in 1981, we have grown to become a multi-brand, multi-category company that operates across all continents, to create unique experiences for consumers.

LOGITECH HSINCHU OFFICE, TAIWAN

ABOUT THIS REPORT

This is our eleventh annual Sustainability Report. Our reporting is a reflection of the value we place on being open and ourselves and our commitment to transparent reporting of performance.

This report was prepared by our global Sustainability function, with input from key functions across Logitech and the oversight and approval of Logitech leaders. Third-party external assurance has not been sought at this time.

This report was finalized August 2019 and covers Financial Year 2019 (01 April 2018 to 01 April 2019), except where otherwise noted.[1] Financial data is given in U.S. dollars.

Our last Sustainability Report was issued in August 2018 and covered Financial Year 2018, except where otherwise noted. To download or access Sustainability Reports for previous years, please visit **logitech.com/sustainability**

We acknowledge the many interpretations and definitions of "Sustainability" in the public arena at present. Within Logitech, we use the term sustainability to describe the policies and key programs that we have initiated as part of demonstrating our continued commitment to people

and the environment and we talk about our programs to reduce our environmental footprint and social handprint. Please refer to the **Sustainability at Logitech** section of the report, for further information.

Within Logitech, the terms SER (Social, Environmental, Responsibility) and ESG (Environment, Social and Governance) are synonymous with Sustainability. SER is the term used by the RBA. ESG is the term used by our investors. Our sustainability programs, as described in this report, address all material aspects of sustainability, SER and ESG.

This report is broadly aligned with the "Core" application level of the G4 Sustainability Reporting Guidelines, the fourth generation of guidelines from the Global Reporting Initiative (GRI). The GRI Content Index for this report, is available from the sustainability section of our website.

Our approach to meeting the GRI Principles for Defining Content can be summarized as follows:

Stakeholder Inclusiveness

As described in the **Stakeholder Engagement** section of this report.

Materiality

As described in the **Materiality Assessment** section of this report.

Sustainability Context

In each section of this report, we have endeavoured to present our performance and programs in context. We typically present the year's results relative to our own historic performance, international good practice standards or broader concepts of sustainability, which are relevant to our activities.

Completeness

For each of the material aspects, which we identified in our Materiality Assessment, we have endeavoured to provide sufficient, reasonable and appropriate information to allow stakeholders to assess our performance during the reporting period. Where relevant, we have engaged stakeholders to determine what information they need, in order to assess our performance.

Corrections

In our FY18 report, the "Responsible Manufacturing" section included a graph showing water use at our production facility. The legend of the graph should have read "1,000 tonnes".

Spend on R&D in FY18 was 140 million USD.

Contact Us

If you have any questions or suggestions regarding this report or any aspect of our sustainability performance, please do not hesitate to contact at **sustainability@logitech.com**

1   In some cases, data in this report relates to calendar year 2018 (i.e. 01 January 2018 to 31st December 2018) as this is the time period that our external stakeholders have asked for. In all cases where this occurs, the reporting period is clearly specified.

DATA

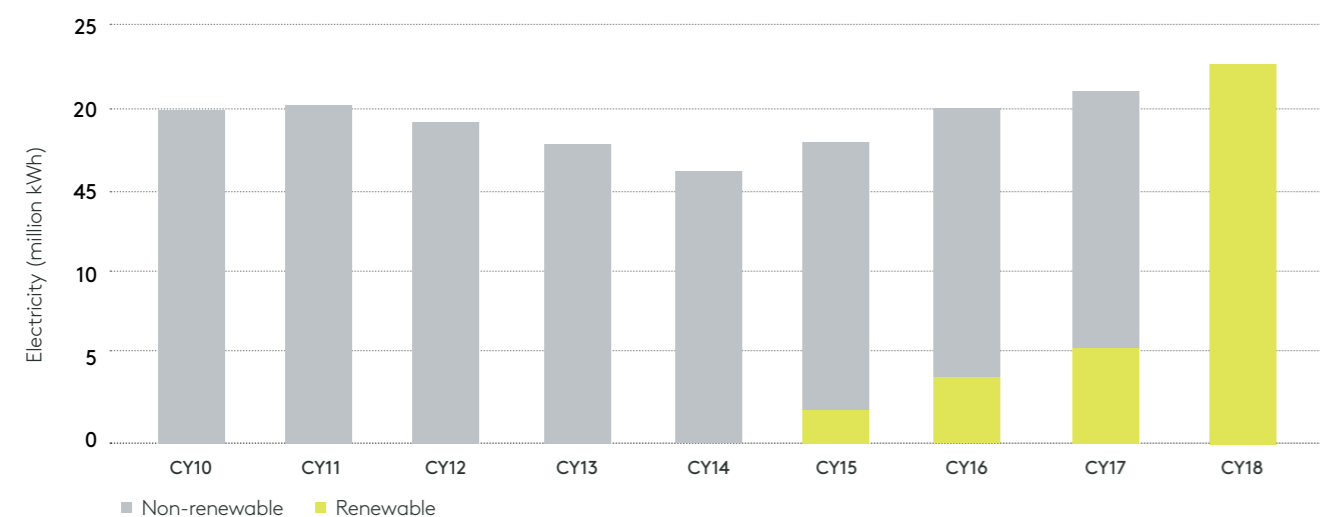## ENERGY AND GREENHOUSE GAS

ENERGY USE AT OUR PRODUCTION FACILITY

	CY10	CY11	CY12	CY13	CY14	CY15	CY16	CY17	CY18
Natural Gas (m³)	130, 783	6,335	0	0	0	0	0	0	0
Petrol (L)	23,991	21,840	21,384	21,154	21,106	21,506	18,967	12,567	12,286
Diesel (L)	15,891	8,679	7,399	6,189	7,124	5,942	7,154	7,896	7,139
Electricity (kWh)	20,024,864	20,253,367	19,324,974	17,964,012	16,468,665	18,057,215	20,007,694	21,295,383	22,947,641*
HCFC-22 (kg)	420	433	355	323	318	162	213	215	185
HFC-134a (kg)	62	60	41	50	104	68	80	240	120
Hot water (ton)	-	17,056	14,560	11,264	14,664	15,570	12,296	12,232	17,240

*Energy use at a third-party, non-controlled dormitory has been added this year. Previously we only reported emissions from owned and controlled facilities

ELECTRICITY USE AT OUR MANUFACTURING FACILITY

	CY10	CY11	CY12	CY13	CY14	CY15	CY16	CY17	CY18
Renewable (kWh)	0	0	0	0	0	1,999,000	3,969,000	5,954,000	22,947,641*
Non-renewable (kWh)	20,024,864	20,253,367	19,324,974	17,964,012	16,468,665	16,058,215	16,038,694	15,341,383	0

* iRECs are arranged in advance of year end, using electricity forecasts. Estimates are corrected the following year to address actual data

Electricity (million kWh) — bar chart by year CY10–CY18 with Non-renewable (grey) and Renewable (yellow).

Legend: Non-renewable, Renewable

GREENHOUSE GAS EMISSIONS FROM OUR PRODUCTION FACILITY

Scope 1 Direct GHG Emissions (tCO$_2$e)

	CY10	CY11	CY12	CY13	CY14	CY15	CY16	CY17	CY18
Natural Gas	247	12	0	0	0	0	0	0	0
Petrol	55	50	49	48	48	49	43	28	27
Diesel	43	23	20	17	19	16	19	21	19
HCFC-22	760	784	643	585	576	293	386	389	335
HFC-134a	89	86	59	72	149	97	114	343	172
Total	**1,192**	**955**	**771**	**722**	**792**	**455**	**562**	**781**	**553**

Scope 2 GHG Emissions (tCO$_2$e)

	CY10	CY11	CY12	CY13	CY14	CY15	CY16	CY17	CY18
Location Based	15,777	15,957	15,226	14,153	12,975	14,227	15,763	17,239	15,168
Market Based*	15,777	15,957	15,226	14,153	12,975	12,652	12,636	12,419	0

* Shows the effect of international renewable energy certificates (iRECs)

Scope 3 GHG Emissions (tCO$_2$e)

	CY10	CY11	CY12	CY13	CY14	CY15	CY16	CY17	CY18
Hot water supply		512	437	338	440	472	369	367	518
Transmission & Distribution Losses	-	-	-	-	-	-	-	-	1,115*
Waste	-	-	-	-	-	-	-	-	35*
Total	**-**	**512**	**437**	**338**	**440**	**472**	**369**	**367**	**1,668**

* Reported for the first time for CY18

ENVIRONMENTAL INSTRUMENTS

	CY10	CY11	CY12	CY13	CY14	CY15	CY16	CY17	CY18
iRECS (MWh)	0	0	0	0	0	1,999	3,969	5,954	22,948*
Carbon Offsets (tCO$_2$e)	0	0	0	0	0	0	0	0	2,221

* iRECs are arranged in advance of year end, using electricity forecasts. Estimates are corrected the following year to address actual dat

Data - Energy and Greenhouse Gas
continued

EMISSION FACTORS

PERIOD	SOURCE
CY10 - CY16	GHG Protocol - International Energy Agency (Data Services - 2007 Edition)
CY17	The Baseline Emission Factors for Regional Power Grids in China in 2015 published by The Department of Climate Change of the National Development and Reform Commission (NDRC) in 2016
CY18	EIA 2017, International Energy Agency emission factors

SUMMARY

	CY10	CY11	CY12	CY13	CY14	CY15	CY16	CY17	CY18
Total Emissions (tCO$_2$e) (before instruments)	16,971	17,424	16,434	15,213	14,207	15,154	16,694	18,387	17,389
Environmental instruments (tCO$_2$e)	0	0	0	0	0	1,575	3,127	4,820	17,389
Net Emissions (tCO$_2$e) (after instruments)	16,971	17,424	16,434	15,213	14,207	13,579	13,567	13,567	0
FY Revenue (Million US$ revenue)	2,363	2,316	2,099	2,008	2,005	2,018	2,221	2,567	2,788
Carbon Intensity (tCO$_2$e / revenue)	7.18	7.52	7.83	7.58	7.09	6.73	6.11	5.29	0.00

Data - End-of-Life Recycling

FINANCED RECYCLING (TONS) SINCE CY10

	CY10	CY11	CY12	CY13	CY14	CY15	CY16	CY17	CY18	CUMULATIVE (SINCE CY10)
Electrical Devices	5,173	2,815	2,485	1,948	2,310	2,275	3,782	3,319	3,355	27,461
Batteries	171	113	177	189	211	287	427	409	401	2,385
Packaging	2,216	1,872	1,381	1,213	1,146	1,207	2,095	2,070	1,900	15,100

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SUSTAINABILITY
REPORT FY19