



## RESPONSIBLE SOURCING OF MINERALS POLICY

### Conflict Minerals and other minerals of concern

Logitech is subject to Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act (“the Dodd-Frank Act”). The Dodd-Frank Act defines Conflict Minerals as cassiterite (tin), coltan (tantalum), wolframite (tungsten) and gold (or derivatives of these minerals), which are mined in the Democratic Republic of Congo (DRC) or adjoining countries, and fund conflict. These four minerals are commonly referred to as ‘3TG’.

Our responsible minerals program encompasses 3TG, cobalt, and mica. Cobalt and mica are included as they have been shown to potentially originate from conflict-affected and high-risk areas (CAHRAs) and, if unchecked, sourcing of these minerals could be funding conflict in these areas. As a manufacturer of products that contain 3TG, cobalt and mica, we are committed to responsible sourcing of 3TG, cobalt and mica, to ensure regulated and responsible mining and smelting can continue to provide livelihood opportunities, while eliminating any potential for direct or indirect support of conflict and human rights abuses.

### What standards do we uphold?

We uphold the responsible sourcing standards of the Responsible Business Alliance (RBA) and the Responsible Minerals Initiative (RMI). Our program also complies with all relevant legal requirements and reflects international best practice including, but not limited to, the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (“the OECD Guidance”).

We also consider the European Conflict Minerals Regulations and other emerging regulations and good practices with active interest. We do not import minerals or metals to the EU and therefore the mandatory supply chain due diligence requirements of the EU regulation does not apply. We have, however, put measures in place to ensure our program continues to grow and develop in line with the spirit of the law and stakeholder interests in the EU and elsewhere.

### How do we manage risks?

We engage our suppliers to raise awareness of the risks associated with mineral sourcing and our commitment to responsible minerals sourcing, as well as our requirements with respect to international good practice. This policy is communicated via our website, to our supply chain, and reflected in relevant supplier contracts.

Each year, we review our direct (Tier 1) suppliers, to identify the materials and components that could potentially contain 3TG, cobalt and mica. We survey the relevant suppliers to identify and map the smelters or refiners (SORs) in their supply chain. We expect suppliers to use SOR facilities that are participating in third-party accredited audit programs (such as RMAP, LBMA, RJC) and/or verified conflict-free.

To date, 100% of our 3TG related suppliers have participated in our survey efforts for the last nine years, and the number of SORs, supporting those suppliers, continue to participate in third-party audit programs on an increased basis year-on-year.

We submit annual reports on 3TG management to the Securities Exchange Commission (SEC) and our annual Sustainability Report includes a full description of our program. Both reports are disclosed publicly on our website.

### What do we require of our suppliers?

We require our suppliers to demonstrate their commitment to responsible minerals sourcing and provide reasonable assurance that the 3TG, cobalt, and mica that they provide to us are sourced responsibly. We require our direct suppliers to deliver on the following commitments.

- Uphold the RBA Code of Conduct, including requirements relating to responsible sourcing of minerals, as a contractual requirement.
- Establish a Conflict Minerals Policy, which is consistent with the standards we uphold, including OECD Guidance. This policy must be authorized by a senior company representative.
- Work with us to identify SORs of 3TG, cobalt and mica in our supply chain and report the details and certification status of those suppliers using the RMI Conflict Minerals Report Template (CMRT), Extended Minerals Reporting Template (EMRT).
- Source 3TG from SORs that are participating in third-party audit programs and working towards certification.



- Develop action plans to address SORs that are not yet certified, eliminate them from our supply chain or push them to engage in third-party accredited certification programs and obtain certification.
- Support and facilitate any on-site auditing or other assurance processes implemented by Logitech (or third parties working on Logitech's behalf) to manage risks relating to 3TG, cobalt and mica.

We look forward to expanding our responsible sourcing programs over time. We proactively review the responsible sourcing landscape and apply due diligence principles and the precautionary principle to ensure we act accordingly. We continue to monitor our supply chains to maintain our responsible sourcing standards to include other minerals or materials that may require similar traceability and assurance mechanisms in the future. If you wish to know more about our responsible sourcing programs, please email [sustainability@logitech.com](mailto:sustainability@logitech.com).

A handwritten signature in black ink, appearing to read "Rob", written over a horizontal line.

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Robert O'Mahony  
Head of Sustainability, Global Operations

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