

Independent Limited Assurance Report to Logitech Inc.

ERM Certification and Verification Services Limited (“ERM CVS”) was engaged by Logitech Inc. (“Logitech”) to provide limited assurance in relation to Logitech’s FY24 Impact Report and FY24 GRI Content Index (together the “Report”) and selected information (or “performance indicators”) presented in the Report.

Engagement summary

Scope of our assurance engagement

FY24 Impact Report

Whether the Report is fairly presented in accordance with the Global Reporting Initiative (GRI) Standards.

Performance indicators

Whether the data for the selected performance indicators in Appendix 1 of this Assurance Report, for the respective reporting periods, are fairly presented in all material aspects on pages 120 – 127 of the FY24 Impact Report, in accordance with the reporting criteria.

Our assurance engagement does not extend to information in respect of earlier periods, except in the case of the Business Conduct performance indicators marked * in Appendix 1 of this Assurance Report.

Reporting periods

- 1 January 2023 to 31 December 2023 (CY23)
- 1 April 2023 to 31 March 2024 (FY24)
- 1 April 2020 to 31 March 2023

Reporting criteria

- Global Reporting Initiative (GRI) Universal Standards 2021
- WBCSD/WRI GHG Protocol Corporate Accounting and Reporting Standard (2004, as updated in 2015 with the Scope 2 Guidance) for the Scope 1 and Scope 2 GHG emissions
- WBCSD/WRI GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard for the Scope 3 GHG emissions
- Logitech’s internal reporting criteria and definitions for each of the performance indicators as presented in Logitech’s FY24 Impact Report Basis of Reporting

Assurance standard and level of assurance

We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) ‘Assurance Engagements other than Audits or Reviews of Historical Financial Information’ issued by the International Auditing and Assurance Standards Board.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Respective responsibilities

Logitech is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the Selected Information.

ERM CVS’ responsibility is to provide a conclusion to Logitech on the agreed scope based on our engagement terms with Logitech, the assurance activities performed and exercising our professional judgement.

Our conclusion

Based on our activities, as described below, nothing has come to our attention to indicate that:

- the Report is not fairly presented in accordance with the Global Reporting Initiative (GRI) Standards; and
- the data for the respective reporting periods for the selected performance indicators in Appendix 1 are not fairly presented in all material aspects in pages 120 – 127 of Logitech's FY24 Impact Report, in accordance with the reporting criteria.

Emphasis of matter

We draw attention to the following:

- Logitech's explanatory information on page 5 of the Basis of Reporting explaining the inclusion of market-based instruments purchased by its suppliers in its calculation of its Total Scope 3 Category 1 GHG emissions.

This explanatory information should be taken into account by users of the information. This does not affect our conclusion.

Our assurance activities

Considering the level of assurance and our assessment of the risk of material misstatement of the selected information a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

- Evaluating the appropriateness of the reporting criteria for the selected information in the assurance scope;
- Performing an analysis of the external environment, including a media search, to identify sustainability risks and issues in the reporting period that may be relevant to the selected information;
- Interviewing management representatives responsible for managing the selected information;
- Interviewing relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the selected information;
- Reviewing samples of documentary evidence, including internal and external documents, supporting a sample of assertions made regarding FY24 sustainability performance and activities in the Report;
- Reviewing samples of documentary evidence, including internal and external documents, supporting the respective reporting period data for the selected performance indicators;
- Performing an analytical review of the data submitted by all locations included in the selected information which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary;
- Evaluating the conversion and emission factors and assumptions used in the calculation of Logitech's GHG performance indicators; and
- Reviewing the presentation of information relevant to the scope of our work in the Report to ensure consistency with our findings.

The limitations of our engagement

The reliability of the assured information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context.

For the Diversity, Equity and Inclusion performance indicators in Tables 12, 13, 14, 15, 17, 18, 20 and 21 of the FY24 Impact Report, we did not independently review or verify a sample of Logitech's individual employee records. Our work in relation to these performance indicators was limited to confirming consistency of the data with information held in Logitech's human resources system.

For Logitech's Ethics and Compliance performance indicators in Table 27 of the Report, our work in relation to these was limited to interviewing the management representative responsible for the reporting process for these performance indicators, conducting a review of external media covering the relevant reporting periods, and obtaining a signed attestation provided by Logitech's Deputy General Counsel and Chief Compliance Officer relating to Logitech's reported performance for these performance indicators.

For the reduction in Total Scope 1 and Total Scope 2 (market-based) GHG emissions between the 2019 baseline year and 2024 disclosed by Logitech, and for the reduction in Total Scope 3 GHG emissions between the 2021 baseline year and 2024 disclosed by Logitech, our work was limited to providing limited assurance of the:

- Total Scope 1, Total Scope 2 (market-based), and Total Scope 3 GHG emissions for 2024; and
- the calculation, prepared by Logitech, of the percentage reduction in Total Scope 1 and Total Scope 2 (market-based) GHG emissions from the 2019 baseline and the percentage reduction in Total Scope 3 GHG emissions from the 2021 baseline.

We have not separately assured the 2019 baseline Total Scope 1 and Total Scope 2 (market-based) GHG emissions or the 2021 baseline Total Scope 3 GHG emissions.

Our independence, integrity and quality control

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of the IESBA Code relating to assurance engagements.

ERM CVS has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to Logitech in any respect.



Gareth Manning
Partner, Corporate Assurance
London, United Kingdom

5th September 2024
On behalf of:

ERM Certification and Verification Services Limited
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Appendix 1 (Addendum to Independent Limited Assurance Report): Selected Information

Indicator	Units	Reporting period		
		1 Jan 2023 - 31 Dec 2023	1 Apr 2023 - 31 Mar 2024	1 Apr 2020 - 31 Mar 2024
Renewable and Non-Renewable Energy				
Total electricity consumption	MWh	✓		
Total renewable electricity	MWh	✓		
Total non-renewable electricity	MWh	✓		
Percentage renewable electricity	%	✓		
Greenhouse Gas (GHG) Emissions				
Total Scope 1 GHG emissions	tonnes CO ₂ e	✓		
Total Scope 2 GHG emissions (location-based)	tonnes CO ₂ e	✓		
Total Scope 2 GHG emissions (market-based)	tonnes CO ₂ e	✓		
Reduction in Total Scope 1 and 2 GHG emissions from base year 2019	%	✓		
Total Scope 3 GHG emissions	tonnes CO ₂ e	✓		
Reduction in Total Scope 3 emissions from base year 2021	%	✓		
Water Withdrawal				
Total water withdrawal consumption at our production facility	tonnes	✓		
Design for Sustainability				
Percentage of products with a Product Carbon Footprint study	%		✓	
Percentage of products with FSC-certified paper packaging	%		✓	
Percentage of products with Next Life Plastics	%		✓	
Percentage of products that are PVC-free	%		✓	
Total weight of materials used in products and packaging	tonnes	✓		
Total weight of materials with recycled content used in products and packaging	tonnes	✓		
Percentage of materials used in products and packaging, which have recycled content	%	✓		
Materials				
Total weight of natural materials used in products and packaging	tonnes	✓		
Weight of natural and renewable materials used in products and packaging	tonnes	✓		
Percentage of natural materials used in products and packaging, which are considered renewable	%	✓		
Diversity, Equity and Inclusion				
Gender				
Percentage of the Board of Directors who are male	%		✓	
Percentage of the Board of Directors who are female	%		✓	
Percentage of the Board of Directors who declined to state	%		✓	
Percentage of the Leadership Team who are male	%		✓	
Percentage of the Leadership Team who are female	%		✓	

Indicator	Units	Reporting period		
		1 Jan 2023 - 31 Dec 2023	1 Apr 2023 - 31 Mar 2024	1 Apr 2020 - 31 Mar 2024
Percentage of the Leadership Team who declined to state	%		✓	
Percentage of employees who are male	%		✓	
Percentage of employees who are female	%		✓	
Percentage of employees who declined to state	%		✓	
Age				
Percentage of employees who are <30	%		✓	
Percentage of employees who are 30-50	%		✓	
Percentage of employees who are 51+	%		✓	
Percentage of employees who are Asian	%		✓	
Race/Ethnicity				
Percentage of employees who are Black or African American	%		✓	
Percentage of employees who are Hispanic or Latino	%		✓	
Percentage of employees who are White	%		✓	
Percentage of employees who are Indigenous or Native American	%		✓	
Percentage of employees who are Native Hawaiian or other Pacific Islander	%		✓	
Percentage of employees who declined to state or are not specified	%		✓	
Gender diversity in roles				
Percentage of women in all management positions, including junior, middle and top management	%		✓	
Percentage of women in junior management positions	%		✓	
Percentage of women in top management positions	%		✓	
Percentage of women managers in revenue-generating positions	%		✓	
Percentage of women in STEM-related positions	%		✓	
Gender diversity by contract type				
Permanent – Male	#		✓	
Permanent – Female	#		✓	
Permanent – Declined to state	#		✓	
Temporary – Male	#		✓	
Temporary – Female	#		✓	
Temporary – Declined to state	#		✓	
Gender diversity by employment type				
Full-time – Male	#		✓	
Full-time – Female	#		✓	
Full-time – Declined to state	#		✓	
Part-time – Male	#		✓	
Part-time – Female	#		✓	
Part-time – Declined to state	#		✓	

Indicator	Units	Reporting period		
		1 Jan 2023 - 31 Dec 2023	1 Apr 2023 - 31 Mar 2024	1 Apr 2020 - 31 Mar 2024
Total number of employees	#		✓	
Health and Safety at our Production Facility				
Total number of fatalities, due to work-related injury	#		✓	
Total number of fatalities, due to work-related ill-health	#		✓	
Total number of high-consequence work-related injuries	#		✓	
Total number of recordable work-related injuries	#		✓	
Total number of recordable work-related ill health cases	#		✓	
Total recordable incident rate	# Recordable injuries and illness cases per 200,000 hours worked		✓	
Total hours of Health and Safety(H&S) training provided	Hours		✓	
Percentage of workers covered by the H&S management system	%		✓	
Responsible Sourcing of Minerals				
Supplier participation in our program	%		✓	
Supplier Development Activities				
Number of Major Supplier Factories	#		✓	
Percentage of Major Supplier Factories audited	%		✓	
Number of New Supplier Factories	#		✓	
Percentage of New Suppliers Factories audited	%		✓	
Total number of audits completed	#		✓	
Ethics and Compliance				
Number of noncompliances with product health and safety regulations resulting in a fine or penalty or regulatory warning	#		✓	
Number of confirmed incidents of corruption	#		✓	
Number of confirmed incidents of corruption or bribery in which employees were dismissed or disciplined	#		✓	
Number of confirmed incidents where contracts with business partners were terminated or not renewed due to violations related to corruption	#		✓	
Number of legal cases brought against the organization or our employees for organizational corruption	#		✓	
Number of significant fines and non-monetary sanctions for noncompliance with environmental laws and/or regulations in the last four years*	#			✓
Number of incidents of noncompliance with regulations concerning the health and safety impacts of products and services resulting in a fine or penalty or regulatory warning in the last four years*	#			✓
Number of incidents of non-compliance with regulations concerning products and service information and labeling resulting in a fine or penalty or regulatory warning in the last four years*	#			✓

Indicator	Units	Reporting period		
		1 Jan 2023 - 31 Dec 2023	1 Apr 2023 - 31 Mar 2024	1 Apr 2020 - 31 Mar 2024
Number of incidents of non-compliance with regulations concerning marketing communications, including advertising, promotion, and sponsorship resulting in a fine or penalty or regulatory warning in the last four years*	#			✓
Legal actions (pending or completed) regarding anti-competitive behavior and violations of antitrust and monopoly legislation in which the organization has been identified as a participant	#		✓	
Privacy and Security				
Number of substantiated complaints concerning breaches of customer privacy	#		✓	
Number of identified leaks, thefts, or losses of customer data	#		✓	