UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
Washington, D.C. 20549

SCHEDULE 14A

Proxy Statement Pursuant to Section 14(a) of the Securities
Exchange Act of 1934 (Amendment No.)

Filed by the Registrant [X]
Filed by a Party other than the Registrant [ ]

Check the appropriate box:

[ ] Preliminary Proxy Statement
[ ] **Confidential, for Use of the Commission Only (as permitted by Rule 14a-6(e)(2))**
[X] Definitive Proxy Statement
[ ] Definitive Additional Materials
[ ] Soliciting Material Pursuant to §240.14a-12

Logitech International S.A.

(Name of Registrant as Specified In Its Charter)

(Name of Person(s) Filing Proxy Statement, if other than the Registrant)

Payment of Filing Fee (Check the appropriate box):
[X] No fee required.
[ ] Fee paid previously with preliminary materials.
[ ] Fee computed on table in exhibit required by Item 25(b) per Exchange Act Rules 14a-6(i)(1) and 0-11.

To our shareholders:

You are cordially invited to attend Logitech's 2026 Annual General Meeting. The meeting will be held on Tuesday, September 8, 2026 at 4:00 p.m. CEST at the SwissTech Convention Center, EPFL, in Lausanne, Switzerland.

Enclosed is the Invitation and Proxy Statement for the meeting, which includes an agenda and discussion of the items to be voted on at the meeting, instructions on how you can exercise your voting rights, information concerning Logitech's compensation of its Board members and executive officers, and other relevant information. We made copies of the Invitation and Proxy Statement and related materials available to shareholders beginning on July 23, 2026.

Whether or not you plan to attend the 2026 Annual General Meeting, your vote is important, and you should take the steps required so that your shares are represented at the 2026 Annual General Meeting.

Thank you for your continued support of Logitech.

Guy Gecht

Guy Gecht
Chairperson of the Board

Meeting Information at a Glance

For further information, see the section titled "*Questions and Answers about the Logitech 2026 Annual General Meeting*."

Annual General Meeting	**September 8, 2026** 4:00 p.m. CEST · SwissTech Convention Center, EPFL, Lausanne, Switzerland
Record Date (Share Register)	**September 2, 2026** Shareholders registered as of this date are entitled to vote. No new registrations accepted between September 2 and the day after the meeting.
Record Date (U.S./Canada Street-Name)	**July 2, 2026** Beneficial owners through a U.S. or Canadian broker as of this date may provide voting instructions.
Quorum Requirement	**None** Under Swiss law and Logitech's Articles of Incorporation, no minimum shareholder presence is required to conduct business at the meeting.
Revocability of Proxy	**Revocable until September 2, 2026** You may change or revoke your proxy vote at any time before the final vote at the meeting by submitting new instructions via the applicable online voting site, by returning a new Response Coupon or Proxy Card with a later date, or by attending the meeting and voting in person. Attendance at the meeting alone will not revoke your proxy.

How to vote

Swiss Register — Online

Log in with your Response Coupon access code www.gvmanager-live.ch/logitech

Swiss Register — Mail

Complete and return the Response Coupon to Devigus Shareholder Services

Deadline: September 2, 2026 · 23:59 CEST

U.S. Register — Online

Log in with your 16-digit voting control number www.proxyvote.com

U.S. Register — Mail

Complete and return your Proxy Card to Broadridge

Deadline: September 2, 2026 · 11:59 p.m. EDT

Voting deadline: September 2, 2026 (U.S. register: 11:59 p.m. EDT · Swiss register: 23:59 CEST). Questions? Contact Investor Relations at IR@logitech.com or +1-510-916-9842.

In this document, unless otherwise indicated, references to the "Company," "Logitech," "we," "our," and "us" are to Logitech International S.A.

This document includes website addresses and references to additional materials found on those websites. These websites and materials are not incorporated by reference into the Proxy Statement or in any other Securities and Exchange Commission filing we make under the Securities Exchange Act of 1934, as amended.

LOGITECH INTERNATIONAL S.A.
Invitation to the Annual General Meeting
Tuesday, September 8, 2026
4:00 p.m. Central European Summer Time (registration starts at 3:30 p.m.)
SwissTech Convention Center, EPFL – Lausanne, Switzerland

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AGENDA

Proposals

1. Approval of the Annual Report, the consolidated financial statements and the statutory financial statements of Logitech International S.A. for fiscal year 2026
2. Advisory vote to approve Named Executive Officers Compensation for fiscal year 2026
3. Advisory vote on the Swiss Statutory Compensation Report for fiscal year 2026
4. Advisory vote on the Swiss Statutory Non-Financial Matters Report for fiscal year 2026
5. Appropriation of available earnings and declaration of dividend
6. Amendments of the Articles of Incorporation
   - 6.A. Amendment to the Articles of Incorporation to change Logitech International S.A.'s registered office
   - 6.B. Amendment to the Articles of Incorporation regarding the maximum number of mandates held by members of the Group Management Team in listed companies
7. Release of the Board of Directors and Executive Officers from liability for activities during fiscal year 2026
8. Re-elections to the Board of Directors
   - 8.A. Re-election of Mr. Donald Allan, Jr.
   - 8.B. Re-election of Dr. Edouard Bugnion
   - 8.C. Re-election of Ms. Johanna 'Hanneke' Faber
   - 8.D. Re-election of Mr. Guy Gecht
   - 8.E. Re-election of Mr. Christopher Jones
   - 8.F. Re-election of Ms. Marjorie Lao
   - 8.G. Re-election of Mr. Owen Mahoney
   - 8.H. Re-election of Ms. Neela Montgomery
   - 8.I. Re-election of Mr. Kwok Wang Ng
   - 8.J. Re-election of Ms. Deborah Thomas
   - 8.K. Re-election of Mr. Sascha Zahnd
9. Re-election of the Chairperson of the Board
10. Re-elections to the Compensation Committee
    - 10.A. Re-election of Mr. Donald Allan, Jr.
    - 10.B. Re-election of Ms. Neela Montgomery

10.C. Re-election of Mr. Kwok Wang Ng

10.D. Re-election of Ms. Deborah Thomas

11. Approval of maximum aggregate compensation for the Board of Directors for the 2026 to 2027 Board Year
12. Approval of maximum aggregate compensation for the Group Management Team for fiscal year 2028
13. Re-election of KPMG AG as Logitech's auditors and ratification of the appointment of KPMG LLP as Logitech's independent registered public accounting firm for fiscal year 2027
14. Re-election of Etude Regina Wenger & Sarah Keiser-Wüger as Independent Representative

Hautemorges, Switzerland, July 23, 2026

The Board of Directors

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Agenda Proposals and Explanations

Proposal 1

Approval of the Annual Report, the Consolidated Financial Statements and the Statutory Financial Statements of Logitech International S.A. for Fiscal Year 2026

Proposal

The Board of Directors proposes that the Annual Report, the consolidated financial statements and the statutory financial statements of Logitech International S.A. for fiscal year 2026 be approved.

Explanation

The Logitech consolidated financial statements and the statutory financial statements of Logitech International S.A. for fiscal year 2026 are contained in Logitech's Annual Report, which was made available to all registered shareholders on or before the date of this Invitation and Proxy Statement. The Annual Report also contains the reports of Logitech's auditors on the consolidated financial statements and on the statutory financial statements, additional information on the Company's business, organization and strategy, and information relating to corporate governance as required by the SIX Swiss Exchange directive on corporate governance. Copies of the Annual Report are available on the Internet at *http://ir.logitech.com*.

Under Swiss law, the annual report and financial statements of Swiss companies must be submitted to shareholders for approval at each annual general meeting. In the event of a negative vote on this proposal by shareholders, the Board of Directors may call an extraordinary general meeting of shareholders for reconsideration of this proposal by shareholders.

KPMG AG, as Logitech's auditors, issued an unqualified recommendation to the 2026 Annual General Meeting that the consolidated and statutory financial statements of Logitech International S.A. be approved. KPMG AG expressed their opinion that the consolidated financial statements for the year ended March 31, 2026 present fairly, in all material respects, the financial position, the results of operations and the cash flows in accordance with accounting principles generally accepted in the United States of America ("U.S. GAAP") and comply with Swiss law. They further expressed their opinion and confirmed that the statutory financial statements and the proposed appropriation of available earnings comply with Swiss law, and that the Articles of Incorporation of Logitech International S.A. and the Swiss Statutory Compensation Report contain the information required by Swiss law and comply with the Articles of Incorporation.

Voting Requirement to Approve Proposal

The affirmative "FOR" vote of a majority of the votes cast at the 2026 Annual General Meeting, not counting abstentions.

Recommendation

The Board of Directors recommends a vote "**FOR**" approval of the 2026 Annual Report, the consolidated financial statements and the statutory financial statements of Logitech International S.A. for fiscal year 2026.

Proposal 2

Advisory Vote to Approve Named Executive Officers Compensation for Fiscal Year 2026

Proposal

The Board of Directors proposes that shareholders approve, on an advisory basis, the compensation of Logitech's named executive officers disclosed in Logitech's Compensation Report for Fiscal Year 2026.

Explanation

As confirmed at the 2023 Annual General Meeting, we hold our advisory vote on Logitech's compensation philosophy, policies and practices, as set out in the "Compensation Discussion and Analysis" section of the Compensation Report (commonly known as a "say-on-pay" vote) annually. Our shareholders have been supportive of our compensation philosophy, policies and practices since the say-on-pay advisory vote was introduced.

The Board of Directors is asking shareholders to approve, on an advisory basis, the compensation of Logitech's named executive officers disclosed in the Compensation Report, including the "Compensation Discussion and Analysis," the Summary Compensation Table and the related compensation tables, notes, and narrative. The vote under this Proposal 2 is not intended to address any specific items of compensation or any specific named executive officer, but rather the overall compensation of our named executive officers and the philosophy, policies and practices described in the Compensation Report.

This say-on-pay vote is advisory and therefore is not binding. It is carried out as a best practice and to comply with applicable U.S. proxy statement rules, and is consequently independent from, and comes in addition to, the binding vote on the Approval of Compensation for the Board of Directors for the 2026 to 2027 Board Year contemplated in Proposal 11 and the binding vote on the Approval of Compensation for the Group Management Team for fiscal year 2028 contemplated in Proposal 12. However, the say-on-pay vote will provide information to us regarding shareholder views about our executive compensation philosophy, policies and practices, which the Compensation Committee of the Board of Directors (the "Compensation Committee") will consider when reevaluating our compensation practices and determining future executive compensation. The Compensation Committee will seek to determine the causes of any significant negative voting result.

As discussed in the "Compensation Discussion and Analysis" section of Logitech's Compensation Report for Fiscal Year 2026, Logitech has designed its compensation programs to:

- provide compensation sufficient to attract and retain the level of talent needed to create and manage an innovative, high-growth, global company in highly competitive and rapidly evolving markets;
- support a performance-oriented culture;
- place most of total compensation at risk based on Logitech's performance, while maintaining controls over inappropriate risk-taking by factoring in both annual and long-term performance;
- provide a balance between short-term and long-term objectives and results;
- align executive compensation with shareholders' interests by tying a significant portion of compensation to increasing share value; and
- reflect an executive's role and past performance through base salary and short-term cash incentives, and his or her potential for future contribution through long-term equity incentive awards.

While compensation is a central part of attracting, retaining and motivating the best executives and employees, we believe it is not the sole or exclusive reason why exceptional executives or employees choose to join and stay at Logitech, or their commitment to delivering strong results for our shareholders and other stakeholders. In this regard, both the Compensation Committee and management recognize that fostering a supportive work environment, offering opportunities for personal and professional growth, and empowering individuals to realize their potential and making meaningful contributions are equally important to Logitech's success in attracting, motivating, and retaining high-caliber talent.

The Compensation Committee of the Board has developed a compensation program that is described more fully in the Compensation Report for Fiscal Year 2026 included in this Invitation and Proxy Statement. Logitech's compensation philosophy, compensation program risks and design, and compensation paid during fiscal year 2026 are also set out in the Compensation Report.

Voting Requirement to Approve Proposal

The affirmative "FOR" vote of a majority of the votes cast at the 2026 Annual General Meeting, not counting abstentions.

Recommendation

The Board of Directors recommends a vote "**FOR**" approval of the following advisory resolution:

"Resolved, that the shareholders approve, on an advisory basis, the compensation paid to Logitech's named executive officers as disclosed in the Compensation Report for Fiscal Year 2026, including the "Compensation Discussion and Analysis," the "Summary Compensation Table for Fiscal Year 2026" and the related compensation tables, notes, and narrative discussion."

Proposal 3

Advisory Vote on the Swiss Statutory Compensation Report for Fiscal Year 2026

Proposal

The Board of Directors proposes that shareholders approve, on an advisory basis, the Swiss Statutory Compensation Report for fiscal year 2026.

Explanation

Under Swiss corporate law, we are required to prepare a separate Swiss Statutory Compensation Report and to submit it annually to our shareholders for an advisory vote. The current Swiss Statutory Compensation Report sets forth, for the fiscal years ended March 31, 2026 and March 31, 2025, the aggregate compensation of the members of the Board of Directors and the members of the Group Management Team.

With regard to the compensation of our Group Management Team, we note that at the 2024 Annual General Meeting, shareholders approved the fiscal year 2026 maximum aggregate compensation amount for our Group Management Team in the aggregate amount of $26.7 million with 81.66% of shareholders voting in favor of the proposal. Shareholders also approved at the 2024 Annual General Meeting and the 2025 Annual General Meeting, respectively, the maximum aggregate compensation amounts of CHF 3.9 million for each of the Board of Directors for the Board Year from the 2024 Annual General Meeting to the 2025 Annual General Meeting and the Board Year from the 2025 Annual General Meeting to the 2026 Annual General Meeting, with 94.93% and 98.38% of shareholders voting in favor of the respective proposals.

For our 2026 Swiss Statutory Compensation Report together with the statutory report of our auditor thereon as included in this proxy statement, please refer to the heading “Compensation Tables Audited Under Swiss Law” hereafter.

Voting Requirement to Approve Proposal

The affirmative “FOR” vote of a majority of the votes cast at the 2026 Annual General Meeting, not counting abstentions.

Recommendation

The Board of Directors recommends a vote **"FOR"** approval, on an advisory basis, of the Swiss Statutory Compensation Report for fiscal year 2026.

Proposal 4

Advisory Vote on the Swiss Statutory Non-Financial Matters Report for Fiscal Year 2026

Proposal

The Board of Directors proposes that shareholders approve, on an advisory basis, the Swiss Statutory Non-Financial Matters Report for fiscal year 2026.

Our Swiss Statutory Non-Financial Matters Report for fiscal year 2026 is included in Annex 4.

Explanation

Under Swiss corporate law, we are required to prepare a Swiss Statutory Non-Financial Matters Report and to submit it annually to our shareholders for an advisory vote at our Annual General Meeting.

Our Swiss Statutory Non-Financial Matters Report contains information about Logitech's sustainability agenda, targets and progress achieved with respect to environmental, climate, social, employee and anti-corruption matters as required by Article 964b of the Swiss Code of Obligations and the Swiss Ordinance on Climate Disclosures.

ERM Certification and Verification Services Limited provided a limited assurance in accordance with International Standard on Assurance Engagement (ISAE) 3000 (Revised) on selected key performance indicators, included in our Swiss Statutory Non-Financial Matters Report.

Voting Requirement to Approve Proposal

The affirmative “FOR” vote of a majority of the votes cast at the 2026 Annual General Meeting, not counting abstentions.

Recommendation

The Board of Directors recommends a vote **"FOR"** approval, on an advisory basis, of the Swiss Statutory Non-Financial Matters Report for fiscal year 2026.

Proposal 5

Appropriation of Available Earnings and Declaration of Dividend

Proposal

The Board of Directors proposes the following appropriation of available earnings (CHF in thousands):

	Year ended March 31, 2026
Payment of a dividend in the amount of	218,667
Transfer to legal retained earnings in the narrower sense	—
To be carried forward	2,416,178
Total earnings available for appropriation	2,634,845
Treasury shares	(1,061,367)
Total available earnings for appropriation	1,573,478

The Board of Directors approved and proposes a gross distribution of CHF 1.36 per share or approximately $1.70 per share based on the CHF-USD exchange rate on March 31, 2026. Based on the number of shares outstanding as of March 31, 2026 (143,502,564 shares (excluding treasury shares)) and the proposed dividend per share, the aggregate gross dividend would be CHF 195.2 million (approximately $243.9 million based on the CHF-USD exchange rate on March 31, 2026).

No distribution shall be made on shares held in treasury by the Company and its subsidiaries.

If the proposal of the Board of Directors is approved, the dividend payment of CHF 1.36 per share (or approximately CHF 0.88 per share after deduction of 35% Swiss withholding tax where required) will be made on or about September 23, 2026 to all shareholders as of the record date (which will be on or about September 22, 2026). We expect that the shares will be traded ex-dividend for shares trading on the Nasdaq Global Select Market (“Nasdaq”) as of approximately September 22, 2026 and as of approximately September 21, 2026 for shares trading on SIX Swiss Exchange. For payments made in USD, we expect to use the currency exchange rate as of the date of the meeting, September 8, 2026.

Explanation

Under Swiss law, the use of available earnings must be submitted to shareholders for approval at each annual general meeting. The available earnings at the disposal of Logitech shareholders at the 2026 Annual General Meeting are the earnings of Logitech International S.A., the Logitech parent holding company.

The proposal of the Board of Directors to distribute a gross dividend of CHF 1.36 per share which, if approved by shareholders, would be an increase of approximately CHF 0.10 from CHF 1.26 per share to CHF 1.36 per share. This proposed, increased cash dividend demonstrates Logitech’s continued commitment to consistently return cash to shareholders. Since fiscal year 2013, the Board of Directors decided on a recurring annual gross dividend and not an occasional one. As a consequence, the Company expects to propose a dividend to the shareholders of the Company every year (subject to the confirmation of the Company’s statutory auditors in the applicable year).

Other than the distribution of the dividend, the Board of Directors proposes the carry-forward of available earnings based on the Board’s belief that it is in the best interests of Logitech and its shareholders to retain Logitech’s earnings for future investment in the growth of Logitech’s business, for share repurchases, and for the possible acquisition of other companies or lines of business.

Voting Requirement to Approve Proposal

The affirmative “FOR” vote of a majority of the votes cast at the 2026 Annual General Meeting, not counting abstentions.

Recommendation

The Board of Directors recommends a vote “**FOR**” approval of the proposed appropriation of available earnings with respect to fiscal year 2026, including the payment of a dividend to shareholders of CHF 1.36 per registered share.

Proposal 6

Amendments of the Articles of Incorporation

Proposal 6.A.

Amendment to the Articles of Incorporation to Change the Company's Registered Office

Proposal

The Board of Directors proposes that shareholders approve an amendment to Article 1 para. 3 of the Articles of Incorporation to change the Company's registered office from Hautemorges to Ecublens (VD).

The proposed amendment to Article 1 of the Articles of Incorporation is included in Annex 6.A.

Explanation

The Company's registered office has historically been in Hautemorges (*formerly* Apples), Switzerland, where the Company was founded in 1981. Hautemorges serves as the legal holding and administrative headquarters for Logitech's Swiss and global subsidiaries. While the legal domicile is in Hautemorges, the operational headquarters are in Ecublens, Switzerland. The Board of Directors believes that aligning our registered office with our operational headquarters in Ecublens will provide legal clarity and ensure that our corporate documents accurately reflect our current business reality. If the proposed amendment to Article 1 para. 3 of our Articles of Incorporation is approved, Article 1 para. 3 of our Articles of Incorporation will read as follows: “The registered office is in Ecublens (VD).”

Voting Requirement to Approve Proposal

The affirmative “FOR” vote of two-thirds of the votes represented and the absolute majority of the par value of the shares represented at the 2026 Annual General Meeting.

Recommendation

The Board of Directors recommends a vote “**FOR**” the change of the registered office from Hautemorges to Ecublens, with the corresponding amendment to Article 1 para. 3 of the Articles of Incorporation.

Proposal 6.B.

Amendment to the Articles of Incorporation Regarding the Maximum Number of Mandates Held by Members of the Group Management Team in Listed Companies

Proposal

The Board of Directors proposes that shareholders approve amendments to the Articles of Incorporation to lower the number of mandates in listed companies for the Group Management Team.

The proposed amendment to Article 18 ter of the Articles of Incorporation is included in Annex 6.B.

Explanation

Swiss corporate law requires issuers to limit in their articles of incorporation the number of positions (also referred to as “mandates”) that a board or group executive management team member can hold at other companies. Pursuant to Article 18 ter of Logitech's Articles of Incorporation, each member of our Group Management Team may assume up to five (5) mandates in other enterprises with an economic purpose, of which no more than two (2) may be in listed companies.

Because of the time commitment required to serve as a member of the Group Management Team at Logitech and the time commitment required to serve at another listed company, the Board recommends that the number of mandates in listed companies be reduced from two (2) to one (1) for members of the Group Management Team.

Each member of our Group Management Team is already in compliance with the reduced mandate limit under the proposed amendment to the Articles of Incorporation.

Voting Requirement to Approve Proposal

The affirmative “FOR” vote of a majority of the votes cast at the 2026 Annual General Meeting, not counting abstentions.

Recommendation

The Board of Directors recommends a vote “**FOR**” the proposed amendment to Article 18 ter of the Articles of Incorporation.

Proposal 7

Release of the Board of Directors and Executive Officers from Liability for Activities During Fiscal Year 2026

Proposal

The Board of Directors proposes that shareholders release the members of the Board of Directors and Executive Officers from liability for activities during fiscal year 2026.

Explanation

As is customary for Swiss corporations and in accordance with Article 698, subsection 2, item 7 of the Swiss Code of Obligations, shareholders are requested to release the members of the Board of Directors and the Executive Officers from liability for their activities during fiscal year 2026 that have been disclosed to shareholders. This release from liability exempts members of the Board of Directors and Executive Officers from liability claims brought by the Company or its shareholders on behalf of the Company against any of them for activities carried out during fiscal year 2026 relating to facts that have been disclosed to shareholders. Shareholders who do not vote in favor of the proposal, or acquire their shares after the vote without knowledge of the approval of this resolution, are not bound by the result for a period ending 12 months after the vote.

Voting Requirement to Approve Proposal

The affirmative “FOR” vote of a majority of the votes cast at the 2026 Annual General Meeting, not counting abstentions. Members of the Board of Directors and Logitech Executive Officers are not entitled to vote on Proposal 7.

Recommendation

The Board of Directors recommends a vote “**FOR**” the proposal to release the members of the Board of Directors and Executive Officers from liability for activities during fiscal year 2026.

Proposal 8

Re-elections to the Board of Directors

Explanation

Our Board of Directors is presently composed of 11 members. Each director was elected for a one-year term ending at the closing of the 2026 Annual General Meeting.

At the recommendation of the Nominating and Governance Committee, the Board of Directors has nominated all current directors to serve as directors for another one-year term, beginning at the completion of the 2026 Annual General Meeting and ending at the completion of the 2027 Annual General Meeting. There will be a separate vote on each nominee.

Under Swiss corporate law, Board members may only be elected by shareholders. If the individuals below are re-elected, the Board will be composed of 11 members. The Board has no reason to believe that any of our nominees will be unwilling or unable to serve if elected as a director.

For further information on the Board of Directors, including the current members of the Board, the Committees of the Board, the means by which the Board exercises supervision of Logitech's executive officers, and other information, please see "Corporate Governance and Board of Directors Matters" hereafter.

8.A. Re-election of Mr. Donald Allan, Jr.

Proposal: The Board of Directors proposes that Mr. Donald Allan, Jr. be re-elected to the Board for a one-year term ending at the closing of the 2027 Annual General Meeting.

For biographical information and qualifications of Mr. Allan, please refer to the heading "Corporate Governance and Board of Directors Matters – Members of the Board of Directors" hereafter.

8.B. Re-election of Dr. Edouard Bugnion

Proposal: The Board of Directors proposes that Dr. Edouard Bugnion be re-elected to the Board for a one-year term ending at the closing of the 2027 Annual General Meeting.

For biographical information and qualifications of Dr. Bugnion, please refer to the heading "Corporate Governance and Board of Directors Matters – Members of the Board of Directors" hereafter.

8.C. Re-election of Ms. Johanna 'Hanneke' Faber

Proposal: The Board of Directors proposes that Ms. Johanna 'Hanneke' Faber be re-elected to the Board for a one-year term ending at the closing of the 2027 Annual General Meeting.

For biographical information and qualifications of Ms. Faber, please refer to the heading "Corporate Governance and Board of Directors Matters – Members of the Board of Directors" hereafter.

8.D. Re-election of Mr. Guy Gecht

Proposal: The Board of Directors proposes that Mr. Guy Gecht be re-elected to the Board for a one-year term ending at the closing of the 2027 Annual General Meeting.

For biographical information and qualifications of Mr. Gecht, please refer to the heading "Corporate Governance and Board of Directors Matters – Members of the Board of Directors" hereafter.

8.E. Re-election of Mr. Christopher Jones

Proposal: The Board of Directors proposes that Mr. Christopher Jones be re-elected to the Board for a one-year term ending at the closing of the 2027 Annual General Meeting.

For biographical information and qualifications of Mr. Jones, please refer to the heading "Corporate Governance and Board of Directors Matters – Members of the Board of Directors" hereafter.

8.F. Re-election of Ms. Marjorie Lao

Proposal: The Board of Directors proposes that Ms. Marjorie Lao be re-elected to the Board for a one-year term ending at the closing of the 2027 Annual General Meeting.

For biographical information and qualifications of Ms. Lao, please refer to the heading “Corporate Governance and Board of Directors Matters – Members of the Board of Directors” hereafter.

8.G. Re-election of Mr. Owen Mahoney

Proposal: The Board of Directors proposes that Mr. Owen Mahoney be re-elected to the Board for a one-year term ending at the closing of the 2027 Annual General Meeting.

For biographical information and qualifications of Mr. Mahoney, please refer to the heading “Corporate Governance and Board of Directors Matters – Members of the Board of Directors” hereafter.

8.H. Re-election of Ms. Neela Montgomery

Proposal: The Board of Directors proposes that Ms. Neela Montgomery be re-elected to the Board for a one-year term ending at the closing of the 2027 Annual General Meeting.

For biographical information and qualifications of Ms. Montgomery, please refer to the heading “Corporate Governance and Board of Directors Matters – Members of the Board of Directors” hereafter.

8.I. Re-election of Mr. Kwok Wang Ng

Proposal: The Board of Directors proposes that Mr. Kwok Wang Ng be re-elected to the Board for a one-year term ending at the closing of the 2027 Annual General Meeting.

For biographical information and qualifications of Mr. Ng, please refer to the heading “Corporate Governance and Board of Directors Matters – Members of the Board of Directors” hereafter.

8.J. Re-election of Ms. Deborah Thomas

Proposal: The Board of Directors proposes that Ms. Deborah Thomas be re-elected to the Board for a one-year term ending at the closing of the 2027 Annual General Meeting.

For biographical information and qualifications of Ms. Thomas, please refer to the heading “Corporate Governance and Board of Directors Matters – Members of the Board of Directors” hereafter.

8.K. Re-election of Mr. Sascha Zahnd

Proposal: The Board of Directors proposes that Mr. Sascha Zahnd be re-elected to the Board for a one-year term ending at the closing of the 2027 Annual General Meeting.

For biographical information and qualifications of Mr. Zahnd, please refer to the heading “Corporate Governance and Board of Directors Matters – Members of the Board of Directors” hereafter.

Voting Requirement to Approve Proposals

The affirmative “FOR” vote of a majority of the votes cast at the 2026 Annual General Meeting, not counting abstentions.

Recommendation

The Board of Directors recommends a vote “**FOR**” the re-election to the Board of each of the above nominees.

Proposal 9

Re-election of the Chairperson of the Board

Explanation

Swiss corporate law requires that the Chairperson of the Board of Directors be elected on the occasion of each Annual General Meeting for a one-year term ending at the closing of the following Annual General Meeting. The Board of Directors has selected Mr. Guy Gecht as its nominee to continue to lead the Board of Directors as an independent Chairperson. Mr. Gecht has been the Chairperson since September 2025 and a non-executive member of the Board of Directors since September 2019. As noted in his biographical information and qualifications under the heading "Corporate Governance and Board of Directors Matters – Members of the Board of Directors" hereafter, Mr. Gecht brings senior leadership experience as well as technology, AI and cybersecurity expertise to the Board of Directors.

Proposal

The Board of Directors unanimously proposes that Mr. Gecht be re-elected as Chairperson of the Board of Directors for a one-year term ending at the closing of the 2027 Annual General Meeting.

Voting Requirement to Approve Proposals

The affirmative “FOR” vote of a majority of the votes cast at the 2026 Annual General Meeting, not counting abstentions.

Recommendation

Our Board of Directors recommends a vote “**FOR**” the re-election of Mr. Gecht as Chairperson of the Board of Directors.

Proposal 10

Re-elections to the Compensation Committee

Explanation

Our Compensation Committee is presently composed of four members, all of whom are standing for re-election to the Board of Directors and for re-election to the Compensation Committee. Pursuant to Swiss corporate law, the members of the Compensation Committee are to be elected annually and individually by the shareholders. Only members of the Board of Directors can be elected as members of the Compensation Committee.

At the recommendation of the Nominating and Governance Committee of the Board of Directors (the "Nominating and Governance Committee"), the Board of Directors has nominated all current members of the Compensation Committee for another term of one year. As required by our Compensation Committee charter, all of the nominees are independent in accordance with the requirements of the listing standards of the Nasdaq Stock Market, the outside director definition of Section 162(m) of the U.S. Internal Revenue Code of 1986, as amended, the definition of a “non-employee director” for purposes of Rule 16b-3 promulgated by the U.S. Securities and Exchange Commission, and Rule 10C-1(b)(1) of the U.S. Securities Exchange Act of 1934, as amended.

The term of office ends at the closing of the next Annual General Meeting. There will be a separate vote on each nominee.

10.A. Re-election of Mr. Donald Allan, Jr.

Proposal: The Board of Directors proposes that Mr. Donald Allan, Jr. be re-elected to the Compensation Committee for a one-year term ending at the closing of the 2027 Annual General Meeting.

For biographical information and qualifications of Mr. Allan, please refer to the heading "Corporate Governance and Board of Directors Matters – Members of the Board of Directors" hereafter.

10.B. Re-election of Ms. Neela Montgomery

Proposal: The Board of Directors proposes that Ms. Neela Montgomery be re-elected to the Compensation Committee for a one-year term ending at the closing of the 2027 Annual General Meeting.

For biographical information and qualifications of Ms. Montgomery, please refer to the heading “Corporate Governance and Board of Directors Matters – Members of the Board of Directors” hereafter.

10.C. Re-election of Mr. Kwok Wang Ng

Proposal: The Board of Directors proposes that Mr. Kwok Wang Ng be re-elected to the Compensation Committee for a one-year term ending at the closing of the 2027 Annual General Meeting.

For biographical information and qualifications of Mr. Ng, please refer to the heading "Corporate Governance and Board of Directors Matters – Members of the Board of Directors" hereafter.

10.D. Re-election of Ms. Deborah Thomas

Proposal: The Board of Directors proposes that Ms. Deborah Thomas be re-elected to the Compensation Committee for a one-year term ending at the closing of the 2027 Annual General Meeting.

For biographical information and qualifications of Ms. Thomas, please refer to the heading “Corporate Governance and Board of Directors Matters – Members of the Board of Directors” hereafter.

The Board of Directors has appointed Mr. Allan as Chair of the Compensation Committee, subject to his re-election to the Compensation Committee.

Voting Requirement to Approve Proposals

The affirmative “FOR” vote of a majority of the votes cast at the 2026 Annual General Meeting, not counting abstentions.

Recommendation

Our Board of Directors recommends a vote “**FOR**” the election to the Compensation Committee of each of the above nominees.

Proposal 11

Approval of Maximum Aggregate Compensation for the Board of Directors for the 2026 to 2027 Board Year

Proposal

The Board of Directors proposes that the shareholders approve a maximum aggregate amount of compensation of the Board of Directors of CHF 3,900,000 for the term of office from the 2026 Annual General Meeting until the 2027 Annual General Meeting (the "2026 – 2027 Board Year").

Explanation

Pursuant to Swiss corporate law, the compensation of the Board of Directors must each year be subject to a binding shareholder vote, in the manner contemplated by Logitech's Articles of Incorporation. Article 19 quater, paragraph 1 letter (a) of Logitech's Articles of Incorporation provides that shareholders shall approve the maximum aggregate amount of compensation of the Board of Directors for the period up to the next Annual General Meeting.

Under the Articles of Incorporation, the compensation of the members of the Board of Directors who do not have management responsibilities consists of cash payments and shares or share equivalents. The value of cash compensation and shares or share equivalents corresponds to a fixed amount, which reflects the functions and responsibilities assumed. The value of shares or share equivalents is calculated at market value at the time of grant.

The proposed maximum amount of CHF 3,900,000 has been determined based on 10 non-executive members of the Board of Directors and on the following non-binding assumptions:

With respect to the 10 non-executive members of the Board of Directors, the compensation consists of the following elements:

- Cash payments of a maximum of CHF 1,300,000. Cash payments for non-executive members of the Board of Directors include annual retainers for Board and committee service and an annual retainer for a non-executive Chairperson.
- Share or share equivalent awards of a maximum of CHF 2,200,000. The value of share or share equivalent awards corresponds to a fixed amount and the number of shares granted will be calculated at market value at the time of their grant.
- Other payments, including accrual of the Company's estimated contributions to social security, of a maximum of CHF 400,000.

Shareholders are approving the maximum aggregate amount of compensation set forth in the proposal and not the individual components thereof. The assumptions set forth in this explanation are based on the Company's current expectations about future compensation plans and decisions. The Company may redesign its compensation plans or make alternative compensation decisions within the maximum aggregate amount of compensation approved by shareholders. The actual compensation awarded to the members of the Board of Directors for the 2026-2027 Board Year will be disclosed in the Compensation Report in the Invitation and Proxy Statement for the 2028 Annual General Meeting.

Voting Requirement to Approve Proposal

The affirmative "FOR" vote of a majority of the votes cast at the 2026 Annual General Meeting, not counting abstentions.

Recommendation

The Board of Directors recommends a vote "**FOR**" the approval of the maximum aggregate amount of the compensation of the members of the Board of Directors of CHF 3,900,000 for the term of office from the 2026 Annual General Meeting until the 2027 Annual General Meeting.

Proposal 12

Approval of Maximum Aggregate Compensation for the Group Management Team for Fiscal Year 2028

Proposal

The Board of Directors proposes that the shareholders approve a maximum aggregate amount of compensation of the Group Management Team of USD 28,302,000 for fiscal year 2028.

Explanation

Pursuant to Swiss corporate law, the compensation of the Company's Group Management Team must each year be subject to a binding shareholder vote, in the manner contemplated by Logitech's Articles of Incorporation. Article 19 quater, paragraph 1 letter (b) of Logitech's Articles of Incorporation provides that shareholders shall approve the maximum aggregate amount of compensation of the Group Management Team for the next fiscal year. As the 2026 Annual General Meeting takes place in the middle of Logitech's fiscal year 2027, the applicable next fiscal year is fiscal year 2028. This required, binding vote on the compensation of the Group Management Team is independent from, and comes in addition to, the non-binding, advisory say-on-pay vote contemplated in Proposal 2 and Proposal 3.

Logitech's Group Management Team currently consists of Ms. Johanna 'Hanneke' Faber, Chief Executive Officer, Mr. Matteo Anversa, Chief Financial Officer, and Ms. Samantha Harnett, Chief Legal Officer.

Logitech's compensation philosophy, compensation program risks and design, and compensation paid during fiscal year 2026 are set forth in the Compensation Report.

The proposed maximum amount of USD 28,302,000 has been determined based on the following non-binding assumptions for Logitech's Group Management Team as an aggregate group:

- The Group Management Team includes four members.
- Gross base salaries of a maximum of USD 3,300,000.
- Performance-based cash compensation of a maximum of USD 6,700,000 at grant value. Performance-based cash compensation in the form of incentive cash payments may be earned under the Logitech Management Performance Bonus Plan (the "Annual Bonus Plan") or other cash bonuses approved by the Compensation Committee. Payout under the Annual Bonus Plan is variable, and is based on the achievement of the Company's, individual executives', or other performance goals, and for fiscal year 2028 is expected to continue to range from 0% to 200% of the executive's target incentive. The maximum amount of the performance-based bonus for fiscal year 2028 assumes a maximum achievement of all performance goals.
- Equity incentive awards of a maximum of USD 16,900,000 at grant value. Long-term equity incentive awards are generally granted in the form of performance-based restricted stock units ("PSUs") or service-based restricted stock units ("RSUs"). In order to align with the methodology used in the Compensation Report, where the value of the equity award is disclosed based on estimated fair value at the time of grant, the fair value at grant has been considered to calculate the maximum amount of the long-term equity awards, i.e., assuming maximum achievement of all performance goals and full vesting of all service-based equity incentive awards. The target number of PSU awards granted to our Group Management Team in fiscal year 2028 will be determined at the beginning of the three-year performance period and the number of shares that will vest at the end of the three-year performance period is expected to continue to range from 0% to 200% of the executive's target number of shares depending on our corporate performance.
- Other compensation of a maximum of USD 1,402,000. Other compensation may include tax preparation services and related expenses, 401(k) savings plan matching contributions, premiums for group term life insurance and long-term disability insurance, employer's contribution to medical premiums, relocation or extended business travel-related expenses, defined benefit pension plan employment contributions, accrual of estimated employer's contribution to social security and Medicare, and other awards. The Company generally does not provide all of these components of other compensation to all executives each year, but the proposed maximum amount of compensation has been formulated to provide flexibility to cover these compensation components as applicable.

Shareholders are approving the maximum aggregate amount of compensation set forth in the proposal and not the individual components thereof. The assumptions set forth in this explanation are based on the Company's current expectations about future compensation plans and decisions. The Company may redesign its compensation plans or make alternative compensation decisions within the maximum aggregate amount of compensation approved by shareholders. The actual compensation awarded to the members of the Group Management Team for fiscal year 2028 will be disclosed in the Compensation Report in the Invitation and Proxy Statement for the 2028 Annual General Meeting.

Voting Requirement to Approve Proposal

The affirmative "FOR" vote of a majority of the votes cast at the 2026 Annual General Meeting, not counting abstentions.

Recommendation

The Board of Directors recommends a vote "**FOR**" the approval of the maximum aggregate amount of the compensation of the Group Management Team of USD 28,302,000 for fiscal year 2028.

Proposal 13

Re-election of KPMG AG as Logitech's Auditors and Ratification of the Appointment of KPMG LLP as Logitech's Independent Registered Public Accounting Firm for Fiscal Year 2027

Proposal

The Board of Directors proposes that KPMG AG be re-elected as auditors of Logitech International S.A. for a one-year term and that the appointment of KPMG LLP as Logitech's independent registered public accounting firm for fiscal year 2027 be ratified.

Explanation

KPMG AG, upon recommendation of the Audit Committee of the Board of Directors (the "Audit Committee"), is proposed for re-election for a further year as auditors for Logitech International S.A. KPMG AG assumed its first audit mandate for Logitech during fiscal year 2015.

The Audit Committee has also appointed KPMG LLP, the U.S. affiliate of KPMG AG, as the Company's independent registered public accounting firm for the fiscal year ending March 31, 2027 for purposes of U.S. securities law reporting. Logitech's Articles of Incorporation do not require that shareholders ratify the appointment of KPMG LLP as the Company's independent registered public accounting firm. However, Logitech is submitting the appointment of KPMG LLP to shareholders for ratification as a matter of good corporate governance. If shareholders do not ratify the appointment, the Audit Committee will reconsider whether to retain KPMG LLP. Even if the appointment is ratified, the Audit Committee may, in its discretion, change the appointment during the year if the Committee determines that such a change would be in the best interests of Logitech and its shareholders.

Information on the fees paid by Logitech to KPMG AG and KPMG LLP, the Company's auditors and independent registered public accounting firm for fiscal year 2026, respectively, as well as further information regarding KPMG AG and KPMG LLP, is set out below under the heading "Independent Auditors" and "Report of the Audit Committee."

One or more representatives of KPMG AG will be present at the 2026 Annual General Meeting. They will have an opportunity to make a statement at the meeting if they wish, and are expected to be available to respond to questions from shareholders.

Voting Requirement to Approve Proposal

The affirmative "FOR" vote of a majority of the votes cast at the 2026 Annual General Meeting, not counting abstentions.

Recommendation

Our Board of Directors recommends a vote "**FOR**" the re-election of KPMG AG as auditors of Logitech International S.A. and the ratification of the appointment of KPMG LLP as Logitech's independent registered public accounting firm, each for the fiscal year ending March 31, 2027.

Proposal 14

Re-election of Etude Regina Wenger & Sarah Keiser-Wüger as Independent Representative

Swiss law requires that the independent representative of the shareholders (the "Independent Representative") be elected on the occasion of each Annual General Meeting for a one-year term ending at the closing of the following Annual General Meeting.

Proposal

The Board of Directors proposes that Etude Regina Wenger & Sarah Keiser-Wüger be re-elected as Independent Representative for a one-year term ending at the closing of the 2027 Annual General Meeting.

Explanation

In accordance with Swiss law, each shareholder may be represented at the general meeting by an independent representative. The Board of Directors has nominated Etude Regina Wenger & Sarah Keiser-Wüger as the Independent Representative to serve in the role at the Company's 2027 Annual General Meeting and at any extraordinary general meeting of shareholders of the Company, if any, held prior to the 2027 Annual General Meeting. Ms. Regina Wenger, a principal of Etude Regina Wenger & Sarah Keiser-Wüger, is a respected notary public based in Lausanne, Switzerland and is the former chairwoman of the Swiss Federation of Notaries. Etude Regina Wenger & Sarah Keiser-Wüger confirmed to the Company that it possesses the required independence to fulfill its responsibilities.

Voting Requirement to Approve Proposal

The affirmative "FOR" vote of a majority of the votes cast at the 2026 Annual General Meeting, not counting abstentions.

Recommendation

Our Board of Directors recommends a vote "**FOR**" the re-election of Etude Regina Wenger & Sarah Keiser-Wüger as Independent Representative.

Corporate Governance and Board of Directors Matters

The Board of Directors is elected by the shareholders and holds the ultimate decision-making authority within Logitech, except for those matters reserved by law or by Logitech's Articles of Incorporation to its shareholders or those that are delegated to the Group Management Team under the Organizational Regulations (also known as Bylaws). The Board makes resolutions through a majority vote of the members present at the meetings. In the event of a tie, the vote of the Chairperson decides.

Logitech's Articles of Incorporation set the minimum number of directors at three. We had 11 members of the Board of Directors as of June 30, 2026. If all of the nominees to the Board presented in Proposal 8 are re-elected, the Board will have 11 members.

Board of Directors Independence

The Board of Directors has determined that each of our directors and director nominees, other than Johanna 'Hanneke' Faber, qualifies as independent in accordance with the published listing requirements of the Nasdaq Stock Market. The Company's independent directors include Donald Allan, Jr., Edouard Bugnion, Guy Gecht, Christopher Jones, Marjorie Lao, Owen Mahoney, Neela Montgomery, Kwok Wang Ng, Deborah Thomas, and Sascha Zahnd, all of whom are also director nominees. The Nasdaq independence definition includes a series of objective tests, such as that the director is not an employee of the company and has not engaged in various types of business dealings with the company. In addition, as further required by Nasdaq rules, the Board of Directors has made a subjective determination as to each independent director that no relationships exist which, in the opinion of the Board of Directors, would interfere with the exercise of independent judgment in carrying out the responsibilities of a director. In making these determinations, the directors reviewed and discussed information provided by the directors and the Company with regard to each director's business and personal activities as they may relate to Logitech and Logitech's management. Further, there are no family relationships among our executive officers or directors.

As a Swiss company, Logitech is also bound to consider the recommendations of the Swiss Code of Best Practice for Corporate Governance (the "Swiss Code of Best Practice"). The Swiss Code of Best Practice is a set of guidelines designed to promote good corporate governance practices among Swiss companies. While the Swiss Code of Best Practice is not legally binding, it serves as a reference point for best practices in corporate governance in Switzerland. The definition of independence included in the Swiss Code of Best Practice requires, among other things, that a director not have served as a member of the company's executive management during the preceding three years. The principles contained in the Swiss Code of Best Practice are general guidelines and recommendations subject to a "comply or explain" standard.

Members of the Board of Directors

The Board of Directors nominees, including their professional background, key skills and qualifications, and other public company directorships are set out below and in our "Board Nominees Skills and Experience Profile."

Donald Allan, Jr. 62 Years Old Director since 2024

Executive Chair of the Board, Stanley Black & Decker, Inc.
U.S. national

Professional highlights: Donald Allan, Jr. is serving as Executive Chair of the Board of Stanley Black & Decker, Inc., a global provider of construction and industrial tools, outdoor products and engineered fastening solutions, until October 1, 2026 when he is expected to retire. He has held the Executive Chair position since October 2025. Mr. Allan joined Stanley Black & Decker in 1999 and held management roles at Stanley Black & Decker since 2006. Mr. Allan served as President (February 2021 to October 2025) while concurrently serving as the Chief Executive Officer (July 2022 to October 2025) and Chief Financial Officer (December 2008 to July 2022). Prior to joining Stanley Black & Decker, Mr. Allan held financial management positions with Loctite Corporation (now Henkel), a global provider of engineering adhesives and other industrial chemicals. Mr. Allan holds a BS degree in Accounting and Finance from the University of Hartford.

Key skills and qualifications: Mr. Allan has extensive finance expertise developed through his Chief Financial Officer and other financial leadership positions at Stanley Black & Decker and Loctite Corporation. He brings significant experience in senior leadership, operations, governance and strategy from his 20+ year tenure at Stanley Black and Decker to the Board of Directors.

Committees: Mr. Allan currently is the Chairperson of the Compensation Committee and member of the Nominating and Governance Committee. The Board of Directors has determined that he is an independent director.

Other public company directorships:
- Stanley Black & Decker, Inc.

Edouard Bugnion 56 Years Old Director since 2015

Professor & Vice President, EPFL
Swiss national

Professional highlights: Edouard Bugnion is a Professor in the School of Computer and Communication Science at the École Polytechnique Fédérale de Lausanne (EPFL) and since January 2025 also the Vice President of Innovation and Impact at EPFL. He previously served as the Vice President for Information Systems at the EPFL from January 2017 to December 2020. Prior to joining the EPFL in August 2012, Dr. Bugnion was a Founder and Chief Technology Officer of Nuova Systems, Inc., a developer of enterprise data center solutions, from October 2005 to May 2008. Nuova Systems was funded by and acquired by Cisco Systems, Inc., a worldwide leader in internet protocol-based networking products and services. He joined Cisco as a Vice President and Chief Technology Officer of Cisco's Server Access and Virtualization Business Unit from May 2008 to June 2011. Prior to Nuova, Dr. Bugnion was a Founder of VMware, a leading provider of cloud and virtualization software and services, where he held many positions, including Chief Technology Officer, from 1998 to 2005. Dr. Bugnion holds an Engineering Diploma from ETH Zürich, a Master's degree from Stanford University and a Ph.D. from Stanford University, all in Computer Science.

Key skills and qualifications: Dr. Bugnion's significant expertise in technology, software and cloud computing, and cybersecurity, and his experience founding technology companies and as a member of the senior leadership of leading technology companies, provides the Board of Directors with technology and product strategy expertise as well as senior leadership.

Committees: Dr. Bugnion currently is a member on the Technology and Innovation Committee of the Board of Directors (the "Technology and Innovation Committee"). The Board of Directors has determined that he is an independent director.

Johanna 'Hanneke' Faber 57 Years Old Director since 2024

Chief Executive Officer, Logitech International S.A.
Dutch national

Professional highlights: Johanna 'Hanneke' Faber joined Logitech as Chief Executive Officer in December 2023. Prior to joining Logitech, Ms. Faber served as President of the Global Nutrition Division at Unilever PLC, a multinational consumer goods company, from July 2022 to November 2023, where she oversaw the Nutrition Business Group. She was previously President of the Foods & Refreshment Division of Unilever from May 2019 to June 2022. Ms. Faber joined Unilever as a member of its Executive Committee in January 2018, serving as President Unilever Europe. Prior to Unilever, she was a member of the Executive Committee of Ahold Delhaize N.V. from 2013 to 2017, serving first as Chief Commercial Officer and then as Chief E-Commerce and Innovation Officer. Ms. Faber also serves on the Board of the Swiss American Chamber of Commerce. She holds a Bachelor of Arts in Journalism and a Master of Business Administration from the University of Houston (Texas, USA).

Key skills and qualifications: In addition to being the Chief Executive Officer of the Company, Ms. Faber brings significant senior leadership experience at a global scale, including "business-to-business" ("B2B"), "business-to-consumer" ("B2C"), sustainability and governance, to the Board of Directors from her leadership positions at Unilever and Ahold Delhaize.

Other public company directorships:
- Tapestry Inc.

Guy Gecht 61 Years Old Director since 2019

Former Chief Executive Officer, Electronics for Imaging
U.S. and Israeli national

Professional highlights: Guy Gecht joined Logitech as a member of the Board of Directors in 2019 and served as Logitech's interim Chief Executive Officer from June to December 2023. He co-founded and was the Co-CEO of E.Merge Technology Acquisition Corp., a holding company looking to engage in a business combination with a software or internet company, from its founding in June 2020 until its dissolution in September 2022. Mr. Gecht was the Chief Executive Officer of Electronics for Imaging, Inc., a then publicly traded company specializing in digital printing technology, a position he held from January 2000 to October 2018. He also served as President at Electronics for Imaging from May 2012 to October 2018 and from July 1999 to January 2000. Prior to joining Electronics for Imaging, Mr. Gecht worked for several startups in software leadership roles and was the Chief Technology Officer of Apple Israel. Mr. Gecht holds a BS in Computer Science and Mathematics from Ben Gurion University in Israel.

Key skills and qualifications: Mr. Gecht brings senior leadership and expertise in technology, AI, cybersecurity, strategy, M&A and governance to the Board of Directors, having led the transformation and growth of Electronics for Imaging into a global leader in digital imaging.

Board: Mr. Gecht currently is the Chairperson of the Board. The Board of Directors has determined that he is an independent director.

Other public company directorships:
- SolarEdge Technologies, Inc.

Christopher Jones 57 Years Old Director since 2022

Chief Executive Officer, Artemis Software Works, Inc.
U.S. national

Professional highlights: Christopher Jones has over 30 years of experience building products and scaling businesses from multi-national companies to early stage startups. He is the Chief Executive Officer and co-founder of Artemis Software Works, Inc., which was founded to build agents that help individuals manage information overload and work effectively with teams, friends, and family. Before Artemis, he held several positions at Amperity, Inc., a company providing an intelligent customer data platform that empowers global consumer brands, from June 2018 to March 2025. During his tenure he served as interim Chief Executive Officer, Chief Customer Officer, and Chief Product Officer. Prior to joining Amperity, Mr. Jones spent twenty-seven years at Microsoft Corporation, from 1991 to 2018, most recently as Director of Microsoft's cloud-based AI/ML healthcare innovation initiative Healthcare NExT, from October 2015 to May 2018. At Microsoft, he also served as Corporate Vice President, OneDrive & SharePoint from 2014 to 2015, Corporate Vice President, Outlook.com, OneDrive and Windows Services from 2006 to 2014, Corporate Vice President, Windows from 2000 to 2006. Mr. Jones holds a BS degree in Mathematical and Computational Sciences from Stanford University.

Key skills and qualifications: Mr. Jones brings significant expertise in technology, product development, consumer and enterprise software and services, artificial intelligence and cybersecurity, as well as senior leadership and brand identification experience, to the Board of Directors from leading technology companies such as Amperity and Microsoft.

Committees: Mr. Jones currently is a member of the Nominating and Governance Committee and is the Chairperson of the Technology and Innovation Committee. The Board of Directors has determined that he is an independent director.

Marjorie Lao 52 Years Old Director since 2018

Former Chief Financial Officer, the LEGO Group
Philippine and U.K. national

Professional highlights: Marjorie Lao is the former Chief Financial Officer of the LEGO Group, a privately held, family-owned company whose main activity is the development, production, marketing and sales of play materials, a position she held from February 2017 to March 2020. She previously served as the Senior Vice President, Finance from January 2014 to January 2017. Prior to joining the LEGO Group, Ms. Lao was the Vice President, Projects of Seadrill, a deepwater drilling contractor, from February 2013 to December 2013. She served as the Chief Financial Officer and Senior Vice President, Finance of Tandberg ASA, a key player in the videoconferencing industry, from November 2006 to April 2010 and the Vice President, Business Development and M&A from January 2006 to October 2006. Tandberg was acquired by Cisco Systems, Inc., a worldwide leader in Internet Protocol-based networking products and services, and Ms. Lao joined Cisco as the Senior Director, Finance and Senior Director, Strategy and Business Analytics from April 2010 to February 2012. She also served as an Associate and Engagement Manager of McKinsey & Company, an international management consulting firm, from 2002 to 2005 and a Finance Manager and Internal Controls Manager of The Procter & Gamble Company, a consumer brand company, from 1996 to 2000. Ms. Lao holds a BSc degree in Business Administration and Accountancy from the University of the Philippines and an MBA from Harvard Business School. She was certified as a public accountant in the Philippines in 1996.

Key skills and qualifications: Ms. Lao has extensive finance expertise developed through her Chief Financial Officer and other leadership positions at companies in Europe, the United States and Asia. She brings to the Board of Directors an understanding of global businesses, the videoconferencing and gaming industries, software and enterprise go-to-market strategies and senior leadership, governance, strategy, M&A and corporate responsibility experience from leading technology and brand and consumer marketing companies.

Committees: Ms. Lao currently is a member of the Audit Committee and the Technology and Innovation Committee. The Board of Directors has determined that she is an independent director.

Other public company directorships:
- LuxExperience B.V.
- PT GoTo Gojek Tokopedia Tbk

Owen Mahoney 59 Years Old Director since 2024

Former President & Chief Executive Officer, Nexon Co., Ltd.
U.S. national

Professional highlights: Owen Mahoney is the former President, Chief Executive Officer and Representative Director of Nexon Co., Ltd., a video game publisher based in Japan, a position he held from March 2014 to March 2024. Mr. Mahoney joined Nexon in July 2010 as Chief Financial Officer, a position he held until he assumed the role of Chief Executive Officer in March 2014. Prior to joining Nexon, Mr. Mahoney served as Senior Vice President of Corporate Development at Electronic Arts Inc., a video game company, from November 2000 until March 2009. He holds a Master's degree in Asian Studies from the University of California, Berkeley and studied Japanese Law and Political Science at the University of Tokyo.

Key skills and qualifications: Mr. Mahoney brings significant expertise in senior leadership, digital gaming and technology, finance, global operations, strategy, M&A, and strategic alliances to the Board of Directors from his leadership positions at video game and software companies in North America and Asia Pacific.

Committees: Mr. Mahoney currently is a member of both the Audit Committee and the Technology and Innovation Committee. The Board of Directors has determined that he is an independent director.

Other public company directorships:
- Hasbro, Inc.

Neela Montgomery 51 Years Old Director since 2017

Former Chief Executive Officer, Crate & Barrel
U.K. national

Professional highlights: Neela Montgomery is a Senior Advisor at AlixPartners and was recently the Chief Executive Officer of Orveon Global US LLC, a premium beauty company, a position she held from January 2024 to February 2025. Previously, Ms. Montgomery was the President of CVS Pharmacy, the retail and pharmacy division of CVS Health, a global healthcare services company, where she was also an Executive Vice President, from November 2020 to January 2022. Ms. Montgomery was the Chief Executive Officer of Crate & Barrel Holdings, Inc., a global home furnishings retailer and leader in home e-commerce retailing and digital marketing, from August 2017 to August 2020. Ms. Montgomery was a Member of the Executive Board for Multichannel Retail at the Otto Group, GmbH, a globally operating retail and services group, from November 2014 to July 2017, overseeing all Group companies that operate in e-commerce and store-based retail as well as serving as Executive Chairwoman of Otto Group operating companies including Crate & Barrel. Prior to joining the Otto Group, Ms. Montgomery was the UK General Merchandise Director on the UK Board of Tesco Plc, one of the world's largest retailers, from June 2012 to June 2014, supervising diverse areas such as Home, Electronics & Entertainment from a multichannel perspective. She served at Tesco since 2002, including as UK E-Commerce Director from March 2011 to December 2012 and as Chief Merchant for Tesco Malaysia from July 2007 to May 2011. Ms. Montgomery studied English literature at Oxford University and holds an MBA from INSEAD having studied in France and Singapore.

Key skills and qualifications: Ms. Montgomery brings senior leadership, multichannel retail, e-commerce, brand oversight, home electronics and global experience to the Board of Directors from her positions in North America, EMEA and Asia Pacific at Orveon, CVS Health, Crate & Barrel, the Otto Group and Tesco.

Committees: Ms. Montgomery currently is a member of the Compensation Committee. The Board of Directors has determined that she is an independent director.

Other public company directorships:
- Koninklijke Ahold Delhaize N.V.

Kwok Wang Ng 59 Years Old Director since 2022

Former Chief Executive Officer, SGS S.A.
Swiss and Chinese national

Professional highlights: Kwok Wang Ng served as the Chief Executive Officer of SGS S.A., a testing, inspection and certification company, from March 2015 to March 2024. He held other management roles at SGS from 1994 to 2015, including Executive Vice President, Industrial Services from 2012 to 2015, Executive Vice President, Consumer Testing Services from 2005 to 2012, Regional Managing Director, SGS U.S. Testing North America from 2002 to 2005, Operations Manager, Consumer Testing Services from 1998 to 2002, Division Manager, Consumer Products, Standard Technical Services from 1996 to 1998. Mr. Ng started his career as a Quality Assurance Engineer at Sodeco S.A., a company specializing in metering and phone systems, from 1987 to 1989. Mr. Ng holds a BA degree in Economics and Econometrics from the University of Essex and a Diploma in Engineering from the Engineering School of Geneva.

Key skills and qualifications: As former CEO of a globally operating Swiss listed company, and through his broad range of management roles in Europe, China and the U.S., Mr. Ng brings senior leadership, consumer product, operations, Swiss investor base and governance, and global experience to the Board of Directors.

Committees: Mr. Ng currently is a member of the Compensation Committee and is the Chairperson of the Nominating and Governance Committee. The Board of Directors has determined that he is an independent director.

Other public company directorships:
- Sika AG

Deborah Thomas 62 Years Old Director since 2020

Retired Executive Vice President and Chief Financial Officer, Hasbro, Inc.
U.S. national

Professional highlights: Deborah Thomas was Executive Vice President and Senior Advisor to the CEO of Hasbro, Inc., a global play and entertainment company from May 2023 until her retirement from Hasbro in December 2023. Prior to assuming this role, Ms. Thomas served as Hasbro's Executive Vice President and Chief Financial Officer from March 2013 until May 2023. She previously served at Hasbro as a Senior Vice President and Chief Financial Officer from June 2009 to February 2013, Senior Vice President and Head of Corporate Finance from June 2008 to May 2009, Senior Vice President and Controller from May 2003 to May 2008, and Vice President and Assistant Controller from August 1998 to April 2003. Prior to joining Hasbro, Ms. Thomas held Assurance positions at KPMG Peat Marwick, LLP in the United States and in the United Kingdom from 1986 to 1998. Ms. Thomas is a Certified Public Accountant. She holds a BS degree from Providence College.

Key skills and qualifications: As the former Chief Financial Officer of a leading consumer products, gaming, entertainment and media company, and with significant finance and accounting expertise developed over several decades at a global conglomerate and a Big 4 international accounting firm, Ms. Thomas brings senior leadership, governance, finance (including U.S. GAAP), information technology, supply chain, data analytics, M&A, international and multicategory, multi-brand consumer product, gaming, media and services experience to the Board of Directors.

Committees: Ms. Thomas currently is the Chairperson of the Audit Committee and a member of both the Compensation Committee and the Nominating and Governance Committee. The Board of Directors has determined that she is an independent director.

Other public company directorships:
- Samsonite Group S.A.

Sascha Zahnd 51 Years Old Director since 2022

Former Chairman, Valora Holding AG
Swiss national

Professional highlights: Sascha Zahnd is the former non-executive chairman of Valora Holding AG, a position he held until October 2022. He previously served at Tesla Inc., an automotive and clean energy company, as Vice President EMEA from June 2019 until December 2020 and Vice President, Global Supply Chain from May 2016 to May 2019. Prior to joining Tesla, Mr. Zahnd was the Vice President, Supply & Procurement at ETA S.A./The Swatch Group, a company designing and manufacturing watches and calibers for the watch industry, from 2010 to 2016. From 2001 to 2010, Mr. Zahnd held a series of management positions at IKEA, a multinational conglomerate that designs and sells furniture, appliances and home accessories among other goods and home services, including Head of Supply Division Asia Pacific at IKEA Asia Pacific from 2006 to 2010, Sales Manager and Deputy to General Manager at IKEA Retail from 2005 to 2006, Leader Task Force, Supply Mexico, Turnaround at IKEA Trading (Purchasing), Mexico from 2003 to 2005, Project Leader, European Distribution Strategy at IKEA of Sweden in 2003, and Regional Logistic Manager at IKEA Distribution South Europe from 2001 to 2003. Mr. Zahnd holds an Executive MBA degree from IMD Business School in Lausanne and a BA degree in Business Administration from University of Applied Sciences in Basel.

Key skills and qualifications: Mr. Zahnd brings significant expertise in retail, production and supply chain, as well as senior leadership, Swiss investor and governance knowledge, and global experience, to the Board of Directors from his roles as part of Tesla's leadership team and in leading technology and retail companies in Europe, the U.S., Mexico and Asia/China.

Committees: Mr. Zahnd currently is a member of both the Audit Committee and the Nominating and Governance Committee. The Board of Directors has determined that he is an independent director.

Other public company directorships:
- LuxExperience B.V.

All members of the Board of Directors currently comply with the limitation on external mandates provided in the Articles of Incorporation.

Elections to the Board of Directors

Directors are elected at the Annual General Meeting of Shareholders, upon proposal of the Board of Directors. The proposals of the Board of Directors are made following recommendations of the Nominating and Governance Committee.

Board Composition

The Nominating and Governance Committee is responsible for reviewing and assessing with the Board of Directors the appropriate skills, experience, and background sought in Board members in the context of our business and the then-current membership on the Board of Directors. The Nominating and Governance Committee has not formally established any specific minimum qualifications that must be met by each candidate for the Board of Directors or specific attributes, qualities, or skills that are necessary for one or more of the members of the Board of Directors to possess. We do not expect or intend that each director will have the same background, skills, and experience; we expect that Board members will have a diverse portfolio of backgrounds, skills, and experiences in order to best assist the Board of Directors as a whole in its oversight and advice concerning our business and operations.

The Nominating and Governance Committee's review and assessment of Board candidates and the current Board composition includes numerous factors, such as: diversity with respect to international experience, geographic representation, age, gender, ethnicity, as well as other qualities and attributes that contribute to the total mix of viewpoints and experience represented on the Board.

The priorities and emphasis of the Nominating and Governance Committee and of the Board of Directors with regard to these factors change from time to time to take into account changes in our business and other trends, as well as the portfolio of skills and experience of current and prospective Board members.

Listed below are a mix of skills and experiences that the Nominating and Governance Committee and the Board of Directors have identified as important for our director nominees to have in light of our current business and structure. We do not expect each director to possess every attribute, but look for a well-balanced Board of Directors with skills and expertise in various areas. The Board Nominees Skills and Experience Profile table below is intended to depict notable areas of focus for each director based on the current composition of the Board of Directors, and not having a mark does not mean that a particular director does not possess that qualification or skill.

- *Senior Leadership Experience.* Directors who have served as CEOs and CFOs are valuable to Logitech because they bring experience and perspective in analyzing, shaping, and overseeing the execution of important operational and policy issues at a senior level.
- *International Business and M&A Experience.* Because we are a global organization with research and development, and sales and other offices in many countries, directors with international business experience provide valuable business and cultural perspectives regarding significant aspects of our business. As we focus on growth opportunities, we may consider acquisitions, investments, and partnerships, making directors with M&A experience valuable on the Board of Directors.
- *Financial Expertise.* Knowledge of financial markets and accounting and financial reporting processes is important because it assists our directors in understanding, advising, and overseeing Logitech’s structure, financial reporting, and internal control of such activities.
- *Industry Experience.* We develop and manufacture hardware and software products, ship them worldwide, and sell our products to both consumers and businesses. Accordingly, experience in B2B and B2C businesses, including sales and marketing, and experience in global supply chain and manufacturing is valuable in understanding and providing insight on the challenges and opportunities of significant aspects of our business including sales, marketing, and manufacturing.
- *Technology and Cybersecurity Experience.* Because we develop design-led, software-enabled hardware, technology experience including in hardware, software, AI, cybersecurity, and product security, is valuable in understanding the opportunities, risks, and challenges of our business and in providing insight and oversight of management. Directors who have indicated technology experience also have experience in AI.
- *Brand & Marketing*. Our brands have significantly contributed to the success of our business and maintaining and enhancing our brands and marketing efforts are important for our future growth and success.

- *Sustainability / ESG.* Directors with sustainability and ESG experience are important to Logitech because they enable the Board to exercise its oversight with respect to the Company's operational sustainability initiatives and ESG matters.
- *People & Compensation.* Our success depends on our ability to attract and retain highly skilled executives and employees. Accordingly, having directors with expertise in people and compensation matters are important qualifications for our Board of Directors.

Board Nominees' Skills and Experience Profile(1)

	Allan	Bugnion	Faber	Gecht	Jones	Lao	Mahoney	Montgomery	Ng	Thomas	Zahnd
Years on Board	**2**	**11**	**2**	**7**	**4**	**8**	**2**	**9**	**4**	**6**	**4**
CEO / CFO	✓		✓	✓	✓	✓	✓	✓	✓	✓	
International Business	✓		✓	✓		✓	✓	✓	✓	✓	✓
Financial Expertise	✓			✓		✓	✓			✓	
B2C	✓		✓				✓	✓		✓	✓
B2B	✓	✓		✓	✓	✓			✓		
Operations & Supply Chain	✓									✓	✓
Technology		✓		✓	✓		✓				
Cybersecurity	✓	✓		✓						✓	
M&A	✓			✓		✓	✓		✓	✓	✓
Brand & Marketing	✓		✓				✓	✓		✓	
Sustainability / ESG	✓		✓						✓		✓
People & Compensation	✓							✓	✓	✓	✓

(1) A checkmark in the chart indicates a specific area of focus or expertise that is particularly relevant to a director's service on Logitech's Board of Directors. The lack of a checkmark does not mean that a director does not also possess experience or skill in that area.

Board Diversity

The review and assessment of director candidates and the current composition of the Board of Directors by the Nominating and Governance Committee includes an assessment of diversity with respect to international experience, geographic representation, age, gender, ethnicity, as well as other qualities and attributes that contribute to the total mix of viewpoints and experience represented on the Board. In addition, Swiss law requires companies to report publicly on whether the underrepresented gender comprises at least 30% of a company's board of directors. In our current 11-person Board of Directors, seven directors are men and four directors are women (i.e. 36.4% are female directors). Likewise, our director nominees include seven men and four women. If all nominees are re-elected at the 2026 Annual General Meeting, our Board of Directors will remain composed of 36.4% female directors. The nationalities of our director nominees include Swiss, American, British/U.K., Chinese, Israeli, Filipino and Dutch. Four of our director nominees reside in Europe, six reside in the United States, and one resides in Japan.

The following chart summarizes certain voluntarily self-identified demographic information of our nominees. Additional biographical information on each nominee is set out above in "Members of the Board of Directors."

Board Diversity Matrix				
Country of Principal Executive Offices:	Switzerland			
Foreign Private Issuer:	No			
Disclosure Prohibited under Home Country Law:	No			
Total Number of Nominees:	11			
	Female	**Male**	**Non-Binary**	**Did not Disclose Gender**
Gender Identity	4	7	—	—
Demographic Background:				
African American or Black	—	—	—	—
Alaskan Native or Native American	—	—	—	—
Asian	2	1	—	—
Hispanic or Latinx	—	—	—	—
Native Hawaiian or Pacific Islander	—	—	—	—
White	2	5	—	—
Two or More Races or Ethnicities	—	—	—	—
LGBTQ+			—	
Did Not Disclose Demographic Background			2*	
Nationalities:				
Swiss	3			
American	5			
British/U.K.	2			
Israeli	1			
Filipino	1			
Chinese	1			
Dutch	1			

* Number of director nominees who “Prefer not to answer” the LGBTQ+ question or the race/ethnicity question.

Identification and Evaluation of Nominees for Directors

Our Nominating and Governance Committee uses a variety of methods for identifying and evaluating nominees for director. It regularly assesses the appropriate size and composition of the Board of Directors, the needs of the Board of Directors and the respective Committees of the Board of Directors, and the qualifications of candidates in light of these needs. The Nominating and Governance Committee typically retains an executive search firm to assist with the identification and evaluation of prospective nominees for the Board of Directors based on criteria established by the Committee. Candidates may also come to the attention of the Nominating and Governance Committee through shareholders, management, or current members of the Board of Directors. The evaluation of these candidates may include information provided to the Committee, discussions with persons familiar with the candidate, interviews with the candidate or other actions the Committee deems appropriate, and typically includes the use of paid third parties to review candidates to ensure the nominees have appropriate qualifications and skills.

Shareholder Recommendations and Nominees

Under our Articles of Incorporation, one or more registered shareholders who alone or together with other shareholders hold shares representing at least 0.5 percent of the capital or voting rights may demand that an item be placed on the agenda of a meeting of shareholders, including a nominee for election to the Board of Directors. A request to place an item on the meeting agenda must be in writing, describe the proposal and be received by our Board of Directors at least 60 days prior to the date of the meeting. Demands by registered shareholders to place an item on the agenda of a meeting of shareholders should be sent to: Secretary to the Board of Directors, Logitech International S.A., EPFL - Quartier de l'Innovation, 1015 Lausanne, Switzerland, or c/o Logitech Inc., 3930 North First Street, San Jose, CA 95134, USA.

Under the Articles of Incorporation, only registered shareholders are recognized as shareholders of the Company. As a result, beneficial shareholders do not have a right to place an item on the agenda of a meeting, regardless of the number of shares they hold. For information on how beneficial shareholders may become registered shareholders, see "Questions and Answers about the Logitech 2026 Annual General Meeting - If I am not a registered shareholder, can I attend and vote at the meeting?"

If the agenda of a general meeting of shareholders includes an item calling for the election of directors, any registered shareholder may propose a candidate for election to the Board of Directors before or at the meeting.

The Nominating and Governance Committee does not have a formal policy on consideration of recommendations for candidates to the Board of Directors from registered shareholders. The Nominating and Governance Committee considers it appropriate not to have such a policy because the evaluation of potential members of the Board of Directors is by its nature a case-by-case process, depending on the composition of the Board of Directors at the time, the needs of the business of the Company, and the experience and qualification of the individual. Accordingly, the Nominating and Governance Committee would consider any such recommendations on a case-by-case basis in its discretion, and would evaluate any such properly submitted nominee in consideration of the criteria for membership of the Board of Directors set forth under "Board Composition" above. Shareholder recommendations to the Board of Directors should be sent to the above address.

Terms of Office of Directors

Each director is elected individually by a separate vote of shareholders for a one-year term. All of our current directors are being presented for re-election to the Board of Directors at the 2026 Annual General Meeting. Each director is eligible for re-election until his or her seventieth birthday. Directors may not seek re-election after they have reached 70 years of age or have served on the Board of Directors as a non-employee member for 12 years, unless the Board of Directors adopts a resolution to the contrary. A member of the Board who reaches 70 years of age or 12 years of service as a non-employee member of the Board of Directors during the term of his or her directorship may remain a director until the expiration of the term. A director's term of office as Chairperson coincides with his or her term of office as a director. A director may be re-elected as Chairperson, subject to the age and tenure limits mentioned above.

The year of appointment and remaining term of office as of March 31, 2026 for each director are as follows:

Name	Year First Appointed	Year Current Term Expires
Donald Allan, Jr.(1)	2024	2026 Annual General Meeting
Edouard Bugnion(1)	2015	2026 Annual General Meeting
Johanna 'Hanneke' Faber(2)	2024	2026 Annual General Meeting
Guy Gecht(1)	2019	2026 Annual General Meeting
Christopher Jones(1)	2022	2026 Annual General Meeting
Marjorie Lao(1)	2018	2026 Annual General Meeting
Owen Mahoney(1)	2024	2026 Annual General Meeting
Neela Montgomery(1)	2017	2026 Annual General Meeting
Kwok Wang Ng(1)	2022	2026 Annual General Meeting
Deborah Thomas(1)	2020	2026 Annual General Meeting
Sascha Zahnd(1)	2022	2026 Annual General Meeting

(1) Non-executive members of the Board of Directors.

(2) Executive member of the Board of Directors.

Board Responsibilities and Structure

The Board of Directors is responsible for supervising the management of the business and affairs of the Company. In addition to the non-transferable powers and duties of boards of directors under Swiss law, the Board of Directors also has the following responsibilities:

- the grant of signatory power to its members and the Company's officers;
- the approval of the budget submitted by the Chief Executive Officer;
- the approval of investments or acquisitions of more than USD 10 million in the aggregate not included in the approved budgets;
- the approval of any expenditure of more than USD 10 million not specifically identified in the approved budgets; and
- the approval of the sale or acquisition, including related borrowings, of the Company's real estate.

The Board of Directors has delegated the management of the Company to the Chief Executive Officer and the other members of the Group Management Team, except where Swiss law, the Articles of Incorporation or Organizational Regulations (Bylaws) provide differently.

Board Leadership Structure

The Board of Directors is led by an independent Chairperson in line with current Swiss and U.S. best governance practices of having a separate Chairperson and Chief Executive Officer. The Chairperson of the Board of Directors is elected by the shareholders on an annual basis at the Annual General Meeting of Shareholders. The Secretary of the Board of Directors is typically appointed at the Board of Directors meeting coinciding with the Annual General Meeting of Shareholders. As of June 30, 2026, the Secretary is Samantha Harnett, the Company's Chief Legal Officer.

Role of the Chairperson and of the Chief Executive Officer

The Chairperson has responsibility for managing the Board of Directors, managing the relationship between the Board of Directors and the Chief Executive Officer and senior management of the Company, representing the Board of Directors and the Company with shareholders, the press and other external persons, establishing objectives for and evaluating the performance of the Chief Executive Officer, ensuring succession planning, and, together with the Chief Executive Officer, setting the values, ethics and culture of the Company. The Chairperson also assumes a leading role in the process of mid- and long-term strategic planning and the selection of top-level management, and supports major transaction initiatives of the Company.

The Chief Executive Officer manages the day-to-day operations of Logitech, with the support of executive officers. In particular, the Chief Executive Officer has the following powers and duties:

- Defining and implementing short and medium term strategies;
- Preparing the budget, which must be approved by the Board of Directors;
- Reviewing and certifying the Company’s annual report;
- Appointing, dismissing and promoting any employees of the Company other than executive officers and the head of the internal audit function;
- Taking immediate measures to protect the interests of the Company where a breach of duty is suspected from executive officers until the Board of Directors has decided on the matter;
- Carrying out Board resolutions;
- Reporting regularly to the Chairperson of the Board of Directors on the activities of the business;
- Preparing supporting documents for resolutions that are to be passed by the Board of Directors; and
- Deciding on issues brought to her attention by executive officers.

The detailed authorities and responsibilities of the Board of Directors, the Chief Executive Officer, and the executive officers are set out in the Articles of Incorporation and Organizational Regulations. Please refer to *http://ir.logitech.com* for copies of these documents.

Lead Independent Director

In the absence of an independent Chairperson of the Board of Directors, the responsibilities of the Lead Independent Director include chairing meetings of the non-executive directors and serving as the presiding director in performing such other functions as the Board of Directors may direct. The decision of whether to have, and the election of, a Lead Independent Director is determined by the independent members of the Board of Directors. The Board of Directors currently does not have a Lead Independent Director. With the re-election of an independent Chairperson of the Board of Directors, it is expected that the Board of Directors will continue not to have a Lead Independent Director.

Means by Which the Board of Directors Supervises Executive Officers

The Board of Directors is regularly informed of developments and issues in the Company’s business, and monitors the activities and responsibilities of the executive officers in various ways.

- At each regular Board meeting, the Chief Executive Officer reports to the Board of Directors on developments and important issues. The Chief Executive Officer also provides updates to the Board of Directors regarding the Company’s business between the dates of regular Board meetings.

- The roles of Chairperson and Chief Executive Officer are separated, to help ensure balance between leadership of the Board of Directors and leadership of the day-to-day management of the Company. The Chairperson and the Chief Executive Officer have regularly scheduled meetings to discuss the Company's business.
- Executive officers and other members of senior management, at the invitation of the Board of Directors, attend portions of meetings of the Board of Directors and its Committees to report on the financial results of the Company, its operations, performance and outlook, and on areas of the business within their responsibilities, as well as other business matters.
- There are regular quarterly closed sessions of the non-executive, independent members of the Board of Directors, led by the independent Chairperson, where Company issues are discussed without the presence of executive or non-independent members of the Board of Directors or executive officers.
- The Board of Directors holds quarterly closed sessions, where all directors meet without the presence of non-Board members, to discuss matters appropriate to such sessions, including organizational structure and the hiring and mandates of executive officers.
- There are regularly scheduled reviews at Board meetings of the Company's strategic and operational issues, including discussions of issues placed on the agenda by the non-executive members of the Board of Directors.
- The Board of Directors reviews and approves significant changes in the Company’s structure and organization, and is actively involved in significant transactions, including acquisitions, divestitures and major investments.
- All non-executive Board members have access, at their request, to all internal Logitech information.
- The head of the Internal Audit function reports administratively to the Chief Financial Officer and has a functional reporting line and direct access to the Audit Committee Chairperson.

Board Meetings

The Chairperson sets the agenda for meetings of the Board of Directors, in coordination with the Chief Executive Officer. Any member of the Board of Directors may request that a meeting of the Board of Directors be convened. The directors receive materials in advance of Board meetings allowing them to prepare for the handling of the items on the agenda.

The Chairperson and Chief Executive Officer recommend executive officers or other members of senior management who, at the invitation of the Board of Directors, attend portions of each quarterly Board meeting to report on areas of the business within their responsibility. Infrequently, the Board of Directors may also receive reports from external consultants such as executive search or succession experts, financial advisors or outside legal experts to assist the Board of Directors on matters it is considering.

The Board of Directors typically holds a regularly scheduled Board meeting each quarter for a review and discussion of the Company, its strategy or both, which lasts a full day to a day-and-a-half and in which all directors participate in person except in special individual circumstances. In addition, the Chief Executive Officer and Chief Financial Officer provide a quarterly update to the Board of Directors prior to each earnings announcement. Additional meetings of the Board of Directors may be held by teleconference or videoconference and the duration of such meetings varies depending on the subject matters considered.

Emergency Resolutions

In case of emergency, the Chairperson of the Board of Directors may have the power to pass resolutions which would otherwise be the responsibility of the Board of Directors. Decisions by the Chairperson of the Board of Directors made in this manner are subject to ratification by the Board of Directors at its next meeting or by way of written consent. No such emergency resolutions were passed during fiscal year 2026.

Independent Director Sessions

The Board of Directors has adopted a policy of regularly scheduled sessions of Board meetings where the independent directors meet to consider matters without management or non-independent directors present. During fiscal year 2026, separate sessions of the independent directors were held at four separate meetings.

Board of Directors and Committee Evaluations

Our Board of Directors recognizes that a robust and constructive Board of Directors and Committee evaluation process is an essential component of Board of Directors effectiveness. Our Board of Directors and each of its committees conduct annual evaluations, which includes a qualitative assessment by each director of the performance of the Board of Directors and the committee or committees on which the director serves. Every third year, the Board of Directors and Committee evaluations are facilitated by an independent third party. The Nominating and Governance Committee, in conjunction with the Chairperson of the Board of Directors, oversees the evaluation process.

The Board of Directors' Role in Risk Oversight

Our Board of Directors recognizes the importance of effective risk oversight in running a successful business. The Board of Directors is responsible for promoting an appropriate culture of risk management within the Company, and it implements its risk oversight responsibilities, at the highest level, through regular reviews of the Company's business, product strategy and competitive position, and through management and organizational reviews, evaluations and succession planning.

Within the broad strategic framework established by the Board of Directors, management is responsible for: identifying risk and risk controls related to significant business activities; mapping the risks to company strategy; and developing programs and recommendations to determine the sufficiency of risk identification, the balance of potential risk to potential reward and the appropriate manner in which to control risk. The Board of Directors monitors how the Company addresses specific risks, such as strategic and competitive risks, financial risks, brand and reputation risks, cybersecurity and AI risks, ecosystem risks, legal and compliance risks, regulatory risks, and operational risks.

The Board of Directors exercises its oversight responsibility for risk both directly and through its standing Committees. The full Board of Directors receives specific reports on enterprise risk management, in which the identification and control of risk are the primary topics of the discussion. Presentations and other information for the Board of Directors and Committees generally identify and discuss relevant risk and risk control; and the Board members assess and oversee the risks as a part of their review of the related business, financial, or other activity of the Company. The Compensation Committee oversees issues related to the design and risk controls of compensation programs. The Audit Committee oversees issues related to internal control over financial reporting and the Company's risk tolerance in cash-management investments, as well as cybersecurity, information security and other technology risks, controls and procedures, including review of the Company's current threat landscape, strategy to mitigate cybersecurity, information security and other technology risks, and critical incident response plans. The Technology and Innovation Committee oversees the Company's product security risks, controls and procedures. The Board of Directors' role in oversight does not have a direct impact on the Board of Directors' leadership structure, which is discussed above.

Board of Directors Oversight of Environmental, Social and Governance (ESG)

We believe that full board oversight is important to ensure that ESG is part of, and aligned with, our overall Company strategy. As a result, our Board of Directors oversees our ESG programs, with support at the committee level. Our ESG programs include, but are not limited to, sustainability, human rights and labor, privacy and security, and governance practices.

To support the Board of Directors in its oversight efforts, the Nominating and Governance Committee evaluates and advises on the Board of Directors' process and cadence for oversight of the Company's ESG strategy. In addition, the Audit Committee reviews and discusses with management the Company's validation procedures for metrics provided in connection with the Swiss Statutory Non-Financial Matters Report.

Board of Directors Oversight of Talent and People

The full Board of Directors has oversight of our people and culture programs, and it performs regular reviews of talent at the leadership level and other key roles, including succession planning for our Chief Executive Officer. Our Committees have responsibility for specific areas of people management. The Nominating and Governance Committee is responsible for director succession and refreshment and also evaluates and makes recommendations to the Board of Directors concerning succession planning for the Chief Executive Officer and other key leadership roles. Our Compensation Committee is responsible for reviewing compensation matters with respect to gender and diversity. The Compensation Committee also administers all equity-based compensation plans of the Company and all related policies and programs.

Board of Directors Oversight of Artificial Intelligence

AI is an important part of our business and is embedded in our innovation strategy and product development. AI presents risks that require thoughtful governance and oversight. Therefore, oversight of AI is integrated into our broader enterprise risk management and strategic planning processes, and our full Board of Directors exercises oversight of AI from both an opportunity and risk perspective. The full Board of Directors oversees AI as a component of the Company's strategy, reviewing management's approach to leveraging AI to drive innovation and product development and to improve operational efficiency. Additionally, the Technology and Innovation Committee monitors existing and future trends in technology related to the Company's business, including AI. The Board of Directors' oversight of risks related to AI include those associated with data privacy, cybersecurity, regulatory compliance, operational integrity, and ethical considerations. The Audit Committee also reviews the Company's cybersecurity, information security and other technology risks, including AI, in conjunction with the Technology and Innovation Committee's review of AI in the context of product security. Moreover, in order for the Company to use and deploy AI in an ethical and responsible manner, the Board of Directors adopted the Company's Responsible AI Principles, which are available at https://www.logitech.com/content/dam/logitech/en/principles/responsible-ai-principles.pdf.

Board Committees

The Board of Directors has four standing Committees to assist the Board of Directors in carrying out its duties: Audit, Compensation, Nominating and Governance, and Technology and Innovation. Each of the Committees of the Board of Directors is composed entirely of directors who are independent in accordance with the published listing requirements of the Nasdaq Stock Market and Swiss corporate governance best practices guidelines. The Board of Directors designates the Chairperson of each standing Committee. At each quarterly Board meeting, each applicable Board Committee, through its Chairperson, reports to the full Board of Directors on the substance of the Committee's meetings, if any, during the quarter.

Each Committee operates pursuant to a written charter approved by the Board of Directors. The Chairperson of each Committee determines the Committee's meeting agenda. The members of the Committee receive materials in advance of Committee meetings allowing them to prepare for the meeting. The Charters of each Board Committee are available on our Investor Relations website at *http://ir.logitech.com*. Each of the Audit, Compensation and Nominating and Governance Committees has the authority to engage outside experts, advisors and counsel to the extent it considers appropriate to assist the Committee in its work. The members of the Committees are identified in the following table:

Director	Audit	Compensation	Nominating and Governance	Technology and Innovation
Donald Allan, Jr.		Chairperson	X	
Edouard Bugnion				X
Johanna 'Hanneke' Faber				
Guy Gecht				
Christopher Jones			X	Chairperson
Marjorie Lao	X			X
Owen Mahoney	X			X
Neela Montgomery		X		
Kwok Wang Ng		X	Chairperson	
Deborah Thomas	Chairperson	X	X	
Sascha Zahnd	X		X	

Attendance at Board of Directors, Committee and Annual Shareholders' Meetings

In fiscal year 2026 the Board of Directors met five times, and all were regularly scheduled meetings. In addition, the Audit Committee met nine times, the Compensation Committee met five times, the Nominating and Governance Committee met four times, and the Technology and Innovation Committee met four times. In addition to its meetings, the Board of Directors took one action for approval by written consent during fiscal year 2026. We expect each director to attend each meeting of the Board of Directors and the Committees on which he or she serves, and also expect them to attend the Annual General Meeting of Shareholders. All of the incumbent directors attended at least 75% of the meetings of the Board of Directors and the Committees on which he or she served. All incumbent directors attended the 2025 Annual General Meeting. Detailed attendance information for Board of Directors and Board Committee meetings during fiscal year 2026 is as follows:

	Board of Directors	Audit Committee	Compensation Committee	Nominating and Governance Committee	Technology and Innovation Committee
# of meetings held	**5**	**9**	**5**	**4**	**4**
Donald Allan, Jr.[(1)]	5		5	2	
Wendy Becker[(2)]	2			2	
Edouard Bugnion	5				4
Johanna 'Hanneke' Faber	5				
Guy Gecht[(3)]	5			2	2
Christopher Jones	5			4	4
Marjorie Lao	5	9			4
Owen Mahoney	5	8			4
Neela Montgomery	5		5		
Kwok Wang Ng	5		5	4	
Deborah Thomas	5	9	5	4	
Sascha Zahnd	5	9		4	

(1) Mr. Allan joined the Nominating and Governance Committee as of the 2025 Annual General Meeting and attended all of the Nominating and Governance Committee meetings held after the 2025 Annual General Meeting.

(2) Ms. Becker did not stand for re-election to the Board at the 2025 Annual General Meeting.

(3) Mr. Gecht stepped down from the Nominating and Governance Committee and the Technology and Innovation Committee as of the 2025 Annual General Meeting. Mr. Gecht attended all of the two Nominating and Governance Committee and two Technology and Innovation Committee meetings that were held prior to the 2025 Annual General Meeting.

Audit Committee

The Audit Committee is appointed by the Board of Directors to assist the Board of Directors in monitoring the Company's financial accounting, controls, planning and reporting. It is composed of only non-executive, independent Board members. Among its duties, the Audit Committee:

- Reviews the effectiveness and adequacy of the Company's internal controls and disclosure controls and procedures;
- Reviews the independence, fee arrangements, audit scope, and performance of the Company's independent auditors, and recommends the appointment or replacement of independent auditors to the Board of Directors;
- Reviews and approves all non-audit work to be performed by the Company's independent auditors;
- Reviews the scope of the Company's internal auditing and the adequacy of the organizational structure and qualifications of the internal auditing staff;
- Oversees the Company's Code of Conduct and related compliance activities;
- Reviews, before release, the quarterly results and interim financial data;

- Reviews with management and the independent auditors the Company's major financial risk exposures and the steps management has taken to monitor and control those exposures, including the Company's guidelines and policies with respect to risk assessment and risk management;
- Reviews, before release, the audited financial statements and "Management's Discussion and Analysis of Financial Condition and Results of Operations" and recommends that the Board of Directors include the audited financial statements in the annual report made available to shareholders;
- Reviews cybersecurity, information security and other technology risks, controls and procedures, including review of the Company's current threat landscape, strategy to mitigate cybersecurity, information security and other technology risks, and critical incident response plans; and
- Reviews and discusses with management the Company's validation procedures for metrics provided in connection with the Swiss statutory non-financial matters report; recommends for approval to the Board of Directors the Company's Swiss statutory non-financial matters report.

The Board of Directors has determined that each member of the Audit Committee meets the independence requirements of the Nasdaq Stock Market listing standards and the applicable rules and regulations of the SEC. In addition, the Board of Directors has determined that Ms. Thomas, Ms. Lao, and Mr. Mahoney are audit committee financial experts as defined by the applicable rules and regulations of the SEC.

Compensation Committee

The Compensation Committee is composed of only non-executive, independent Board members. Among its duties, the Compensation Committee:

- Has oversight over the Company's compensation plans applicable to executive officers and to members of the Board of Directors, and makes recommendations to the Board of Directors with respect to improvements or changes to such plans;
- Reviews and recommends to the Board of Directors all compensation programs and other compensation provided to non-employee members of the Board of Directors;
- Reviews and approves all aspects of compensation to the Company's executive officers, including their participation in incentive compensation plans and equity-based compensation plans;
- Annually reviews and approves (a) the annual base salary, (b) the annual or other period incentive bonus, including specific goals and target amounts, (c) equity compensation, and (d) any other benefits, perquisites, compensation or arrangements for the Company's executive officers;
- Administers the Company's clawback policy;
- Reviews and approves the Company's peer group for purposes of evaluating executive compensation;
- Has authority, without further Board of Directors approval, to review and approve employment agreements and arrangements for the Company's executive officers;
- Reviews compensation matters with respect to gender and diversity;
- Administers all stock ownership, stock option and other equity-based compensation plans of the Company and all related policies and programs;
- Recommends to the Board of Directors the maximum aggregate amount of compensation for the Board of Directors and for the Group Management Team that shall be submitted for approval to the annual general meeting of shareholders;
- Reviews the Compensation Discussion and Analysis, the Swiss Compensation Report and related executive compensation information required in the Company's annual report or proxy statement and determines whether to recommend to the Board of Directors that the Compensation Discussion and Analysis, the Swiss Compensation Report and related executive compensation information be included in the Company's annual report or proxy statement for the annual general meeting of shareholders; and

- Reviews, at least annually, the Company's overall compensation philosophy and evaluates the results of such policy to ensure that the compensation payable to the Company's executive officers and members of the Board of Directors provides overall competitive pay levels, creates proper incentives to enhance shareholder value, rewards superior performance, and is justified by the returns available to shareholders.

The Board of Directors has determined that each member of the Compensation Committee meets the independence requirements of the Nasdaq Stock Market listing standards. Please refer to the Company's "Compensation Report for Fiscal Year 2026" for further information on the Compensation Committee's criteria and process for evaluating executive compensation.

Nominating and Governance Committee

The Nominating and Governance Committee is composed of only non-executive, independent directors. Among its duties, the Nominating and Governance Committee:

- Evaluates the composition and size of the Board of Directors and its Committees, determines future requirements and makes recommendations to the Board of Directors for approval;
- Determines on an annual basis the desired Board of Directors qualifications and expertise and conducts searches for potential directors with these attributes;
- Evaluates and makes recommendations of nominees for election to the Board of Directors, as Chairperson of the Board, and to the Compensation Committee;
- Evaluates and makes recommendations to the Board of Directors concerning the appointment of directors to Board Committees and the selection of Board Committees Chairpersons;
- Evaluates and makes recommendations to the Board of Directors concerning succession planning for the Company's Chairperson, Board Committee leaderships roles, Chief Executive Officer of the Company and key leadership roles;
- Reviews developments relating to corporate governance and reviews and makes recommendations to the Board of Directors regarding changes to the Company's Corporate Governance Principles and other corporate governance-related documents as appropriate;
- Evaluates and advises on the Board of Directors' process and cadence for oversight of the Company's ESG strategy;
- Reviews directors' membership on the boards of directors or senior leadership of other companies or organizations, approves the Company Chief Executive Officer's and other Group Management Team members' service on the boards of directors or senior leadership of charitable or similar organizations, and evaluates and makes recommendations to the Board of Directors regarding their service on the boards of directors or senior leadership of other companies or legal entities; and
- Considers any questions of actual or potential conflicts of interest of Board members and Group Management Team members.

The Nominating and Governance Committee typically retains an executive search firm to assist with the identification and evaluation of prospective nominees for the Board of Directors based on criteria established by the Committee. For information on the Nominating and Governance Committee's policies with respect to director nominations please see "Elections to the Board of Directors" above.

The Board of Directors has determined that each member of the Nominating and Governance Committee meets the independence requirements of the Nasdaq Stock Market listing standards. Upon the Committee's recommendation of nominees for election to the Board of Directors, the nominees are presented to the full Board of Directors. Nominees are then selected by a majority of the independent members of the Board of Directors.

Technology and Innovation Committee

The Technology and Innovation Committee is composed of at least two members. Among its duties, the Technology and Innovation Committee:

- Reviews the Company's technology plans, applications and strategies;
- Monitors existing and future trends in technology related to the Company's business and advises the Board of Directors and the Company's senior technology management team with respect to such trends;
- Reviews the Company's approaches to acquiring and maintaining the Company's technology position;
- Meets with the Company's senior technology management team to review the Company's internal technology development and product innovation activities and provide input; and
- Reviews the Company's product security risks, controls and procedures, in conjunction with the Audit Committee's review of cybersecurity, information security and other technology risks.

Compensation Committee Interlocks and Insider Participation

None of the members of the Compensation Committee has been an officer or employee of the Company. None of our executive officers serves on the board of directors or compensation committee (or other Committee of the Board of Directors performing similar functions) of a company that has an executive officer that serves on our Board of Directors.

Shareholder Engagement

Our Board of Directors and management team greatly value the opinions and feedback of our shareholders. We have ongoing engagement with our shareholders throughout the year to better understand shareholders' priorities and perspectives on significant issues, including our strategy, corporate governance, executive compensation, risk oversight, AI, and sustainability matters. In calendar year 2026, we reached out to our top 20 investors, which represent 49% of our outstanding shares, and the Chairperson of the Board and the Chairperson of the Audit Committee held meetings with several of those investors. Additionally, we met with proxy advisory firms to discuss our programs and learn about key focus areas for their clients.

Communications with the Board of Directors

Shareholders may contact the Board of Directors about bona fide issues or questions about Logitech by sending an email to *generalcounsel@logitech.com* or by writing the Corporate Secretary at the following address:

Logitech International S.A.
Attn: Corporate Secretary
EPFL - Quartier de l'Innovation
1015 Lausanne, Switzerland

All such shareholder communications will be forwarded to the appropriate member or members of the Board of Directors or, if none is specified, to the Chairperson of the Board of Directors.

Security Ownership

Security Ownership of Certain Beneficial Owners and Management as of June 30, 2026

In accordance with the proxy statement rules under U.S. securities laws, the following table shows the number of our shares beneficially owned as of June 30, 2026 by:

- Each person or group known by Logitech, based on filings pursuant to Section 13(d) or (g) under the U.S. Securities Exchange Act of 1934 or notifications to the Company under applicable Swiss laws, to own beneficially more than 5% of our outstanding shares as of June 30, 2026;
- Each director and each nominee for director;
- The persons named in the Summary Compensation Table in the Compensation Report (the "NEOs"); and
- All directors and current executive officers as a group.

	Number of Shares Owned[1]	Shares that May be Acquired Within 60 Days[2]	Total Beneficial Ownership	Total as a Percentage of Shares Outstanding[3]
5% Shareholders:[4]				
BlackRock, Inc.[5]	9,777,832	—	9,777,832	6.8 %
UBS Asset Management (Americas), Inc.[6]	10,968,407	—	10,968,407	7.6 %
Directors and Director Nominees, not including NEOs:				
Donald Allan, Jr.	1,896		1,896	*
Edouard Bugnion	47,178	—	47,178	*
Guy Gecht	17,663	—	17,663	*
Christopher Jones	6,985	—	6,985	*
Marjorie Lao	16,555	—	16,555	*
Owen Mahoney	2,274	—	2,274	*
Neela Montgomery	10,443	—	10,443	*
Kwok Wang Ng	10,707	—	10,707	*
Deborah Thomas	10,663	—	10,663	*
Sascha Zahnd	9,510	—	9,510	*
NEOs				
Johanna 'Hanneke' Faber	14,815	—	14,815	*
Matteo Anversa	7,602	—	7,602	*
Samantha Harnett[7]	40,070	15,247	55,317	*
Current Directors and NEOs				
as a Group (13)	196,361	15,247	211,608	*

* *Less than 1%*

(1) To Logitech's knowledge, except as otherwise noted in the footnotes to this table, each director, director nominee and NEO has sole voting and investment power over the shares reported as beneficially owned in accordance with SEC rules, subject to community property laws where applicable.

(2) Includes shares represented by PSUs that are expected to vest within 60 days after June 30, 2026. These shares are deemed to be outstanding for the purpose of computing the percentage ownership of the person holding the restricted stock units, but are not treated as outstanding for the purpose of computing the percentage ownership of any other person.

(3) Based on 143,566,251 shares outstanding on June 30, 2026 (160,784,460 shares issued less 17,218,209 treasury shares).

(4) Unless otherwise indicated, the address for each beneficial owner listed in this table is c/o Logitech International S.A., EPFL, Quartier de l'Innovation, 1015 Lausanne, Switzerland or c/o Logitech Inc., 3930 North First Street, San Jose, California 95134, USA.

(5) The number of shares held by BlackRock, Inc. is based on the number of shares reported as beneficially owned by BlackRock, Inc. and its subsidiaries on a Schedule 13G/A filed with the U.S. Securities and Exchange Commission on April 23, 2025. BlackRock, Inc. has sole voting power over 9,072,088 shares and sole dispositive power over 9,777,832 shares. The address of BlackRock, Inc. is 50 Hudson Yards, New York, NY 10001.

(6) The number of shares held by UBS Group AG is based on the number of shares reported as beneficially owned by UBS Group AG and its subsidiaries reported to SIX pursuant to article 120 of the Swiss Financial Market Infrastructure Act on May 8, 2024. The address of UBS Group AG is Bahnhofstrasse 45, PO Box CH-8021, Zurich, Switzerland.

(7) Ms. Harnett will vest the second tranche of the one-off equity award which was granted in fiscal year 2024 at a performance level of 200% on August 15, 2026.

Share Ownership Guidelines

Logitech has established share ownership guidelines for its non-executive members of the Board of Directors, the Chief Executive Officer, executive officers and other officers who report directly to the CEO.

Each non-employee director is required to own Company shares with a market value equal to five times his or her annual cash retainer under the guidelines adopted by the Board of Directors in June 2006 (as revised in June 2013, June 2019 (effective September 4, 2019), July 2020, and June 2021). Non-employee directors are required to achieve this ownership requirement within five years after joining the Board of Directors. If a non-employee director has not met the ownership guidelines by the end of the five-year period or falls below the guidelines at any time after the five-year period, one-half of the non-employee director's annual Board of Directors retainer will be paid in Company shares until the ownership guidelines are satisfied. After reaching the share ownership requirement and then falling below the guidelines solely as a result of the Company's stock price dropping or as a result of a change in the eligible shares definition, the non-employee director will have until the later of the original five-year period or up to two years from falling below the guidelines to return to compliance with the guidelines. The guidelines will be adjusted to reflect any capital adjustments, and will be re-evaluated by the Board of Directors from time to time. As of June 30, 2026, each non-employee director had either satisfied these ownership guidelines or had time remaining to do so.

The Compensation Committee adopted share ownership guidelines for executive officers and other officers who report directly to the CEO, effective September 2008. These guidelines were last revised in June 2021. They apply to executive officers and other officers who report directly to the CEO. These guidelines require:

- The CEO to hold a number of Company shares with a market value equal to five times his or her annual base salary;
- The Chief Financial Officer to hold a number of Company shares with a market value equal to three times his or her annual base salary;
- Executive officers, other than the CEO and CFO, each to hold a number of Company shares with a market value equal to two times their respective annual base salary; and
- Remaining officers who report directly to the CEO each to hold a number of Company shares with a market value equal to their respective annual base salary.

Each officer subject to the guidelines is required to achieve their applicable ownership guidelines within five years of such officer first becoming subject to the guidelines. The ownership guidelines may be met only through owned shares. The CEO must hold 100% of his or her after-tax shares resulting from equity incentive awards until the ownership guidelines are reached, and all other executive officers and officers subject to the guidelines must hold at least 50% of the after-tax shares resulting from equity incentive awards until the ownership requirements are reached. If the ownership guidelines are not met by the end of the five-year accumulation period or if an officer subject to the guidelines falls below the guidelines at any time after the five-year period, the officer will receive 50% of the after-tax value of any earned bonuses under the Annual Bonus Plan paid in fully vested Company shares. After reaching the share ownership guidelines and then falling below the guidelines solely as a result of the Company's stock price dropping or as a result of a change in the eligible shares definition, the officer will have until the later of the original five-year period or up to two years from falling below the guidelines to return to compliance. The guidelines will be adjusted to reflect any capital adjustments, and will be re-evaluated by the Compensation Committee from time to time. As of June 30, 2026, all of the executive officers and officers subject to the guidelines had either satisfied these ownership guidelines or had time remaining to do so.

Certain Relationships and Related Party Transactions

Our Policies

It is our policy that all employees must not engage in any activities that could conflict with the Company's business interests, adversely affect its reputation, or interfere with the fulfillment of their job responsibilities, which must at all times be performed in the best interests of the Company. Additionally, Company employees may not use their position with the Company, or the Company's information or assets, for their personal gain or for the improper benefit of others. These policies are included in our Code of Conduct, which applies to our directors, executive officers and other employees. If, in a particular circumstance, the Board of Directors concludes that there is, or may be, a perceived conflict of interest, the Board of Directors will instruct our legal department to work with our relevant business units to determine if there is a conflict of interest. Any waivers to these conflict-of-interest rules concerning a director or executive officer require the prior approval of the Board of Directors. Additionally, any transaction that is a related party transaction under U.S. securities laws must be approved by the Audit Committee or another independent committee of the Board of Directors.

Nasdaq Rules and Swiss Best Corporate Governance Practices

Nasdaq rules defining "independent" director status also govern conflict-of-interest situations, as does the Swiss Code of Best Practice. As discussed above, the Board of Directors has determined that each of our directors and director nominees, except Ms. Faber, qualifies as "independent" in accordance with the Nasdaq rules. The Nasdaq rules include a series of objective tests that prohibit a director from being considered independent if the director has or has had certain employment, business, or family relationships with the company. The Nasdaq definition of independence requires the Board of Directors to review the relations between each independent director and the company on a subjective basis. Following this review, the Board of Directors has made a subjective determination for each independent director, concluding that no relationships exist which, in the opinion of the Board of Directors, could interfere with the exercise of independent judgment in carrying out the responsibilities of a director.

With respect to the independence requirements under the Swiss Code of Best Practice, the Board of Directors has likewise determined that each of the Company's current directors, except Ms. Faber, qualifies as independent.

SEC Rules

The SEC has specific disclosure requirements covering certain types of transactions involving the Company and a director, executive officer, and persons and entities affiliated with them.

Since April 1, 2025, we have not been a party to, and we have no plans to be a party to, any transaction or series of similar transactions in which the amount involved exceeds or will exceed USD 120,000 and in which any current director, director nominee, executive officer, holder of more than 5% of our shares, or any member of the immediate family of any of the foregoing, has or will have a direct or indirect material interest.

We have entered into indemnification agreements with each of our directors and executive officers. These agreements require us to indemnify our directors and officers to the fullest extent permitted by Swiss and California law.

None of the following persons have been indebted to the Company or its subsidiaries at any time since the beginning of fiscal year 2026: any of our directors or executive officers; any nominee for election as a director; any member of the immediate family of any of our directors, executive officers or nominees for director; any corporation or organization of which any of our directors, executive officers or nominees for director is an executive officer or partner or is, directly or indirectly, the beneficial owner of 10% or more of any class of equity securities (excluding trade debt incurred in the ordinary course of business); and any trust or other estate in which any of the directors, executive officers or nominees for director has a substantial beneficial interest or for which such person serves as a trustee or in a similar capacity.

Independent Auditors

Under the Company's Articles of Incorporation, the shareholders elect or re-elect the Company's independent auditors each year at the Annual General Meeting.

The Company's independent auditors for fiscal year 2026 were KPMG AG, Zurich, Switzerland. KPMG AG assumed its first audit mandate for the Company in fiscal year 2015. They were elected by the shareholders as the Company's auditors at the Annual General Meeting in December 2014 and re-elected at the subsequent Annual General Meetings from September 2015 to September 2025. For purposes of U.S. securities law reporting, KPMG LLP, San Francisco, California, served as the Company's independent registered public accounting firm for fiscal year 2026. Together, KPMG AG and KPMG LLP are referred to as "KPMG." The Audit Committee is responsible for supervising the performance of the Company's independent auditors, and recommending their election or replacement to the Board of Directors.

Representatives of KPMG are invited to attend all regular meetings of the Audit Committee. During fiscal year 2026, KPMG representatives attended all of the Audit Committee meetings. The Audit Committee met separately six times with representatives of KPMG in closed sessions during these meetings. On a quarterly basis, KPMG reports on the findings of their audit and/or review work including their audit of the Company's internal control over financial reporting. These reports include their assessment of critical accounting policies and practices used, alternative treatments of financial information discussed with management, and other material written communication between them and management. At each quarterly Board of Directors meeting, the Audit Committee reports to the full Board of Directors on the substance of the Committee meetings during the quarter. On an annual basis, the Audit Committee approves KPMG's audit plan and evaluates the performance of KPMG and its senior representatives in fulfilling its responsibilities. The Audit Committee also reviews the annual report provided by KPMG regarding their independence. The Audit Committee recommends to the Board of Directors the appointment or replacement of the independent auditors, subject to shareholder approval.

Audit and Non-Audit Fees

The following table sets forth the aggregate fees billed to us for the audit and other services provided by KPMG during the fiscal years ended March 31, 2026 and 2025 (in thousands):

	2026	2025
Audit fees[1]	$4,087	$4,577
Tax fees[2]	189	308
Total	$4,276	$4,885

(1) Audit fees include fees for the audit of our financial statements in our Annual Report on Form 10-K, fees for the audit of our internal control over financial reporting in accordance with Section 404 of the Sarbanes-Oxley Act of 2002, fees for the review of the interim condensed financial statements in our Quarterly Reports on Form 10-Q, fees for the audit of our consolidated financial statements in connection with the Swiss SIX filing, and fees for audit services provided in connection with statutory and regulatory filings or other engagements.

(2) Tax fees include fees related to tax compliance and tax consulting services.

Pre-Approval Procedures and Policies

The Audit Committee pre-approves all audit and non-audit services to KPMG. This pre-approval must occur before the auditors are engaged. Services that last longer than a year must be re-approved by the Audit Committee.

The Audit Committee can delegate pre-approval authority to a single independent member of the Audit Committee, subject to a set dollar amount. The delegate must communicate all services approved at the next scheduled Audit Committee meeting. The Chief Accounting Officer is responsible for ensuring that the work performed is within the scope and dollar limit as approved by the Audit Committee.

Report of the Audit Committee

The Audit Committee is responsible for overseeing the Company's accounting and financial reporting processes and audits of Logitech's financial statements. The Audit Committee acts solely in an oversight role and relies on the work and assurances of management, which has primary responsibility for the Company's financial statements and reports, the Company's internal auditors, as well as KPMG LLP, which is responsible for expressing an opinion on the conformity of the Company's audited financial statements with U.S. generally accepted accounting principles and on the Company's internal control effectiveness over financial reporting in accordance with the auditing standards of the Public Company Accounting Oversight Board.

The Board of Directors has adopted a written charter for the Audit Committee. A copy of the Audit Committee Charter can be found on our website at *http://ir.logitech.com*. To view the charter, select "Governance Documents" under "Corporate Governance."

The Audit Committee has reviewed and discussed our audited financial statements for the fiscal year ended March 31, 2026, with management. In addition, the Audit Committee has also discussed with KPMG LLP the matters required to be discussed by the applicable requirements of the Public Company Accounting Oversight Board.

The Audit Committee has also received and reviewed the written disclosures and the letter from KPMG LLP required by applicable requirements of the Public Company Accounting Oversight Board regarding the independent registered public accounting firm's communications with the Audit Committee concerning independence, and has discussed with KPMG LLP their independence.

Based on the reviews and discussions referred to above, the Audit Committee recommended to the Board of Directors that the audited consolidated financial statements be included in Logitech's Annual Report on Form 10-K for the fiscal year ended March 31, 2026.

Submitted by the Audit Committee of the Board of Directors

Deborah Thomas, Chairperson
Marjorie Lao
Owen Mahoney
Sascha Zahnd

Delinquent Section 16(a) Reports

Section 16 of the Exchange Act requires our directors, executive officers, and any persons who own more than 10% of the Company’s shares to comply with obligations to file initial reports of ownership and reports of changes in ownership with the SEC. Such persons are required by SEC regulations to furnish the Company with copies of all Section 16(a) forms filed by them. As a matter of practice, the Company's administrative staff assists our executive officers and directors in preparing their initial ownership reports and reporting ownership changes, and typically files these reports on their behalf. Based on our review of the reports provided to us and on representations received from our directors and executive officers, we believe that all of our directors, executive officers and persons who beneficially own more than 10% of our shares complied with all Section 16(a) filing requirements applicable to them with respect to transactions during fiscal year 2026, except Mr. Arunkundrum's September 4, 2026 option exercise was reported late in a Form 4 amendment filed September 17, 2026 and the September 9, 2026 restricted stock unit grants to the following directors were reported one day late on September 12, 2026: Messrs. Donald Allan, Jr., Edouard Bugnion, Guy Gecht, Kwok Wang Ng, Christopher Jones, Owen Mahoney, Sascha Zahnd and Mses. Marjorie Lao, Neela Montgomery and Deborah Thomas.

A Message from Donald Allan, Jr. Chair, Compensation Committee

Fiscal Year 2026: Strong Results, Earned Rewards

Fiscal year 2026 was a standout year. The Company delivered exceptional operating income and earnings per share and expanded gross margins, despite tariff headwinds. Operating income, earnings per share and gross margin were at record levels, with the exception of the pandemic peaks. The Board of Directors also approved a new $1.4 billion share buyback program, part of our commitment to $2 billion in buybacks over three years.

A Pay Program Built for Shareholders

Our executive compensation program is designed to attract top talent, drive sustained growth, and tie outcomes directly to shareholder value.

Regular shareholder dialogue shapes how the Compensation Committee makes decisions. In our most recent off-season outreach, we reached out to shareholders representing 49% of our outstanding shares and met with shareholders representing 23% of outstanding shares. Key topics included:

- **AI Readiness** — Board of Directors fluency in AI and our talent investments to stay ahead
- **Compensation Design** — Why using the same financial metrics in short- and long-term plans while also including an ESG goal in our short-term plan best serves our objectives; how we bridge U.S. and Swiss market demands; and disclosure improvements to make our program more transparent and understandable such as specific individual performance achievements under the Annual Bonus Program and a detailed description of our new PSU design for fiscal year 2026.
- **ESG Commitment** — Our continued inclusion of an ESG component in the annual incentive plan, affirming our commitment to sustainability to Designing a Positive Future which is important to the Company and reflects our culture.

Fiscal Year 2026 Pay Outcomes

Performance drove results and pay followed. Above-target revenue and above-maximum non-GAAP operating income resulted in annual cash bonuses funding at 152% of target.

Our fiscal year 2024 PSUs (covering the three-year period fiscal year 2024–fiscal year 2026) vested at 193% of target, reflecting strong revenue, above-maximum non-GAAP operating income, and relative TSR in the top quartile of the Russell 3000.

Looking Ahead: Fiscal Year 2027 Priorities

We're making one key change for fiscal year 2027: both short- and long-term incentives will assign a higher weighting to revenue goals than non-GAAP operating income goals. This change reinforces management's focus on top-line growth. We'll also continue engaging shareholders across our Swiss and U.S. investor base to address their distinct perspectives on executive pay.

The Company's performance reflects real execution against a clear strategy. We're proud of this leadership team and confident in the direction we're headed.

On behalf of the full Board of Directors, thank you for your continued support. We ask for your support on the fiscal year 2026 advisory executive compensation proposals.

Sincerely,

Donald Allan, Jr.

Compensation Report for Fiscal Year 2026

This Compensation Report has been designed to comply with both the proxy statement disclosure rules under U.S. securities laws and Swiss regulations. For Swiss law purposes, this Compensation Report is supplemented by the "Compensation Tables Audited Under Swiss Law" prepared in compliance with Swiss corporate law. This Compensation Report is an integrated part of our Invitation, Proxy Statement and Annual Report for our 2026 Annual General Meeting.

Compensation Discussion and Analysis

This Compensation Discussion and Analysis ("CD&A") is intended to assist our shareholders in understanding our executive compensation program by providing an overview of our executive compensation-related policies, practices, and decisions for fiscal year 2026. It also explains how we determined the material elements of compensation for our Chief Executive Officer ("CEO"), our Chief Financial Officer ("CFO"), and our other executive officers (together with the CEO and CFO, our “Named Executive Officers” or "NEOs"). For fiscal year 2026, our NEOs were:

- Johanna 'Hanneke' Faber, Chief Executive Officer;
- Matteo Anversa, Chief Financial Officer;
- Samantha Harnett, Chief Legal Officer; and
- Prakash Arunkundrum, former President of Logitech for Business.

Mr. Arunkundrum resigned from his positions and terminated his employment relationship with the Company effective September 28, 2025.

Executive Summary

The Compensation Committee believes the design of our executive compensation program has met and will continue to meet our goal of providing market-competitive compensation opportunities, delivering above-target rewards when Logitech exceeds both internal goals and the overall market, and more limited rewards when Logitech’s performance falls short of these objectives. Overall, our Compensation Committee believes the executive compensation program aligns executive pay with Company performance and shareholder outcomes while motivating executives to drive long-term value creation.

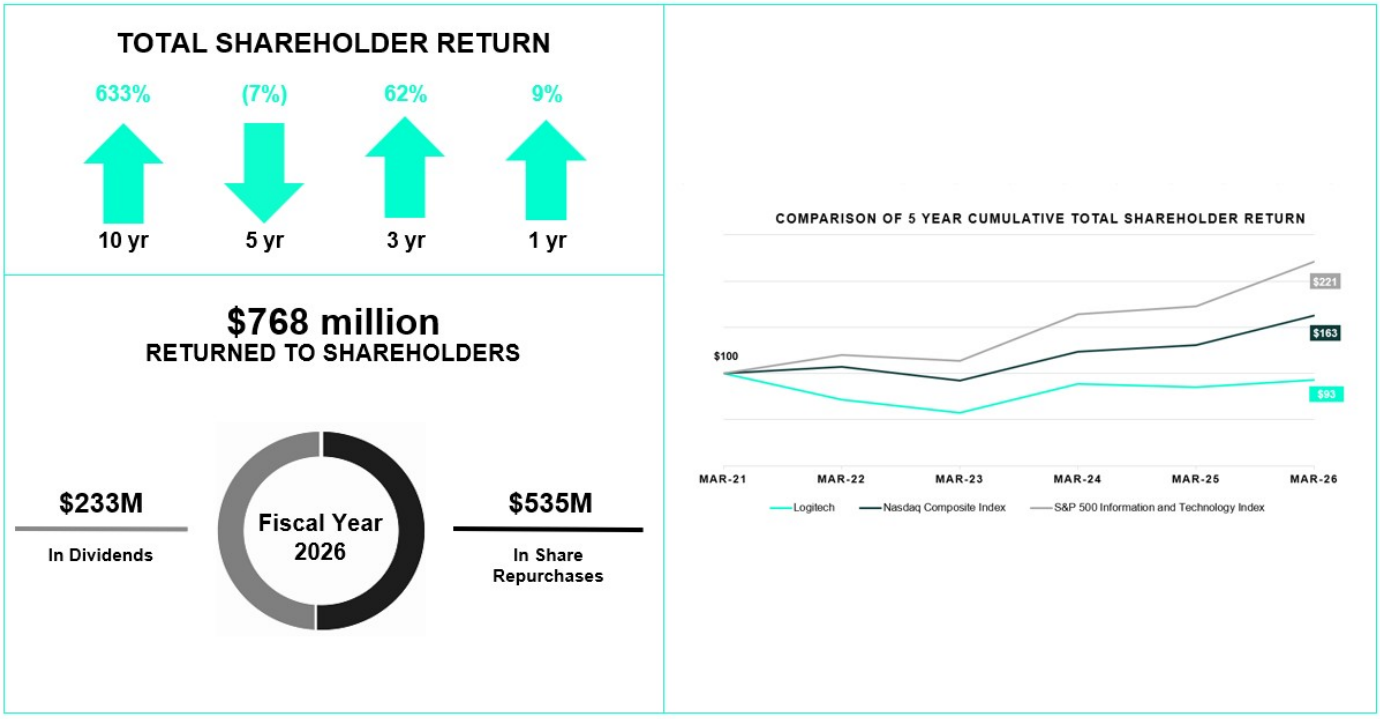
Fiscal Year 2026 Business Highlights

At the start of fiscal year ("FY") 2026, amidst a shifting landscape, we set out to: lean into market opportunities with an offensive mindset; apply rigorous cost discipline; and leverage our global manufacturing footprint for real time agility. As detailed below, we resolutely delivered on all three objectives.

- Sales were $4.84 billion, up 6 percent in US dollars and 4 percent in constant currency compared to the prior year.
- GAAP operating income was $775 million, up 18 percent compared to the prior year.
- GAAP earnings per share was $4.80, up 16 percent compared to the prior year.
- Cash flow from operations was $1.04 billion. The year-ending cash balance was $1.7 billion. The Company returned $768 million of cash to shareholders through its annual dividend payment and share repurchases.

Please see "Management’s Discussion and Analysis of Financial Condition and Results of Operations" in our Annual Report for a more detailed discussion of our fiscal year 2026 financial results.

The graph below shows our total shareholder return ("TSR") and cash returned to shareholders:



Summary of Fiscal Year 2026 Compensation Actions

The incentives established under our executive compensation program are designed to attract, retain, and incentivize our executive team, support competitiveness within our industry, and drive strong Company performance. We believe the program has contributed to our growth and shareholder value creation and reflects our commitment to pay-for-performance.

Below is a summary of the key compensation related actions and outcomes from fiscal year 2026, which demonstrate our strong commitment to pay-for-performance:

- ***Maintained Prior Annual Bonus Plan Financial Metrics to Ensure Continued Alignment with Key Value Drivers of our Business***: In fiscal year 2026, the Compensation Committee maintained the same performance metrics and relative weightings under the Annual Bonus Plan as used in prior fiscal years in order to reinforce management's focus on critical priorities, including revenue growth, effective cost management, and increased profitability.
- ***Reaffirmed Commitment to Sustainability:*** We continued to incorporate an ESG goal into our Annual Bonus Plan, accounting for 10% of the bonus opportunity. This goal is assessed based on Logitech's absolute gross carbon reduction.
- ***Achieved Incentive Outcomes Consistent with Company Performance:*** The Company achieved a 152% payout under our Annual Bonus Plan, reflecting strong performance across constant currency, non-GAAP operating income and ESG metrics. For the fiscal year 2024-2026 PSU cycle, performance exceeded financial targets and our total shareholder return ranked near the top quartile of the Russell 3000, resulting in vesting at 193% of target.
- ***Revised the Design of our Performance-Based Equity Incentive Awards:*** While the metrics for our performance-based equity incentive awards, non-GAAP operating income and revenue growth, remained unchanged and continued to be equally weighted, we revised the performance framework from a single three-year cumulative measurement period to three, one-year performance periods within the overall three-year cycle. Revenue and non-GAAP operating income are now measured annually, while relative TSR continues to be assessed over the full three-year period. Importantly, the three annual performance goals are established at the beginning of the three-year performance period. This revised structure is intended to strengthen alignment between

pay and sustained operating performance, improve year-to-year accountability, and reduce the potential for disproportionate payouts resulting from unusually strong or weak performance in any single period.

Detailed information on the fiscal year 2026 compensation outcomes for our NEOs is provided in the table below. The PSUs granted to our NEOs in fiscal year 2026 will vest only upon satisfaction of performance conditions.

Named Executive Officer	FY 2026 Base Salary Increase from FY 2025	FY 2026 Annual Bonus as a Percentage of Target Bonus	FY 2024 PSU Vesting Level[1]	FY 2026 PSU Approved Value[2]
Johanna 'Hanneke' Faber, Chief Executive Officer	— %	152 %	n/a	$6,000,000
Matteo Anversa, Chief Financial Officer	— %	152 %	n/a	$3,000,000
Samantha Harnett, Chief Legal Officer	— %	152 %	193 %	$2,000,000
Prakash Arunkundrum, former President of Logitech for Business[3]	— %	— %	— %	$2,500,000

(1) Not applicable (n/a) as Ms. Faber and Mr. Anversa did not receive fiscal year 2024 PSU award and will receive their first PSU vesting in fiscal year 2027.

(2) Reflects the value approved by the Compensation Committee for each NEO which may differ from the stock awards value reflected in the "Summary Compensation Table for Fiscal Year 2026" below, which represents the aggregate grant date fair value of stock awards under the SEC rules.

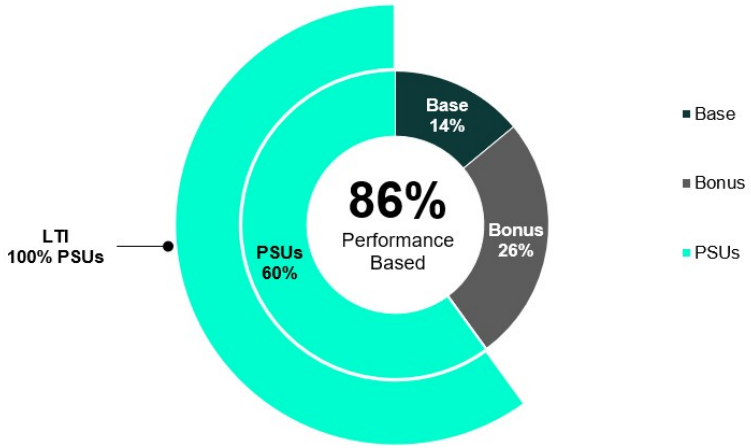
(3) Mr. Arunkundrum resigned from his positions and terminated his employment relationship with the Company effective September 28, 2025 and forfeited his annual bonus and his unvested equity awards.

Emphasis on Performance-Based Compensation

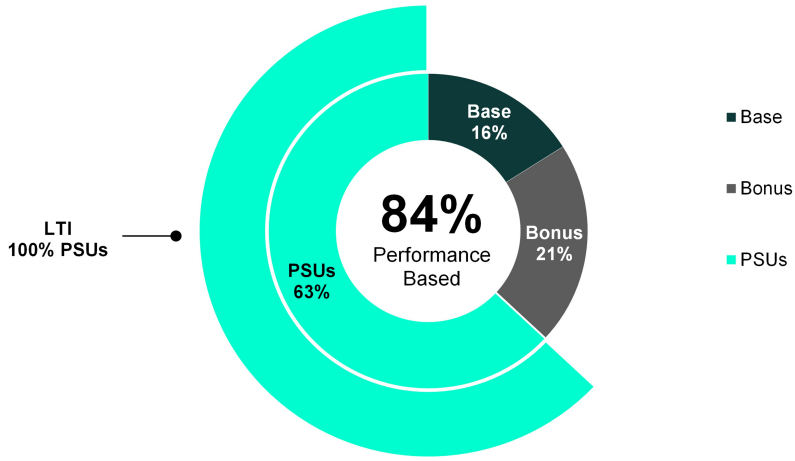
Our executive compensation program prioritizes variable performance-based pay over fixed pay causing annual compensation for our NEOs to vary year over year based on our corporate financial and operational outcomes, as well as individual performance.

In fiscal year 2026, performance-based compensation represented most (86%) of the CEO's total target direct compensation. This included cash under our Annual Bonus Plan, earned based on the achievement of pre-established performance criteria, and performance-based equity awards (PSUs), granted as long-term incentives, the value of which depended on achieving pre-established performance goals. Fixed pay, consisting of base salary, constituted just 14% of the total target direct compensation for the CEO in fiscal year 2026.

The following chart shows the percentages of target "variable" performance-based pay, which includes the annual bonus and long-term equity incentives ("LTI") PSUs, versus "fixed" pay which only includes base salary, awarded to our CEO for fiscal year 2026:



This same philosophy was applied to our non-CEO NEOs. The following chart, excluding the former President of Logitech for Business, shows the percentages of target "variable" performance-based pay versus target "fixed" pay for fiscal year 2026:



Executive Compensation Best Practices

We strive to maintain sound executive compensation policies and practices, including compensation-related corporate governance standards, consistent with our executive compensation philosophy. We have implemented the following executive compensation policies and practices, which are designed to drive performance while discouraging or limiting actions that we believe do not align with the long-term interests of our shareholders.

What We Do

- ✓ ***Compensation Committee Independence*** **–** Our Board of Directors maintains a Compensation Committee which is composed solely of independent directors.
- ✓ ***Independent Compensation Committee Advisors*** **–** The Compensation Committee engages its own independent advisors and reviews their independence annually.
- ✓ ***Annual Compensation Review*** **–** The Compensation Committee conducts an annual review of our executive compensation philosophy and strategy, including a review of the compensation peer group and other information used for comparative purposes.
- ✓ ***Compensation-Related Risk Assessment*** **–** The Compensation Committee conducts an annual evaluation of our compensation programs, policies, and practices to ensure that they are designed to reflect an appropriate level of risk-taking but do not encourage our NEOs or other employees to take excessive or unnecessary risks that could have a material adverse impact on the Company.
- ✓ ***Emphasize Performance-Based Incentive Compensation*** **–** The Compensation Committee designs our executive compensation program to use performance-based short-term and long-term incentive compensation awards, aligning the interests of our NEOs with those of our shareholders. In the period of fiscal year 2023 to fiscal year 2026, all NEOs' annual long-term equity awards have been granted entirely in the form of PSUs, and the use of service-based restricted stock units ("RSUs") in the annual equity grant has been eliminated.
- ✓ ***Emphasize Long-Term Equity Compensation*** **–** The Compensation Committee uses equity awards to deliver long-term incentive compensation opportunities to our NEOs. These equity awards vest or may be earned over multi-year periods, which better serves our long-term value creation goals and retention objectives.
- ✓ ***Limited Executive Perquisites*** **–** We generally do not provide perquisites or other personal benefits to our NEOs. With the exception of providing our CEO with additional medical coverage and a deferred compensation plan contribution, the NEOs generally participate in our health and welfare benefit programs on the same basis as all of our employees.
- ✓ ***Stock Ownership Policy*** **–** We maintain a stock ownership policy for our directors, NEOs, and other executive officers, which requires each of them to own a specified amount of our registered shares as a multiple of their base salary or annual board retainer.

- ✓ ***Compensation Recovery Policy –*** We have adopted a compensation recovery policy that provides for the recoupment of erroneously awarded incentive-based compensation from our Section 16 officers in accordance with the SEC and Nasdaq Listing Standards implemented pursuant to the Dodd-Frank Wall Street Reform and Consumer Protection Act ("Dodd-Frank Act").
- ✓ ***"Double-Trigger" Change in Control Arrangements in Equity Award Agreements –*** The post-employment equity compensation arrangements for our NEOs are based on a "double-trigger" arrangement that provides for acceleration of vesting of equity only in the event of (i) a change in control of the Company and (ii) a qualifying termination of employment. As noted below and required by Swiss law, we do not provide any cash payment related to termination of employment or change in control.
- ✓ ***Prohibition on Hedging, Pledging and Short Sales –*** Under our Insider Trading Policy, we prohibit members of our Board of Directors, NEOs, and other executive officers from engaging in any short sales, transactions in derivatives, hedging, and pledging of Logitech securities.
- ✓ ***Succession Planning –*** Our Board of Directors annually reviews our succession strategies and plans for our most critical positions.

What We Do Not Do

- ✘ ***No Severance or Change in Control Arrangements –*** To comply with Swiss corporate law, we have no severance or change in control arrangements (other than acceleration of vesting of equity awards as provided in our equity award agreements) for our NEOs.
- ✘ ***No Tax "Gross-Ups" or Payments –*** We do not provide any "gross-ups" or tax payments in connection with any compensation element for our NEOs, other than for our standard relocation benefits. This means we do not provide any excise tax "gross-up" or tax reimbursement in connection with any change in control payments or benefits.
- ✘ ***No Unearned Dividends –*** We do not pay dividends or dividend equivalents on unvested or unearned RSU or PSU awards.
- ✘ ***No Stock Option Repricing –*** We do not reprice options to purchase our registered shares without shareholder approval.
- ✘ ***No Stock Option Awards –*** We do not grant stock option awards to our NEOs.

Shareholder Approval of Pay

As required under the U.S. securities laws, Logitech provides our shareholders the opportunity to cast say-on-pay advisory votes on executive compensation on an annual basis ("Say-on-Pay"), as reflected in "Proposal 2 – Advisory Vote to Approve Named Executive Officers Compensation for Fiscal Year 2026." We remain committed to providing clear and thorough disclosure on our executive compensation practices and actions, and our Compensation Committee will continue to carefully consider the voting results as well as the feedback received through our regular shareholder outreach and engagement process.

Beginning in 2015, in compliance with applicable Swiss law, we implemented annual binding shareholder votes on the maximum aggregate compensation amounts for our Board of Directors and for our Group Management Team consistent with the compensation structure that shareholders approved in amendments to our Articles of Incorporation at our 2014 Annual General Meeting.

At our 2024 Annual General Meeting, shareholders approved the following maximum aggregate amounts of compensation for the Group Management Team and for the Board of Directors. A comparison of the approved maximum amounts and actual compensation paid is detailed below:

	Period	Approved Maximum Aggregate Compensation	Actual Aggregate Compensation
Group Management Team [(1)]	Fiscal Year 2026	USD 26,700,000	USD 21,816,437
Board of Directors	2024-2025 Board Year	CHF 3,900,000	CHF 3,609,080

(1) Approved maximum aggregate compensation amount based on four Group Management Team members, including Mr. Arunkundrum who resigned from his positions and terminated his employment relationship with the Company effective September 28, 2025.

At our 2025 Annual General Meeting, 79.00% of the votes cast on our annual Say-on-Pay proposal supported the compensation of our NEOs for fiscal year 2025, 80.30% approved the maximum aggregate amount of compensation of our Group Management Team for fiscal year 2027 and 98.38% approved the maximum aggregate amount of compensation for the Board of Directors for the 2025 to 2026 Board Year.

Shareholder Engagement

We believe ongoing shareholder engagement is an important driver of our Company's success. Through regular engagement with our Swiss and U.S. shareholders led by management and our Board of Directors, we seek shareholder views on business strategy, corporate governance, executive compensation, risk oversight, environmental and social initiatives and other key topics. We consider this feedback in the Company's and the Compensation Committee's evaluation of compensation matters requiring a broader shareholder perspective. Our Chairperson of the Board of Directors, the chairs of the Audit and Compensation Committees, and members of our management team actively participated in shareholder discussions.

During the fiscal year 2026 shareholder engagement season, we reached out to shareholders representing approximately 49% of our outstanding shares and met with shareholders representing approximately 23% of our outstanding shares.

Based on feedback received from these engagement efforts, as well as the 79% shareholder support for our 2025 Say-on-Pay vote, the Compensation Committee determined that the Company's executive compensation philosophy, objectives and overall program continue to appropriately align with shareholder interest and to support the Company's business strategy. However, based on additional shareholder feedback, the Compensation Committee expects to implement certain changes to our executive compensation program in fiscal 2027, including increased weighting on revenue metrics (in constant currency) in the annual and long-term incentive plans, as follows:

- Annual incentive plan metrics will be weighted 50% revenue, 40% non-GAAP operating income and 10% ESG goal; and
- Long-term incentive plan metrics will be weighted 55% revenue growth and 45% non-GAAP operating income growth with the continued use of a three-year relative TSR modifier.

The Compensation Committee remains committed to its shareholder engagement efforts to evolve our executive compensation program and corporate governance practices to best meet the needs of Logitech and our shareholders.

For more information regarding our annual Say-on-Pay proposal for fiscal year 2026 and our binding votes on aggregate compensation, see "Proposal 2 – Advisory Vote to Approve Named Executive Officers Compensation for Fiscal Year 2026," "Proposal 11 – Approval of Compensation for the Board of Directors for the 2026 to 2027 Board Year" and "Proposal 12 – Approval of Compensation for the Group Management Team for Fiscal Year 2028."

Compensation Philosophy and Guiding Principles

Our executive compensation program is designed to:

- Provide compensation opportunities sufficient to attract and retain the level of talent needed to create and manage an innovative, high-growth, global company in highly competitive and rapidly evolving markets;
- Support a performance-oriented culture;
- Place most of the total compensation at-risk and tied to the Company's performance, while discouraging inappropriate risk-taking through a balanced focus on both annual and long-term results;
- Balance short-term and long-term performance objectives;
- Align executive compensation with shareholders' interests by tying a significant portion of compensation to increasing share value; and
- Reflect each executive's role, experience and performance through base salary and annual cash incentives, and his or her future contributions through LTI opportunities.

While compensation is a central part of attracting, retaining, and motivating the best executives and employees, we do not believe it is the sole factor influencing exceptional talent to join and stay at the Company or to remain committed to delivering strong results for our shareholders and other stakeholders. The Compensation Committee and management recognize that fostering a supportive and collaborative culture, providing opportunities for personal and professional growth, and empowering individuals to realize their potential and make meaningful contributions are also critical to attracting, motivating, and retaining high-caliber talent.

The Compensation Committee regularly reviews market trends, industry practices, and the use of various compensation vehicles and makes adjustments to our executive compensation program as necessary or appropriate. In designing and administering the program, the Compensation Committee considers a variety of factors such as market practices, industry standards, tax efficiency, and the program's impact on Logitech's financial condition. While the Compensation Committee considers all relevant factors in its deliberations, it places no formal weighting on any one factor.

Additionally, the Compensation Committee evaluates our compensation philosophy and program objectives annually, or more frequently as circumstances warrant.

Compensation-Setting Process

Role of the Compensation Committee

The Compensation Committee, among its other responsibilities, establishes our overall compensation philosophy and reviews and approves our executive compensation program, including the specific compensation of our NEOs. The Compensation Committee has the authority to retain compensation consultants and other advisors, including legal counsel, to assist in carrying out its responsibilities. The Compensation Committee's authority, duties, and responsibilities are described in its charter, which is reviewed annually and updated as warranted. The charter is available on Logitech's website at *http://ir.logitech.com*.

While the Compensation Committee ultimately determines our overall compensation philosophy and approves the compensation of our NEOs, it considers the recommendations of its compensation consultants and other advisors, as well as our CEO, CFO, Head of People & Culture, and compensation department. The Compensation Committee makes all final decisions regarding executive compensation, including base salary levels, target annual cash bonus opportunities, actual cash bonus payments, and long-term incentives in the form of equity awards. The Compensation Committee meets on a regularly-scheduled basis and at other times as needed. The Compensation Committee periodically reviews compensation matters with our Board of Directors. The Chairperson of the Compensation Committee reports to the Board of Directors on the activities of the Compensation Committee at quarterly board meetings, and the minutes of the Compensation Committee meetings are available to the members of the Board of Directors.

As noted above, before the beginning of each fiscal year, the Compensation Committee conducts a comprehensive review of Logitech's executive compensation program for our NEOs to ensure that its components, actions, and decisions (i) are well-coordinated, (ii) align with our vision, mission, values, and strategic priorities, (iii) provide appropriate short-term and long-term incentives, (iv) fulfill their intended objectives, and (v) remain competitive with compensation offered to executives in similar roles at peer companies. Based on this evaluation, the Compensation Committee implements any necessary adjustments to existing plans and arrangements or introduces new plans or arrangements to maintain an effective and competitive compensation framework.

The Compensation Committee also conducts an annual review of our executive compensation strategy to ensure alignment with the Company's strategic priorities and achievement of our desired objectives. Additionally, the Compensation Committee evaluates market trends and changes in competitive compensation practices, as further described below.

The Compensation Committee considered the following factors when determining the target total direct compensation of our NEOs for fiscal year 2026:

- Each individual NEO's performance and contribution to building a high-performing leadership team;
- Each individual NEO's skills, experience, qualifications, and marketability;

- The Company's performance against financial goals and objectives;
- The Company's performance relative to both industry competitors and its compensation peer group;
- The positioning of the amount of each NEO's compensation in a ranking of peer compensation;
- Compensation practices at peer companies;
- Alignment of executive compensation with shareholder interests;
- The unique considerations of operating as a dual-listed Swiss and U.S. multinational technology company;
- Efforts to maintain a diverse and inclusive environment that drives competitive advantage through varied perspectives; and
- Recommendations from the CEO (except with respect to the CEO's own compensation) as further described below.

The Compensation Committee does not use a predetermined formula or assign specific weight to any one factor when making executive compensation decisions. Instead, the Compensation Committee members considered their individual experience, knowledge of the Company, understanding of each NEO, awareness of the competitive market, and overall business judgment to guide their decisions regarding executive compensation and the executive compensation program.

Our Chairperson of the Board of Directors works closely with the Compensation Committee in determining the compensation of our CEO. Each year, the non-employee members of the Board of Directors evaluate the performance of our CEO, which the Compensation Committee considers when making decisions about base salary adjustments, target annual cash bonus opportunities, actual cash bonus payments, and long-term incentives in the form of equity awards.

Role of our CEO

Our CEO works closely with the Compensation Committee in determining the compensation of our non-CEO NEOs. Typically, our CEO works with the Compensation Committee to recommend the structure of the Annual Bonus Plan, to identify and develop corporate performance objectives for such plan, and to evaluate actual performance against the selected measures. Additionally, our CEO and Compensation Committee work together to determine the appropriate form and performance goals for our equity compensation program.

At the beginning of each year, our CEO conducts a performance review of our non-CEO NEOs for the prior year and makes recommendations to the Compensation Committee for each element of compensation, taking into consideration historical compensation awards to our non-CEO NEOs and our corporate performance during the preceding year. These recommendations cover base salary adjustments, target annual cash bonus opportunities, actual bonus payments, and long-term incentives in the form of equity awards for each of our non-CEO NEOs and are based on our results, the individual non-CEO NEO's contribution to these results, and the non-CEO NEO's performance toward achieving their individual performance goals. The Compensation Committee then reviews the CEO's recommendations and makes decisions as to the target total direct compensation of each non-CEO NEO, as well as each individual compensation element.

While the Compensation Committee considers our CEO's recommendations, as well as the competitive market analysis provided by external compensation consultants, these recommendations and market data serve as only two of several factors in making its decisions with respect to the compensation of our non-CEO NEOs. Ultimately, the Compensation Committee applies its own business judgment and experience to determine the individual compensation elements and amounts. Importantly, no NEOs participate in the determination of the amounts or elements of their own compensation.

Role of Compensation Consultants

In accordance with its charter, the Compensation Committee has full authority to retain compensation consultants and other advisors, including legal counsel, as needed to support its responsibilities. The Compensation Committee oversees all aspects of these engagements, including the selection of advisors, approval of fees, and determination of services provided. Advisors engaged by the Compensation Committee report directly to the Compensation Committee. Additionally, the Compensation Committee may replace its compensation consultants or hire additional advisors at any time.

The Compensation Committee historically retained the services of Compensia, Inc. ("Compensia") as its independent U.S. compensation consultant and PwC Switzerland as its Swiss compensation consultant. In September 2025, the Compensation Committee appointed Meridian Compensation Partners, LLC ("Meridian") as its new independent U.S. compensation consultant and continued to retain PwC Switzerland as its Swiss compensation consultant. The Compensation Committee engages compensation consultants to provide information, analysis, and other assistance relating to our executive compensation program on an ongoing basis. The nature and scope of the services provided to the Compensation Committee by the independent compensation consultants in fiscal year 2026 were as follows:

- Reviewed and recommended updates to the compensation peer group;
- Provided advice with respect to compensation best practices and market trends for NEOs and members of our Board of Directors;
- Conducted an analysis of the levels of overall compensation and each element of compensation for our NEOs;
- Conducted an analysis of the levels of overall compensation and each element of compensation for the members of our Board of Directors;
- Conducted a compensation risk assessment;
- Assisted in our equity compensation strategy; and
- Provided legislative updates and ad hoc advice and support on compensation matters throughout the year.

The independent compensation consultants regularly attend Compensation Committee meetings and also engage with the Compensation Committee outside of formal meetings. While the compensation consultants report to the Compensation Committee, they work with members of management, including our CEO and members of our executive compensation team, for purposes of understanding proposals that management may make to the Compensation Committee.

The Compensation Committee evaluates the independence of the compensation consultants annually, taking into account, among other things, the six independence-related factors as set forth in Exchange Act Rule 10C-1 issued by the SEC under the Dodd–Frank Act and the enhanced independence standards and factors set forth in the applicable listing standards of the Nasdaq Stock Market. Besides the services mentioned above, neither Compensia nor Meridian have provided any other services or received compensation other than with respect to the services described above. PwC provided consulting services to the Company and received total fees of approximately $503,000 during fiscal year 2026, of which $57,000 was for NEO compensation consulting services and $446,000 for other consulting services. Following its most recent assessment, the Compensation Committee concluded that its relationship with each independent compensation consultant, as well as the services performed on behalf of the Compensation Committee, do not present any conflict of interest.

Compensation Peer Group and Market Data

The Compensation Committee reviews competitive market data and analyses regarding executive compensation practices and pay levels. These materials include information from a peer group selected by the Compensation Committee, as well as broader compensation survey data.

For fiscal year 2026, at the direction of the Compensation Committee, Compensia evaluated the existing compensation peer group and used the criteria set forth in the following table to objectively identify companies for inclusion in the group:

Criteria	Rationale
Industry	We compete for talent with companies in the technology industry.
Financial Scope	Our NEOs' compensation should be similar to senior executives at companies that have comparable financial characteristics including revenue and market capitalization.
Other Factors	When necessary, we apply additional refinement criteria — both objective or subjective — such as revenue growth, profitability, valuation, headcount, geography, or business model. While Logitech is a Swiss company, we primarily compete for executive talent with U.S. publicly traded technology companies, particularly those in the high-tech sector of Silicon Valley.

Based on these criteria, the Compensation Committee approved the following peer group of 19 publicly-traded companies, which it used as a reference when making compensation decisions with respect to setting compensation for fiscal year 2026:

Ciena Corporation	Keysight Technologies, Inc.	Teradyne, Inc.
Coherent Corp.	NCR Voyix Corporation	Trimble Inc.
Electronic Arts Inc.	NetApp, Inc.	Vertiv Holdings Co
F5, Inc.	Pure Storage, Inc.	Zebra Technologies Corporation
Garmin Ltd.	Qorvo, Inc.	Zoom Communications, Inc.
Hubbell Incorporated	Sensata Technologies Holding plc	
Juniper Networks	Skyworks Solutions, Inc.	

Super Micro Computer, Inc. was removed from our peer group due to its accounting violations and as its revenue was no longer aligned with Logitech and its peer companies.

The following table sets forth the revenue and market capitalization of compensation peer group as of January 2025, when the peer group was approved, as compared to the same data for Logitech:

(in millions)	Revenue	Market Capitalization
75th Percentile	$5,337	$24,772
50th Percentile	$4,628	$20,458
25th Percentile	$3,711	$13,474
Logitech	$4,556	$12,991
Percentile Rank	49th	24th

The table reflects available revenue information for four quarters ending January 31, 2025 and 30-day average market capitalization as of January 31, 2025 as provided by Compensia.

The market analysis provided by Compensia, and considered by the Compensation Committee in its review of our NEOs' compensation, uses multiple sources of data: the compensation peer group described above and a broad custom survey of similarly sized technology companies. The broad technology survey data, which is necessary to provide market data where we do not have publicly disclosed information from our peers, is made up of companies that participated in the Radford Global Technology Survey with comparable revenue and market profile to the compensation peer group.

The Compensation Committee believes that information regarding the compensation practices at other companies is useful in at least two respects. First, the Compensation Committee recognizes that our compensation policies and practices must be competitive in the marketplace. Second, the information is useful in assessing the reasonableness and appropriateness of individual executive compensation elements and our overall executive compensation packages. Competitive market and peer group data is only one of several factors (as described above) that the Compensation Committee considers, however, in making its decisions with respect to the compensation of our NEOs.

Fiscal Year 2026 Compensation Elements

The three primary elements of our executive compensation programs are (1) base salary, (2) annual cash bonuses, and (3) long-term incentives in the form of equity awards, as described below:

	Base Salary	Annual Cash Bonuses	Long-term Equity Incentive Awards
What This Compensation Element Rewards	Individual performance, experience, responsibilities and contributions	Achievement of pre-established annual corporate and individual performance objectives	Achievement of pre-established long-term corporate performance objectives and sustained shareholder value creation
Purpose and Key Features of Element	Provides competitive level of fixed compensation based on the market value of the position, with actual pay established based on the responsibilities, experience, and contributions of each NEO.	Provides a variable annual cash incentive opportunity tied to the achievement of pre-established corporate and individual performance objectives. Performance goals are established to motivate our NEOs to achieve or exceed annual performance objectives. For fiscal year 2026, payouts could range from 0% to 200% of target based on actual performance results.	Provides a long-term, performance-based compensation opportunity designed to align executive and shareholder interests and attract and retain key talent in our industry. Equity awards vest or are earned over multiple years, encouraging sustained performance and supporting retention. Because the value ultimately realized depends on the market price of our registered shares and achievement of performance objectives over an extended period of time, these awards reinforce long-term shareholder value creation.
Form of Payment	Cash	Cash	Our NEOs receive LTI 100% in the form of PSUs with potential payouts ranging from 0% to 200% following a specified performance period
Performance Measures	n/a - Fixed Pay	• 45% revenue (constant currency) • 45% non-GAAP operating income • 10% ESG goal	Primary Metrics: • 50% revenue growth in constant currency (three, one-year performance periods) • 50% non-GAAP operating income growth (three, one-year performance periods) TSR Modifier: cumulative three-year

Each of these compensation elements is discussed in greater detail below, including a description of the particular element, how each element fits into our overall executive compensation program, and a discussion of the amounts of compensation paid to our NEOs in fiscal year 2026 under each of these elements. Our NEOs also participate in the standard employee benefit plans available to most of our employees.

Base Salary

We believe that a competitive base salary is a necessary element of our executive compensation program, enabling us to attract and retain a strong and stable management team. Base salaries for our NEOs are designed to remain competitive with those offered to individuals in comparable roles at peer group companies while also ensuring internal equity across the executive team.

Generally, we establish the initial base salaries of our NEOs through arm's-length negotiation at the time we hire the individual NEO, taking into account his or her position, qualifications, experience, competitive and market considerations, and the base salaries of our other NEOs.

Thereafter, the Compensation Committee reviews the base salaries of our NEOs annually and makes adjustments to base salaries as it determines to be necessary or appropriate.

In fiscal year 2026, the Compensation Committee conducted a thorough review of the base salaries of our NEOs, taking into consideration a competitive market analysis performed by Compensia, the scope of each NEO's role and contribution to performance, increased scope of responsibilities, U.S. market practices and the recommendations of our CEO (except with respect to the CEO's own base salary), as well as the other factors described above. Following this review, the Compensation Committee determined that our NEOs' base salaries remained appropriate and did not adjust any of the NEOs' base salaries for fiscal year 2026.

The base salaries of our executive officers for fiscal year 2026 were as follows:

Named Executive Officer	Fiscal Year 2026 Base Salary	Fiscal Year 2025 Base Salary	Percentage Adjustment
Johanna 'Hanneke' Faber, Chief Executive Officer	$1,350,000	$1,350,000	— %
Matteo Anversa, Chief Financial Officer	$700,000	$700,000	— %
Samantha Harnett, Chief Legal Officer	$550,000	$550,000	— %
Prakash Arunkundrum, former President of Logitech for Business[(1)]	$605,000	$605,000	— %

(1) Mr. Arunkundrum resigned from his positions and terminated his employment relationship with the Company effective September 28, 2025.

The actual base salaries of our NEOs during fiscal year 2026 are set forth in the "Summary Compensation Table for Fiscal Year 2026" below.

Annual Cash Bonuses

Our annual cash bonuses are designed to motivate our NEOs to achieve our short-term financial and operational objectives while advancing progress toward longer-term growth and other strategic priorities. Consistent with our executive compensation philosophy, these annual cash bonuses are intended to help us deliver a competitive total compensation opportunity to our NEOs. Annual cash bonuses are entirely performance-based, are not guaranteed, and may vary materially from year-to-year.

The Compensation Committee establishes cash bonus opportunities pursuant to a formal cash bonus plan that measures and rewards our NEOs for our actual corporate and their individual performance over our fiscal year. The annual cash bonus plan is designed to pay above-target bonuses when we exceed our annual corporate objectives and below-target bonuses or no bonus when we do not achieve these objectives.

Pursuant to the Annual Bonus Plan, the Compensation Committee established the fiscal year 2026 annual cash bonus opportunities for our NEOs, including the applicable performance measures and related target performance levels.

For fiscal year 2026, the target annual cash bonus opportunities for each of our NEOs under the Annual Bonus Plan, expressed as a percentage of their annual base salaries, were as shown in the table below. Mr. Arunkundrum forfeited any cash bonus opportunity for the 2026 fiscal year after termination of his employment. For all NEOs, there were no increases to their target annual cash bonus opportunity in fiscal year 2026.

Named Executive Officer	Annual Base Salary	Target Bonus Opportunity (as a percentage of base salary)	Target Bonus Opportunity ($)
Johanna 'Hanneke' Faber, Chief Executive Officer	$1,350,000	125 %	$1,687,500
Matteo Anversa, Chief Financial Officer	$700,000	95 %	$665,000
Samantha Harnett, Chief Legal Officer	$550,000	80 %	$440,000
Prakash Arunkundrum, former President of Logitech for Business[1]	$605,000	80 %	$484,000

(1) Mr. Arunkundrum resigned from his positions and terminated his employment relationship with the Company effective September 28, 2025 and forfeited his annual target bonus.

When determining the amounts of the target annual cash bonus opportunities for the NEOs, the Compensation Committee takes into account competitive market data, the individual's role and contribution to performance, as well as the other factors described above.

Corporate Performance Objectives

For fiscal year 2026, the Compensation Committee continued to use revenue (in constant currency) and non-GAAP operating income as corporate performance measures under the Annual Bonus Plan. The Compensation Committee believes these were appropriate for our business because they provided a balance between growing our business, generating revenue, managing our expenses, and increasing profitability, which it believes most directly influences long-term shareholder value.

The Compensation Committee sets target performance levels for each of these measures at levels that it believes to be challenging, but attainable, requiring strong execution of our Board-approved annual operating plan to meet or exceed these targets.

The Compensation Committee also continued to use ESG as a component of the Annual Bonus Plan. Beginning in fiscal year 2026, we simplified our ESG goal from a sustainability scorecard that was assessed as a composite score based on several metrics, to one ESG goal of absolute gross carbon reduction.

For purposes of the Annual Bonus Plan, the corporate performance measures, their weightings, and calculations are as follows:

45% REVENUE (CC)	Net sales measured in constant currency ("CC"), which excludes the impact of currency exchange rate fluctuations. The target constant currency sales are calculated by translating sales in each local currency at the forecast exchange rate for that currency at the beginning of the performance period. The actual revenue in the performance period is translated in each local currency using the same forecast exchange rate to determine the performance achievement against the performance target. For additional information regarding constant currency sales, please refer to the section entitled "Management's Discussion and Analysis of Financial Condition and Results of Operations" in our Annual Report.
45% NON-GAAP OPERATING INCOME	U.S. GAAP operating income from continuing operations, excluding share-based compensation expense, amortization and impairment of intangible assets, acquisition-related costs, change in fair value of contingent consideration for business acquisition, and restructuring charges, net.
10% ESG GOAL	Absolute gross carbon reduction resulting from carbon reductions in our products while also transitioning to renewable energy, and supporting climate-impacted communities.

Under the fiscal year 2026 Annual Bonus Plan, bonus payments were contingent upon meeting threshold performance requirements for each of the corporate performance objectives. For the financial metrics, in the event of actual performance between the threshold and target, and target and maximum performance levels, the payment amount was to be calculated ratably between each designated segment determined by straight-line interpolation. The ESG goal is assessed by the Compensation Committee against pre-determined standards for each item and a

composite score is determined between 0% and 200%. Details about each performance objective's threshold, target, maximum and actuals are below in the "2026 Performance Results and Bonus Decisions" section.

Individual Performance

The CEO's bonus is determined 100% on corporate performance. For all other NEOs, corporate performance objectives are weighted 75% with the remaining 25% weighting based on each individual's performance. The final score ranges from 0% to 200%. Each of the non-CEO NEO's individual performance scores are reviewed and assessed by our CEO and by the Compensation Committee.

2026 Performance Results and Bonus Decisions

For fiscal year 2026, the Compensation Committee established wider performance ranges with the threshold goals set 15% below the target goal while the maximum goals were set at 15% above the target goal. The wider goal ranges were set to account for the uncertainty regarding tariffs, geopolitical tensions and currency volatility in fiscal year 2026. The threshold, target and maximum performance and payment levels for each of the corporate performance measures under the Annual Bonus Plan and determined actual achievement of each measure as follows:

Fiscal Year 2026 Annual Bonus Plan					
Measure	**Weight**	**Threshold**	**Target**	**Maximum**	**Actual**
Revenue CC	45%	$3,872	$4,555	$5,238	4,657*
Performance Level		85%	100%	115%	102%
Payment Level		50%	100%	200%	115%
Non-GAAP Operating Income	45%	$659	$775	$891	$911
Performance Level		85%	100%	115%	118%
Payment Level		50%	100%	200%	200%
ESG Goal	10%	170kt CO2e	190kt CO2e	250kt CO2e	189kt CO2e
Payment Level		50%	100%	200%	99%
Overall Result					**152%**

* *Revenue in constant currency is calculated by adjusting the fiscal year planning rates with the fiscal year revenue growth in constant currency.*

During fiscal year 2026, we exceeded our revenue and non-GAAP operating income goals, resulting in funding of 115% and 200%, respectively. For the ESG goal, our absolute net carbon reduction approximated our target of 190kt CO2e across our products, supply chain and broader value chain. Therefore, our final fiscal year 2026 ESG score was 99% of target.

The actual achievement of each measure under the Annual Bonus Plan produced a funding percentage, based on the corporate performance measures, at a 152% level.

In determining the actual performance cash bonus awards for our NEOs (other than our CEO, as her bonus is determined 100% on corporate performance), Ms. Faber reviewed each NEO's achievements against the individual performance objectives for fiscal year 2026. Ms. Faber's individual performance scores were then provided to the Compensation Committee for review and approval. Mr. Anversa's and Ms. Harnett's individual performance scores were both set at 152% (funded at the same level as the corporate performance factor) and their fiscal year 2026 achievements are summarized below:

- Mr. Anversa: Exceeded Company financial objectives; delivered significant foundational finance operational improvements.
- Ms. Harnett: Oversaw and provided strategic oversight on the Company's AI adoption initiatives by navigating complex legal and regulatory requirements; developed and implemented key legal strategies to support the Company's growth and business goals.

Based on its review of the Company's overall corporate performance and taking into account the CEO's recommendations with respect to individual performance of the non-CEO NEOs, the Compensation Committee approved bonus payments as follows for our NEOs for fiscal year 2026:

Named Executive Officer	Target Annual Cash Bonus Opportunity	Actual Annual Cash Bonus Payment	Percentage of Target Annual Cash Bonus Opportunity
Johanna 'Hanneke' Faber, Chief Executive Officer	$1,687,500	$2,565,000	152 %
Matteo Anversa, Chief Financial Officer	$665,000	$1,010,800	152 %
Samantha Harnett, Chief Legal Officer	$440,000	$668,800	152 %
Prakash Arunkundrum, former President of Logitech for Business(1)	$484,000	$—	— %

(1) Mr. Arunkundrum resigned from his positions and terminated his employment relationship with the Company effective September 28, 2025 and forfeited his annual target bonus.

The annual cash bonuses paid to our NEOs for fiscal year 2026 are set forth in the "Summary Compensation Table for Fiscal Year 2026."

Long-Term Equity Incentive Awards

We use long-term incentive compensation in the form of equity awards to align the interests of our NEOs with those of our shareholders. By offering equity awards, we provide them with the opportunity to build ownership in the Company and benefit from the potential appreciation of value of our registered shares.

The Compensation Committee views equity awards as inherently variable since the grant date fair value of these awards may not necessarily be indicative of their value when, and if, our registered shares underlying these awards are ever earned or vested. The Compensation Committee further believes these awards enable us to attract and retain key talent in our industry and align our NEOs' interests with the long-term interests of our shareholders.

In fiscal year 2026, the Compensation Committee approved long-term equity awards for our NEOs in recognition of our financial results and each NEO's individual performance during fiscal year 2025 and expected future contributions. In determining the amount of each NEO's award, the Compensation Committee took into consideration the factors described above. The Compensation Committee considered the dilutive effect of our long-term incentive compensation practices, and the overall impact that these equity awards, as well as awards to other employees, will have on shareholder value. The Compensation Committee also considered the existing equity holdings of each NEO, including the current economic value of their unvested equity awards and the ability of these unvested holdings to satisfy our retention objectives.

The Compensation Committee approved equity award values and shares granted to our NEOs in fiscal year 2026 were as follows:

NEOs	PSUs	
	Number of Shares	Approved Value(1)
Johanna 'Hanneke' Faber, Chief Executive Officer	66,080	$6,000,000
Matteo Anversa, Chief Financial Officer	33,040	$3,000,000
Samantha Harnett, Chief Legal Officer	22,027	$2,000,000
Prakash Arunkundrum, former President of Logitech for Business(2)	27,534	$2,500,000

(1) Reflects the value approved by the Compensation Committee for each NEO, which may differ from the stock awards value reflected in the "Summary Compensation Table for Fiscal Year 2026" below, which represents the aggregate grant date fair value of stock awards under the SEC rules.

(2) Mr. Arunkundrum resigned from his positions and terminated his employment relationship with the Company effective September 28, 2025 and forfeited his unvested equity awards.

Fiscal Year 2026 Performance-Based Share Units

For fiscal year 2026, the Compensation Committee revised the design and structure of the PSU program from fiscal year 2025. In light of continued macroeconomic uncertainty and the challenges of forecasting over a multi-year period, the Compensation Committee established separate annual growth targets for each fiscal year within the three-year performance period at the time of grant. While this structure continues to require the establishment of long-term performance expectations at the beginning of the three-year performance cycle, it reduces the impact of unusually strong or weak results in any single year on overall PSU payouts.

The Company's performance metrics will continue to be constant currency revenue growth and non-GAAP operating income growth; however, as noted above, the metrics will be assessed against three distinct sets of growth targets for each fiscal year during the three-year performance period. In addition, fiscal year 2026 grants are still subject to a modifier based on three-year cumulative TSR performance relative to the companies in the Russell 3000 (the "TSR Peer Group").

A definition of each metric and the performance period is described below.

Performance Metrics	Performance Period(s)
Primary Growth Metrics • 50% revenue growth measured in constant currency • 50% non-GAAP operating income growth	Measured across three, one-year performance periods 1. Perf. Period 1 = April 1, 2025 to March 31, 2026 2. Perf. Period 2 = April 1, 2026 to March 31, 2027 3. Perf. Period 3 = April 1, 2027 to March 31, 2028 At the end of each year in the performance period, the actual results are measured against our pre-set constant currency revenue growth and non-GAAP operating income growth targets for that year. At the end of the three-year performance period, the average of the annual payout factors will be calculated and are subject to the cumulative, three-year TSR performance modifier described below. The vested percentage attributable to each metric is determined by straight-line interpolation between threshold and target or between target and maximum.
Modifier Logitech's relative TSR rank against the Russell 3000 over the three-year performance period. • Reduces the vesting level if our TSR is below the median. • Enhances the vesting level if our TSR exceeds the median.	Performance Period: April 1, 2025 to March 31, 2028 Relative TSR reflects (i) the aggregate change in the 30-day average closing price of Logitech shares against the companies in the Russell 3000,and (ii) the value (if any) returned to shareholders in the form of dividends or similar distributions, assumed to be reinvested in shares when paid, each at the beginning and the end of a three-year performance period. The vested percentage attributable to each metric is determined by straight-line interpolation between threshold and target or between target and maximum.

The total number of shares that may vest at the end of the three-year period is capped at 200% of the target number of shares.

The Compensation Committee believes that measuring our long-term performance with multiple metrics provides a more complete picture of our performance. The Compensation Committee believes the metric of revenue growth (in constant currency) will motivate top-line performance while the non-GAAP operating income provides balance on bottom-line operational rigor. The modifying metric of relative TSR is well aligned to shareholders' interest as it focuses on relative share performance against other companies in the Russell 3000 index. The Compensation Committee will continue to review the compensation structure annually.

Fiscal Year 2026 PSUs Earned in Fiscal Year 2026 (Performance Period 1)

As discussed in the description of our fiscal year 2026 PSUs above, the first one-year performance period applicable to the primary financial metrics under our fiscal year 2026 PSUs ended on March 31, 2026. Following the performance period, the Compensation Committee assessed the performance as follows:

Fiscal Years 2026 PSUs (granted May 15, 2025)

Measure	Weighting	Threshold	Target	Maximum	Actual
Primary Metrics:					
FY26 Revenue Growth (CC)	50%	-15%	0%	15%	**4%**
Vesting Level		0%	100%	200%	**128%**
FY26 Non-GAAP Operating Income Growth	50%	-15%	0%	15%	**18%**
Vesting Level		0%	100%	200%	**200%**
Performance Result for First Year					**164%**

Note that the actual shares for the fiscal year 2026 PSUs earned based on fiscal year 2026 performance will not vest or be distributed until the end of the three-year performance period and will be subject to the three-year relative TSR modifier at the end of such performance period, which ranges from -20% to +20% adjustment on the final payout.

Fiscal Year 2024 PSUs Earned in Fiscal Year 2026

The fiscal year 2024 PSUs granted in May 2023 completed the three-year measurement period on March 31, 2026 and our performance resulted in the following PSU vesting:

Fiscal Year 2024 PSUs (granted May 15, 2023)

Measure	Weighting	Threshold	Target	Maximum	Actual
Primary Metrics:					
FY25 & FY26 Average Revenue Growth (CC)[(1)]	50%	2%	4%	8%	**5%**
Vesting Level		0%	100%	200%	**125%**
3-Year Cumulative Non-GAAP Operating Income	50%	$1,379	$1,490	$1,599	**$2,385**
Vesting Level		0%	100%	200%	**200%**
Modifier:					
3-Year relative TSR vs Russell 3000 (percentile rank)		25th and below	50th	75th and above	**73rd**
Modifier Factor on Vesting Level Achieved Under Primary Metric		80%	100%	120%	**119%**
Overall Result (capped at 200%)					**193%**

(1) The fiscal year 2024 PSU was designed to address the uncertainty in the market in year 1, therefore basing revenue target on an average of year 2 and year 3 growth numbers with a target of 4% average growth (constant currency), as disclosed in the 2024 proxy statement.

Our average stock price at the beginning of the period was $54.01 and our ending average stock price was $95.78 (assuming dividends were reinvested). Therefore, our TSR over the performance period from April 1, 2023 through March 31, 2026 was 77.34% and our stock performed at the 73rd percentile relative to the companies in the Russell 3000, which resulted in a modifier of 119%.

Fiscal Year 2024 One-Time Additional PSU Grants

In August 2023, the Company granted a one-off equity award to the following NEOs with the following grant date fair values: Ms. Harnett ($1,000,051) and Mr. Arunkundrum ($1,200,035). This award was granted in response to uncertain macro-economic conditions, the operational impact of the prior CEO's departure following an extended tenure, and the importance of maintaining management stability during the transition period while minimizing potential business disruptions. Mr. Arunkundrum's award was forfeited upon his resignation.

This incentive award was designed to focus management on two key performance metrics: inventory turns and cash flow from operations. Performance is measured over two separate periods: an 18-month performance period from July 1, 2023 to December 31, 2024, and a three-year performance period from July 1, 2023 to June 30, 2026. The payout ranges from a minimum of 0% to a maximum of 200% of the target award.

The award vests in two stages. The initial portion vested on February 15, 2025 based on performance during the first 18-month period and was capped at 100% of target. The remaining portion is scheduled to vest on August 15, 2026 based on performance over the full three-year period, reduced by the number of shares previously vested in February 2025.

Detailed performance results for the initial 18-month period were disclosed in last year's proxy statement. Performance results for remaining portion of the award will be disclosed in next year's proxy statement following completion of the three-year performance period.

Please see the table below for the number of shares that vested on February 15, 2025 and the maximum number of shares eligible to vest as of March 31, 2026 prior to the completion and the calculation of the final payout factor based on the three-year performance period ending on August 15, 2026.

Named Executive Officers	Shares Vested on February 15, 2025	Max Vestable Shares as of March 31, 2026 (eligible to vest on August 15, 2026)
Sam Harnett, Chief Legal Officer	15,247	15,247 (200% of target; actual vesting to be determined at end of performance period)
Prakash Arunkundrum, former President of Logitech for Business	18,296	n/a(1)

(1) Mr. Arunkundrum resigned from his positions and terminated his employment relationship with the Company effective September 28, 2025 and forfeited his unvested equity awards.

Welfare and Health Benefits

We maintain a tax-qualified retirement plan under Section 401(k) of the Internal Revenue Code of 1986, as amended (the “Code”), for our employees in the U.S., including our NEOs, that provides them with an opportunity to save for retirement on a tax-advantaged basis. We intend for this plan to qualify under Sections 401(a) and 501(a) of the Code so that contributions by employees to the plan, and income earned on plan contributions, are not taxable to employees until distributed from the plan. In addition, all contributions are deductible by us when made.

All participants’ interests in their deferrals are 100% vested when contributed under the plan. In fiscal year 2026, we made matching contributions into the Section 401(k) plan for our employees, including our NEOs. Under the plan, pre-tax contributions are allocated to each participant’s individual account and then invested in selected investment alternatives according to the participants’ directions. We also contribute to the Swiss pension plan for our Swiss employees and contribute on the same terms for any Swiss executive officers.

In addition, we generally provide other benefits to our NEOs on the same basis as all of our full-time employees. These benefits include health, dental and vision benefits, health and dependent care flexible spending accounts, wellness programs, short-term and long-term disability insurance, accidental death and dismemberment insurance, and basic life insurance coverage. The Company provides additional medical coverage to the CEO, with premiums for this coverage disclosed as a perquisite in the table entitled “All Other Compensation Table” below. We provide vacation and other paid holidays to all employees, including our NEOs. We also offer our employees the opportunity to participate in the Logitech Employee Share Purchase Plans.

We design our employee benefits programs to be affordable and competitive in relation to the market, as well as compliant with applicable laws and practices. We adjust our employee benefits programs as needed based on regular monitoring of applicable laws and practices, the competitive market and our employees’ needs.

Deferred Compensation Plan

Eligible employees, including our NEOs based in the U.S., may also participate in the Logitech Inc. Deferred Compensation Plan, which is an unfunded and unsecured plan that allows select management employees of Logitech Inc. and Logitech subsidiaries in the U.S., who earn more than a threshold amount the opportunity to defer the receipt of up to 80% of their base salary and up to 90% of their bonus or commission compensation.

Under the plan, compensation may be deferred until termination of employment or other specified dates chosen by the participants, and deferred amounts are credited with earnings based on investment benchmarks chosen by the participants from a number of mutual funds selected by Logitech Inc.'s 401(k) and deferred compensation management committee. The earnings credited to the participants are intended to be funded solely by the plan investments. Starting in fiscal year 2026, the Company made a contribution to the CEO to this plan to account for her forfeited Swiss pension contributions. Information regarding NEO participation and the Company's contributions in the deferred compensation plans can be found in the "Non-Qualified Deferred Compensation Table for Fiscal Year 2026" below.

Because the NEOs do not receive preferential or above-market rates of return under the deferred compensation plan, earnings under the plan are not included in the "Summary Compensation Table for Fiscal Year 2026" below, but are included in the "Non-Qualified Deferred Compensation Table for Fiscal Year 2026" below.

Perquisites and Other Personal Benefits

Currently, we do not view perquisites or other personal benefits as a significant component of our executive compensation program. Accordingly, Logitech's executive officer benefit programs are substantially the same as for all other similarly situated employees. All future practices with respect to perquisites or other personal benefits will be approved and subject to periodic review by the Compensation Committee.

Employment Arrangements

We have extended written employment agreements or offer letters or both to each of our NEOs. Each of these arrangements was approved by our Board of Directors or the Compensation Committee, as applicable. We believe that these arrangements were appropriate to induce these individuals to forego other employment opportunities or leave their current employer for the uncertainty of a demanding position in a new and unfamiliar organization.

In filling these executive positions, our Board of Directors or the Compensation Committee, as applicable, was aware that it would be necessary to recruit or retain candidates with the requisite experience and skills to manage a growing business in a dynamic environment.

Accordingly, it recognized that it would need to develop competitive compensation packages to attract or retain qualified candidates in a highly competitive labor market. At the same time, our Board of Directors or the Compensation Committee, as applicable, was sensitive to the need to integrate new NEOs into the executive compensation structure that it was seeking to develop, balancing both competitive and internal equity considerations.

Each of these employment arrangements provides for "at will" employment and sets forth the initial compensation arrangements for the NEO, including an initial base salary, a target annual cash bonus opportunity, and, in some instances, a recommendation for an equity award.

Post-Employment Compensation

In 2015, to comply with applicable Swiss regulations, we eliminated all change in control and severance arrangements with our executive officers, including all our NEOs. However, the Company continues to provide "double trigger" change in control equity vesting acceleration arrangements in the equity award agreements.

The purpose of the change in control provisions in equity award agreements is to support retention in the event of a prospective change in control. The RSU and PSU award agreements for our NEOs generally provide for the acceleration of vesting of the RSUs and PSUs if the NEO is subject to an involuntary termination within 12 months after a change in control because his or her employment is terminated without cause or the executive resigns for good reason (a "double trigger").

In the event of a change in control:

- At the time of the change in control, prior to the involuntary termination, the PSU would be converted into RSUs that would continue to vest for the duration of the original vesting period with the number of shares based on the attainment of actual performance as determined by the Compensation Committee.

In the event of an involuntary termination within 12 months after a change in control:

- The vesting of RSUs originally subject to service-based vesting would accelerate in full.
- The vesting of converted PSUs would accelerate such that the NEO would receive a prorated number of shares based on his or her length of service during the performance period.

To determine the level of acceleration of equity awards that may be provided in connection with a change in control, the Compensation Committee considered the requirements of applicable Swiss regulations, the impact on shareholders, and market practices.

Logitech does not provide any payments to reimburse its NEOs for additional taxes incurred (also known as “gross-ups”) in connection with a change in control.

For a summary of the post-employment compensation arrangements with our NEOs, see “Payments upon Termination or Change in Control” below.

Other Compensation Policies

Stock Ownership Policy

We believe that stock ownership by our members of the Board of Directors, NEOs, and other executive officers is important to link the risks and rewards inherent in stock ownership of these individuals and our shareholders. The Compensation Committee has adopted a stock ownership policy that requires our NEOs and other executive officers to own a minimum number of our registered shares. These mandatory ownership levels are intended to create a clear standard that ties a portion of these individuals’ net worth to the performance of our stock price. The current ownership levels are as follows:

Named Executive Officer	Minimum Required Level of Stock Ownership
Chief Executive Officer	5x Base Salary
Chief Financial Officer	3x Base Salary
Other Executive Officers	2x Base Salary

Equity interests that count toward the satisfaction of the ownership guidelines include only shares owned outright by the NEOs and other executive officer. Newly hired or promoted NEOs or other executive officers have five years from the date of the commencement of their appointment to attain these ownership levels. The CEO must hold 100% of his or her after-tax shares resulting from equity incentive awards until the guidelines are reached, and all other NEOs and other executive officers must hold at least 50% of the after-tax shares resulting from equity incentive awards until the guidelines are reached. If a NEO or other executive officer does not meet the applicable guideline by the end of the five-year accumulation period or falls below the guideline at any time after the five-year period, the NEO or other executive officer will have 50% of the after-tax value of any earned bonuses under the Annual Bonus Plan paid in fully vested Logitech shares. If after reaching the stock ownership guidelines and then falls below the guideline solely as a result of Logitech's stock price dropping, the NEO or other executive officer will have until the later of the original five-year period or up to two years from falling below the guidelines to return to compliance with the guidelines. Our NEOs and other executive officers have either currently satisfied their required stock ownership level or have remaining time to achieve the required levels of ownership.

Additionally, we have instituted stock ownership guidelines for our non-employee directors. For information regarding these guidelines, see the section entitled “Security Ownership" and "Share Ownership Guidelines” above.

Compensation Recovery Policy

Effective October 2023, the Compensation Committee adopted a policy regarding the recovery of erroneously awarded incentive-based compensation paid to our Section 16 executive officers (the "Clawback Policy") to comply with the final provisions of the Dodd-Frank Act, as implemented by the SEC and the Nasdaq Listing Standards. The Clawback Policy is triggered in the event of an accounting restatement due to the material non-compliance of Logitech with any financial reporting requirement under the securities laws, including any required accounting restatement to correct an error in previously issued financial statements that is material to the previously issued financial statements, or that would result in a material misstatement if the error were corrected in the current period or left uncorrected in the current period, whether or not due to misconduct by the officer in question or any other person. Under the terms of the Clawback Policy, we are required to recover incentive-based compensation erroneously awarded to current or former Section 16 officers during the three completed fiscal years immediately preceding the year in which we are required to prepare an accounting restatement due to material non-compliance with financial reporting requirements. The amount to be recovered equals the amount by which the incentive-based compensation for the year in question exceeds the amount that would have been awarded had the financial statements originally been filed as restated.

Equity Award Grant Practices

Determination of long-term equity incentive awards

The Compensation Committee is responsible for approving which NEO should receive equity incentive awards, when the awards should be made, the vesting schedule, and the number of shares or other rights to be granted. Long-term equity incentive awards to NEOs may be granted only by the Compensation Committee or the full Board of Directors. The Compensation Committee regularly reports its activity, including approvals of grants, to the Board.

Timing of grants

Long-term equity incentive award grants to NEOs are typically and predominantly approved at regularly scheduled, predetermined meetings of the Compensation Committee. These meetings are generally scheduled at least 18 months in advance and take place before the regularly scheduled, predetermined meetings of the full Board. On limited occasions, grants may be approved at an interim meeting of the Compensation Committee or by written consent, for the purpose of approving the hiring and compensation package for newly hired or promoted NEOs or for other special circumstances.

In fiscal year 2026, grants were made to non-executive officer employees through written consents of the Compensation Committee or regularly scheduled monthly approvals by the CEO pursuant to the authority delegated to the CEO by the Compensation Committee. We do not have any program, plan, or practice to select equity compensation grant dates in coordination with the release of material non-public information, nor do we time the release of information for the purpose of affecting value. We do not backdate options or grant options retroactively.

Derivatives Trading, Hedging, and Pledging Policies

We have adopted a policy prohibiting our employees, including our NEOs and members of our Board of Directors, from speculating in our equity securities, including the use of short sales, “sales against the box” or any equivalent transaction involving our equity securities. In addition, they may not engage in any other hedging transactions, such as “cashless” collars, forward sales, equity swaps and other similar or related arrangements, with respect to the securities that they hold. Finally, no employees, including NEOs and members of our Board of Directors, may acquire, sell, or trade in any interest or position relating to the future price of our equity securities.

We also have adopted a policy prohibiting the pledging of our securities by our employees, including our NEOs and members of our Board of Directors.

Tax and Accounting Considerations

Accounting and Tax Treatment of Executive Compensation

The accounting and tax treatment of the various elements of our executive compensation program are a relevant consideration in its design.

However, the Company and the Compensation Committee have placed a higher priority on structuring flexible compensation programs to promote the recruitment, retention, and performance of our officers than on maximizing tax deductibility. Section 162(m) of the Code, as amended (the “Tax Code”), places a limit of $1 million on the amount of compensation that Logitech may deduct in any one year with respect to certain NEOs. The Tax Cuts and Jobs Act (the “Tax Act”) enacted on December 22, 2017, significantly modified Section 162(m) of the Tax Code. The Tax Act eliminated the “qualified performance-based compensation” exception to the deductibility limitation under Section 162(m) of the Tax Code for years commencing after December 31, 2017. Regardless, we intend to maintain an approach to executive compensation that strongly links pay to performance.

In addition to considering the tax consequences, the Compensation Committee considers the accounting consequences, including the impact of the Financial Accounting Standard Board’s Accounting Standards Codification Section 718, *Compensation - Stock Compensation* ("ASC 718"), on its decisions in determining the forms of different equity awards.

Compensation Risk Assessment

The Compensation Committee conducts an annual review of Logitech’s compensation programs, with the assistance of its compensation consultants, Head of People & Culture, and compensation department, to assess the risks associated with their design and associated risk controls. The Compensation Committee reviews in particular the following compensation plans and associated practices:

- Equity awards granted under the 2006 Stock Incentive Plan;
- Annual Bonus Plan;
- Other bonus plans;
- Sales compensation plans; and
- Change in control protections.

Similar to past years, based on its March 2026 review, the Compensation Committee has concluded that our compensation policies and practices do not create risks that are reasonably likely to have a material adverse effect on the Company.

Report of the Compensation Committee

The Logitech Compensation Committee, which is composed solely of independent members of the Board of Directors, assists the Board of Directors in fulfilling its responsibilities with regard to compensation matters. The Compensation Committee has reviewed and discussed the “Compensation Discussion and Analysis” section of this Compensation Report with management. Based on this review and discussion, the Compensation Committee recommended to the Board of Directors that the "Compensation Discussion and Analysis" for inclusion in Logitech’s 2026 Invitation and Proxy Statement and Annual Report.

Compensation Committee

Donald Allan, Jr., Chairperson
Kwok Wang Ng
Neela Montgomery
Deborah Thomas

Summary Compensation Table for Fiscal Year 2026

The following table provides information regarding the compensation and benefits earned during fiscal years 2026, 2025, and 2024 by our NEOs. The amounts reflected below may not reconcile to the amounts set forth in the Compensation Tables Audited Under Swiss Law due to different legal disclosure requirements. For more information, please refer to the "Compensation Discussion and Analysis," as well as the "Narrative Disclosure to Summary Compensation Table and Grants of Plan-Based Awards Table."

Name and Principal Position	Fiscal Year	Salary ($)	Bonus ($)	Stock Awards ($)[1]	Non-equity Incentive Plan Compensation ($)[2]	All Other Compensation ($)[3]	Total ($)
Johanna 'Hanneke' Faber[4]	2026	1,350,000	—	6,000,064	2,565,000	744,965	10,660,029
Chief Executive Officer	2025	1,371,483	—	5,337,583	3,206,250	641,692	10,557,008
	2024	422,075	2,679,676	2,920,689	675,000	320,306	7,017,746
Matteo Anversa[5]	2026	700,000	13,188	3,000,032	1,010,800	13,517	4,737,537
Chief Financial Officer	2025	403,846	1,076,166	3,929,706	732,413	7,146	6,149,278
Samantha Harnett	2026	550,000	—	2,000,052	668,800	13,536	3,232,388
Chief Legal Officer	2025	550,000	—	1,900,041	841,500	13,862	3,305,403
	2024	550,000	—	2,700,030	528,000	76,530	3,854,560
Prakash Arunkundrum[6]	2026	303,596	—	2,500,087	—	8,432	2,812,115
former President of Logitech for Business	2025	605,000	—	2,400,052	919,600	14,466	3,939,118
	2024	575,000	—	3,200,043	552,000	96,472	4,423,515

(1) These amounts do not represent the actual economic value realized by the NEOs. Under SEC rules, the values reported in the "Stock Awards" column reflect the aggregate grant date fair value of stock awards granted to each of the listed NEOs in the fiscal years shown. The key assumptions and methodology of valuation of stock awards and stock options are presented in Note 4 to the Consolidated Financial Statements included in Logitech's Annual Report to Shareholders.

The amount shown includes an aggregate grant date fair value of the shares issuable for PSUs at probable achievement. Assuming the highest level of performance is achieved, the maximum possible value of the PSUs based on the grant date fair value of the PSUs would be:

For fiscal year 2026: (a) in the case of Ms. Faber, $10,728,749; (b) in the case of Mr. Anversa $5,364,374; (c) in the case of Ms. Harnett, $3,576,304; and (d) in the case of Mr. Arunkundrum, $4,470,420.

For fiscal year 2025: (a) in the case of Ms. Faber, $9,526,564; (b) in the case of Mr. Anversa $5,417,012; (c) in the case of Ms. Harnett, $3,391,209; and (d) in the case of Mr. Arunkundrum, $4,283,633;

For fiscal year 2024: (a) in the case of Ms. Harnett, $4,946,112 and (b) in the case of Mr. Arunkundrum, $5,866,021.

(2) Reflects amounts earned under the Annual Bonus Plan. This cash bonus compensation was earned during the applicable fiscal year but was paid during the next fiscal year in accordance with the terms of the Annual Bonus Plan.

(3) Details regarding the various amounts included in this column are provided in the following table entitled "All Other Compensation Table."

(4) Salary reflects prorated base salary amount based on the length of service as CEO in fiscal year 2024. Bonus and Stock Awards represents a replacement amount and replacement award that Ms. Faber received in fiscal year 2024 with respect to compensation that she forfeited from her prior employer.

(5) Salary reflects prorated base salary amount based on the length of service as CFO in fiscal year 2025. Bonus and Stock Awards includes the first installment of his replacement amount and award that Mr. Anversa received in fiscal year 2025 with respect to compensation that he forfeited from his prior employer. The fiscal 2026 bonus payment reflects the final cash installment of his replacement award and he did not receive any additional replacement stock awards in fiscal year 2026.

(6) Mr. Arunkundrum resigned from his positions and terminated his employment relationship with the Company effective September 28, 2025 and forfeited his annual target bonus and unvested equity awards.

ALL OTHER COMPENSATION TABLE

Name and Principal Position	Fiscal Year	401(k) ($)[1]	Group Term Life Insurance and Long Term Disability Insurance ($)	Other ($)[2]	Total ($)
Johanna 'Hanneke' Faber[3]	2026	10,692	4,162	730,111	744,965
Chief Executive Officer	2025	20,850	2,782	618,060	641,692
	2024	—	99,312	220,994	320,306
Matteo Anversa	2026	10,500	3,017	—	13,517
Chief Financial Officer	2025	5,654	1,492	—	7,146
Samantha Harnett	2026	10,389	3,147	—	13,536
Chief Legal Officer	2025	10,879	2,733	250	13,862
	2024	9,539	3,529	63,462	76,530
Prakash Arunkundrum[4]	2026	6,591	1,841	—	8,432
former President of Logitech for Business	2025	11,075	2,891	500	14,466
	2024	9,904	3,635	82,933	96,472

(1) Represents 401(k) savings plan matching contributions, which are available to all of our regular employees who are on our U.S. payroll.

(2) Represents a payout of accrued and unused paid time off, relocation assistance, relocation allowance, defined benefit pension employer contributions, and a wellness reimbursement, which is available to all of our regular employees globally.

(3) For fiscal year 2026, this amount includes: (i) relocation and travel related expenses in the amount of $597,443; (ii) Logitech's contributions to the Logitech Inc. U.S. Deferred Compensation Plan in the amount of $120,433; (iii) Logitech's contributions to Ms. Faber's account under the 401(k) plan in the amount of $10,692; and (iv) Logitech's contributions to Ms. Faber's group life insurance and long term disability in the amount of $4,162.

(4) For fiscal year 2026, reflects 401(k) savings plan matching contributions and insurance premiums received prior to his resignation and termination with the Company effective September 28, 2025.

Grants of Plan-Based Awards Table for Fiscal Year 2026

The following table sets forth certain information regarding grants of plan-based awards to each of our NEOs during fiscal year 2026. For more information, please refer to the “Compensation Discussion and Analysis.”

Name and Principal Position	Type	Grant Date (M/D/Y)	Estimated Future Payouts Under Non-Equity Incentive Plan Awards				Estimated Future Payouts Under Equity Incentive Plan Awards			Grant Date Fair Value ($)[3]
			Threshold ($)[1]	Target ($)[1]	Maximum ($)[1]	Actual ($)[2]	Threshold (#)	Target (#)	Maximum (#)	
Johanna 'Hanneke' Faber	PSU	5/15/25	—	—	—	—	33,040	66,080	132,160	6,000,064
Chief Executive Officer	Cash Incentive	n/a	843,750	1,687,500	3,375,000	2,565,000	—	—	—	—
Matteo Anversa	PSU	05/15/25	—	—	—	—	16,520	33,040	66,080	3,000,032
Chief Financial Officer	Cash Incentive	n/a	332,500	665,000	1,330,000	1,010,800	—	—	—	—
Samantha Harnett	PSU	05/15/25	—	—	—		11,014	22,027	44,054	2,000,052
Chief Legal Officer	Cash Incentive	n/a	220,000	440,000	880,000	668,800	—	—	—	—
Prakash Arunkundrum[4]	PSU	05/15/25	—	—	—		13,767	27,534	55,068	2,500,087
former President for Logitech for Business	Cash Incentive	n/a	242,000	484,000	968,000	—	—	—	—	—

(1) The amounts in these columns reflect potential payouts with respect to each applicable performance period for the fiscal year 2026 bonus programs under the Annual Bonus Plan described in “Compensation Discussion and Analysis” above.

(2) The amounts in this column reflect actual payouts with respect to the applicable performance period for the fiscal year 2026 bonus program under the Annual Bonus Plan. The actual payout amounts are reflected in the "Non-Equity Incentive Plan Compensation" column of the "Summary Compensation Table for Fiscal Year 2026" above.

(3) These amounts do not represent the actual economic value realized by the NEOs. Under SEC rules, these amounts reflect the aggregate grant date fair value of stock awards granted to each of the listed NEOs. The key assumptions and methodology of valuation of stock awards and stock options are presented in Note 4 to the Consolidated Financial Statements included in Logitech’s Annual Report to Shareholders.

(4) Mr. Arunkundrum resigned from his positions and terminated his employment relationship with the Company effective September 28, 2025 and forfeited his annual target bonus and unvested equity awards.

Narrative Disclosure to Summary Compensation Table and Grants of Plan-Based Awards Table

Employment Agreements

We have entered into employment agreements with each of our NEOs. The employment agreements generally provide that the compensation of the NEO is subject to the sole discretion of the Compensation Committee or the Board of Directors. The compensation earned by the NEOs in fiscal year 2026, other than the replacement cash award made to our CFO with respect to certain compensation that he forfeited from his prior employer, was not the result of any terms of their employment agreements.

Performance-Based Vesting Conditions

Please refer to “Compensation Discussion and Analysis—Compensation Elements—Annual Cash Bonuses” for a discussion of the performance measures applicable to the Annual Bonus Plan during fiscal year 2026. In addition, please refer to “Compensation Discussion and Analysis—Compensation Elements—Long-Term Equity Incentive Awards” for a discussion of performance measures under the PSUs granted to NEOs during fiscal year 2026.

Compensation Mix

Please refer to “Compensation Discussion and Analysis—Executive Summary—Emphasis on Performance-Based Compensation” for an explanation of the amount of salary, bonus and long-term incentives in proportion to total compensation for our NEOs during fiscal year 2026.

Outstanding Equity Awards at Fiscal Year 2026 Year-End Table

The following table provides information regarding outstanding equity awards which were granted under the 2006 Stock Incentive Plan for each of our NEOs as of March 31, 2026. This table includes unvested PSUs.

The market value for PSUs is determined by multiplying the number of shares subject to such awards by the closing price of Logitech shares on the Nasdaq Global Select Market on the last trading day of the fiscal year.

		Stock Awards	
Name and Principal Position	Grant Date (M/D/Y)	Equity Incentive Plan Awards: Number of Unearned Shares, Units or Other Rights That Have Not Vested (#)[1]	Equity Incentive Plan Awards: Market or Payout Value of Unearned Shares, Units or Other Rights That Have Not Vested ($)
Johanna 'Hanneke' Faber	04/15/24	63,249	5,763,249
Chief Executive Officer	05/15/25	66,080	6,021,210
	Total	**129,329**	**11,784,459**
Matteo Anversa	10/15/24	33,393	3,042,770
Chief Financial Officer	05/15/25	33,040	3,010,605
	Total	**66,433**	**6,053,375**
Samantha Harnett	05/15/23	24,432	2,226,244
Chief Legal Officer	08/15/23	7,623	694,608
	04/15/24	22,515	2,051,567
	05/15/25	22,027	2,007,100
	Total	**76,597**	**6,979,519**
Prakash Arunkundrum[2]		—	—
former President of Logitech for Business			

(1) The actual conversion, if any, of the PSUs granted in fiscal year 2024, 2025 and 2026 into Logitech shares following the conclusion of the applicable performance period will range between 0% and 200% of that target amount, depending on the achievement of cash flow from operations, inventory turns, weighted average constant currency revenue growth rate ("WACCR"), average revenue growth, non-GAAP operating income, and TSR versus the Russell 3000 TSR benchmark over the performance period, as applicable.

(2) Mr. Arunkundrum resigned from his positions and terminated his employment relationship with the Company effective September 28, 2025 and forfeited his unvested equity awards.

Option Exercises and Stock Vested Table for Fiscal Year 2026

The following table provides the number of shares acquired and the value realized upon exercises of stock options and the vesting of PSUs and RSUs during fiscal year 2026 by each of our NEOs.

Name and Principal Position	Option Awards		Stock Awards	
	Number of Shares Acquired on Exercise (#)	Value Realized on Exercise ($)[1]	Number of Shares Acquired on Vesting (#)	Value Realized on Vesting ($)[1]
Johanna 'Hanneke' Faber, Chief Executive Officer[2]			13,777	1,228,040
Matteo Anversa, Chief Financial Officer[3]			10,833	1,004,761
Samantha Harnett, Chief Legal Officer			—	—
Prakash Arunkundrum, former President of Logitech for Business[4]	38,692	3,040,157		

(1) Based on the closing price of Logitech shares as reported on the Nasdaq Global Select Market on the date of exercising or vesting of the underlying awards.

(2) Reflects a replacement award provided to Ms. Faber in fiscal year 2024 for certain compensation that she forfeited from her prior employer. The replacement award partially vested on February 15, 2025 and the remainder vested on February 15, 2026.

(3) Reflects a replacement award provided to Mr. Anversa in fiscal year 2025 for certain compensation he forfeited from his prior employer. The replacement award vested on March 15, 2026.

(4) Mr. Arunkundrum resigned from his positions and terminated his employment relationship with the Company effective September 28, 2025 and forfeited his unvested equity awards; note, the shares and value shown in the table above reflect stock options which Mr. Arunkundrum exercised within 90 days of his termination.

Non-Qualified Deferred Compensation Table for Fiscal Year 2026

The following table sets forth information regarding the participation by our NEOs in the Logitech Inc. U.S. Deferred Compensation Plan during fiscal year 2026 and at fiscal year-end.

Name and Principal Position	Executive Contributions in Fiscal Year 2026 ($)	Logitech Contributions in Fiscal Year 2026 ($)	Aggregate Earnings in Fiscal Year 2026 ($)[1]	Aggregate Withdrawals/ Distributions ($)	Aggregate Balance at Fiscal Year 2026 End ($)
Johanna 'Hanneke' Faber, Chief Executive Officer	—	120,433	(2,736)	—	117,697
Matteo Anversa, Chief Financial Officer	—	—	—	—	—
Samantha Harnett, Chief Legal Officer	4,442	—	(67)	—	4,375
Prakash Arunkundrum, former President of Logitech for Business[2]	704,220	—	356,989	(322,189)	2,387,027

(1) These amounts are not included in the "Summary Compensation Table for Fiscal Year 2026" because plan earnings were not preferential or above market.

(2) Mr. Arunkundrum resigned from his positions and terminated his employment relationship with the Company effective September 28, 2025; deferred compensation payments will be paid based on the post-termination distribution selections Mr. Arunkundrum elected during each annual enrollment period.

Refer to “Compensation Discussion and Analysis—Compensation Elements—Deferred Compensation Plan” for a discussion of the Logitech Inc. U.S. Deferred Compensation Plan.

Payments upon Termination or Change in Control

We have entered into agreements that provide for payments under specified circumstances in the event of termination of employment or service of our NEOs. These agreements include:

- PSU and RSU award agreements that provide for the accelerated vesting of the shares subject to the award agreements under specified circumstances described below.
- Employment or other agreements with our NEOs, under which each of them is eligible to receive a twelve- or nine-month notice period or becomes subject to non-competition provisions if we terminate his or her employment or if he or she resigns.

Other than as set forth above, there are no agreements or arrangements for the payment of compensation or acceleration of equity awards or any other payments to a NEO upon a change in control or in the event of his or her involuntary termination with or without cause.

PSU Award Agreements

The treatment of equity upon termination of employment depends on the reason for termination and the employee's age and length of service at termination.

Change in Control

The PSU award agreements for NEOs provide for the acceleration of vesting of the equity awards subject to the award agreements if the NEO is subject to an involuntary termination of employment within 12 months after a change in control because his or her employment is terminated without cause or the NEO resigns for good reason. In the event of such an involuntary termination following a change in control, the PSUs would be converted into RSUs that would continue to vest for the duration of the original vesting period with the number of shares based on the attainment of actual performance as determined by the Compensation Committee. If, following the change in control, an involuntary termination without cause or resignation for good reason occurs within 12 months of a change of control during the performance period, the converted PSUs accelerate and the NEO receives a prorated number of the shares based on the length of service during the performance period.

Death and Disability

If a NEO dies or has a separation of service due to disability, all shares subject to the RSUs will vest. For PSUs, if the separation of service occurs during the performance period, the vesting accelerates and the NEO or the NEO's estate receives a prorated number of the target shares based on the length of service during the performance period.

Retirement

If a NEO has a separation of service after meeting the age and service requirement, as applicable, all shares subject to the RSUs will continue to vest. For PSUs, if separation of service occurs during the performance period, the award continues to vest and the NEO receives a prorated number of the actual earned shares at the regular vesting date based on the length of service during the performance period. The age and service requirement for the NEOs is generally age 55 with at least 10 years of service.

Table of Potential Payments Upon Involuntary Termination After Change in Control

The table below estimates the amount of compensation that would be paid in the event of an involuntary termination of employment of a NEO without cause or the NEO resigns for good reason after a change in control, assuming that each of the terminations was effective as of March 31, 2026, subject to the terms of the PSU and RSU award agreements with each of the listed NEOs. Since December 2015, we do not have any cash payment related to termination of employment or change in control in compliance with applicable Swiss regulations.

As of March 31, 2026, no compensation amounts were payable to any NEOs in the event of a mutual agreement to terminate employment, whether upon retirement or otherwise.

The price used for determining the value of accelerated vesting of outstanding and unvested equity awards in the tables below was the closing price of Logitech's shares as reported on the Nasdaq Global Select Market on March 31, 2026, the last business day of the fiscal year, of $91.12 per share.

POTENTIAL PAYMENTS UPON INVOLUNTARY TERMINATION AFTER CHANGE IN CONTROL

Name and Principal Position	Value of Accelerated Equity Awards[1] ($)
Johanna 'Hanneke' Faber, Chief Executive Officer	5,849,236
Matteo Anversa, Chief Financial Officer	3,032,048
Samantha Harnett, Chief Legal Officer	6,333,396
Prakash Arunkundrum, former President of Logitech for Business[2]	—

(1) Represents the aggregate market value of all unvested PSUs held by the NEO as of March 31, 2026 that are subject to acceleration according to the terms of the underlying equity award agreement. For the PSUs granted on May 15, 2023 based on non-GAAP operating income, WACCR and relative TSR, as of March 31, 2026 the performance condition was at a level which would have produced a payout percentage of 193%; therefore, 193% of such value was attributed to the shares subject to such PSUs.

(2) Mr. Arunkundrum resigned from his positions and terminated his employment relationship with the Company effective September 28, 2025 and forfeited his unvested equity awards.

Pay Ratio

For fiscal year 2026:

- The median of the annual total compensation of all employees of our company (other than our CEO) was $48,110 and
- The total compensation of Ms. Johanna 'Hanneke' Faber, our CEO, was $10,660,029.

Based on this information, for fiscal year 2026 the ratio of the annual total compensation of Ms. Faber to the median of the annual total compensation of all employees was 222 to 1. This ratio is a reasonable estimate calculated in a manner consistent with Item 402(u) of Regulation S-K under the Securities Exchange Act of 1934.

As permitted by SEC rules, to identify our median employee, we selected base pay, which we calculated as annual base pay using a reasonable estimate of the hours worked during fiscal year 2026 for hourly employees and using annual salary levels for our remaining employees, as the compensation measure to be used to compare the compensation of our employees as of January 31, 2026 for the ten-month period from April 1, 2025 through January 31, 2026. We annualized base pay for any permanent employees who commenced work during fiscal year 2026. We did not include any contractors or other non-employee workers in our employee population.

Using this approach, we selected the individual at the median of our employee population, who was an employee based in China. We then calculated annual total compensation for this individual using the same methodology we use for the CEO as set forth in our "Summary Compensation Table for Fiscal Year 2026." We determined that such individual’s annual total compensation for the fiscal year ended March 31, 2026 was $48,110.

During fiscal year 2026, Ms. Faber served as our CEO. We determined Ms. Faber's annual total compensation for the fiscal year ended March 31, 2026 was $10,660,029, as reported in our "Summary Compensation Table for Fiscal Year 2026."

Pay Versus Performance

As required by pay versus performance Rule 402(v) of Regulation S-K adopted by the SEC in 2022 (“PVP Rules”), we are providing the following information about the relationship between specified financial performance measures of the Company and the executive compensation actually paid ("Compensation Actually Paid"). For further information concerning the Company’s pay-for-performance philosophy and how we align executive compensation with our performance, refer to the “CD&A.”

In the below pay versus performance table, we provide information about compensation of our NEOs for each of the last five fiscal years (the “Covered Years”). Additionally, we provide information about the results for specified financial performance measures during the Covered Years. Although the PVP Rules require us to disclose Compensation Actually Paid, these amounts do not necessarily reflect compensation that our NEOs actually earned or were paid in the Covered Years. Instead, Compensation Actually Paid reflects a calculation computed in accordance with the PVP Rules, including adjusted values relating to the fair value of unvested and vested equity awards during the Covered Years based on either year-end or vesting date stock prices, and various accounting valuation assumptions. Compensation Actually Paid generally fluctuates due to stock price achievement and actual achievement of performance goals.

The PVP Rules require that we:

- Show information about our cumulative TSR, the cumulative TSR of a peer group or index ("Peer Group TSR") (we have chosen to use Standard & Poor’s 500 Information & Technology Index), and our U.S. GAAP net income for the Covered Years; and
- Designate one “company-selected measure” as the financial performance measure that is most important to link pay to performance in fiscal year 2026 (we have selected revenue in constant currency basis). As discussed in our CD&A, revenue in constant currency continues to be viewed as a core driver of our performance and shareholder value creation and, accordingly, was utilized as a component in both our bonus program and the fiscal year 2026 performance-based equity awards. Please refer to our CD&A above on how we calculate revenue in constant currency.

Fiscal Year	Summary Compensation Table Total for CEO 1 ($)	Compensation Actually Paid for CEO 1 ($)	Summary Compensation Table Total for CEO 2 ($)	Compensation Actually Paid for CEO 2 ($)	Summary Compensation Table Total for CEO 3 ($)	Compensation Actually Paid for CEO 3 ($)
	(a)	(b)	(a)	(b)	(a)	(b)
2026	10,660,029	11,144,620	—	—	—	—
2025	10,557,008	10,999,910	—	—	—	—
2024	7,017,746	6,901,041	1,185,508	1,185,508	7,792,025	(2,881,140)
2023	—	—	—	—	8,553,084	6,564,384
2022	—	—	—	—	10,497,190	4,327,581

Fiscal Year	Average Summary Compensation Table Total for Non-CEO NEOs ($)	Average Compensation Actually Paid for Non-CEO NEOs ($)	Value of Initial Fixed $100 Investment Based On:		Net Income ($)	Company-Selected Measure: Revenue ($)
			TSR ($)	Peer Group TSR ($)		
	(c)	(d)	(e)	(f)	(g)	(h)
2026	3,594,013	1,368,301	93	221	711,187,000	4,657,000,000
2025	3,136,700	731,081	85	172	631,529,000	4,610,000,000
2024	4,531,848	6,534,991	88	164	612,143,000	4,274,000,000
2023	1,845,399	1,119,341	57	113	364,575,000	4,718,000,000
2022	2,672,034	848,535	72	120	644,513,000	5,549,000,000

(a) The amounts reported are the total compensation reported in the Summary Compensation Table for the applicable year:

- *Fiscal years 2026 and 2025: Johanna 'Hanneke' Faber served as the CEO for the entirety of each fiscal year.*
- *Fiscal year 2024: Johanna 'Hanneke' Faber ("CEO 1") served as CEO from December 1, 2023 to March 31, 2024; Guy Gecht ("CEO 2") served as Interim CEO from June 13, 2023 to December 1, 2023; and Bracken Darrell ("CEO 3") served as CEO from April 1, 2023 to June 13, 2023.*
- *Fiscal years 2023 and 2022: Bracken Darrell served as the CEO.*

(b) Amounts reported are the Compensation Actually Paid, as computed in accordance with the PVP Rules, based on total compensation reported in the Summary Compensation Table for the indicated fiscal years and adjusted under the PVP Rules as shown in the table below. For information on the calculation of Compensation Actually Paid for fiscal years 2022 to 2025, please see the "Pay versus Performance" disclosure in our 2023 to 2025 definitive proxy statements which were filed with the SEC.

	CEO 1 Fiscal year 2026		
	Summary Compensation Table - Total Compensation	$	10,660,029
-	Grant Date Fair Value of Stock Awards Granted in Fiscal Year	$	(6,000,064)
+	Fair Value at Fiscal Year End of Outstanding and Unvested Stock Awards Granted in Fiscal Year	$	6,137,972
+	Change in Fair Value of Outstanding and Unvested Stock Awards Granted in Prior Fiscal Years	$	259,232
+	Fair Value at Vesting of Stock Awards Granted in Fiscal Year That Vested During Fiscal Year	$	—
+	Change in Fair Value as of Vesting Date of Stock Awards Granted in Prior Fiscal Years for Which Applicable Vesting Conditions Were Satisfied During Fiscal Year	$	87,451
-	Fair Value as of Prior Fiscal Year End of Stock Awards Granted in Prior Fiscal Years That Failed to Meet Applicable Vesting Conditions During Fiscal Year	$	—
=	Compensation Actually Paid	$	11,144,620

Equity Award Valuations: Equity values are calculated in accordance with FASB ASC Topic 718.

(c) Amounts reported are the average of the total compensation reported in the Summary Compensation Table for the applicable fiscal years for the non-CEO NEOs.

- *For fiscal year 2026 the non-CEO NEOs were: Matteo Anversa, Prakash Arunkundrum, and Samantha Harnett.*
- *For fiscal year 2025 the non-CEO NEOs were: Matteo Anversa, Prakash Arunkundrum, Samantha Harnett, Charles Boynton, and Meeta Sunderwala.*
- *For fiscal year 2024 the non-CEO NEOs were: Prakash Arunkundrum, Samantha Harnett, and Charles Boynton.*
- *For fiscal year 2023 the non-CEO NEOs were: Prakash Arunkundrum, Samantha Harnett, Charles Boynton, and Nate Olmstead.*
- *For fiscal year 2022 the non-CEO NEOs were: Prakash Arunkundrum, Samantha Harnett, and Nate Olmstead.*

(d) *Amounts reported represent the Compensation Actually Paid to the non-CEO NEOs for the applicable fiscal years, based on the average amounts of total compensation reported in the Summary Compensation Table and adjusted under the PVP Rules as shown in the table below (based on the averages for each category). For information on the calculation of Compensation Actually Paid for fiscal years 2022 to 2025, please see the "pay versus performance" disclosure in our 2023 to 2025 definitive proxy statements which were filed with the SEC.*

	Non-CEO NEO Average Fiscal year 2026		
	Summary Compensation Table - Total Compensation	$	3,594,013
-	Grant Date Fair Value of Stock Awards Granted in Fiscal Year	$	(2,500,057)
+	Fair Value at Fiscal Year End of Outstanding and Unvested Stock Awards Granted in Fiscal Year	$	1,705,002
+	Change in Fair Value of Outstanding and Unvested Stock Awards Granted in Prior Fiscal Years	$	778,203
+	Fair Value at Vesting of Stock Awards Granted in Fiscal Year That Vested During Fiscal Year	$	—
+	Change in Fair Value as of Vesting Date of Stock Awards Granted in Prior Fiscal Years For Which Applicable Vesting Conditions Were Satisfied During Fiscal Year	$	34,982
-	Fair Value as of Prior Fiscal Year End of Stock Awards Granted in Prior Fiscal Years That Failed to Meet Applicable Vesting Conditions During Fiscal Year	$	(2,243,842)
=	Compensation Actually Paid	$	1,368,301

Equity Award Valuations: Equity values are calculated in accordance with FASB ASC Topic 718.

(e) *Logitech's TSR is calculated by assuming that a $100 investment was made in our stock on the day prior to the first fiscal year reported above and that all dividends were reinvested until the last day of each reported Covered Year.*

(f) *Peer Group TSR is calculated by assuming that a $100 investment was made in the Standard & Poor's 500 Information & Technology Index, an independently prepared index that includes companies in the IT industry, on the day prior to the first fiscal year reported above and that all dividends were reinvested until the last day of each reported fiscal year.*

(g) *The PVP Rules require the disclosure of our U.S. GAAP net income for each year. The dollar amounts reported reflect the amount of net income disclosed in the Company's audited financial statements for the applicable year.*

(h) *As discussed above, we believe that revenue in constant currency is the appropriate "Company-Selected Measure" as defined in the PVP Rules.*

Tabular List of Financial Performance Measures

Below is a list of financial performance measures that we believe are the most important financial performance measures that link Compensation Actually Paid to our NEOs for fiscal year 2026 to our performance.

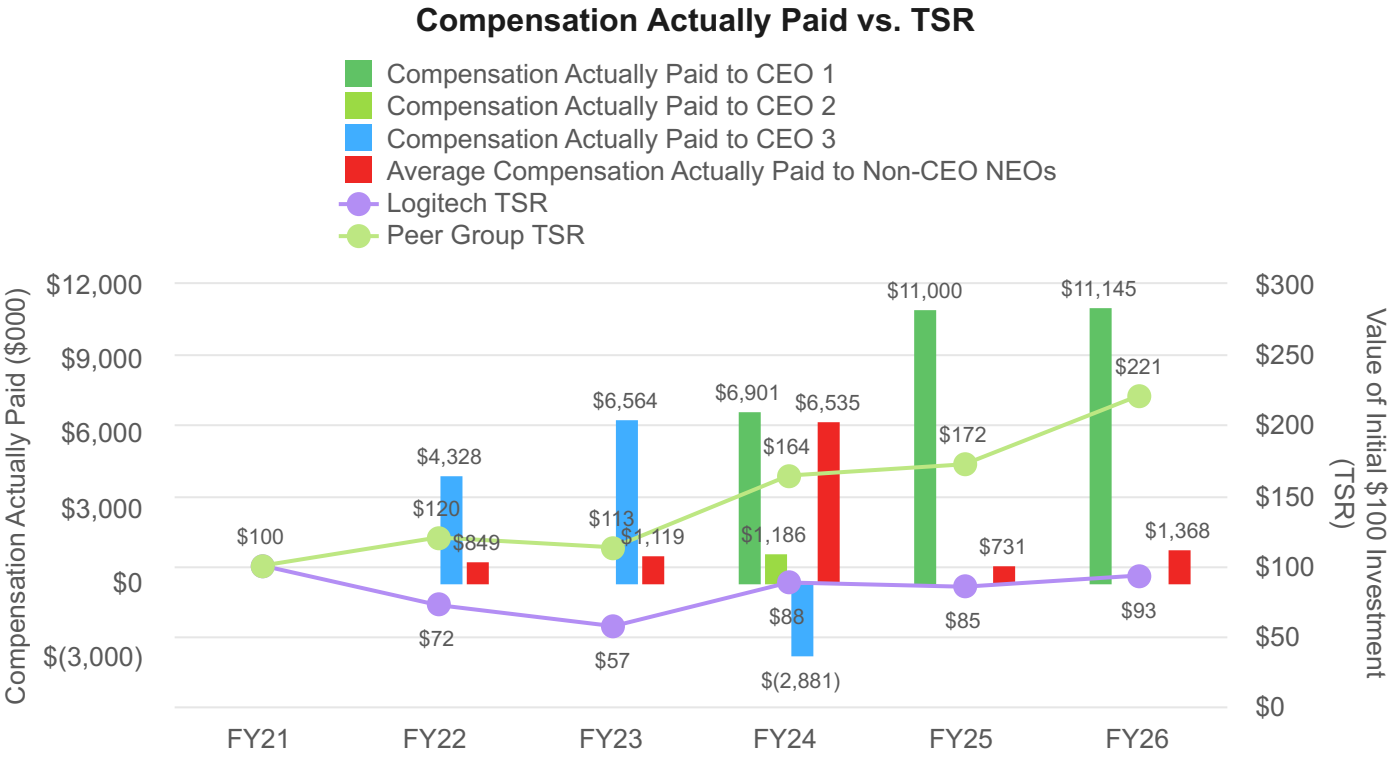
- Revenue in constant currency
- Non-GAAP operating income
- Relative TSR in comparison to the Russell 3000
- Cash flow from operations
- Inventory turns

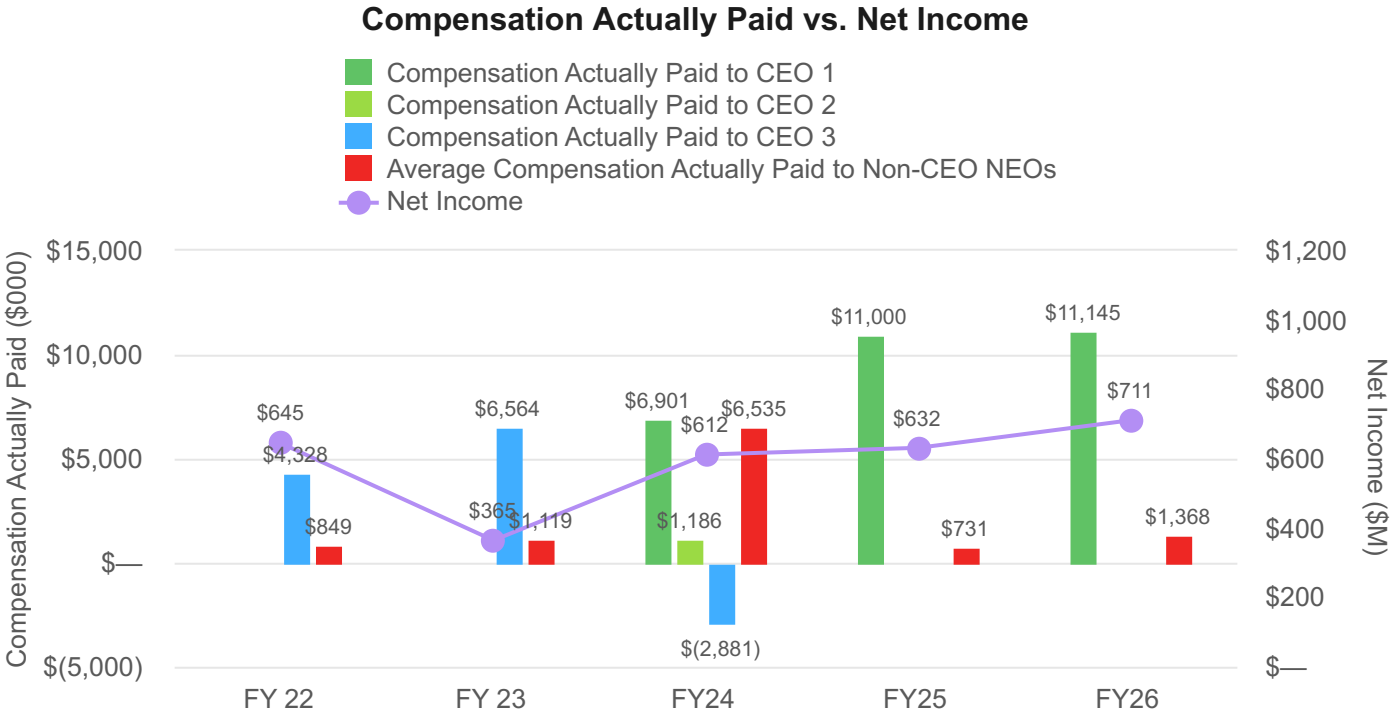
In addition to these financial metrics, the Company's executive compensation program is impacted by our performance with respect to ESG goal under the annual cash bonus program. Our ESG goal is included as an element of our annual cash bonus program because they collectively represent ESG criteria that are priorities for the Company. Please see the CD&A above for further information regarding these financial performance measures as well as the ESG goals used in our annual cash bonus program.

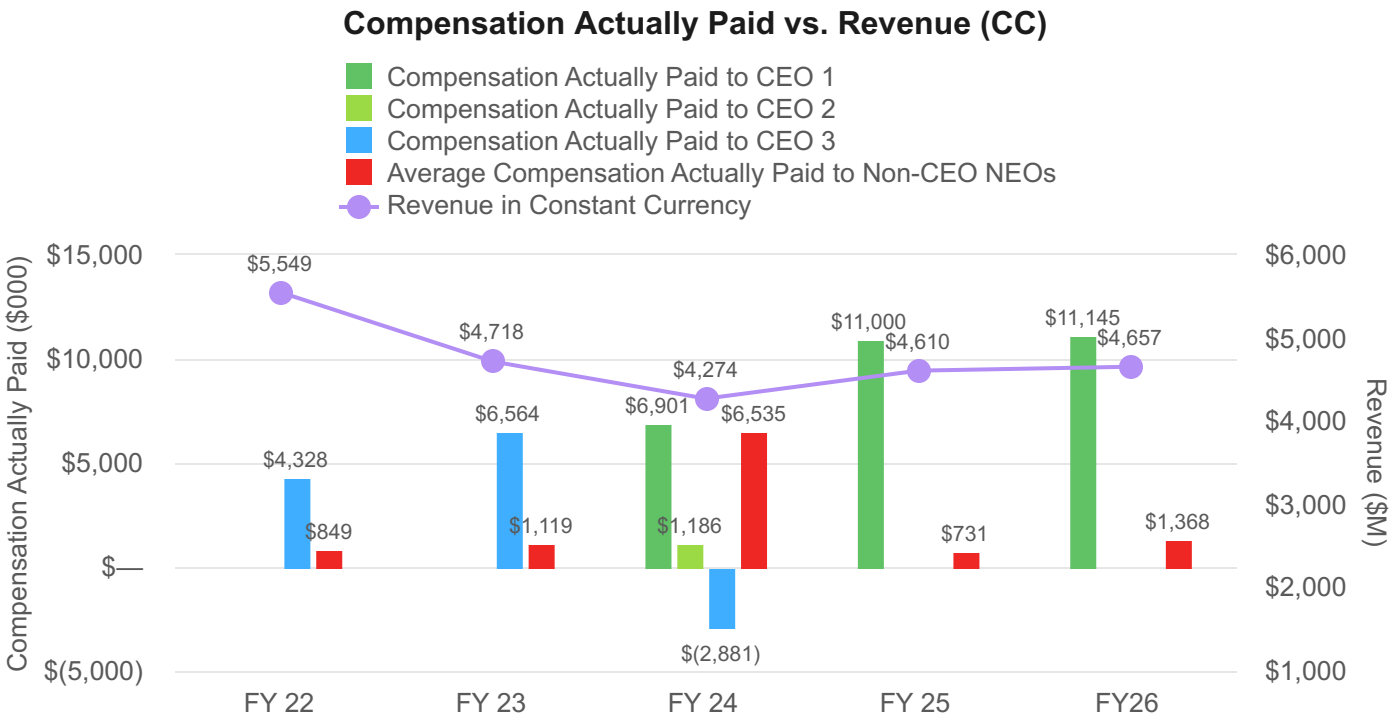
Relationship Between Pay and Performance

In addition to the tabular disclosure above, the PVP Rules require us to describe the relationship between Compensation Actually Paid and the performance measures shown in the pay versus performance table above.

Below are graphs showing the relationship of Compensation Actually Paid to our NEOs in fiscal years 2022 to 2026 to (1) our TSR and the Peer Group TSR, (2) our net income, and (3) our revenue in constant currency.







We believe the Compensation Actually Paid in each of the years reported above are primarily reflective of the annual changes in our stock price performance and the performance of our PSUs. For further information concerning the Company's pay-for-performance philosophy and how we align executive compensation with our performance, as well as the details on the terms of our short-term incentive program and our performance-vesting equity awards refer to the CD&A above.

All information provided above under the "Pay Versus Performance" heading will not be deemed to be incorporated by reference into any filing of the Company under the Securities Act of 1933, as amended, or the Exchange Act, whether made before or after the date hereof and irrespective of any general incorporation language in any such filing, except to the extent the Company specifically incorporates such information by reference.

Compensation of Non-Employee Directors

For fiscal year 2026, the compensation of the members of the Board of Directors that are not Logitech employees ("Non-Employee Directors") was determined by the Compensation Committee, consisting entirely of independent directors, and recommended to the full Board of Directors for approval.

The general policy is that compensation for Non-Employee Directors should consist of a mix of cash and equity-based compensation. For fiscal year 2026, to assist the Compensation Committee in its annual review of director compensation, Compensia provided a written analysis of director pay practices and compensation data compiled from the annual reports and proxy statements of companies within our compensation peer group.

For fiscal year 2026, cash compensation of Non-Employee Directors consisted solely of annual retainers based on Board and committee service. Non-Employee Directors also received an annual RSU grant based on a fixed market value. During fiscal year 2026, these annual RSU grants were made on the day of our Annual General Meeting. All RSU grants vest on the grant date anniversary, or earlier on the date of the next annual general meeting following the grant date if the non-executive board member is not re-elected as a director at the annual general meeting.

Members of the Board of Directors who are Logitech employees do not receive any compensation for their service on the Board of Directors. Non-Employee Director compensation for the 2025 to 2026 Board Year consists of the following elements:

	Amount (CHF)	Amount ($)[1]
Annual cash retainer	60,000	75,499
Additional annual cash retainer for the Non-Executive chair	340,000	427,829
Additional annual retainer for Lead Independent Director	20,000	25,166
Additional annual retainer for the Audit Committee chair	40,000	50,333
Additional annual retainer for the Compensation Committee chair	40,000	50,333
Additional annual retainer for the Nominating & Governance Committee chair	15,000	18,875
Additional annual retainer for the Technology & Innovation Committee chair	15,000	18,875
Additional annual retainer for non-chair Audit Committee members	20,000	25,166
Additional annual retainer for non-chair Compensation Committee members	15,000	18,875
Additional annual retainer for Nominating & Governance Committee members	6,500	8,179
Additional annual retainer for Technology & Innovation Committee members	6,500	8,179
Annual RSU grant	200,000	251,664
Reimbursement of reasonable expenses for non-local travel (business class)		

(1) Amounts in Swiss Francs were converted using the exchange rate on the Annual General Meeting date of 1 Swiss Franc to approximately 1.2583 U.S. Dollars.

Non-Employee Directors may elect to receive their annual cash retainers in shares, net of withholding at the market price on the date of the Annual General Meeting. Any such shares are to be issued under the 2006 Stock Incentive Plan.

The following table summarizes the total compensation earned or paid during fiscal year 2026 to Non-Employee Directors who served on the Board of Directors during the year. Because the table is based on Logitech's fiscal year, and annual service for purposes of Board compensation is measured between the dates of Logitech's Annual General Meetings, usually held in September each year, the amounts in the table do not necessarily align with the description of Board compensation above.

NON-EMPLOYEE DIRECTOR COMPENSATION TABLE FOR FISCAL YEAR 2026

Name	Fees Earned in Cash ($)[1]	Stock Awards ($)[1,2]	Total ($)
Donald Allan, Jr.	116,479	248,124	364,603
Wendy Becker[3]	226,243	n/a	226,243
Edouard Bugnion	83,678	248,124	331,802
Guy Gecht	326,062	248,124	574,186
Christopher Jones	97,822	248,124	345,946
Marjorie Lao	108,845	248,124	356,969
Owen Mahoney[4]	108,845	248,124	356,969
Neela Montgomery	94,374	248,124	342,498
Kwok Wang Ng[5]	108,959	248,124	357,083
Deborah Thomas	152,886	248,124	401,010
Sascha Zahnd[5]	96,600	248,124	344,724

(1) Amounts in Swiss Francs were converted using the exchange rate on the Annual General Meeting date of 1 Swiss Franc to approximately 1.2583 U.S. Dollars.

(2) These amounts do not represent the actual economic value realized by the Non-Employee Directors. Under SEC rules, these amounts reflect the aggregate grant date fair value of stock awards granted to each of the Non-Employee Directors. The key assumptions and methodology of valuation of stock awards and stock options are presented in Note 4 to the Consolidated Financial Statements included in Logitech's Annual Report to Shareholders.

(3) Ms. Becker did not stand for re-election as a non-employee Board member at the Annual General Meeting in September 2025. She served as the Chair of the Board and was a member of the NGC until the Annual General Meeting in September 2025.

(4) Mr. Mahoney elected to receive a portion of his Board fees in shares.

(5) A portion of the cash fees shown for Messrs. Ng and Zahnd were paid as pension contributions in the amount of USD 18,204 and 12,245, respectively, as they are not exempted from mandatory occupational benefit plans in Switzerland. As a result, fees paid to them in cash were reduced by the same amount and excluded from the total column.

The following table presents additional information with respect to the equity awards held as of March 31, 2026 by Non-Employee Directors.

The market value for RSUs is determined by multiplying the number of shares subject to the award by the closing price of Logitech shares on the Nasdaq Global Select Market on the last trading day of the fiscal year.

OUTSTANDING EQUITY AWARDS FOR NON-EMPLOYEE DIRECTORS AT FISCAL YEAR 2026 YEAR-END

		Stock Awards	
Name	Grant Date (M/D/Y)	Number of Shares or Units of Stock That Have Not Vested (#)[1]	Market Value of Shares or Units of Stock That Have Not Vested ($)
Donald Allan, Jr.	9/9/2025	2,338	213,039
Wendy Becker[2]	—	—	—
Edouard Bugnion	9/9/2025	2,338	213,039
Guy Gecht	9/9/2025	2,338	213,039
Christopher Jones	9/9/2025	2,338	213,039
Marjorie Lao	9/9/2025	2,338	213,039
Owen Mahoney	9/9/2025	2,338	213,039
Neela Montgomery	9/9/2025	2,338	213,039
Kwok Wang Ng	9/9/2025	2,338	213,039
Deborah Thomas	9/9/2025	2,338	213,039
Sascha Zahnd	9/9/2025	2,338	213,039

(1) These annual RSU grants vest on the grant date anniversary, or earlier on the date of the next annual general meeting following the grant date if the non-executive board member is not re-elected as a director at the annual general meeting. If the Non-Employee Director ceases to provide services prior to the applicable vesting date (for reasons other than death or disability), all unvested stock awards are forfeited. If the Non-Employee Director dies or has a separation of service due to disability, all shares subject to the stock award will vest.

(2) Ms. Becker did not stand for re-election as a Non-Employee Director at the Annual General Meeting in September 2025 and therefore does not have outstanding equity awards.

Compensation Tables Audited Under Swiss Law

1. Introduction

This section includes the compensation tables that are audited by the statutory auditors according to the Swiss Code of Obligations (as in effect as of March 31, 2026).

2. Compensation of Members of the Group Management Team in Fiscal Years 2026 and 2025

The following tables set forth the total amount of compensation paid to members of the Group Management Team for services performed in the fiscal years ended March 31, 2026 and 2025:

Fiscal Year 2026

(in CHF)[1]	Base Salary	Bonus[2]	Stock Awards[3]	Other Compensation[4]	Total Compensation
Johanna 'Hanneke' Faber, Chief Executive Officer	1,089,325	2,069,717	4,841,494	756,560	8,757,096
Matteo Anversa, Chief Financial Officer	564,835	826,263	2,420,747	61,858	3,873,703
Samantha Harnett, Chief Legal Officer	443,799	539,659	1,613,856	50,721	2,648,035
Prakash Arunkundrum[5], former President of Logitech for Business	244,974	—	2,017,338	62,691	2,325,003
Total Group Management Team	**2,342,933**	**3,435,639**	**10,893,435**	**931,830**	**17,603,837**

(1) Fiscal year 2026 U.S. Dollar amounts converted to Swiss Francs using the 12 month average (April 2025 to March 2026) exchange rate of CHF 1 = USD 1.2393.

(2) Bonus includes amounts earned under the Annual Bonus Plan and the second installment of a cash payment made to Matteo Anversa that he received with respect to certain compensation that he forfeited from his prior employer.

(3) Amounts shown reflect the grant date fair value of the annual stock awards granted in fiscal year 2026. The key assumptions and methodology for valuation of stock awards are presented in Note 4 to Logitech's consolidated financial statements included in the 2026 Annual Report.

(4) Other compensation includes, amongst others, term life insurance premiums, long-term disability insurance premiums, employer's contribution to medical premiums, wellness reimbursements, matching contributions made by the Company to the Logitech Inc. 401(k) plan and Deferred Compensation Plan, employer's contribution to social security and Medicare, relocation allowance, and enhanced CEO security services.

(5) Prakash Arunkundrum resigned from his position as President of Logitech for Business and member of the Group Management Team, effective September 28, 2025.

Fiscal Year 2025

(in CHF)[1]	Base Salary	Bonus[2]	Stock Awards[3]	Other Compensation[4]	Total Compensation
Johanna 'Hanneke' Faber, Chief Executive Officer	1,216,824	2,844,690	4,735,678	868,023	9,665,215
Matteo Anversa[5], Chief Financial Officer	358,306	1,604,631	3,486,564	59,998	5,509,499
Prakash Arunkundrum[6], President of Logitech for Business	536,776	815,899	2,129,405	102,188	3,584,268
Samantha Harnett, Chief Legal Officer	487,978	746,606	1,685,779	108,289	3,028,652
Charles Boynton[7], former Chief Financial Officer	71,661	61,693	n/a	25,737	159,091
Total Group Management Team	**2,671,545**	**6,073,519**	**12,037,426**	**1,164,235**	**21,946,725**

(1) Fiscal year 2025 U.S. Dollar amounts converted to Swiss Francs using the 12 month average (April 2024 to March 2025) exchange rate of CHF 1 = USD 1.1271.

(2) Bonus includes amounts earned under the Annual Bonus Plan and the first installment of a cash payment made to Matteo Anversa that he received with respect to certain compensation that he forfeited from his prior employer.

(3) Amounts shown reflect the grant date fair value of the annual stock awards granted in fiscal year 2025. The key assumptions and methodology for valuation of stock awards are presented in Note 4 to Logitech's consolidated financial statements included in the 2025 Annual Report. Fiscal year 2025 stock awards include a grant of restricted stock units awarded to Matteo Anversa with respect to certain compensation that he forfeited from his prior employer.

(4) Other compensation includes, amongst others, term life insurance premiums, long-term disability insurance premiums, employer's contribution to medical premiums, wellness reimbursements, matching contributions made by the Company to the Logitech Inc. 401(k) plan, payout of accrued and unused paid time off to the CEO, and employer's contribution to social security and Medicare.

(5) Matteo Anversa was appointed as Chief Financial Officer and member of the Group Management Team, effective as of September 1, 2024. Mr. Anversa's base salary is prorated based on an annual base salary of $700,000 converted into CHF. He also received a replacement bonus and award during fiscal year 2025 with respect to certain compensation that he forfeited from his prior employer. The replacement award consists of restricted stock units which vested in March 2026.

(6) Prakash Arunkundrum transitioned as Chief Operating Officer and became the President of Logitech for Business effective March 3, 2025.

(7) Charles Boynton resigned from his position as Chief Financial Officer and member of the Group Management team, effective May 17, 2024; the Company agreed to pay Mr. Boynton a prorated bonus for fiscal year 2025 in exchange for his continued service through May 17, 2024.

3. Compensation of Board of Directors in Fiscal Years 2026 and 2025

The following tables set forth compensation Logitech paid or accrued for payment to the individual members of the Board of Directors for services performed in the fiscal years ended March 31, 2026 and 2025:

Fiscal Year 2026

(in CHF)	Fees Settled in Cash[1]	Bonus	Stock Awards[2]	Other Compensation[3]	Total Compensation
Donald Allan, Jr., CC Chair, NGC Member	92,567	—	197,187	29,591	319,345
Wendy Becker[4]	179,798	—	n/a	80,471	260,269
Edouard Bugnion, TIC Member	66,500	—	197,187	30,093	293,780
Guy Gecht, Board Chair	259,125	—	197,187	32,290	488,602
Christopher Jones, TIC Chair, NGC Member	77,740	—	197,187	31,045	305,972
Marjorie Lao, AC Member, TIC Member	86,500	—	197,187	33,023	316,710
Owen Mahoney, AC Member, TIC Member	86,500	—	197,187	33,023	316,710
Neela Montgomery, CC Member	75,000	—	197,187	31,338	303,525
Kwok Wang Ng, CC Member, NGC Chair[5]	86,591	—	197,187	49,545	333,323
Deborah Thomas, AC Chair, CC Member, NGC Member	121,500	—	197,187	38,149	356,836
Sascha Zahnd, AC Member, NGC Member[5]	76,769	—	197,187	40,052	314,008
Total Board Members	**1,208,590**	**—**	**1,971,870**	**428,620**	**3,609,080**

AC = Audit Committee, CC = Compensation Committee, NGC = Nominating and Governance Committee, TIC = Technology & Innovation Committee

(1) Fees settled in cash for non-employee members of the Board of Directors includes annual board and committee retainers. Non-employee Board members may elect to receive their Board fees in shares, net of withholding, at the market price on the date of the Annual General Meeting. Any such shares are to be issued under the 2006 Stock Incentive Plan. Owen Mahoney elected to receive a portion of his Board fees in shares in fiscal year 2026.

(2) Amounts shown reflect the grant date fair value of the annual stock award. The key assumptions and methodology for valuation of stock awards are presented in Note 4 to Logitech's consolidated financial statements of the 2026 Annual Report.

(3) Other compensation for the non-employee Board members includes Logitech's contributions to social security.

(4) Wendy Becker did not stand for re-election as a non-employee Board member at the Annual General Meeting in September 2025. She was the Chair of the Board and the Committee Chair of the NGC until the Annual General Meeting in September 2025.

(5) Kwok Wang Ng and Sascha Zahnd's "Other Compensation" amount includes pension contributions in the amount of CHF 14,467 and 9,731, respectively, as they are not exempted from mandatory occupational benefit plans in Switzerland. As a result, their cash fees were reduced by the same amount.

Fiscal Year 2025

(in CHF)	Fees Settled in Cash[1]	Bonus	Stock Awards[2]	Other Compensation[3]	Total
Patrick Aebischer[4]	28,500	—	n/a	27,953	56,453
Donald Allan, Jr., CC Member[5]	42,857	—	196,910	—	239,767
Wendy Becker, Board Chair, NGC Member	400,000	—	196,910	79,288	676,198
Edouard Bugnion, TIC Member	70,482	—	196,910	30,586	297,978
Guy Gecht, TIC Chair, NGC Member	67,973	—	196,910	29,246	294,129
Christopher Jones, NGC Member	73,000	—	196,910	30,856	300,766
Marjorie Lao, AC Member, TIC Member	86,500	—	196,910	32,834	316,244
Owen Mahoney, AC Member, TIC Member[5]	49,429	—	196,910	—	246,339
Neela Montgomery, CC Member	75,000	—	196,910	30,354	302,264
Kwok Wang Ng, CC Chair, NGC Chair	108,571	—	196,910	34,811	340,292
Deborah Thomas, AC Chair, CC Member, NGC Member	118,714	—	196,910	37,008	352,632
Sascha Zahnd, AC Member, NGC Member[6]	75,004	—	196,910	31,881	303,795
Total Board Members	**1,196,030**	**—**	**2,166,010**	**364,817**	**3,726,857**

(1) Fees settled in cash for non-employee members of the Board of Directors includes annual board and committee retainers. Non-employee Board members may elect to receive their Board fees in shares, net of withholding, at the market price on the date of the Annual General Meeting. Any such shares are to be issued under the 2006 Stock Incentive Plan. In fiscal year 2025 none of the non-employee Board members elected to receive all or a portion of their Board fees in shares.

(2) Amounts shown reflect the grant date fair value of the annual stock award. The key assumptions and methodology for valuation of stock awards are presented in Note 4 to Logitech's consolidated financial statements of the 2025 Annual Report.

(3) Other compensation for the non-employee members of the Board includes Logitech's contributions to social security.

(4) Patrick Aebischer did not stand for re-election as a non-employee Board member at the Annual General Meeting in September 2024. He was a member of the NGC until the Annual General Meeting in September 2024.

(5) Donald Allan, Jr. and Owen Mahoney were first elected as non-employee Board members at the Annual General Meeting in September 2024.

(6) Sascha Zahnd's "Other Compensation" amount includes pension contributions in the amount of CHF 8,710 as he is not exempted from mandatory occupational benefit plans in Switzerland. As a result, his cash fees were reduced by the same amount.

4. Loans, credits and other payments

There were no loans or credits made or outstanding at any time during fiscal years 2026 and 2025 to any current or former members of the Board of Directors or Group Management Team. In addition, no compensation was paid or loans made during fiscal years 2026 and 2025 to parties closely related to members of the Board of Directors or Group Management Team.

No additional fees or compensation have been paid during fiscal years 2026 and 2025 to any current or former members of the Board of Directors or Group Management Team other than as noted above.

5. External Mandates

As of March 31, 2026, members of the Board of Directors and Group Management Team held the following external mandates in comparable functions at other companies with an economic purpose.

Board of Directors

	Mandates in public companies	Function	Mandates in private companies	Function
Donald Allan, Jr.	Stanley Black & Decker, Inc.	Executive Chair	Andersen Corporation	Lead Director
			Weber Blackstone Holdings, LLC	Board Member
Edouard Bugnion	no external mandates			
Guy Gecht	Solaredge Technologies, Inc.	Board Member		
Christopher Jones			Artemis Software Works, Inc.	Chief Executive Officer
Marjorie Lao	LuxExperience B.V. (fka MYT Netherlands Parent B.V.)	Vice-Chairperson	Sitecore Holding II A/S	Board Member
	PT GoTo Gojek Tokopedia Tbk	Board Member	Monde Nissin (UK) Limited	Board Member
Owen Mahoney	Hasbro, Inc.	Board Member		
Neela Montgomery			KIBO Commerce, Inc.	Board Member
Kwok Wang Ng	Sika AG	Board Member		
Deborah Thomas	Samsonite Group S.A.	Board Member	Rhode Island Airport Corporation	Board Member
Sascha Zahnd	LuxExperience B.V. (fka MYT Netherlands Parent B.V.)	Supervisory Board Member	BERNEXPO AG	Board Member
	Valeo SE	Board Member	Saz Vision AG/Saza Vision AG	Board Member

Group Management Team

	Mandates in public companies	Function	Mandates in private companies	Function
Johanna 'Hanneke' Faber	Tapestry, Inc.	Board Member		
Matteo Anversa	Strattec Security Corporation	Board Member	AAL Scientifics Inc.	Board Member
Samantha Harnett	no external mandates			

As of March 31, 2025, members of the Board of Directors and Group Management Team held the following external mandates in comparable functions at other companies with an economic purpose.

Board of Directors

	Mandates in public companies	Function	Mandates in private companies	Function
Donald Allan, Jr.	Stanley Black & Decker, Inc.	Chief Executive Officer	Andersen Corporation	Lead Director
Wendy Becker	Sony Group Corporation	Vice-Chairperson		
	GSK plc	Board Member		
Edouard Bugnion	no external mandates			
Guy Gecht	Solaredge Technologies, Inc.	Board Member		
Christopher Jones			Artemis Software Works, Inc.	Chief Executive Officer
Marjorie Lao	MYT Netherlands Parent B.V.	Vice-Chairperson	Sitecore Holding II A/S	Board Member
	PT GoTo Gojek Tokopedia Tbk	Board Member	Monde Nissin (UK) Limited	Board Member
Owen Mahoney	Hasbro, Inc.	Board Member		
Neela Montgomery			Fetch Rewards, Inc.	Board Member
Kwok Wang Ng	Sika AG	Board Member		
Deborah Thomas	Samsonite Group S.A.	Board Member	Rhode Island Airport Corporation	Board Member
Sascha Zahnd	MYT Netherlands Parent B.V.	Supervisory Board Member	BERNEXPO AG	Board Member
	Valeo SE	Board Member	Arboloom Cup AG	Board Member
			Nokera AG	Board Member
			Saz Vision AG/Saza Vision AG	Board Member

Group Management Team

	Mandates in public companies	Function	Mandates in private companies	Function
Johanna 'Hanneke' Faber	Tapestry, Inc.	Board Member		
Matteo Anversa	Strattec Security Corporation	Board Member	AAL Scientifics Inc.	Board Member
Prakash Arunkundrum	no external mandates			
Samantha Harnett	no external mandates			

6. Share Ownership of Board Members and Group Management Team

The following tables set forth the shares and options held by each of the individual members of the Board of Directors and the Group Management Team as of March 31, 2026 and March 31, 2025:

	As of March 31, 2026	
	Shares Held [1]	PSUs and RSUs Held
Non-Group Management Team Members of the Board of Directors:		
Donald Allan, Jr.	1,896	2,338
Edouard Bugnion	47,178	2,338
Guy Gecht	17,663	2,338
Christopher Jones	6,985	2,338
Marjorie Lao	16,555	2,338
Owen Mahoney	2,274	2,338
Neela Montgomery	10,443	2,338
Kwok Wang Ng	10,707	2,338
Deborah Thomas	10,663	2,338
Sascha Zahnd	9,510	2,338
Total Non-Group Management Team Members of the Board of Directors	**133,874**	**23,380**
Members of the Group Management Team:		
Johanna 'Hanneke' Faber (CEO)[2]	14,815	129,329
Matteo Anversa (CFO)	7,602	66,433
Samantha Harnett (CLO)	16,265	76,597
Total Group Management Team	**38,682**	**272,359**

(1) Includes shares held by parties related to members of the Board of Directors and Group Management Team.

(2) Ms. Faber is Chief Executive Officer and also a member of the Board of Directors.

	As of March 31, 2025			
	Shares Held[1]	Options, PSUs and RSUs Held[2]	Exercise Price	Fiscal Years of Expiration
Non-Group Management Team Members of the Board of Directors:				
Donald Allan, Jr.	—	2,736	n/a	n/a
Wendy Becker	26,591	2,736	n/a	n/a
Edouard Bugnion	44,600	2,736	n/a	n/a
Guy Gecht	15,767	2,736	n/a	n/a
Christopher Jones	5,090	2,736	n/a	n/a
Marjorie Lao	14,658	2,736	n/a	n/a
Owen Mahoney	—	2,736	n/a	n/a
Neela Montgomery	14,380	2,736	n/a	n/a
Kwok Wang Ng	8,124	2,736	n/a	n/a
Deborah Thomas	8,761	2,736	n/a	n/a
Sascha Zahnd	6,931	2,736	n/a	n/a
Total Non-Group Management Team Members of the Board of Directors	**144,902**	**30,096**		
Members of the Group Management Team:				
Johanna 'Hanneke' Faber (CEO)[3]	8,258	77,026	n/a	n/a
Matteo Anversa (CFO)[4]	—	44,226	n/a	n/a
Prakash Arunkundrum (President of Logitech for Business)	67,276	128,233	$38.65	2029
Samantha Harnett (CLO)	16,265	77,779	n/a	n/a
Total Group Management Team	**91,799**	**327,264**		

(1) Includes shares held by parties related to members of the Board of Directors and Group Management Team.

(2) Each option provides the right to purchase one share at the exercise price. For Mr. Arunkundrum, 25% of the time-based options granted under the Logitech International S.A. 2006 Stock Incentive Plan before Mr. Arunkundrum became a member of the Group Management Team became exercisable on the first and second anniversary of the grant date, respectively, and 50% of the time-based options became exercisable on the third anniversary of the grant date. PSUs granted to executive officers (including members of the Group Management Team) are generally performance-based restricted stock units that may vest upon meeting certain operating performance criteria and share price performance criteria measured against market conditions at the end of three years from the grant date. Beginning in fiscal year 2023, all members of the Group Management Team were granted 100% PSUs and the use of service-based RSUs in the annual equity grant was eliminated. Ms. Faber and Mr. Anversa received a one-off replacement award of service-based RSUs to compensate for forfeited equity from their prior employers that will vest on February 15, 2026 and March 15, 2026 respectively. RSUs granted to non-employee Directors in general vest in one annual installment.

(3) Ms. Faber is Chief Executive Officer and also a member of the Board of Directors.

(4) Mr. Anversa was appointed as Chief Financial Officer and member of the Group Management Team, effective as of September 1, 2024. In accordance with the terms of his employment agreement, he was granted PSUs under the Logitech International S.A. 2006 Stock Incentive Plan and received a restricted stock unit award as a Share and Bonus Plan Buy Out.

Report of the Statutory Auditor

To the General Meeting of Logitech International S.A., Hautemorges

Report on the Audit of the Compensation Report

Opinion

We have audited the Compensation Report of Logitech International S.A. (the Company) for the year ended March 31, 2026. The audit was limited to the information pursuant to Art. 734a-734f of the Swiss Code of Obligations (CO) in the "Compensation Tables Audited Under Swiss Law" of the Compensation Report.

In our opinion, the information pursuant to Art. 734a-734f CO in the accompanying Compensation Report complies with Swiss law and the Company's articles of incorporation.

Basis for Opinion

We conducted our audit in accordance with Swiss law and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the "Auditor's Responsibilities for the Audit of the Compensation Report" section of our report. We are independent of the Company in accordance with the provisions of Swiss law and the requirements of the Swiss audit profession. We have also fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report, but does not include the information marked "Compensation Tables Audited Under Swiss Law" of the Compensation Report, the consolidated financial statements, the stand-alone financial statements and our auditor's reports thereon.

Our opinion on the Compensation Report does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the Compensation Report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the audited financial information in the Compensation Report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Board of Directors' Responsibilities for the Compensation Report

The Board of Directors is responsible for the preparation of a Compensation Report in accordance with the provisions of Swiss law and the Company's articles of incorporation, and for such internal control as the Board of Directors determines is necessary to enable the preparation of a Compensation Report that is free from material misstatement, whether due to fraud or error. The Board of Directors is also responsible for designing the compensation system and defining individual compensation packages.

Auditor's Responsibilities for the Audit of the Compensation Report

Our objectives are to obtain reasonable assurance about whether the information pursuant to Art. 734a-734f CO is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this Compensation Report.

As part of an audit in accordance with Swiss law and SA-CH, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement in the Compensation Report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made.

We communicate with the Board of Directors or its relevant committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the Board of Directors or its relevant committee with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

KPMG AG

Clémence Laemmel
Licensed Audit Expert
Auditor in Charge

Nuray Altay-Sazpinar
Licensed Audit Expert

Zurich, 21 May, 2026

Enclosure:
- Compensation Tables Audited Under Swiss Law

KPMG AG, Badenerstrasse 172, CH-8036 Zurich

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Equity Compensation Plan Information

The following table summarizes the shares that may be issued upon the exercise of options, RSUs, PSUs, and employee share purchase plans under our employee equity compensation plans as of March 31, 2026. These plans include the 1996 Employee Share Purchase Plan (U.S.) and 2006 Employee Share Purchase Plan (Non-U.S.) (together, the "ESPPs") and the 2006 Stock Incentive Plan.

Plan Category	(a) Number of Securities to be Issued Upon Exercise of Outstanding Options and Vesting of RSUs, PSUs, and ESPP	Weighted Average Exercise Price of Outstanding Options only	Number of Securities Remaining Available for Future Issuance (Excluding Securities Reflected in Column (a))
Equity Compensation Plans	3,398,825 (1)	$64	9,068,546 (2)

(1) Represents approximately 2.4% of the issued and outstanding share capital of the Company as of March 31, 2026.

(2) Represents approximately 6.3% of the issued and outstanding share capital of the Company as of March 31, 2026.

2006 Stock Incentive Plan

The Logitech International S.A. 2006 Stock Incentive Plan provides for the grant to eligible employees and non-employee members of the Board of Directors of stock options, stock appreciation rights, restricted stock, and restricted stock units. As of March 31, 2026, Logitech has granted stock options, RSUs, and PSUs under the 2006 Stock Incentive Plan and has made no grants of restricted shares or stock appreciation rights. Stock options granted under the 2006 Stock Incentive Plan generally will have terms not exceeding 10 years and will be issued at exercise prices not less than the fair market value on the date of grant. Awards under the 2006 Stock Incentive Plan may be conditioned on continued employment, the passage of time, or the satisfaction of performance vesting criteria. As of March 31, 2026, an aggregate of 33,800,000 shares was reserved for issuance and 6,696,593 shares were available for issuance under this plan.

Employee Share Purchase Plans

Logitech maintains two employee share purchase plans, one for employees in the United States and one for employees outside the United States. The plan for employees outside the United States is named the 2006 Employee Share Purchase Plan (Non-U.S.), or 2006 ESPP, and was approved by the Board of Directors in June 2006. The plan for employees in the United States is named the 1996 Employee Share Purchase Plan (U.S.), or 1996 ESPP. The 1996 ESPP was the worldwide plan until the adoption of the 2006 ESPP in June 2006. Under both plans, eligible employees may purchase shares with up to 10% of their earnings at the lower of 85% of the fair market value at the beginning or the end of each six-month offering period. Purchases under the plans are limited to a fair value of $25,000 in any one year, calculated in accordance with U.S. tax laws. During each offering period, payroll deductions of employee participants are accumulated under the share purchase plan. Subject to continued participation in these plans, purchase agreements are automatically executed at the end of each offering period. As of March 31, 2026, an aggregate of 29,000,000 shares was reserved for issuance under the ESPPs. As of March 31, 2026, a total of 2,371,953 shares were available for issuance under the ESPPs.

Questions and Answers about the Logitech 2026 Annual General Meeting

General Information for All Shareholders

WHY AM I RECEIVING THIS "INVITATION AND PROXY STATEMENT"?	This document is designed to comply with both Swiss corporate law and U.S. proxy statement rules. Outside of the U.S. and Canada, the agenda, the proposals and the explanations included in this Invitation and Proxy Statement together with an explanation of organizational matters will be made available to registered shareholders also in French and German. We made copies of this Invitation and Proxy Statement available to shareholders beginning on July 23, 2026. The Response Coupon or Proxy Card is requested on behalf of the Board of Directors of Logitech for use at Logitech's Annual General Meeting. The meeting will be held on Tuesday, September 8, 2026 at 4:00 p.m., Central European Summer Time, at the SwissTech Convention Center, EPFL, in Lausanne, Switzerland.
WHO IS ENTITLED TO VOTE AT THE MEETING?	Shareholders registered in the Share Register of Logitech International S.A. (including in the sub-register maintained by Logitech's U.S. transfer agent, Computershare) on Wednesday, September 2, 2026 have the right to vote at the Annual General Meeting. No shareholders will be entered in the Share Register between September 2, 2026 and the day following the meeting. As of June 30, 2026, there were 70,582,377 shares registered and entitled to vote out of a total of 143,566,251 Logitech shares outstanding (issued shares, net of treasury shares). The actual number of registered shares that will be entitled to vote at the meeting will vary depending on how many more shares are registered, or deregistered, between June 30, 2026 and September 2, 2026. For information on the criteria for the determination of the U.S. or Canadian "street name" beneficial owners who may vote with respect to the meeting, please refer to "Further Information for U.S. or Canadian "Street Name" Beneficial Owners" below.
WHO IS A REGISTERED SHAREHOLDER?	If your shares are registered directly in your name with us in the Share Register of Logitech International S.A., or in our sub-register maintained by our U.S. transfer agent, Computershare, you are considered a registered shareholder, and this Invitation and Proxy Statement and related materials are being sent or made available to you by or on behalf of Logitech.

WHO IS A BENEFICIAL OWNER WITH SHARES REGISTERED IN THE NAME OF A CUSTODIAN, OR "STREET NAME" OWNER?	Shareholders that have not requested registration in our Share Register directly, and hold shares through a broker, trustee or nominee or other similar organization that is a registered shareholder, are beneficial owners of shares registered in the name of a custodian. If you hold your Logitech shares through a U.S. or Canadian broker, trustee or nominee or other similar organization (also called holding in "street name"), which is the typical practice of our shareholders in the U.S. and Canada, the organization holding your account is considered the registered shareholder for purposes of voting at the meeting, and this Invitation and Proxy Statement and related materials are being sent or made available to you by them. You have the right to direct that organization on how to vote the shares held in your account.
WHY IS IT IMPORTANT FOR ME TO VOTE?	Logitech is a public company and certain key decisions can only be made by shareholders. Whether or not you plan to attend, your vote is important so that your shares are represented.
HOW MANY REGISTERED SHARES MUST BE PRESENT OR REPRESENTED TO CONDUCT BUSINESS AT THE MEETING?	There is no presence quorum requirement for the meeting. Under Swiss law, public companies do not have specific quorum requirements for shareholder meetings, and our Articles of Incorporation do not otherwise provide for a presence quorum requirement.
WHERE ARE LOGITECH'S PRINCIPAL EXECUTIVE OFFICES?	Logitech's principal executive office in Switzerland is at EPFL – Quartier de l'Innovation, 1015 Lausanne, Switzerland, and our principal executive office in the United States is at c/o Logitech Inc., 3930 North First Street, San Jose, CA 95134. Logitech's main telephone number in Switzerland is +41-(0)21-863-5111 and our main telephone number in the United States is +1-510-795-8500.
HOW CAN I OBTAIN LOGITECH'S PROXY STATEMENT, ANNUAL REPORT AND OTHER ANNUAL REPORTING MATERIALS?	A copy of our 2026 Annual Report to Shareholders, which contains the consolidated financial statements of Logitech International S.A. for the fiscal year ended March 31, 2026, the Swiss statutory financial statements of Logitech International S.A. for the fiscal year ended March 31, 2026, and the auditor's reports thereon, this Invitation and Proxy Statement and our Annual Report on Form 10-K for fiscal year 2026 filed with the U.S. Securities and Exchange Commission (the "SEC") are available on our website at *http://ir.logitech.com*. Shareholders also may request free copies of these materials at our principal executive offices in Switzerland or the United States, at the addresses above, or by contacting our investor relations group at IR@logitech.com or at +1-510-916-9842.
WHERE CAN I FIND THE VOTING RESULTS OF THE MEETING?	We intend to announce voting results at the meeting and issue a press release promptly after the meeting. We will also file the results on a Current Report on Form 8-K with the SEC by Monday, September 14, 2026. A copy of the Form 8-K will be available on our website at *http://ir.logitech.com*.

IF I AM NOT A REGISTERED SHAREHOLDER, CAN I ATTEND AND VOTE AT THE MEETING?

You may not attend the meeting and vote your shares in person at the meeting unless you either become a registered shareholder by Wednesday, September 2, 2026 or you obtain a "legal proxy" from the broker, trustee or nominee that holds your shares, giving you the right to vote the shares at the meeting. If you hold your shares through a non-U.S. or non-Canadian broker, trustee or nominee, you may become a registered shareholder by contacting our Share Registrar at Logitech International S.A., c/o Devigus Shareholder Services, Birkenstrasse 47, CH-6343 Rotkreuz, Switzerland, and following their registration instructions or, in certain countries, by requesting registration through the bank or brokerage through which you hold your shares. If you hold your shares through a U.S. or Canadian broker, trustee or nominee, you may become a registered shareholder by contacting your broker, trustee or nominee, and following their registration instructions.

Further Information for Registered Shareholders

HOW CAN I VOTE IF I CANNOT ATTEND THE MEETING?

If you do not plan to attend the meeting in person, you may appoint the Independent Representative, Etude Regina Wenger & Sarah Keiser-Wüger, to represent you at the meeting. Please provide your voting instructions by marking the applicable boxes beside the agenda items on the Internet voting site for registered shareholders, *www.gvmanager-live.ch/logitech* for shareholders on the Swiss share register or *www.proxyvote.com* for shareholders on the U.S. share register, or on the Response Coupon or Proxy Card, as applicable.

SWISS SHARE REGISTER – INTERNET VOTING – Go to the Internet voting site *www.gvmanager-live.ch/logitech* and log in with your access code printed on the Response Coupon. Please use the menu item "Grant Procuration" and submit your instructions by clicking on the "Send" button.

SWISS SHARE REGISTER – RESPONSE COUPON – Mark the box under Option 3 on the enclosed Response Coupon. Please sign, date and promptly mail your completed Response Coupon to Etude Regina Wenger & Sarah Keiser-Wüger using the appropriate enclosed postage-paid envelope addressed to Logitech International S.A., c/o Devigus Shareholder Services, Birkenstrasse 47, CH-6343 Rotkreuz, Switzerland.

U.S. SHARE REGISTER – INTERNET VOTING – Go to the Internet voting site *www.proxyvote.com* and log in with your 16-digit voting control number printed in the box marked by the arrow on the Notice of Internet Availability of Proxy Materials that you received from us. Please follow the menus to select the Independent Representative, Etude Regina Wenger & Sarah Keiser-Wüger, to represent you at the meeting. Please submit your instructions by clicking on the "Submit" button.

U.S. SHARE REGISTER – PROXY CARD – If you have requested a Proxy Card, mark the box "Yes" on the Proxy Card to select the Independent Representative, Etude Regina Wenger & Sarah Keiser-Wüger, to represent you at the meeting. Please sign, date and promptly mail your completed Proxy Card to Broadridge using the enclosed postage-paid envelope.

HOW CAN I ATTEND THE MEETING?

If you wish to attend the meeting in person, you will need to obtain an admission card. You may order your admission card on the Internet voting site for registered shareholders, *www.gvmanager-live.ch/logitech* for shareholders on the Swiss share register or *www.proxyvote.com* for shareholders on the U.S. share register, or on the Response Coupon or Proxy Card, as applicable, and we will send you an admission card for the meeting. If an admission card is not received by you prior to the meeting and you are a registered shareholder as of September 2, 2026, you may attend the meeting by presenting proof of identification at the meeting.

SWISS SHARE REGISTER – INTERNET VOTING – Go to the Internet voting site *www.gvmanager-live.ch/logitech* and log in with your access code printed on the Response Coupon. Please use the menu item "Order Admission Card."

SWISS SHARE REGISTER – RESPONSE COUPON – Mark the box under Option 1 on the enclosed Response Coupon. Please send the completed, signed and dated Response Coupon to Logitech using the enclosed postage-paid envelope by Wednesday, September 2, 2026.

U.S. SHARE REGISTER – INTERNET VOTING – Go to the Internet voting site *www.proxyvote.com* and log in with your 16-digit voting control number printed in the box marked by the arrow on the Notice of Internet Availability of Proxy Materials that you received from us. Please follow the menus to indicate that you will personally attend the meeting.

U.S. SHARE REGISTER – PROXY CARD – If you have requested a Proxy Card, mark the box "Yes" on the Proxy Card to indicate that you will personally attend the meeting. Please sign, date and promptly mail your completed Proxy Card to Broadridge using the enclosed postage-paid envelope by Wednesday, September 2, 2026.

CAN I HAVE ANOTHER PERSON REPRESENT ME AT THE MEETING?

Yes. If you would like someone other than the Independent Representative to represent you at the meeting, please mark Option 2 on the Response Coupon (for shareholders on the Swiss share register) or, if you requested a Proxy Card (for shareholders on the U.S. share register), mark the box on the Proxy Card to authorize the person you name on the reverse side of the Proxy Card. On either the Response Coupon or the Proxy Card, please provide the name and address of the person you want to represent you. Please return the completed, signed and dated Response Coupon to Logitech and the completed, signed and dated Proxy Card to Broadridge, using the enclosed postage-paid envelope by September 2, 2026. We will send an admission card for the meeting to your representative. If the name and address instructions you provide are not clear, Logitech will send the admission card to you, and you must forward it to your representative.

If you requested and received an admission card to attend the meeting in person, you can also authorize someone other than the Independent Representative to represent you at the meeting on the admission card and provide that signed, dated and completed admission card to your representative, together with your voting instructions.

CAN I SELL MY SHARES BEFORE THE MEETING IF I HAVE VOTED?

Logitech does not block the transfer of shares before the meeting. However, if you sell your Logitech shares before the meeting and Logitech's Share Registrar is notified of the sale, your votes with those shares will not be counted. Any person who purchases shares after the Share Register closes on Wednesday, September 2, 2026 will not be able to register them until the day after the meeting and so will not be able to vote the shares at the meeting.

IF I VOTE BY PROXY, CAN I CHANGE MY VOTE AFTER I HAVE VOTED?

You may change your vote by Internet or by mail through September 2, 2026. You may also change your vote by attending the meeting and voting in person. For shareholders on the Swiss share register, you may revoke your vote by requesting a new access code and providing new voting instructions at *www.gvmanager-live.ch/logitech*, or by requesting and submitting a new Response Coupon from our Swiss Share Register at Devigus Shareholder Services (by telephone at 41-41-798-48-33 or by email at *logitech@devigus.com*). For shareholders on the U.S. share register, you may revoke your vote by providing new voting instructions at *www.proxyvote.com*, if you voted by Internet, or by requesting and submitting a new Proxy Card. Your attendance at the meeting will not automatically revoke your vote or Response Coupon or Proxy Card unless you vote again at the meeting or specifically request in writing that your prior voting instructions be revoked.

SWISS SHARE REGISTER – INTERNET VOTING – After you receive the new access code, go to the Internet voting site *www.gvmanager-live.ch/logitech* and log in. Please use the menu item "Grant Procuration." Follow the directions on the site to complete and submit your new instructions until Wednesday, September 2, 2026, 23:59 (Central European Summer Time), or you may attend the meeting and vote in person.

SWISS SHARE REGISTER – RESPONSE COUPON – If you request a new Response Coupon and wish to vote again, you may complete the new Response Coupon and return it to us by September 2, 2026, or you may attend the meeting and vote in person.

U.S. SHARE REGISTER – INTERNET VOTING – Go to the Internet voting site *www.proxyvote.com* and log in with your 16-digit voting control number printed in the box on the Notice of Internet Availability of Proxy Materials that you received from us. Please follow the menus to submit your new instructions until Wednesday, September 2, 2026, 11:59 p.m. (U.S. Eastern Daylight Time), or you may attend the meeting and vote in person.

U.S. SHARE REGISTER – PROXY CARD – If you request a new Proxy Card and wish to vote again, you may complete the new Proxy Card and return it to Broadridge by September 2, 2026, or you may attend the meeting and vote in person.

IF I VOTE BY PROXY, WHAT HAPPENS IF I DO NOT GIVE SPECIFIC VOTING INSTRUCTIONS?	**SWISS SHARE REGISTER – INTERNET VOTING** – If you are a registered shareholder and vote using the Internet voting site, you have to give specific voting instructions for all agenda items before you can submit your instructions. **SWISS SHARE REGISTER – RESPONSE COUPON** – If you are a registered shareholder and sign and return a Response Coupon without giving specific voting instructions for some or all agenda items, you thereby give instructions to the Independent Representative to vote your shares in accordance with the recommendations of the Board of Directors for such agenda items as well as for new, amended or modified proposals that could be presented to shareholders during the course of the meeting.
	U.S. SHARE REGISTER – INTERNET VOTING – If you are a registered shareholder and vote using the Internet voting site without giving specific voting instructions for some or all agenda items, you thereby give instructions to the Independent Representative to vote your shares in accordance with the recommendations of the Board of Directors for such agenda items as well as for new, amended or modified proposals that could be presented to shareholders during the course of the meeting. **U.S. SHARE REGISTER – PROXY CARD** – If you are a registered shareholder and sign and return a Proxy Card without giving specific voting instructions for some or all agenda items, you thereby give instructions to the Independent Representative to vote your shares in accordance with the recommendations of the Board of Directors for such agenda items as well as for new, amended or modified proposals that could be presented to shareholders during the course of the meeting.
WHO CAN I CONTACT IF I HAVE QUESTIONS?	If you have any questions or need assistance in voting your shares, please call us at +1-510-916-9842 or email us at *IR@logitech.com*.

Further Information for U.S. or Canadian "Street Name" Beneficial Owners

WHY DID I RECEIVE A ONE-PAGE NOTICE IN THE MAIL REGARDING THE INTERNET AVAILABILITY OF PROXY MATERIALS INSTEAD OF A FULL SET OF PROXY MATERIALS?

We have provided access to our proxy materials over the Internet to beneficial owners holding their shares in "street name" through a U.S. or Canadian broker, trustee or nominee. Accordingly, such brokers, trustees or nominees are forwarding a Notice of Internet Availability of Proxy Materials (the "Notice") to such beneficial owners. All such shareholders will have the ability to access the proxy materials on the website referred to in the Notice or request to receive a printed set of the proxy materials. Instructions on how to access the proxy materials over the Internet or to request a printed copy may be found on the Notice. In addition, beneficial owners holding their shares in street name through a U.S. or Canadian broker, trustee or nominee may request to receive proxy materials in printed form by mail or electronically by email on an ongoing basis.

HOW CAN I GET ELECTRONIC ACCESS TO THE PROXY MATERIALS?

The Notice will provide you with instructions regarding how to:

- View our proxy materials for the meeting on the Internet; and
- Instruct us to send our future proxy materials to you electronically by email.

Choosing to receive your future proxy materials by email will save us the cost of printing and mailing documents to you and will reduce the impact on the environment. If you choose to receive future proxy materials by email, you will receive an email next year with instructions containing a link to those materials and a link to the proxy voting site. Your election to receive proxy materials by email will remain in effect until you terminate it.

WHO MAY PROVIDE VOTING INSTRUCTIONS FOR THE MEETING?

For purposes of U.S. or Canadian beneficial shareholder voting, shareholders holding shares through a U.S. or Canadian broker, trustee or nominee organization on July 2, 2026 may direct the organization on how to vote. Logitech has made arrangements with a service company to U.S. and Canadian brokers, trustees and nominee organizations for that service company to provide a reconciliation of share positions of U.S. and Canadian "street name" beneficial owners between July 2, 2026 and August 26, 2026, which Logitech determined is the last practicable date before the meeting for such a reconciliation. These arrangements are intended to result in the following adjustments: If a U.S. or Canadian "street name" beneficial owner as of July 2, 2026 votes but subsequently sells their shares before August 26, 2026, their votes will be canceled. A U.S. or Canadian "street name" beneficial owner as of July 2, 2026 that has voted and subsequently increases or decreases their shareholdings but remains a beneficial owner as of August 26, 2026 will have their votes increased or decreased to reflect their shareholdings as of August 26, 2026.

If you acquire Logitech shares in "street name" after July 2, 2026 through a U.S. or Canadian broker, trustee or nominee, and wish to vote at the meeting or provide voting instructions by proxy, you must become a registered shareholder. You may become a registered shareholder by contacting your broker, trustee or nominee, and following their registration instructions. In order to allow adequate time for registration, for proxy materials to be sent or made available to you, and for your voting instructions to be returned to us before the meeting, please begin the registration process as far before September 2, 2026 as possible.

IF I AM A U.S. OR CANADIAN "STREET NAME" BENEFICIAL OWNER, HOW DO I VOTE?	If you are a beneficial owner of shares held in "street name" and you wish to vote in person at the meeting, you must obtain a valid proxy from the organization that holds your shares. If you do not wish to vote in person, you may vote by proxy. You may vote by proxy over the Internet, by mail or by telephone by following the instructions provided in the Notice or on the Proxy Card.
WHAT HAPPENS IF I DO NOT GIVE SPECIFIC VOTING INSTRUCTIONS?	If you are a beneficial owner of shares held in "street name" in the United States or Canada and do not provide your broker, trustee or nominee with specific voting instructions, then under the rules of various national and regional securities exchanges, your broker, trustee or nominee may generally vote on routine matters but cannot vote on non-routine matters. If the organization that holds your shares does not receive instructions from you on how to vote your shares on a non-routine matter, your shares will not be voted on such matter and will not be considered votes cast on the applicable Proposal. We encourage you to provide voting instructions to the organization that holds your shares by carefully following the instructions provided in the Notice. We believe the following Proposals will be considered non-routine: Proposal 2 (Advisory Vote to Approve Named Executive Officers Compensation for Fiscal Year 2026), Proposal 3 (Advisory Vote on the Swiss Statutory Compensation Report for Fiscal Year 2026), Proposal 4 (Advisory Vote on the Swiss Statutory Non-Financial Matters Report for Fiscal Year 2026), Proposal 5 (Appropriation of Available Earnings and Declaration of Dividend), Proposal 6 (Amendments of the Articles of Incorporation regarding (i) the Change of the Company's Registered Office (Proposal 6.A.) and (ii) the Maximum Number of Mandates Held by Members of the Group Management Team in Listed Companies (Proposal 6.B.), Proposal 7 (Release of the Board of Directors and Executive Officers from Liability for Activities during Fiscal Year 2026), Proposal 8 (Elections to the Board of Directors), Proposal 9 (Election of the Chairperson of the Board), Proposal 10 (Elections to the Compensation Committee), Proposal 11 (Approval of Compensation for the Board of Directors for the 2026 to 2027 Board Year), Proposal 12 (Approval of Compensation for the Group Management Team for Fiscal Year 2028), Proposal 14 (Re-election of Etude Regina Wenger & Sarah Keiser-Wüger as Independent Representative). All other Proposals involve matters that we believe will be considered routine. Any "broker non-votes" on any Proposals will not be considered votes cast on the Proposal.
WHAT IS THE DEADLINE FOR DELIVERING MY VOTING INSTRUCTIONS?	If you hold your shares through a U.S. or Canadian bank or brokerage or other custodian, you have until 11:59 pm (U.S. Eastern Daylight Time) on Wednesday, September 2, 2026 to deliver your voting instructions.
CAN I CHANGE MY VOTE AFTER I HAVE VOTED?	You may revoke your proxy and change your vote at any time before the final vote at the meeting. You may vote again on a later date on the Internet or by telephone (only your latest Internet or telephone proxy submitted prior to the meeting will be counted), or by signing and returning a new proxy card with a later date, or by attending the meeting and voting in person if you have a "legal proxy" that allows you to attend the meeting and vote. However, your attendance at the Annual General Meeting will not automatically revoke your proxy unless you vote again at the meeting or specifically request in writing that your prior proxy be revoked.

HOW DO I OBTAIN A SEPARATE SET OF PROXY MATERIALS OR REQUEST A SINGLE SET FOR MY HOUSEHOLD IN THE UNITED STATES?	We have adopted a procedure approved by the SEC called "householding" for shareholders in the United States. Under this procedure, shareholders who have the same address and last name and do not participate in electronic delivery of proxy materials will receive only one copy of our proxy statement and annual report unless one or more of these shareholders notifies us that they wish to continue receiving individual copies. This procedure reduces our printing costs and postage fees. Each U.S. shareholder who participates in householding will continue to be able to access or receive a separate Proxy Card. If you wish to receive a separate proxy statement and annual report at this time, please request the additional copy by contacting our mailing agent, Broadridge, by telephone at 1-800-690-6903 or by email at *sendmaterial@proxyvote.com*. If any shareholders in your household wish to receive a separate proxy statement and annual report in the future, they may call our investor relations group at +1-510-916-9842 or write to Investor Relations, 3930 North First Street, San Jose, CA 95134. They may also send an email to our investor relations group at IR@logitech.com. Other shareholders who have multiple accounts in their names or who share an address with other stockholders can authorize us to discontinue mailings of multiple proxy statements and annual reports by calling or writing to our investor relations group.

Further Information for Shareholders with Shares Registered Through a Bank or Brokerage as Custodian (Outside the U.S. or Canada)

HOW DO I VOTE BY PROXY IF MY SHARES ARE REGISTERED THROUGH MY BANK OR BROKERAGE AS CUSTODIAN?	Your broker, trustee or nominee should provide voting instructions for you to use in directing the broker, trustee or nominee how to vote your shares. If you did not receive such instructions, you must contact your bank or brokerage for their voting instructions.
WHAT IS THE DEADLINE FOR DELIVERING MY VOTING INSTRUCTIONS IF MY LOGITECH SHARES ARE REGISTERED THROUGH MY BANK OR BROKERAGE AS CUSTODIAN?	Banks and brokerages typically set deadlines for receiving instructions from their account holders. Outside of the U.S. and Canada, this deadline is typically two to three days before the deadline of the company holding the general meeting. This is so that the custodians can collect the voting instructions and pass them on to the company holding the meeting. If you hold Logitech shares through a bank or brokerage outside the U.S. or Canada, please check with your bank or brokerage for their specific voting deadline and submit your voting instructions to them as far before that deadline as possible.

Other Meeting Information

Meeting Proposals

There are no other matters that the Board intends to present, or has reason to believe others will present, at the 2026 Annual General Meeting.

If you are a registered shareholder:

SWISS SHARE REGISTER	**INTERNET VOTING** – If you are a registered shareholder and vote using the Internet voting site, you have to give specific voting instructions to all agenda items before you can submit your instructions. **RESPONSE COUPON** – If you are a registered shareholder and sign and return a Response Coupon without giving specific voting instructions for some or all agenda items, you thereby give instructions to the Independent Representative to vote your shares in accordance with the recommendations of the Board of Directors for such agenda items as well as for new, amended or modified proposals that could be submitted to shareholders during the course of the meeting.
U.S. SHARE REGISTER	**INTERNET VOTING** – If you are a registered shareholder and vote using the Internet voting site without giving specific voting instructions for some or all agenda items, you thereby give instructions to the Independent Representative to vote your shares in accordance with the recommendations of the Board of Directors for such agenda items as well as for new, amended or modified proposals that could be submitted to shareholders during the course of the meeting. **PROXY CARD** – If you are a registered shareholder and sign and return a Proxy Card without giving specific voting instructions for some or all agenda items, you thereby give instructions to the Independent Representative to vote your shares in accordance with the recommendations of the Board of Directors for such agenda items as well as for new and amended proposals that could be formulated during the course of the meeting.

If you are a beneficial owner of shares held in “street name” in the United States or Canada, if other matters are properly presented for voting at the meeting and you have provided discretionary voting instructions on a voting instruction card or through the Internet or other permitted voting mechanisms or have not provided voting instructions, your shares will be voted in accordance with the recommendations of the Board of Directors at the meeting on such matters.

Proxy Solicitation

Certain of our directors, officers and other employees, without additional compensation, may contact shareholders personally or in writing, by telephone, email or otherwise in connection with the proposals to be made at the meeting. In the United States, we are required to request that brokers and nominees who hold shares in their names furnish our proxy material to the beneficial owners of the shares, and we must reimburse such brokers and nominees for the expenses of doing so in accordance with certain U.S. statutory fee schedules.

We have also engaged Morrow Sodali S.P.A., Taunustor 1, 60310 Frankfurt, Germany, to assist in contacting shareholders in connection with the meeting and certain other services, and will pay Morrow Sodali a fee of approximately $69,000, plus reimbursement of pre-approved expenses and a 6% administration fee on all services provided.

Tabulation of Votes

The chairperson of the meeting will appoint vote counters as appropriate. As is typical for Swiss companies, our Share Registrar will tabulate the voting instructions of registered shareholders that are provided in advance of the meeting.

Shareholder Proposals and Nominees

Shareholder Proposals for 2026 Annual General Meeting

Under our Articles of Incorporation, one or more registered shareholders who alone or together with other shareholders hold shares representing at least 0.5 percent of the capital or the voting rights may demand that an item be placed on the agenda of a meeting of shareholders. Any such proposal must be included by the Board in our materials for the meeting. A request to place an item on the meeting agenda must be in writing and describe the proposal. Under our Articles of Incorporation, such written request must be received by our Board of Directors 60 days before the 2026 Annual General Meeting. With respect to the 2026 Annual General Meeting, the deadline to receive proposals for the agenda was July 10, 2026. In addition, under Swiss law, registered shareholders, or persons holding a valid proxy from a registered shareholder, may propose alternatives to items on the 2026 Annual General Meeting agenda before or at the meeting.

Shareholder Proposals for 2027 Annual General Meeting

We anticipate holding our 2027 Annual General Meeting on or about September 8, 2027. One or more registered shareholders who satisfy the minimum shareholding requirements in the Articles of Incorporation may demand that an item be placed on the agenda for our 2027 Annual General Meeting of shareholders by delivering a written request describing the proposal to the Corporate Secretary of Logitech at our principal executive office in either Switzerland or the United States no later than July 10, 2027. In addition, if you are a registered shareholder and satisfy the shareholding requirements under Rule 14a-8 of the U.S. Securities Exchange Act of 1934 (the “Exchange Act”), you may submit a proposal for consideration by the Board of Directors for inclusion in Logitech's proxy statement for its 2027 Annual General Meeting by delivering a request and a description of the proposal to the Corporate Secretary of Logitech at our principal executive office in either Switzerland or the United States no later than March 25, 2027. The proposal will need to comply with Rule 14a-8 of the Exchange Act, which lists the requirements for the inclusion of shareholder proposals in company-sponsored proxy materials under U.S. securities laws. Under the Articles of Incorporation only registered shareholders are recognized as Logitech shareholders. As a result, if you are not a registered shareholder you may not make proposals for the 2027 Annual General Meeting.

Nominations of Director Candidates

Nominations of director candidates by registered shareholders must follow the rules for shareholder proposals above.

Provisions of Articles of Incorporation

The relevant provisions of our Articles of Incorporation regarding the right of one or more registered shareholders who alone or together hold shares representing 0.5 percent of our share capital or voting rights to demand that an item be placed on the agenda of a meeting of shareholders are available on our website at *http://ir.logitech.com*. You may also contact the Corporate Secretary of Logitech at our principal executive office in either Switzerland or the United States to request a copy of the relevant provisions of our Articles of Incorporation.

Annexes

Annex 4. Swiss Non-Financial Matters Report

Fiscal Year 2026 Non-Financial Matters Report

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About this Report

This Non-Financial Matters Report 2026 (this "Report") has been approved by the Board of Directors ("Board") of Logitech in accordance with art. 964c of the Swiss Code of Obligations.

ERM Certification and Verification Services Limited ("ERM CVS") provided limited assurance in accordance with ISAE 3000 on selected key performance indicators set out in Appendix A. ERM CVS' independent assurance report is in Appendix B.

The information in this Report reflects the period between April 1, 2025 and March 31, 2026. This period is also referred to as fiscal year 2026 ("FY26"). In some cases, data may be presented for the calendar year (CY) (January 1, 2025 to December 31, 2025), in which case this is clearly stated.

All entities included in Logitech's audited consolidated financial statements for FY26 or equivalent documents are covered by this Report and the approaches taken herein with no exceptions.

The following companion documents are available as part of Logitech's FY26 reporting on environment, social and governance (ESG) aspects of company performance.

- FY26 Basis of Reporting
- FY26 Sustainability Databook
- FY26 Stakeholder Engagement Report
- FY26 GRI Index;
- Logitech Statement on Human Rights and Supply Chain Due Diligence Report; and
- Other relevant documents and reports on the sustainability reporting page of Logitech's website.

All references to our websites are intended to be inactive textual references only, and the content of such websites does not constitute a part of and are not intended to be incorporated by reference into this Report.

Forward-Looking Statements

This Report contains certain forward-looking statements within the meaning of the United States Private Securities Litigation Reform Act of 1995. These statements (including plans, projects, targets, and trends) and illustrations provide current expectations of future events based on certain assumptions and include any statement that does not directly relate to a historical fact. These forward-looking statements can generally be identified by words or phrases such as "anticipate", "potential," "expect," "will," "plan," "may," "could," "forecast," "going forward," "target," "believe," "goal," "estimate," "intend," or similar expressions, or by express or implied discussions of strategy, plans, expectations or intentions. All forward-looking statements involve risks and uncertainties, including changes in our strategy, performance and progress as well as those risks and uncertainties disclosed under the sections entitled "Risk Factors" and "Management's Discussion and Analysis of Financial Condition and Results of Operations" in our Annual Report on Form 10-K for the fiscal year ended March 31, 2026. Should one or more of these risks or uncertainties materialize, or should underlying assumptions prove incorrect, actual results may vary materially from those set forth in the forward-looking statements. You are cautioned not to place undue reliance on the forward-looking statements, which speak only as of the date of this Report. We undertake no obligation to publicly release any revisions to the forward-looking statements or reflect events or circumstances after the date of this document.

Executive Statement

For the past twenty years, Logitech has increasingly placed sustainability at the heart of our business. We do so by *Designing for Sustainability*.

Designing for Sustainability is both a strategy and culture at Logitech. For us, it means building sustainability into every aspect of our business: our values, governance, people, products, processes, manufacturing and supply chain. It means working to deeply understand our impact through lifecycle analyses that provide data and insights for both Logitech and our industry; and then applying these insights at scale to innovate and reduce the environmental impact of our product portfolio. We lead with transparency and accountability to build trust and drive meaningful progress.

We believe *Designing for Sustainability* is as good for business as it is for the planet and people.

- **For Business:** Our work in sustainability helps drive preference amongst consumers and B2B customers, as well as deriving cost and resilience benefits.
- **For the Planet:** We reduce our carbon impact and advance circularity through obsessive attention to detail, innovation and craftsmanship, applied at global scale.
- **For People:** We foster diversity and equity across our people, supply chains, spaces and products to enhance consumer and market understanding and drive innovation.

We can look back with some satisfaction at the progress our programs and partnerships have made this past year:

Our programs helped us achieve a 33% reduction in Scope 3 emissions and a 49% reduction in Scope 1 & 2 compared to our base years. While growing revenue, we avoided more than 200,000 tCO2e across our products, supply chain and broader value chain. We also achieved our commitment to transparently communicate the carbon impact of our portfolio - 100% of target products now have a product carbon footprint.

Today, 81% of products are made with recycled plastics, over half are PVC free, and 43% use low carbon or recycled aluminum. Our circularity initiatives are having an impact too. We have scaled our DIY Repair program with iFixit, more than tripling the number of product lines for which we provide repair guides and spare parts, with 69 lines across more than 75 countries. A 9x increase in spare parts sales versus FY26 empowered consumers to complete a broader range of repair activities.

We continue to make strides in reducing our own power consumption. Last fiscal year, product power efficiency improvements across the portfolio helped us avoid 10,562 tCO2e. Additionally, we continued to leverage renewable electricity in our own operations and offices, while engaging 127 suppliers to support the purchase of more than 195,000 MWh of renewable electricity by our suppliers.

Once again, Logitech continued to be recognized for our inclusive culture, fostering equity across our people, spaces and products. In Forbes' survey of the World's Best Employers, Logitech ranked number 25 out of 900 global companies. Newsweek honored us as one of America's Greatest Workplaces. We also maintained our highly-regarded Gender Fair recognition. And this year, we will celebrate 20 years of membership of the Responsible Business Alliance (RBA), illustrating our long-standing commitment to an ethical code of conduct.

And we lead with transparency. We have a long history of ESG reporting. We openly share our Design for Sustainability tools and knowhow with industry, regulators and policymakers, to drive innovation at an even bigger scale and stimulate collective progress. This includes our carbon impact methodologies and hard-earned Design for Sustainability expertise. Our integrity is grounded in accountability at the C-suite level and a policy framework that links executive compensation to sustainability performance.

Of course, we know we have more work to do. We will continue to pioneer as well as partner to achieve our goals and those of the communities we belong to.

Hanneke Faber

Chief Executive Officer

1. Introduction

1.1 Our Business

Logitech International S.A. (hereinafter “Logitech” or the “Company”), headquartered in Lausanne, Switzerland, is a Swiss public company, Société Anonyme (S.A.), listed on the SIX Swiss Exchange (LOGN) and on the Nasdaq Global Select Market (LOGI).

Logitech designs software-enabled hardware solutions that help businesses thrive and bring people together when working, creating and gaming. As the point of connection between people and the digital world, our mission is to extend human potential in work and play, in a way that is good for people and the planet. We sell the vast majority of our products under the Logitech and Logitech G brand names.

Our diverse, innovative portfolio includes the following product categories: Gaming, Keyboards & Combos, Pointing Devices, Video Collaboration, Webcams, Tablet Accessories, and Headsets. These products are all classified under a single operating segment: Peripherals (see Note 15 to our consolidated financial statements). They are compatible with many cloud or cloud-based services: video conferencing platforms (e.g. Zoom, Microsoft Teams, Google Meet); esports or video games (e.g. League of Legends, Call of Duty, Gran Turismo); music streaming platforms (e.g. Spotify, Apple Music); content streaming platforms (e.g. Twitch, YouTube); and creativity and productivity platforms (e.g. Google Workplace, Adobe Creative Cloud). Our products are also enhanced through software, including machine learning and artificial intelligence ("AI"). We may launch adjacent new categories in the future.

We sell our products to a broad range of international customers, in the Americas; Europe, the Middle East and Africa ("EMEA"); and Asia Pacific. This includes direct sales to retailers, e-tailers, businesses large and small and end consumers through our e-commerce platform, and indirect sales to end customers through distributors. Logitech’s operations capability consists of a diversified manufacturing footprint across six countries that includes an in-house manufacturing facility in Suzhou, China and third-party contract manufacturers and original design manufacturers (principally in Asia and Mexico), which allows us to effectively respond to rapidly changing demand and leverage economies of scale.

There have been no significant changes in activities, value chain or business relationships compared to the previous reporting period.

1.2 Our Approach

1.2.1 Board Oversight

We believe thorough oversight from the Board is a crucial part of integrating sustainability into our overall company strategy. During FY26, the Board, including our Chief Executive Officer (“CEO”), collaborated with the President of Logitech for Business and Chief People Officer to oversee the Company’s sustainability strategy, advocate for sustainability and social impact, select priority projects, provide sponsorship and funding, and steer strategy and execution in cooperation with other business leaders.

To aid the Board in its oversight, the Nominating and Governance Committee assesses and advises on the Board’s process and frequency for overseeing the Company's sustainability strategy. In addition, the Audit Committee reviews and discusses with management the Company's validation procedures for metrics. The Board oversees the Company’s Enterprise Risk Management (“ERM”) and monitoring, including sustainability risk. Sustainability is an agenda item at Board meetings and during FY26 the President of Logitech for Business and Chief People Officer provided updates and suggestions related to both environmental and social topics. Following the departure of the President of Logitech for Business in September 2025, the Chief People Officer continues to support the Board’s oversight of these matters. The Board’s oversight role involves reviewing these recommendations and directing strategy.

Board members are required to inform the Board about any potential conflicts of interest and to recuse themselves from any voting in which they may have a potential conflict of interest. Because serving on a board can create duties that can conflict with the duty of loyalty to the Company, any new mandates of board members need to be precleared with the Chief Legal Officer. We conduct regular related-party searches and reviews in accordance with SEC rules. Any identified related party transactions are reviewed by the Board and disclosed in the Company’s proxy statement.

We assess Board competency taking into consideration a variety of factors, including but not limited to backgrounds, experience, expertise, skills and training, etc., resulting in the ability of a director to provide informed oversight of sustainability issues. Our Board's knowledge and skills in this area are supported by regular updates and recommendations from our President of Logitech for Business during FY26, the Chief People Officer and technical experts in Logitech's Sustainability Team and Social Impact team. Over the last two years, a number of Board members have attended sharing sessions covering the following topics: Sustainability reporting; Design for Sustainability; Logitech's Future Positive Program, Climate Strategy and Circularity. In addition, the Company offers voluntary education programs and certifications, including education programs relating to ESG, to its directors to enhance their skills and knowledge.

Since 2022, we have implemented a sustainability scorecard as a metric that contributes 10% to the annual bonus incentive plan for our Group Management Team ("GMT"). During FY26, the GMT included our CEO, Chief Financial Officer, President of Logitech for Business, and Chief Legal Officer. Following the departure of the President of Logitech for Business in September 2025, the GMT composition was adjusted accordingly.

1.2.2 Management Review

Our GMT reviews, at a minimum once annually, the scope and performance of each of our sustainability programs in a more strategic way and identifies further opportunities for growth and program evolution in the forthcoming year. We perform this review within the context of the broader external sustainability landscape and incorporate our understanding of how mega-trends and macro-developments may impact our sector and activities. Our GMT and Head of People and Culture work with other business leaders to prioritize and advocate for sustainability. This includes selecting projects to sponsor, financing initiatives, and driving strategy and execution. This management review process is supported by Logitech's Head of Sustainability and global sustainability team.

1.2.3 Enterprise Risk Management

Our Enterprise Risk Management ("ERM") process provides the Board, including its Audit Committee, with a comprehensive view of the risks facing our business. Logitech includes climate and sustainability-related risks in its multidisciplinary company-wide ERM process. This process aims to identify and control risks to ensure positive business development, effective risk reporting, and legal compliance. Risks are assessed in terms of their potential impact and likelihood of adversely affecting our reputation, financial situation, or capacity to meet our commitments. Risk mitigation measures are then planned, implemented and monitored on an ongoing basis to ensure their performance.

ERM assessments are both top-down and bottom-up and cross-functional. They cover strategic, financial, and operational risks, in the short, medium and long term. Our ERM process is aligned with our strategy. On an annual basis, our Internal Audit team performs an enterprise risk assessment through all our business areas, divisions and corporate functions. Our ERM process includes the annual distribution of an Enterprise Risk questionnaire across all areas of the organization. This includes questions designed to identify potential corruption-related risks in any part of our operations. Formal interviews with the leadership team are also conducted annually, with update interviews held periodically throughout the year. The result of the risk assessment is presented to our Board. This process assists Logitech in identifying risks that could potentially impact our ability to achieve business objectives and compliance obligations.

1.2.4 Stakeholder Engagement

At Logitech, we view stakeholder engagement as a foundation of responsible business. We believe that understanding and integrating diverse perspectives leads to better decisions, more resilient strategies, and stronger relationships. Our approach is grounded in transparency, inclusivity, and continuous dialogue, ensuring that stakeholder voices inform how we operate and evolve.

Logitech identifies and engages six key stakeholder groups critical to its business and sustainability efforts: customers, employees, regulators and policymakers, shareholders, special interest groups, and the industry. These groups are identified based on their influence on, and impact from, Logitech's operations, as well as their role in advancing our sustainability objectives.

The purpose of our stakeholder engagement is to foster open, two-way communication that informs our understanding of material issues, shapes our sustainability strategy, and supports responsible business practices. Engaging

stakeholders, both directly and indirectly, helps us align our actions with their expectations, anticipate emerging risks and opportunities, and enhance transparency.

To ensure meaningful engagement, Logitech employs a range of tailored methods, including surveys, interviews, workshops, focus groups, and formal consultations, designed to suit the preferences and needs of each stakeholder group. These interactions are complemented by regular updates via digital channels and public reporting to maintain ongoing dialogue and accountability. This structured, multi-channel approach enables us to gather diverse perspectives, build trust, and continuously improve our sustainability performance. For further information, please refer to our annual Stakeholder Engagement Report on the reporting page of our website.

In FY26, we established an employee engagement target to achieve a LogiPulse Engagement Survey score of more than 70 and at least 5% higher than the annual average of peer benchmark ratings. Progress against this target is reported in Appendix A, Table 25.

From our discussions with stakeholders, we have identified the following sustainability topics of interest for each of our six stakeholder groups.

Customers • Product performance and technical features • Logitech's unique selling points, with respect to sustainability • Product sustainability (design features) • Packaging sustainability (materials) • Hazardous materials compliance (RoHS, REACH) • Conflict minerals • Climate action and carbon targets • E-waste recycling and trade-in for reuse • Supply chain transparency and responsible manufacturing • Durability, repairability, spare parts • Product energy efficiency and carbon footprint	Employees • Company strategy and priorities; vision and values • Company commitment to social and environmental issues • Development opportunities and career advancement • Well-being (work/life balance) • Corporate and employee philanthropy and volunteering • Employee benefit and compensation offerings
Shareholders • Financial performance • Preparedness for upcoming reporting regulations • Corporate governance, including supply chain management • Greenhouse gas reporting • Talent attraction and retention	Our Industry • E-waste • Supply chain management • Innovation and co-development of solutions • Hazardous substances (RoHS, REACH) • Product take back and circular supply chains
Regulators and Policymakers • Ecodesign • Environmental claims, greenwashing, product sustainability information • Regulatory reporting • Circular economy, repairability, recycling information • Conflict minerals • Hazardous substances (RoHS, REACH)	Special Interest Groups • Human rights due diligence • Supply chain management • Sustainability performance at our production facility • Digital Inclusion • Worker safety, health, well-being

1.2.5 Double Materiality Assessment

Double Materiality Assessment ("DMA") expands the traditional understanding of materiality in sustainability reporting by considering a company's impacts on people and the planet ("inside-out environmental and social impacts") and the external environmental and social factors that influence a company ("outside-in financial risks and opportunities"). The DMA framework was introduced to recognize the reciprocal relationship between companies and their external environment and acknowledge the fact that a company's sustainability performance and management of external environmental and social risks can significantly affect its financial performance, reputation, and resilience. By embracing the principle of double materiality, we believe we can better assess and disclose both our impacts on the external world and the impacts of the external world on our operations. To progress our DMA, we evaluated the potential impact and relevance of various environmental and social dimensions, using the European Sustainability

Reporting Standards (“ESRS”). We also assessed financial risks and opportunities associated with environmental and social factors that are relevant to our business. Our DMA results are summarized in the following tables.

Logitech conducts a materiality assessment to identify and prioritize environmental, social, and governance (ESG) issues most relevant to its business and stakeholders. Aligned with GRI Standards, the process combines structured analysis with continuous impact monitoring and stakeholder engagement. It consists of four key steps:

Understanding the organizational context: We maintain a high-level overview of our business activities and relationships, assessing their potential impacts on society and the environment as part of our day-to-day management and sustainability efforts.

Identifying actual and potential impacts: Where relevant, impacts are identified through internal expertise, external stakeholder insights, third-party consultants, and life-cycle impact modeling. Toward the end of each financial year, we conduct a systematic External Factors Review (EFR), analyzing publicly available data, good practice standards, and peer benchmarks. As part of this review, we also reassess the previous year’s material topics to identify changes and determine whether scope or boundaries should be updated.

Assessing the significance of impacts: We evaluate the significance of identified impacts using an evidence-based approach informed by engagement with internal and external stakeholders and aligned with evolving global standards.

Determining material topics for reporting: Based on this analysis, we determine which GRI topics and impacts are material for reporting. Rather than using a simplified ranking or matrix approach, we focus on a binary prioritization model that determines whether a topic is material to Logitech.

Throughout this process, we engage internal stakeholders, subject matter experts, and relevant external groups to ensure assessments are well-informed and reflect diverse perspectives. Insights from recent stakeholder engagement activities, detailed in our FY26 Stakeholder Engagement Report, are integrated across all stages.

Our materiality analysis is conducted annually and reviewed by third-party auditors as part of the “GRI in accordance” assurance process.

This continuous and collaborative approach enables Logitech to ensure its sustainability strategy and reporting remain relevant, transparent, and aligned with stakeholder priorities and global best practices.

Environmental and Social Assessment

Material Topic	Materiality Assessment	ESRS Topic/Subtopic
Climate Action	In Logitech's industry, manufacturing processes consume a significant amount of energy from fossil fuels, leading to the creation of greenhouse gasses. Use of electronic products by end-users consumes a low to moderate amount of energy, partly in the form of fossil fuels, leading to the creation of greenhouse gasses.	Climate change mitigation and energy
Water	Withdrawal: Logitech's industry typically demands significant water usage during the manufacturing phase and in the supply chain. Discharge: Logitech's industry typically creates large amounts of industrial wastewater potentially containing heavy metals.	Water withdrawal and discharge
Circularity	Resource inflows: Electronic products have high material inflow compared to product lifespan and may contain critical raw materials and can produce e-waste.	Circular economy
	Plastic is commonly used in electronic products. If disposed of incorrectly, it can cause plastic pollution around disposal sites.	Plastics (including microplastics)
	Electronic products become e-waste at end of life and, if disposed incorrectly, can pollute water, soil and living organisms.	Pollution of water and soil (e-waste)

Material Topic	Materiality Assessment	ESRS Topic/Subtopic
Targeted Substances	Certain regulated substances of concern are found in electronic products and, if not managed correctly, can cause environmental pollution.	Pollution: substances of concern
	Certain regulated substances of concern are found in electronic products and, if not managed correctly, could impact consumer and end user safety.	Personal safety
Human Rights and Labor	Logitech's industry faces challenges related to these issues due to the nature and typical location of industry supply chains.	Work-related rights Child labor, forced labor, working time, adequate wages, social dialogue, freedom of association, collective bargaining.
Safety, Health and Well-being	Logitech's industry faces challenges related to these issues due to the nature and typical location of industry supply chains.	Health and safety
Talent Attraction and Retention	Logitech's industry faces challenges related to gender and other factors relevant to inclusion.	Training and skills development
Inclusion		Equal treatment and opportunity Gender equality and equal pay.
Digital Inclusivity	Logitech's industry faces challenges in accessing products and services.	Social inclusion
Privacy & Security	Appropriate management of information or data by Logitech's industry could lead to impacts for consumers and end-users.	Information-related impacts
Business Conduct	Logitech's industry faces challenges related to these issues due to the nature and typical location of industry supply chains.	Business conduct: protection of whistle-blowers, supplier management, corruption and bribery

Financial Assessment

Topic	Materiality Assessment	ESRS Topic
Business Conduct	If our representatives or key individuals display or tolerate unethical or illegal behavior, including corrupt practices, this could have legal and financial implications and could lead to material reputational damage.	Business conduct: protection of whistle-blowers, supplier management, corruption and bribery.
Privacy and Security	Data breaches, cyberattacks, third-party vulnerabilities or other threats leading to disruption of operations, loss of confidentiality and customer trust, and potential regulatory fines, financial losses, reputational damage.	Information-related impacts
Talent Attraction and Retention	Failure to attract and retain a diverse range of talent could diminish our potential to understand the perspective of our diverse customer base and create inclusive products.	Training and skills development Equal treatment and opportunity Gender equality and equal pay.
Climate Action and Circularity	Operating expense risks could arise, including increased costs associated with transitioning to renewable energy sources and low-carbon or more circular materials, technologies, and ways of working.	Climate change adaptation Circular economy
Water	Water scarcity affects production processes and causes supply chain disruptions from shortages or price fluctuations.	Natural resources
Climate Action	A decrease in demand for products and services could occur due to consumers becoming increasingly averse to negative impacts, lack of progress, or inauthentic sustainability efforts.	Climate change adaptation

Following our FY26 materiality assessment, biodiversity is no longer considered a material topic. Logitech's Biodiversity Risk Assessment indicates that the Company does not have specific products or services with clear, direct, and significant impacts on identifiable biodiversity sites, nor do we operate in a manner that materially affects specific locations or directly contributes to biodiversity loss. We have also not identified scenarios in which biodiversity-related impacts across our value chain could reasonably be expected to result in material financial impacts to the business. While biodiversity does not meet current materiality thresholds, we remain mindful of its importance and continue to support biodiversity through voluntary initiatives and broader environmental stewardship efforts.

1.2.6 Design for Sustainability (DfS)

At Logitech, we are working to ensure sustainability is considered at every stage of product development. From designing lower-impact products, to engineering, manufacturing, marketing and sales, we are building capability across the company to ensure impacts on the environment and society are considered. The biggest opportunities to reduce the environmental impact of a product arise early in the design process when critical decisions about a product are being made. Being mindful of that, we have established 15 DfS Principles, which guide product development towards minimizing environmental impact, enhancing product longevity, and promoting circularity. We are embedding these principles into our design process and decision-making to support our consideration of sustainability alongside traditional factors such as cost, schedule, and experience.

We leverage these established DfS Principles to drive progress across our existing portfolio, new product introductions, and new areas of breakthrough innovation. The DfS principles are underpinned by a number of tools and techniques founded on Life Cycle Assessment ("LCA") to model design options and ensure our decision-making is informed by a clear understanding of how our products, technologies, and business models impact the environment and how carbon impact can be reduced, while circularity and social impact are embraced.

As consumers increasingly demand sustainable products, we continue to build DfS capability across our organization with a range of tools, expertise, and know-how being shared across teams. We have developed internal guidelines, tools, and calculators to support decision-making by designers, engineers, product managers, and other stakeholders during the design process.

Empowering product teams with DfS Principles often leads to visible DfS Features that benefit customers and our community at large e.g. recycled plastic, low carbon aluminum[1]. These features are just a small part of the broader sustainability philosophy and mindset that we are endeavoring to instill across our company.

1.2.7 Factory and Supply Chain Management

We recognize the critical role that factory and supply chain management plays in our sustainability performance. We have one production facility in Suzhou, China, which currently handles a significant proportion of our total production. We outsource the remaining production to contract manufacturers and original design manufacturers located principally in China, Taiwan, Malaysia, Vietnam, Mexico, and Thailand.

Both our in-house and outsourced manufacturing operations are managed by our worldwide operations group. Logitech's operations also support the business units and marketing and sales organizations through the management of distribution centers and the supply chain and logistics networks.

We work closely with our suppliers to ensure they meet our sustainability standards, from sourcing raw materials responsibly to minimizing transportation emissions. At our production facility, we look for ways to use new technology to create better products, reduce manual labor, improve the workplace, and be more productive and sustainable in the long term. With this goal in mind, we have introduced automation and robotic technology to deliver efficient, 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 development.

[1] Using aluminum produced with renewable energy, for lower carbon impact.

Our framework for factory and supply chain management is the Responsible Business Alliance ("RBA") Code of Conduct, which is an industry-led best practice standard for our sector that requires management of labor, ethics, environment and health and safety. We joined the RBA in 2007 to collaborate with industry peers and competitors alike, and co-develop standards, tools, and programs addressing the sustainability challenges facing our sector today. The RBA Code of Conduct is reflective of international norms and good practice, including the Universal Declaration of Human Rights, ILO International Labour Standards, OECD Guidelines for Multinational Enterprises, ISO 45001, ISO 14001, and SA 8000. All of our suppliers are required to uphold the RBA Code of Conduct, as a contractual condition of doing business with Logitech.

We have established the following provisions and working methods to drive continual improvement and adherence to the RBA Code of Conduct.

- **Sustainability Auditing:** The RBA has established protocols, tools, and expertise for auditors working across our industry to assess key risks relevant to our industry. This process is known as the Validated Audit Process ("VAP") and allows for like-for-like comparison across companies and supply chains and a common understanding of the RBA Code of Conduct requirements and audit procedures. Our in-house auditing team are all highly experienced auditors and replicate the RBA's VAP using RBA-endorsed audit protocol and tools. We also use independent, third-party auditors, where needed, to supplement our in-house capability and our own production facility is also subject to periodic VAP audits. Typically, our audit program involves on-site audits of supplier factories. Our audit teams meet with supplier management, inspect the facility, review documentation, and carry out interviews in private and in confidence.
- **Sustainability Training and Education:** We organize and facilitate factory and supplier training events, where we discuss Logitech's sustainability expectations, standards, and international best practices. We create forums for suppliers to share their experiences. We also encourage suppliers to attend RBA-led capability-building sessions, including e-learning courses on various sustainability topics, including forced labor, recruitment, migrant workers, ethics, human rights, discrimination, worker voice, worker participation, grievance management, supply chain management, working hours, and young workers.
- **Quarterly Business Review (QBR):** Our QBR process considers sustainability performance as a vital aspect of supplier performance. This involves a desk-based audit evaluating six key categories: engineering, sustainability, quality, demand/supply capability, new product introduction, and commercial aspects. Engineering performance has a 25% weight in the quantitative scoring, while other categories, including sustainability, each hold a 15% weight. The QBR process also considers qualitative factors such as a supplier's adherence to our sustainability commitments, policies, goals, and objectives. 'Preferred' suppliers with high QBR scores receive additional development opportunities and potential business expansion. Those with low scores face increased auditing and commercial restrictions, possibly leading to termination if improvements are not made within agreed-upon timelines.
- **Supplier Innovation:** We encourage our suppliers to explore innovative approaches to business and manufacturing processes, and how we can enhance our products, services, and operations. We challenge our suppliers by asking them the question, "What can you do differently or better?" This allows them to propose innovative solutions to problems, leading to collaborative brainstorming sessions and resulting in breakthrough progress in supply innovation. Our Future Positive Challenge was established to fast-track the exploration and evaluation of sustainability innovations that could be applied at scale to our business. We prioritize the exploration of technologies that are integral to advancing breakthrough innovations in the consumer electronics industry and also make a vital contribution to economic development and job creation. We encourage potential participants to submit ideas, applications and innovations that are aligned with Logitech's Design for Sustainability ethos.

1.2.8 Third Party Assurance

Factories and Supply Chain

Our production facility is subject to the RBA's third-party VAP and third-party ISO 14001 audits each year. As part of these audits, third-party auditors evaluate our management approach and performance in relation to best practice expectations defined in ISO 14001 and the RBA Code of Conduct for sustainability management in our industry. These audits help to ensure our management system, activities, and approach align with international good practice ISO standards and we drive continuous improvement year on year.

As an RBA member, we adhere to RBA requirements and carry out due diligence processes to evaluate supplier sustainability performance and risks, including environmental compliance and adherence to the RBA Code of Conduct for our industry. Supplier facilities are required to comply with the RBA Code of Conduct and ISO 14001 in their manufacturing activities. We employ the RBA's Self-Assessment Questionnaire ("SAQ") and risk assessment tool and we have an in-house team of auditors who replicate the RBA VAP Audit process in supplier factories a minimum of once per year and check certifications. Human rights and anti-corruption enterprise risk management is part of our standard risk review process for screening suppliers.

Products and Carbon Data

To support the integrity of our product carbon footprint studies and associated carbon models, we work with third-party, independent experts, iPoint Group, to ensure our methodology meets ISO 14067 and ISO 14044 best practice standards. The product carbon footprint ("PCF") study for each product also undergoes an independent critical review by an independent third-party called DEKRA. We provide an overview of our calculation methodology and more details on our Carbon Clarity webpage and we encourage other brands to adopt this approach.

We arrange third-party verification of our greenhouse gas emission inventory year-on-year, to verify compliance with the Greenhouse Gas Protocol and Global Reporting Initiative (GRI), prior to public disclosure. The data in this Report has been subject to third-party limited assurance, as described in Appendix A and B.

Other Assurance

In addition to the above, we regularly benchmark our performance against other peer companies within and outside our sector. We submit our reports to a large number of third-party rating platforms who review and rate our performance and provide useful feedback, which informs our planning for the forthcoming year. With this approach, we have achieved a number of certifications and awards for our management approach and performance over the last year.

Awards and Recognitions

The effectiveness of our approach has been recognized by a number of awards and achievements.

Member of Dow Jones Sustainability Indices Powered by the S&P Global CSA

Dow Jones Best in Class Index Europe

FTSE4Good

Listed

MSCI

AAA rated[2]

SIX Swiss Exchange

SXI Switzerland Sustainability 25®

SXI Switzerland Sustainability 25 Listed &

SPI ESG 25 Listed

Rated MORNINGSTAR | SUSTAINALYTICS

'Top-Rated' Company

2026 ESG Leader

Corporate ESG Performance Prime RATED BY ISS ESG

ISS Prime Status

Corporate ESG Performance Prime RATED BY ISS STOXX

ISS Stoxx ESG Corporate Prime Status

GOLD | Top 5% ecovadis Sustainability Rating NOV 2025

Ecovadis Gold

Climate CDP A List 2025

CDP Climate A List

Water CDP A- 2025

CDP Water A-

Supplier Engagement Leader CDP 2025

Supplier Engagement Leader A List

[2] The use by Logitech of any MSCI ESG Research LLC or its Affiliates ("MSCI") data, and the use of MSCI logos, Trademarks, Service Marks, or Index Names Herein, do not constitute a sponsorship, endorsement, recommendation for promotion of Logitech by MSCI. MSCI Services and data are the property of MSCI or its information provided, and are provided "As-Is" and without warranty. MSCI names and logos are trademarks or service marks or MSCI.

2. Environment

2.1 Climate Action

2.1.1 Policies, Strategies, and Concepts

Our Climate Pledge is our commitment to the Paris Agreement and global efforts to limit global warming to 1.5°C. Underpinning that pledge we have science-based carbon reduction targets for 2030.

- **85%** reduction of Scope 1 and 2 emissions compared to a 2019 base year. 100% of our electricity footprint matched with purchased renewable energy by 2030.
- **>50%** reduction in our Scope 3 emissions by 2030, compared to a 2021 base year.
- **>90%** reduction of our Scope 1, 2 and 3 emissions by 2047, compared to a 2019 baseline, with 100% removal of any residual emissions to achieve net-zero.

To achieve our Climate Pledge and carbon reduction targets, we Design for Sustainability and prioritize absolute carbon reduction across our business and operations. Over the past few years, we have intensified our carbon reduction programs expanding our efforts across our company and portfolio. Our goal is to design each new generation of products with a lower carbon footprint than the previous one.

Where we cannot achieve absolute reductions in carbon impact, we're transitioning our manufacturing and supply chain to use renewable energy sources. This includes energizing our value chain by developing on-site renewables, partnering with utilities providers, securing Power Purchase Agreements and obtaining Renewable Energy Certificates.

We believe that carbon should be treated like calorie awareness, and that everyone should be aware of what they're consuming. We accept responsibility for the full life-cycle impact of our products and advocate for consumer and industry action to recognize carbon impact and the effects of climate change. Being transparent about our carbon impact encourages better design decisions within our teams, and informed purchasing decisions among our consumers. We work to support greater carbon transparency across our industry by sharing our knowledge, empowering others to take similar steps towards carbon clarity and encouraging other companies to join us in our approach.

2.1.2 Measures Implemented

Under this program, we have implemented the following key measures.

- **SBTi-validated Targets:** We have established science-based carbon reduction targets (validated by the Science Based Targets initiative, SBTi), including a net zero target, which is also recognized under the UNGC Forward Faster Initiative as a science-based emission targets in line with a 1.5°C pathway.
- **Energy Efficiency:** At our own production facility, we implement energy efficiency programs, generate renewable electricity and we purchase renewable electricity. We are always looking for ways to use new technology to create better products, reduce manual labor, improve the workplace, and be more productive and sustainable in the long term. With this goal in mind, we have introduced automation and robotic technology, as well as enhanced control systems, to deliver efficient, time-saving and waste-eliminating production of some of our most popular products.
- **Design for Sustainability:** The majority of our Scope 3 emissions come from the sourcing and manufacturing of our products and we recognize that the biggest opportunities to reduce our environmental impact therefore arise early in the design process when key decisions about a product are made and carbon emissions can be avoided or designed out. We have a Design for Sustainability framework, which is accelerating our transition to low carbon alternative materials and designs across our product portfolio. Two specific programs, which form part of this framework, are as follows:
    - **Next Life Plastics:** We have introduced post-consumer recycled plastic across a broad range of our products to give end-of-life plastic a second life and help reduce their carbon footprint. Our capability has grown rapidly as we have partnered with resin suppliers and molders to develop new and stronger resins in a range of

colors and grades, while expanding our supply chain and refining their molding processes. Recycled plastic is now used at scale across Logitech and is contributing meaningfully to our carbon reduction pathway.

  - **Low-carbon Aluminum:** Manufacturing aluminum is very energy-intensive and the majority of the carbon footprint associated with manufacturing comes from the smelting process where large quantities of heat and energy are needed and fossil fuels are often used. Low-carbon aluminum is made in a smelter that uses renewable energy (e.g. hydropower) instead of traditional fossil-fuel energy. Using renewable energy enables the manufacture of the same aluminum product, with a lower carbon footprint.

- **Purchase of Renewable Electricity:** We purchase renewable electricity to address our own Scope 2 greenhouse gas emissions and we have an established Renewable Energy Buyers Club and portal to help suppliers understand the value of supporting renewable energy and access high-quality Energy Attribute Certificates that are third-party certified.
- **Carbon Transparency:** Recognizing the reputational opportunity associated with sustainability reporting and transparency, we launched our "Carbon Clarity" program to recognize the increasing demand from consumers for carbon footprint information and transparent reporting of a product's impact.
- **Climate Risk:** Our business continuity, security and supply chain team, among others, work to help prepare the company for the potential impacts of extreme weather events such as tornadoes, heavy rain, lightning, hurricanes, and blizzards which can disrupt transport infrastructure, introduce unforeseen logistical challenges and inhibit access to company facilities and assets. We plan our manufacturing contracts and locations in consideration of identified chronic physical risks, such as water stress, to avoid undue vulnerability to these risks over the longer term, e.g., with short-term leases or manufacturing contracts and enforced business continuity plans. We decentralize decision-making and IT backup solutions to ensure key decision-makers and leaders have continual access to critical information for decision-making and business continuity. We monitor emerging regulations and work to develop internal compliance standards in advance of emerging regulations.

2.1.3 Progress

The progress made in the last year demonstrates the effectiveness of our programs. Key areas of progress can be summarized as follows.

- **Reduction in Greenhouse Gas Emissions**
  - 49% reduction in Scope 1 & 2 greenhouse gas emissions from base year 2019; and
  - 33% reduction in Scope 3 emissions from base year 2021[3].
- **Use of Renewable Electricity**
  - Last year, we expanded our on-site renewable energy generation capacity through the installation of 1,500 additional rooftop solar photovoltaic (PV) panels on the main building. This increased the total installed renewable electricity generation capacity to 1,500 kW (1.5 MW) with the potential to meet an estimated 10–12% of the main building's total electricity demand.
  - In CY25, our on-site solar PV system generated 1,953 MWh of renewable electricity. This figure is based on measured data and represents on-site generation from all PV assets at the production facility. All the renewable electricity that is generated on-site is essentially consumed on-site, with no significant export to the grid. During the same period additional purchases of renewable electricity for Logitech offices and our production facility via green tariffs and energy attribute certificates brought our total renewable electricity consumption to 25,638 MWh.

[3] Note: In FY26, we updated our base year emission inventories (2019; and 2021) to reflect our newest insights and learnings since 2021. These updates ensure effective comparability of our GHG emission data for the current reporting year and base year and therefore offer more accurate tracking of progress against targets. Base year emissions are reported for the first time in Table 5 and Table 6 of Appendix A. For further information on the recalculation process, please refer to the FY26 Basis of Reporting.

- 94% renewable electricity[4] was achieved through use of a combination of measures including on-site power, green tariff contracts and purchase of energy attribute certificates.

- **Energy Efficiency:** In CY25, we added a centralized control platform for office air conditioning to enhance scheduling and temperature restriction management.
- **Carbon Transparency**
  - 100% of target products now have a Product Carbon Footprint ("PCF") study[5].
  - CDP A-list for climate performance and reporting for the second consecutive year.
- **Major Programs for Carbon Avoidance[6]**
  - Next Life Plastics: Continued expansion of our Next Life Plastics program with recycled plastics used across the full portfolio of Logitech products, eliminating 55,042 tCO2e.
  - Low-Carbon or Recycled Aluminum: Used in 43% of product lines[7], eliminating 14,420 tCO2e.
  - Use of other recycled metals and rare earth elements: eliminating 2,417 tCO2e.
  - Product Power Efficiency: Innovations to enhance the energy efficiency of video-conferencing and gaming devices helped us avoid 10,562 tCO2e.
  - Supplier Engagement: With our Renewable Energy Buyers Club and portal, we engaged 127 suppliers to support the purchase of more than 195,000 MWh of renewable electricity addressing 113,639 tCO2e associated with Logitech supply chain manufacturing.

2.1.4 Climate Risks and Opportunities

Logitech reports in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) in our annual CDP submission, providing transparency on our governance, strategy, risk management, and metrics related to climate change. A summary of regulatory information required under the Swiss Ordinance on Climate Disclosures is provided in this NFM Report. The table below outlines three examples of climate-related risks and opportunities that Logitech has identified, evaluated, and addressed through Adaptation Plans. For further information, please refer to our annual CDP Report, which is made available on the reporting page of our website, for stakeholders who do not have access to the CDP platform.

[4] Calculated as the renewable electricity footprint of our production facility and controlled offices, divided by the total electricity footprint of those facilities.
[5] 92% of Dec. 2025 units shipped, had a third-party reviewed Product Carbon Footprint. This represents 100% coverage of products within the defined target boundary, which excludes certain low-volume and other specified products.
[6] As further described in Appendix A, Table 4.
[7] Percentage of Dec. 2025 units shipped with low-carbon or recycled aluminum.

Risk Description	Adaptation Plan
Material Shortages (Copper) Transitional risk of increased direct costs due to shortages/ disruption of supply of critical components and materials for product manufacturing (e.g. copper for cables, switches, and products) in response to the growing demand for these commodities to fuel the transition to a low-carbon economy. Logitech products are reliant on certain raw materials, which are at risk of becoming increasingly unavailable and/or more costly to procure as society shifts towards a low-carbon economy. A review of Logitech's use of components and materials indicated copper and aluminum are critical materials of concern. Copper is used in Logitech cables, components, and switches, and aluminum is used in a number of our products. Both copper and aluminum are closely linked to the transition to a low-carbon economy, both being needed to manufacture electric vehicles, solar panels, wind turbines, etc. For the purpose of financial evaluation, copper was selected as a proxy for a number of critical materials, including aluminum. Logitech business and operating results could be adversely affected if supply of critical components and materials were disrupted or constrained or if supply and demand dynamics led to increased freight and component costs. This could potentially lead to delay in manufacturing output and reduce operational predictability which collectively can impact revenue, profitability, investment capacity and market share. **Value Chain Segment**: Direct Operations, Upstream and Downstream. **Risk Horizon**: Medium term **Risk Rating:** Medium **Financial Impact**: $4,200,000 - $6,300,000	• **Primary Risk Response**: Increase supplier Diversification • Constantly review records, and reports raw material prices and exchange prices, including for copper and aluminum. • Actively work with our suppliers to manage the costs in our value chain and the impact of raw material increases. • Continue to diversify our options for component sourcing with suppliers within and outside China and a combination of direct and indirect control of components and key suppliers. • Built flexibility into our sourcing activities with a focus on business continuity planning, second sourcing options, and growing supplier capability to meet demand • We design our products taking cost of materials and sustainability into consideration and introduce new products that are efficient given the market outlook. We regularly evaluate our portfolio and stop producing products that are no longer viable, which could be due to cost or availability of materials. • We are working to develop more circular business models to enable us to monitor and evolve our use of critical components and materials and are working to develop the capability to recover critical components and materials, including copper and aluminum, from our own products (closed loop) or other sources (open loop).
Water stress in Taiwan In the last year Logitech has assessed the risks associated with longer-term shifts to higher temperatures and resulting water stress in areas of Logitech supplier manufacturing, and more specifically the semiconductor industry for Printed Circuit Boards (PCBs) in Taiwan. During 2020 Taiwan experienced its most severe drought in 56 years and this was largely attributed to climate factors such as (a) fewer typhoons making landfall in Taiwan; and (b) changes in the wet and dry seasons leading to more uneven distribution of water across the island, in addition to socio-economic factors such as the water demand of the semiconductor sector. As a result, the government has introduced water rationing for businesses & households and there are proposals to introduce additional surcharges for heavy users, including the semiconductor facilities. **Value Chain Segment**: Upstream **Primary Potential Impact**: Indirect costs **Risk Horizon**: Medium term **Risk Rating**: Medium **Financial Impact**: $2,400,000 - $3,000,000	• **Primary Risk Response**: Increase supplier Diversification • We diversify our options for component sourcing with suppliers within and outside China and a combination of direct and indirect control of components and key suppliers. • We have built flexibility into our sourcing activities with a focus on business continuity planning, second sourcing options and growing supplier capability to meet demand. • Roll out business continuity planning with critical suppliers to ensure a diverse range of manufacturing options are available (including back up and substitute facilities, in the case of an issue) to satisfy the growing demand for Logitech products. • We have expanded supplier survey processes to include surveying of supplier and manufacturing demand for water and expansion of the scope of product life-cycle analysis techniques, to reflect and quantify the life-cycle impact (water demand) for certain materials and products. • We monitor legal developments in Taiwan including measures and proposals to introduce additional surcharges for heavy users, including the semiconductor facilities. • We have established a Design for Sustainability program to optimize the PCB designs of some of our existing and new generation products to reduce carbon impact.

Opportunity Description	Adaptation Plan
Stronger Competitive Advantage In recent years, consumer interest in sustainable products has grown significantly. As part of our Design for Sustainability initiatives, we are increasingly developing products with environmentally conscious features—such as post-consumer recycled plastic, low-carbon aluminum, near-zero plastic packaging, and FSC-certified materials. We are actively partnering with both retail and e-tail channels to more effectively communicate these product sustainability attributes, helping consumers make informed, values-aligned purchasing decisions. Consumer insights show that brands that align with the rising demand for sustainable solutions—and clearly and authentically communicate their values and product benefits—can drive a notable increase in sales. Our goal is to offer consumers meaningful choice, enabling them to experience Logitech products in a more sustainable way. Our data and experience confirm that customers are not only seeking more sustainable options but are also making the switch when given the opportunity. By evolving how we communicate our environmental impact and performance, we are uniquely positioned to differentiate our brand, build trust, and capture a growing market for eco-conscious products—including low-carbon, circular, and environmentally friendly solutions. **Value Chain Segment**: Direct operations **Opportunity Horizon**: Medium term **Opportunity Rating**: Medium **Financial Impact**: $500,000 - $6,000,000	• We have an established Design for Sustainability strategy and are working with our retail and e-tail partners to better communicate product sustainability features and inform consumer purchasing decisions.

2.2 Circularity

2.2.1 Policies, Strategies, and Concepts

Our ambition is to reduce waste and extend the life of products, components, and materials. We want to empower consumers with simple and convenient ways to give products, components, and materials a next life, and to contribute to a more circular world. We adopt a full life-cycle approach to consider how we can reduce waste by designing for circularity, using circular materials and enabling manufacturing with clean and renewable energy. Our strategies for extending product life include exploration of software and services to support and enhance our hardware and customer experiences, extending product life with durable and energy-efficient designs and repair support, and creating second-life opportunities for products and materials through recycling and refurbishment programs. Circular design focuses on the development of longer-lasting, more energy-efficient products with a particular emphasis on extending the useful life of products through design for repair, reuse, disassembly, and eventual recycling at end-of-life. Circular materials are renewable and recycled materials.

Our goal is to reduce the use of virgin materials. This includes a 2030 target to phase out PVC and to increase the incorporation of post-consumer recycled (PCR) materials across 100% of our product lines, where technically and commercially feasible. Progress against these targets is monitored through our Design for Sustainability (DfS) metrics. To support these goals, we have conducted extensive training on sustainable materials such as PCR and low-carbon aluminum, equipping our teams with the knowledge to make responsible material choices.

Regarding our production facility, we operate a comprehensive waste management program with defined internal targets and actions to minimize waste following the reduce-reuse-recycle principle.

2.2.2 Measures Implemented

Under this program, we have implemented the following key measures.

Factories and Supply Chain

- We follow a waste hierarchy of reduce-reuse-recycle and monitor waste weight annually. The Environmental Health and Safety (EHS) team at our production facility conducts due diligence reviews of third-party waste management suppliers, to ensure those suppliers have all required licenses and permits. Hazardous waste is handled by licensed contractors and facilities, and we track and report end-of-life treatment pathways for all waste streams. Our production facility's environmental management system is ISO 14001 certified. Through this audit, the facility is assessed on waste management.
- Waste reduction initiatives include optimizing automated/robotic production lines to ensure raw materials and components are handled efficiently with minimal waste, composting food waste and recycling of cooking oil, supporting the recovery of copper and other valuable materials from PCB waste to minimize metal waste, training workers on packing procedures to minimize damage to packaging materials and defect packaging, phasing out mercury lamps and now use LED light bulbs to reduce lighting waste and maintaining an onsite oil interceptor to separate the canteen oil waste.
- In our supply chain, we promote good waste management practices through RBA Code of Conduct auditing and supplier development activities. Suppliers are required to manage, eliminate, and responsibly treat waste while conserving natural resources through various practices, such as modifying production processes, maintenance and facility processes, materials substitution, reuse, conservation or recycling.

Products and Services

- **Design for Sustainability:** Our ambition is to reduce carbon and deliver more circular solutions, to ensure every generation of Logitech product and service is better than the last. To help us develop more circular designs, we have developed a Circularity Assessment Tool, which can be used to measure the circularity of our product designs, while the design is in development. We developed the tool in-house, to reflect stakeholder views, legal megatrends, and relevant good practice standards. The tool is used as an educational asset within Logitech to help teams understand the implications of design decisions and priority items to focus on when they are assessing circularity.
- **Circular Materials:** Our top three materials by weight are plastic, paper packaging, and metals. This insight has informed the prioritization of strategic programs to advance more circular solutions across all three material categories. We use recycled plastic ("Next Life Plastic") at scale to give a second life to end-of-life plastics, reduce our carbon footprint, and decrease reliance on virgin materials. In addition, we continue to strengthen our commitment to responsible paper sourcing through our FSC-certified packaging program. By the end of 2025, 31% of products featured FSC-certified packaging, exceeding our target of 25%. FSC certification helps ensure that paper-based materials are sourced from responsibly managed forests, supporting sustainable forest stewardship, biodiversity protection, and the long-term availability of renewable raw materials.
- **New Business Models:**
  - **Returns Refurbishment**: We continue to develop our program to refurbish returned devices to "like-new" for warranty replacements and sale on our e-commerce platforms and other channels. In addition, Logitech donates open box returns to schools and non-profit organizations across the world.
  - **Do-It-Yourself (DIY) Repair**: Logitech has partnered with iFixit to provide spare parts, beyond-warranty DIY repair options, and guides for a growing number of products. An expanding range of easy-to-follow guides and parts is now available, helping customers extend the life of their devices.
- **Recycling:** We work with Producer Responsibility Organizations ("PROs"), and our downstream distribution partners and retailers, to ensure Logitech products are responsibly recycled across various touchpoints and channels. We provide financial support to enable and support the development of recycling infrastructure and capability in the countries in which we operate. In many countries worldwide, we leverage a network of in-country, third-party distributors, who are required to support in-country recycling programs on our behalf as a contractual requirement of doing business with Logitech. In many countries where we have no legal obligation, we develop voluntary recycling schemes to meet consumer needs for recycling solutions. We have an established Recycling

Standard which reflects international good practice and any recycler working for, or on, our behalf is required to implement and follow that standard.

- **Critical Materials:** We recognize the risk of volatility in the availability and cost of critical materials such as copper and aluminum as the global economy transitions to a lower-carbon and more circular economy. In response, we are developing more circular business models that reduce our dependency on virgin materials. We are upskilling employees to build capabilities in recovering critical materials from end-of-life products (closed loop) as well as alternative sources (open loop), helping secure long-term material availability.

2.2.3 Progress

The progress we have made demonstrates the effectiveness of our programs. Key areas of progress can be summarized as follows.

- **Second Life:** expansion and evolution of our programs to support second life products, components and materials.
  - Continued expansion of our refurbished products offering, with a focus on development of in-house refurbishment operations and collaborating with partners.
  - Portfolio Expansion: Scaled the refurbished catalog by launching 32 new product lines (70 new SKUs).
  - Scale up of Logitech's partnership with iFixit to provide OEM parts and repair guides to enable DIY repair of devices in major markets worldwide.
  - Launch of a new trade-in program for B2B customers in North America with further plans to expand into other regions in the coming year.
  - Continued expansion of our retailer partnerships for recycling, with Logitech supporting various retailer take-back programs to support and incentivize consumers who wish to recycle old electronics.
- **Circular Materials:** Continued expansion of our use of circular materials that use recycled content or support responsible use of natural resources and recyclability.
  - 31% of products use FSC-certified paper packaging[8].
  - 81% of products use Next Life Plastics[9].
  - 55% of products are PVC-free[10].
- **DIY Repair**: Logitech's DIY Repair Program now spans 69 product lines, offering 133 spare parts and 81 repair guides. These resources are available to consumers in more than 75 countries through seven online Logitech–iFixit Repair Hubs. A 9x increase in spare parts sales versus FY26 empowered consumers to complete a broader range of repair activities.

2.3 Water

2.3.1 Policies, Strategies, and Concepts

Water governance at our operations is guided by our Water Policy, Environmental Management System (aligned with ISO 14001), and our commitments under the Responsible Business Alliance (RBA) Code of Conduct. These frameworks define our approach to responsible water stewardship, including regulatory compliance, operational efficiency, and continuous improvement.

We recognize water as a shared and locally constrained resource. Our production facility is located in Suzhou, Jiangsu Province, China, an area characterized by high baseline water stress that is forecast to remain high over the coming decades. While water use at the facility is not material in volume terms, this context increases the relevance of water-related impacts and dependency risks from both an operational resilience and environmental perspective, making water availability and responsible use an important consideration for long-term operations.

[8] Percentage of Dec. 2025 units shipped, which have FSC™-certified paper-based consumer packaging.
[9] Percentage of Dec. 2025 units shipped, which have post-consumer recycled plastic.
[10] Percentage of Dec. 2025 product lines shipped, which have no detectable presence of polyvinyl chloride (PVC).

Water at our production facility is sourced from municipal supply and supplemented by recovered hot water provided by a neighboring facility, where it is generated as a thermal by-product. It is not significantly used in production processes and is instead associated with welfare-related consumption. We do not generate industrial process wastewater. Wastewater generated is limited to domestic and welfare-related sources (including sanitation, drinking water systems, and catering facilities) and is discharged to the local authority network in accordance with permit requirements. An on-site oil interceptor prevents food-related oils from entering the stormwater system.

Our approach to water management focuses on efficient use of resources, the prevention and reduction of water-related environmental impacts such as pollution and waste, and the ongoing improvement of water stewardship across both operations and the supply chain, supported by monitoring, performance tracking, and supplier engagement.

We also recognize that water-related impacts are more significant in parts of our upstream supply chain, particularly in water-intensive manufacturing processes. Accordingly, our approach extends beyond direct operations to include supplier engagement, risk identification, and water footprinting of key components.

2.3.2 Measures Implemented

Under this program, we have implemented the following key measures.

- **Water Efficiency:** We have an established Resource Management Procedure and our commitment to lean manufacturing drives ongoing efforts to identify water-saving initiatives that benefit the environment and our workforce. Water-saving initiatives at our production facility typically relate to control systems for toilets and preventative maintenance procedures to avoid water leaks and repair any leaks that occur. In the last few years, we have replaced valves and water pipes to reduce water loss and installed additional systems to enable monitoring, tracking, and reporting of water use in our plant and dormitory. Water use at our production facility is monitored through onsite water meters, enabling tracking of consumption, identification of trends, and implementation of water efficiency initiatives. We also source hot water from a nearby third-party facility, where it is generated as a thermal by-product. This supports the use of recovered heat for onsite utility systems and improves overall water and energy resource efficiency. Water management is included within the scope of the Environmental Management System, which is ISO 14001 audited and certified.
- **Wastewater Management:** We do not produce or discharge industrial wastewater. Wastewater from welfare facilities is discharged via the local authority network in accordance with requirements. Appropriate onsite treatment is in place in the form of an oil interceptor serving the canteen. Wastewater quality is monitored on an annual basis and the site is subject to regular audits to ensure compliance with permit requirements.
- **Training and Awareness:** Water stewardship is integrated into employee onboarding and ongoing training at our production facility, building awareness of responsible water management practices and supporting resilient, long-term operations.
- **Supply Chain Management:** We implement water management requirements through our Responsible Business Alliance (RBA) Code of Conduct auditing and supplier development activities. Suppliers are required to implement water management programs that characterize water and wastewater sources, use and discharge, identify opportunities to conserve water and prevent pollution at source, control potential contamination pathways, and implement appropriate monitoring and treatment systems where required by local permitting requirements. We strengthened our supplier water data approach in FY26 by improving how we capture and act on supplier water information. In FY26, we focused on the printed circuit board (PCB) sector due to its relatively higher water consumption and discharge impacts. Through supplier engagement and virtual consultation meetings, we communicated our expectations and encouraged suppliers to adopt water-reduction targets to mitigate water dependency risks. We also progressed water footprinting of selected components (including integrated circuits, printed circuit boards, paint, magnets, ABS plastic, and batteries) to identify water-use hotspots across product design and operations.

2.3.3 Progress

The progress we have made demonstrates the effectiveness of our programs. Key areas of progress can be summarized as follows.

- **ISO 14001-certified:** Our production facility's Environmental Management System has been ISO 14001 certified since 1999. This certification continues to support a structured approach to environmental management, including water, waste, energy, and regulatory compliance, and enables ongoing continuous improvement in environmental performance.
- **Operational Water Performance and Monitoring Improvements:** At our production facility, we maintain a multi-year program of continuous improvement focused on water efficiency. In FY26, we strengthened our operational water monitoring capability through the deployment of smart water meters, improving the granularity and frequency of water consumption data. This has enhanced our ability to identify consumption patterns and support more targeted efficiency actions. We also established a new target to reduce water withdrawal at our production facility by 50% by 2035 (compared to a base year of 2021).
- **Supplier Engagement:** During FY26, we:
    - Strengthened our supplier water program by improving how supplier water data is captured, assessed, and used to inform engagement priorities and risk identification.
    - Advanced supplier engagement, with a particular focus on the printed circuit board (PCB) sector due to its relatively higher water consumption and discharge-related impacts. Through structured engagement and virtual consultation meetings, we reinforced expectations on water stewardship and encouraged suppliers to adopt water-reduction targets.
- **Water Footprint Analysis:** Expanded component-level life-cycle analysis of the water footprint of select materials and components (including integrated circuits, printed circuit boards, paint, magnets, ABS plastic, and batteries), improving visibility of water-use hotspots across product design and operations.
- **Water Security:** Maintained our CDP Water Security score of A-, sustaining strong performance following our first CDP disclosure in FY25.

2.4 Targeted Substances

2.4.1 Policies, Strategies, and Concepts

The production of electronic goods necessitates a wide variety of materials, components, and parts. In collaboration with our suppliers, we examine material specifications and assess products and components. We have established policies and standards to ensure appropriate management of potential hazards to human health or the environment. These include compliance policies for Restriction of Hazardous Substances ("RoHS") and Registration, Evaluation, Authorization, and Restriction of Chemicals ("REACH"), as well as our Global Specification for the Environment ("GSE") standards, and a number of voluntary policies. Where opportunities for improvement are identified, we implement voluntary policies and standards to drive continuous improvement e.g. our PVC-free Policy and GSE (green procurement) Standards.

We go beyond legal requirements by monitoring global regulatory developments and adopting proactive policies based on the precautionary principle. This involves taking preventative measures to eliminate, manage, and control the use of targeted substances in manufacturing processes and products. We evaluate published lists of concerning substances, customer preferences, emerging regulations, and reliable scientific analysis related to potential effects on human health and the environment. This method also enhances product circularity by promoting recyclability.

The main potential impacts on customer health and safety arise from the way electronic products are manufactured, used, and disposed of at their end of life. This includes the risk of injury, health issues, or harm stemming from product defects, hazardous materials, or a lack of clear usage instructions. We have direct and indirect potential to have these impacts through our own design, production, and quality control processes, as well as through relationships with suppliers and distribution partners. All products are managed in accordance with product safety regulations, which require assessment of potential impacts, and disclosure of relevant information to consumers.

2.4.2 Measures Implemented

Under this program, we have implemented the following key measures.

- **Factory Management:** We use limited amounts of hazardous materials such as lubricant oils, adhesives, and cleaning solvents for final assembly activities, in compliance with the RBA Code of Conduct and applicable legal requirements. We identify and manage substances that could pose risks to human health or the environment and apply controls to ensure their safe handling, storage, and disposal. Safety Data Sheets ("SDSs") are maintained, made available to employees, and reviewed through audits assessing compliance with the RBA Code of Conduct. We also maintain a corporate standard outlining expectations for environmental management relevant to hazardous substances, including workplace emissions and air quality where applicable. We apply the same approach to hazardous materials management within our supply chain and assess suppliers for compliance with RBA Code of Conduct requirements.
- **Clear Standards:** In 2002, we established our GSE or "Green Procurement" standards, which define substances that are prohibited, restricted, or subject to declaration requirements, as well as associated labeling requirements. Compliance with the GSE standards is a contractual requirement for suppliers.
- **Testing:** At our production facility, we have a mature testing program that includes regular sampling and testing of products, components, and manufacturing consumables to verify compliance with GSE requirements. Products and components are tested using established laboratory methods, including X-ray fluorescence ("XRF") and chemical analysis, enabling verification of material composition, traceability, and regulatory compliance.
- **Auditing:** We conduct periodic supplier reviews and surveys, particularly when significant regulatory changes occur, including updates to EU POPs, US EPA TSCA, and REACH SVHC requirements. Our supplier audit and validation program assesses compliance with the RBA Code of Conduct, hazardous materials legislation, and Green Procurement standards.
- **Substitutions**: When safer alternatives are available, we phase out targeted substances of concern, such as PVC phthalates, and halogenated flame retardants (HFRs) through testing, corrective actions, and supplier collaboration.

2.4.3 Progress

The progress we have made demonstrates the effectiveness of our programs. Key areas of progress can be summarized as follows.

- **Targeted Substance Phase-Out**
  - In 2018, we introduced a program to phase out PVC in cables by transitioning to low-toxicity thermoplastic elastomer ("TPE") alternatives. 55% of products are PVC-free[11], demonstrating a strong trajectory towards the established target of zero PVC by 2030. PVC can generate hazardous substances during production, use, and disposal, making its phase-out an important step towards reducing environmental and human health impacts.
  - We advanced the phase-out of halogenated flame retardants in the external plastic enclosures of our products, with transition plans established across all relevant Joint Design Manufacturers. Since 01 April 2026, all new products have been free from HFRs in external plastic enclosures. This is important because some HFRs can persist in the environment and accumulate in living organisms, making safer alternatives preferable where they meet performance requirements.
  - FY26 also saw the completion of our global transition from solvent-based paints to water-borne paints. Following the successful conversion of supplier manufacturing operations in China in CY23, we transitioned all remaining manufacturing suppliers to water-borne paint systems, ready to support mass production. This transition has contributed to lower lifecycle emissions of volatile organic compounds (VOCs), helping improve air quality and reduce environmental impacts while ensuring consistent environmental standards across all manufacturing locations.

[11] Percentage of Dec. 2025 product lines shipped, which have no detectable presence of polyvinyl chloride.

- **Compliance Record**
  - Zero significant fines[12] and non-monetary sanctions for noncompliance with environmental laws and/or regulations in the last four years.
  - Zero 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.
  - Zero incidents of noncompliance with regulations concerning product and service information and labeling resulting in a fine or penalty or regulatory warning in the last four years.
  - Zero incidents of noncompliance with regulations concerning marketing communications, including advertising, promotion, and sponsorship resulting in a fine or penalty or regulatory warning in the last four years.

3. Social and Employment Related Matters

3.1 Inclusion

3.1.1 Policies, Strategies, and Concepts

At Logitech we foster a company culture that strives for fair access and opportunity at all levels of the company. By supporting and empowering all of our employees and communities, we can shape a more equitable industry and meet increasingly diverse customer needs.

Inclusion and equal opportunity directly contribute to a more innovative, adaptable, and socially responsible business. Without a diverse range of talent and perspectives, we would lack the insight and understanding needed to design and develop products that meet the needs of our diverse customer base around the world. This gap could undermine our ability to serve our customers effectively, limit innovation, and affect both financial performance and stakeholder trust. We have direct and indirect potential to have these impacts through our own employment practices and workplace culture, and through our relationships with suppliers and business partners who manufacture Logitech products.

Logitech is committed to Pay Equity as a principle and ensuring fair and equitable compensation. To facilitate discussion and initiatives regarding pay equity, we conduct an annual global review of remuneration to ensure equitable pay and to eliminate inequities based on gender or race. During this assessment, the Leadership Team and Board receive an analysis of Logitech's pay position based on gender (globally) and ethnicity (where data are available). During our annual review process, we implement salary adjustments as needed to ensure that wages are competitive in the market and equitable. Logitech prepares and discloses wage equity reports for countries where this is legally required. For example, in countries such as Ireland and Switzerland, where legislation mandates pay equity analysis and reporting, we actively engage and disclose our findings in compliance with the applicable reporting regulations.

3.1.2 Measures Implemented

Under this program, we have implemented the following key measures.

- **Policy and Advocacy:** Our Social Impact team collaborates with our Legal/Public Policy and Communications teams to ensure that we evaluate the appropriate company response on social impact topics internally and externally. Amongst other factors, this evaluation process includes consideration of our credibility or ability to lead on the topic, the potential impact to our business and reputation, and the extent to which the topic is connected or aligned with our core values.
- **Pay Equity:** We conduct an annual review of compensation worldwide to help ensure we pay fairly and to eliminate gender, racial, and other discrimination in the workplace. Where needed, we make salary adjustments during our annual review process to ensure wages are market-competitive and fair. In countries like Ireland and

[12] A significant fine is a fine of more than USD $10 000.

Switzerland, where legislation requires pay equity analyses and reporting, we participate and disclose our results, in compliance with relevant reporting requirements.

- **Recruitment:** We have developed a bias-reducing process that we follow globally when we open jobs internally and to the public and ensure our job descriptions are inclusive and non-biased before they are published. We have an inclusive global team of internal Talent Acquisition ("TA") professionals connected with our leaders and our values.
- **Employee Resource Groups (ERG):** Our ERGs are employee-led groups that work to facilitate an inclusive workplace by building solidarity and promoting allyship. Our ERGs also act as a critical feedback loop, highlighting issues faced by marginalized groups and helping to foster understanding and stimulate action.
- **Women in Tech:** We have a number of programs and initiatives to celebrate and enable women in tech.
  - #WomenWhoMaster Program: Our #WomenWhoMaster program comprises a range of initiatives that celebrate, amplify, and enable the rise of women in STEM. The series provides aspiring girls and women with powerful stories about overcoming barriers and career tips.
  - Girls Who Code: We collaborate with Girls Who Code on their Summer Immersive Program (SIP) and Self-Paced Program (SPP) to advance their mission of closing the gender gap in tech and reshaping the perception of programmers.
- **LogiTalks Speaker Series**: This is our internal speaking series to share the stories of dynamic individuals and activists that align with our values and are making a difference in the communities in which we live and work.
- **Inclusive Products:** The minimalist design of our Pebble mouse and its unique removable magnetic top plate has allowed us to explore adaptable add-ons to suit a range of individual hand mobility needs. We published an open-source range of 3D printable designs to customize this iconic mouse, allowing you to add weight, width and different supports to make it more adaptable and create a setup that is unique to the user. Our aim is to further share 3D printable designs that have been created, developed and submitted to Logitech by a community of independent designers.
- **Parental Leave Policy:** Logitech provides a minimum of 18 weeks of fully paid time off for all parents welcoming a new child through birth, surrogacy or adoption globally, regardless of gender, sexual orientation or length of service.
- **Supplier Training and Education**: We host and facilitate supplier training events. As part of these activities, we facilitate discussion of Logitech's sustainability expectations and standards, and international good practice standards. We create forums that help suppliers share their experience of best practices and lessons learned with each other. We also connect our suppliers with RBA capability-building sessions and development resources, encourage their participation in RBA training and assign certain e-learning courses to specific suppliers, to drive improved awareness and education.

3.1.3 Progress

The progress we have made demonstrates the effectiveness of our programs. Key areas of progress can be summarized as follows.

- **Leadership**
  - 36% of our Board of Directors are female.
  - 50% of our Leadership Team are female.
  - 37% of all employees are female with 34% of all managers being female[13] and 23% of STEM-related positions[14] being female.
  - 46% minority representation in management roles.

[13] Women in the Logitech "People Managers" category, "Extended Leadership" category, and "Leadership Team" category, as a percentage of all individuals in those categories.

[14] STEM positions are related to science, technology, engineering, and mathematics. Logitech's P&C team defines these positions, which include engineers, data scientists, and others. The number of individuals in these positions is calculated as a percentage of all individuals in all positions.

- **Philanthropy:** In FY26, we formalized our commitment to employee volunteering by establishing a new 2030 target to achieve 5,000 employee volunteer hours per fiscal year by the end of FY30. This reflects our intent to strengthen, broaden and track employee participation in volunteering, ensuring opportunities are accessible across the organization and supporting a more engaged and inclusive culture through shared community impact.
- **Recognition:** We were included in "America's Greatest Workplaces for Inclusion and Diversity 2025" published by Newsweek, recognizing organizations in the US that offer supportive workplace policies with an active commitment to inclusion.

3.2 Digital Inclusivity

3.2.1 Policies, Strategies, and Concepts

We believe that equality is a fundamental right and we have made significant progress in integrating this value at the heart of everything we do. We are dedicated to contributing towards a more equitable, accessible, and inclusive digital environment for everyone. We enable digital inclusion via two primary pathways.

- Our Design for Sustainability approach (see Design for Sustainability); and
- Increasing accessibility by:
  - Establishing secure, inclusive, and easily accessible digital areas;
  - Encouraging education in the fields of Science, Technology, Engineering, Arts, and Mathematics (STEAM); and
  - Empowering and giving voice to a diverse range of creators.

3.2.2 Measures Implemented

Under this program, we have implemented the following key measures.

- **DfS as a Driving Force for Innovation:** The DfS Principle of "Making a Positive Contribution" is focused on digital inclusion and creating products "that enable joyful and inclusive experiences" for everyone. Using DfS Principles, we reevaluate and enhance traditional product development methods, always aiming to make more accessible products for our customers. We are actively building DfS capabilities across the company to facilitate the development of digitally inclusive products.
- **Creating Secure, Inclusive, and Easily Accessible Digital Areas:** Logitech partnered with Mount Sinai, AbleGamers Charity, and Adaptive Action Sports to organize the Logitech G Adaptive Esports Tournament, aiming to provide gamers with disabilities professional esports opportunities and support. Additionally, Logitech collaborated with the non-profit organization GLAAD to support LGBTQIA+ individuals, and promote equity and acceptance in the gaming industry through GLAAD Gaming.
- **Supporting STEAM Education:** Logitech collaborates with organizations like Girls Who Code, iWish and TechLit Africa to support STEAM education, focusing on equity and providing pathways for communities. In FY26, Logitech's efforts targeted specific groups in technology, including girls and women aiming to empower them through STEAM-centered educational programs.
- **Supporting Scholarships:** The Logitech scholarship program at The Royal College of Art ("RCA"), London has created a viable pathway into the design industry for young people from marginalized communities. Our aim is to enable increasing numbers of students to learn the craft and science of creation and design. Our scholarship helps early career creatives at a pivotal stage in their careers and allows the RCA to continue nurturing talented students.
- **Product Donation:** Logitech's Open-Box Donation program is committed to donating returned products to qualifying charities and educational institutions. These "open-box" products come from Logitech G, ASTRO Gaming, and personal workspace and streaming lines, and are generally fully functional but might be recycled before reaching the end of their working life-cycle. This program is aligned with Logitech's DfS ethos, and not only extends the product lifespan but also positively helps schoolchildren in underserved areas.

3.2.3 Progress

The progress we have made demonstrates the effectiveness of our programs. Key areas of progress can be summarized as follows.

- Continued hosting esports tournaments with Mount Sinai, AbleGamers, and Adaptive Action Sports, awarding cash prizes to gamers with disabilities.
- Partnered with GLAAD to help ensure LGBTQIA+ representation in the gaming industry.
- Collaborated with organizations like Girls Who Code, iWish, EPFL and Techlit Africa to support STEAM education.

3.3 Talent Attraction and Retention

3.3.1 Policies, Strategies, and Concepts

We prosper when we develop our people. We aim to embed a learning culture where employees feel empowered to nurture their own minds, challenge ideas, and make things better. We know we cannot expect to meet growing business aspirations unless our people also see opportunities to meet their personal aspirations. 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 and opportunities. Our talent development programs provide support to Logitech individuals across the globe through guidance and offerings that strengthen our Logitech culture and help to develop the whole person.

We are committed to fostering an inclusive and forward-looking workplace through targeted coaching and mentorship opportunities that empower employees at all stages of their careers. We promote inclusive leadership and a culture of collaboration, innovation and excellence, where employees feel respected, supported and valued.

3.3.2 Measures Implemented

Under this program, we have implemented the following key measures.

- A major factor in attracting and retaining employees is the attractiveness of Logitech as an employer, alongside an attractive and competitive compensation which we regularly benchmark in relation to peer companies. We offer a competitive benefits package tailored to the needs of the markets in which we are located. We also created more flexibility for employees introducing working-from-home arrangement possibilities and individual development opportunities for employees and management, comprising training programs and needs-based language courses.
- Throughout the world, we also offer local and community-based programs for interns and apprentices to further our new talent attraction. In Lausanne, Silicon Valley, and Hsinchu, we run apprenticeship programs, and we advertise our opportunities widely to attract a diverse pool of interns. We hire from the intern pool and have a successful track record of interns and apprentices returning to Logitech as full-time employees.
- Our talent attraction process is built to align with our values and includes a bias-reducing recruitment process that starts as soon as a new role is opened. At Logitech, it starts with a diverse, inclusive and trained global team of internal TA professionals, and connected with our leaders and our values. We also use technology and our own processes to limit bias where we can; we have developed a bias-reducing process that we follow globally when we open jobs internally and to the public; we use a software tool to ensure our job descriptions are inclusive and unbiased before they are published.
- We actively advertise our open roles in locations that promote inclusion around the world. Platforms and sites that specialize in attracting the underrepresented are prioritized, and events that specifically target professionals and future professionals who are often marginalized or overlooked. We actively promote our company as a great place for everyone to work through local site gatherings, emails, and social media posts.
- We want to make learning a seamless part of daily work rather than a separate task. Based on the 70-20-10 approach to learning, we recommend to all employees to spend 70 % of their development time focused on "On-The-Job" activities, 20 % on "Social Learning" and 10 % on "Formal Training".
- We offer training opportunities to support employee development, collaborating with leaders across the organization to address the specific needs of each department. This approach has resulted in a wide range of learning and development opportunities across Logitech. Business groups develop their own programs to

familiarize employees with Logitech's policies and practices and may utilize external resources to support team development. For example, the Operations organization provides a Program and Project Management Essentials course focused on project management processes and priorities.

- With the implementation of LogiLearn powered by Coursera®, we now provide all employees with access to over 10,000 courses. These courses incorporate personal development as well as skill-related topics, and use a variety of engagement methods including short-form content and more hands-on learning. Logitech's Learning Portfolio consists of a wide range of training content to help enhance individual skills. Examples of training topics include safety, artificial intelligence, privacy, ethics, inclusion, manager development and creative design. We offer compliance training for employees, with additional training on thematic subjects like anti-corruption, antitrust, and anti-harassment.
- We offer coaching and mentorship for employees and our employees benefit from robust internal networks, including Employee Resource Groups (ERGs). ERGs are a fundamental component of our inclusion strategy. These employee-led teams strive to cultivate an inclusive work environment and foster allyship. Our ERGs also play a crucial role as a feedback mechanism, highlighting the challenges faced by communities at Logitech.
- We support employees through all stages of their career. For example, we run a "LogiLeader Series", our foundational workshop for managers to help them quickly adapt to their roles by grounding them in Logitech leadership principles and people cycles. This two-session, facilitator-led, and interactive workshop equips managers with the skills and insights they need to effectively manage their Logitech teams. We also have a transition program for retiring and terminated employees which is managed by a third party.
- We actively support digital transformation through extensive AI-focused training initiatives, ensuring employees are well-prepared to leverage new technologies in driving innovation and sustainability. As a great resource on Logitech's AI-focused training initiatives, which highlights our commitment to digital transformation, you can download directly from our website the ''Enhancing Employee Experience with Logitech AI Features" eBook. This eBook covers AI-driven innovations like RightSight 2 and RightSound 2 for smarter meetings and better employee enablement.
- We recognize that the transition to a low-carbon, climate-resilient economy is reshaping expectations across the value chain. In response, we are taking proactive steps to ensure our employees and suppliers are equipped with the knowledge and capabilities to adapt and lead in this changing environment. We incorporate environmental awareness into our training programs covering topics such as sustainability, regulatory developments, shifting to renewable energy, rising customer demand for sustainable design and manufacturing and strategies to reduce environmental impact. Through initiatives like our Future Positive Challenge and Continuous Improvement Program (CIP) Awards, we encourage exploration in areas such as AI for product traceability, smarter recycling systems, and the development of new materials and technologies that support lower-carbon, circular product design.
- We conduct performance appraisals at least annually with interim reviews throughout the year. Reviews are conducted through 360 feedback and agile conversations to ensure fairness and continuous dialogue. We also have a team effectiveness program to assess and improve team-level performance.

3.3.3 Progress

The progress we have made demonstrates the effectiveness of our programs. Key areas of progress can be summarized as follows.

- **Leadership Development**: Implemented the "Logi Learn for Leaders: Leader Series" which is a leadership development program of nine one-hour interactive workshops available to all People Managers. These modules are organized into four tracks—Team Effectiveness, Communication & Storytelling, Generative AI Fluency & Adoption, and Resilient Leadership—and can be selected, mixed, and taken in any order to suit individual needs and enable leader success. We also host quarterly Leader Huddles around relevant topics at meaningful points in time with a focus on the Logi Impact performance management framework, emphasizing continuous growth and adaptable career development.
- **Employee Learning:** Empowered our workforce through LogiLearn, a strategic partnership with Coursera®. This platform provides every employee with unlimited, on-demand access to a catalog of over 10,000 professional

courses. We are actively closing skill gaps, promoting a culture of internal mobility, and ensuring our talent can focus on developing necessary skills in the evolving business environment.

- **Global Internship Programs:** We hosted biannual apprenticeship programs in Lausanne, and collaborated with top universities for two internship seasons, in Hsinchu. In Silicon Valley we ran unique internship projects on diverse topics like AI tools, campaign execution and media strategy.
- **Employee Engagement:** This year, we scored 80% favorable in our Culture Amp Engagement Factor, which measures the levels of enthusiasm employees feel toward their organization. This score is 10 points higher than the industry average.
- **Employee Development:** In FY26, we enhanced our Logi Impact Framework by introducing a more structured approach to performance reviews and career development. This included formalized year-end evaluations, personalized development plans, and ongoing dialogue between employees and managers, all aimed at fostering a growth-oriented culture. Over 90% of employees across the organization submitted development plans for the year, highlighting continued growth through experiences, stretch assignments, and on the job training. The company supports this by providing clear direction around priorities, fostering a holistic, people-first culture, and building an environment that enables both individual and team success through development opportunities.

3.4 Safety, Health, and Well-being

3.4.1 Policies, Strategies, and Concepts

Our progress is fueled by creative, resourceful, and innovative people across the globe, both within Logitech, and in our supply chain. We want to ensure individuals feel cared for, and that employees and supply chain workers can respond safely and creatively to the fast-paced environment of our sector, and the challenges of a competitive marketplace. Our Global Health, Safety, and Security Policy Statement is a foundational policy, which applies to all elements of our business. It demonstrates the commitment of our executive management team to protecting our employees and ensuring that we are operating in compliance with legislative requirements. We implement training and communication programs across the business each year, to ensure employee awareness of the importance of health and safety management, and our key programs and provisions. Our commitment to employee health and safety communication and training is reflected through our ISO 45001 certification. Logitech's commitment to the RBA Code of Conduct and its ISO 45001-certified Health & Safety Management System ensures a comprehensive and systematic approach to identifying work-related hazards, assessing risks, and applying appropriate controls. These processes are embedded into both routine and non-routine activities and are designed to eliminate hazards and minimize risks through the application of the hierarchy of controls—beginning with elimination and substitution, followed by engineering and administrative controls, and finally, the use of personal protective equipment. Hazards are assessed and action plans are prioritized based on the hazard assessment. Examples of identifying such hazards include workplace hazard assessments, hazard analysis of operating conditions (LEC) to classify and assess safety risks, exposure monitoring and testing, and workplace inspections and audits.

Logitech maintains established procedures under its ISO 45001-certified system for reporting work-related hazards. We foster a culture of openness and proactive reporting, which discourages reprisals. For critical or sensitive concerns, workers can use a confidential, third-party operated whistleblowing hotline, which enables anonymous reporting. Logitech's Code of Conduct strictly prohibits any form of retaliation, and all employees are made aware of this policy. Logitech promotes a strong culture of safety and trust, where workers are empowered to prioritize their own health, safety, and welfare, as well as that of their colleagues. This culture is embedded in our ISO 45001-certified management system and encourages employees to speak up and remove themselves from situations they believe could cause harm. Any concerns about mistreatment or retaliation for doing so can be raised anonymously via our independent whistleblowing hotline. Reprisals are explicitly prohibited under our Code of Conduct, and this is clearly communicated to all employees.

Incident investigation procedures are integrated into Logitech's ISO 45001-certified system. These procedures guide the reporting and investigation of work-related incidents, including the identification of associated hazards and risks, root cause analysis, application of the hierarchy of controls, and implementation of corrective actions. The findings are used to inform continual improvements to our health and safety practices and systems.

In FY26, we recognized our long-standing target to ensure zero work-related fatalities among all employees and onsite contractors across all company operations during each fiscal year.

We report on progress in relation to this target in the Key Performance Indicators section of this report (Appendix A).

3.4.2 Measures Implemented

Under this program, we have implemented the following key measures.

Health and Safety

- **Workplace Hazard Identification & Elimination Processes:** include workplace hazard assessments, hazard analysis of operating conditions to classify and assess safety risks and implementing a Hierarchy of Controls (elimination, substitution, engineering controls, administrative controls, PPE), exposure monitoring and testing for gases, dust, noise and radiation, health surveillance & medical monitoring of employees, workplace inspections & audits, emergency preparedness & hazard response drills and training & awareness programs. The quality of these services and facilities is ensured through compliance with Standards and Regulations, continuous monitoring & improvement, reviews of worker participation & engagement and through quality assurance & audits. Workplace hazard identification and risk assessment activities include the evaluation of ergonomic, chemical, biological, and physical hazards. Hazard classification is conducted using methods such as LEC (Likelihood, Exposure, Consequence) analysis. To monitor ongoing exposure, Logitech conducts annual workplace sampling for gases, dust, noise, and radiation. Health surveillance and medical monitoring are also in place, with pre-employment, routine, and task-specific examinations, including for employees in radiation-related roles.
- **Standards:** To help us ensure the safety, health, and well-being of our production facility workforce, we follow the RBA Code of Conduct, our industry best practice standard, and have an integrated Environmental, Health, and Safety ("EHS") management system. This management system was certified to OHSAS 18001 in 2004 before transitioning to ISO 45001 certification in July 2020 and we have maintained that certification year-on-year since that time. Our EHS Management System includes an EHS Policy, as well as procedures and programs, which drive identification, assessment, and evaluation of health and safety performance relative to applicable legal requirements, as well as continual improvement of our health and safety performance, in line with industry good practice, and the RBA Code of Conduct. 100% of the direct and indirect workers at our production facility in Suzhou are covered under the scope of the EHS Management System.
- **Audits:** At our production facility, a team of internal Health and Safety auditors audit different work areas periodically, under the direction of an established EHS Committee. This process and oversight helps ensure proactive consideration of potential hazards, risks, and control measures. Compliance with ISO 45001 and the RBA Code of Conduct is also audited by an independent third-party. We have maintained our Health and Safety certifications year-on-year and achieved a 'low risk' SAQ score in the RBA Validated Audit Process (VAP). To ensure safety standards are upheld, regular safety walkthroughs and compliance audits are conducted, covering ISO requirements, RBA expectations, and local regulatory obligations. Emergency preparedness is reinforced through the implementation of site-specific Emergency Response Plans and regular drills, including fire, natural disaster, first-aid, and X-ray response simulations.
- **Initiatives:** A number of health and safety initiatives are delivered year-on-year to ensure regulatory compliance, good practice, and continual improvement of health and safety performance 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 emergencies, spills, etc.) to improve employee awareness of procedures and provide refresher training.
    - We have also increased our Safety and Health E-learning opportunities, in particular at the onboarding stage, and have developed site-specific programs to further support our employees.

- **Training:** Health and safety processes are supported by training and awareness programs, including environmental health and safety (EHS) orientation for new employees and annual refresher training. Competency is maintained through ongoing education and role-specific instruction. Insights gained from hazard assessments, monitoring, and incident investigations are used to evaluate and continually improve the performance of the Health & Safety Management System.
- **E-Learning Onboarding:** New employees receive health and safety training via e-learning, as part of onboarding. This training provides general information on health and safety at Logitech, guidance on how to contact the H&S team, details about various health and safety programs, and useful health and safety tips.
- **Safety Production Committee:** Logitech has a formal joint management-worker Safety Production Committee at our production facility. The committee meets on a quarterly basis and includes cross-functional representatives and employee representatives. Responsibilities include developing, reviewing, and updating safety rules, procedures, and emergency rescue plans to ensure continued alignment with national/industry regulations and Logitech requirements, organizing safety training, conducting hazard identification and risk assessments, daily safety checks and more. Decision-making authority is established in the formal committee charter.
- **Employee Welfare Committee:** Logitech's Employee Welfare Committee and onsite clinics are promoted through bulletin boards and the effectiveness of these services is assessed through the annual EHS satisfaction survey. Other examples of services provided include the LogiCares program, National Women's Day, annual health check ups and free doctor consultations in the onsite health clinic. Logitech runs voluntary health programs such as welfare activities (badminton, yoga etc.) and free consultations with doctors to address overall wellbeing. Access is through onsite communication such as bulletin boards.
- **Online Healthy Working Program+:** The Healthy Working Program+ supports ergonomics and focuses on three key elements: tailored e-learning based on an employee's personal workplace profile, a self-risk assessment to ensure proper workplace setup and safety, and a personal action plan to address any issues identified in the self-assessment. This program helps employees maintain a comfortable and safe working environment annually.

Well-being and Benefits

- **Wellness Reimbursement:** To support employees' health and fitness, we provide a wellness reimbursement program.
- **Well-being Platform:** Employees have on-demand access to courses, training, and articles related to mindfulness, resilience, yoga, stress reduction, sleep, and other well-being topics.
- **Mental Wellness Program:** Our global mental wellness program (Modern Health) enables individuals to access 1:1 coaching sessions with a certified mental health coach and licensed clinical therapists.
- **Health Care Coverage:** Globally, we provide competitive and consistent benefits packages that include statutory and core benefits such as medical, savings/retirement, life insurance, and leave/disability. In some locations, additional benefits such as medical, dental, vision, telehealth, and health reimbursement plans may also be offered. Full-time employees in the U.S. receive up to USD $10,000 per year per employee for meal, lodging, and transportation expenses when traveling out of state to access pregnancy termination service.
- **Flexible Working Arrangements:** We have established a hybrid working environment for our employees to build their working days to suit themselves. We have also established a global work-from-home equipment contribution that provides our employees with a suitable ergonomic environment from where they can comfortably work remotely.
- **Parental Leave:** We offer a minimum 18 weeks' fully paid leave within the first two years of a child's life for parents welcoming a new child through birth, surrogacy, or adoption. Our parental leave is available to all birth and non-birth parents-regardless of their gender, sexual orientation, or length of service.
- **LogiWellness, Benefits and Time Off Programs:** We provide all employees in the countries where we operate with core benefits and wellness offerings, including medical health insurance coverage, retirement saving options, life insurance, paid time off, and generous leave and disability protections.
- **Benefits:** Logitech provides employee benefits in line with local market practices and regulatory requirements. Benefits for part-time employees are generally aligned with those of full-time employees, while temporary and contract employees may have limited eligibility for certain benefits depending on local requirements. We provide

all employees in the countries where we operate with core benefits and wellness offerings, including medical health insurance coverage, retirement saving options, life insurance, paid time off, and generous leave and disability protections.

- **Bereavement Leave:** Regular employees are eligible to take up to five (5) days paid bereavement leave for death of direct and extended family members (e.g. spouse/partner, children including pregnancy loss/miscarriage, daughter-/son-in-law, parents (including in-laws), siblings, grandparents, grandchildren, uncles, aunts, cousins, nieces, and nephews). This runs concurrently with any applicable statutory entitlements for bereavement leave.
- **LogiThanks Days:** We offer extra paid leave days to all employees worldwide, to allow them to disconnect and recharge when they need it. During FY23, we extended the LogiThanks days to provide four long weekends each year (back-to-back LogiThanks days on a Friday and Monday to give a long weekend of paid leave). With everyone off at the same time, the whole company has a real opportunity to disconnect and recharge.
- **ESPP:** An Employee Share Purchase Plan (ESPP) allowing eligible employees to purchase Logitech shares through payroll deductions at a discounted market price. Currently, our ESPP program is offered to 98% of regular full-time and part-time employees.
- **Employee Assistance Program:** Our Employee Assistance Programs are voluntary work-based programs that provide confidential and free counseling and resources on a variety of topics to employees and their family members to support their total well-being.
- **SmartHabits:** SmartHabits was created in-house at Logitech to help employees build smarter habits. This is a desktop application that sends you reminders to take breaks, it sends calendar nudges and employees can earn achievements by building better habits.
- **Service Award Program:** Celebrating employees' career milestones by recognizing their contributions and achievements at 5-year intervals.
- **Employee Engagement Survey:** Logitech conducts an annual employee engagement survey called "LogiPulse". This comprehensive survey allows employees to give weighted input on various factors such as overall engagement, happiness and retention. We utilize a "Happiness Factor" to gauge employee satisfaction and well being. Engaged employees are those who have a sense of belonging, view their organization as an excellent work environment and feel enabled to complete their work effectively while experiencing positive emotions. We continue to benchmark against industry standards.

3.4.3 Progress

The progress we have made demonstrates the effectiveness of our programs. Key areas of progress can be summarized as follows.

- **ISO 45001 Certification:** Our Environmental, Health, and Safety (EHS) management system is ISO 45001 certified, with annual independent audits ensuring compliance**.**
- **Audits:** Maintaining a 'low risk' SAQ score and silver grade in the RBA Validated Audit Process (VAP).
- **Incident Reporting:** Following on from a thorough investigation and root cause analysis of health and safety incidents, Logitech implemented engineering controls by installing speed limiters, movement lights, and 5 cm anti-collision devices on forklifts; administrative controls through standardized operator training, enhanced safety signage, and worker awareness programs; and personal protective equipment improvements by upgrading safety shoes and defining regular replacement intervals.
- **Wellness Programs:** Employee interaction and participation in our global mental wellness program (Modern Health), which offers coaching and therapy sessions; wellness reimbursements and courses on mindfulness and stress reduction.
- **Comprehensive Benefits Package:** Our benefits package including health insurance, retirement savings, life insurance, paid time off, flexible working arrangements, and employee assistance programs, where relevant.
- **Employee Engagement Survey Results:** This year, we achieved a 80% favorable score on our Logi Pulse Happiness Factor, indicating that 80% of employees have a favorable opinion regarding their sense of belonging, experiencing positive emotions at work, and feeling passionate about the work they do.

3.5 Privacy and Security

3.5.1 Policies, Strategies, and Concepts

For customers, we maintain our Privacy Policy for products, services and our website, which provides detailed information on Logitech's data processing practices, how personal data is shared and disclosed and how individuals can invoke their data rights. For each of our product lines, we perform privacy impact assessments to identify and mitigate against any privacy risk arising from our products and services. It is one of the methods we use to implement privacy by design alongside privacy engineering. Our privacy policies are regularly reviewed and updated to ensure they continue to accurately reflect the processing of personal data by Logitech and comply with the changing regulatory landscape.

The Artificial Intelligence ("AI") Governance team has established AI policies, training and processes that guide responsible AI development and deployment, and ensures Logitech's AI aligns with legal requirements and industry best practices. Our AI Policy and AI Governance program is approved by members of the Executive Management Team and reported to the Board of Directors.

The main potential impacts related to customer privacy arise from the collection, storage, and processing of customer data on our website and through our products. Without strong safeguards, there is a risk of unauthorized access, disclosure, or theft of personal information, which could harm individuals' rights to privacy, undermine customer trust, and expose us to legal and financial penalties. Proper controls help our customers to enjoy the full benefits of our products and services with confidence and peace of mind. We have direct and indirect potential to have these impacts through our own data processing activities, operations or relationships with suppliers, distributors, or other business partners if controls are weak or not enforced. We manage these potential impacts by employing strong technical and organizational safeguards, assessing the data practices of our partners, and honoring data subject rights, in compliance with regulations. We also conduct internal audits of Privacy Policy compliance, as required, to assess the effectiveness of our actions, identify opportunities for improvement, and capture lessons learned.

3.5.2 Measures Implemented

Under this program, we have implemented the following key measures.

- **Board Oversight:** Logitech's Cybersecurity Program and Privacy Program are reviewed by the Board's Audit Committee biannually and annually, respectively. Both programs are reported to the Board of Directors annually.
- **Privacy Governance:** Our privacy team develops and leads data and privacy governance, notice and consent, vendor enterprise risk management, data protection, privacy-by-design efforts, age-appropriate design, international data transfer contracts, processing of data rights requests, and training and awareness programs.
- **Privacy Training:** Our employees and contractors receive privacy training through our workforce management system with additional resources and information available on a dedicated privacy page on our intranet. Moreover, we provide special training for specific teams that deal with personal data and create technologies for data collection (e.g. engineering, design, human resources, vendor management, legal compliance, and/or marketing teams). We regularly review and update our privacy policies to guarantee they accurately represent Logitech's processing of personal data and remain compliant with the evolving regulatory environment.
- **Responsible AI Principles:** We are committed to acting ethically and responsibly when we use or integrate AI technologies into our products. As a leader in innovation, we acknowledge the transformative potential of AI and the significant responsibility that comes with its deployment. In FY25 we published our Responsible AI ("RAI") Principles, which are a reflection of this understanding and reaffirm our commitment to extend human potential in work and play, and to do so in a way that is good for people and for the planet. These principles are a blueprint that shapes how we develop, and deploy AI technologies. Our approach prioritizes transparency, accountability, the protection of privacy and security, and the mitigation of bias. By adhering to these principles, we strive to continue to deliver trustworthy and responsible innovation. These principles are approved by the Executive Management Team and communicated to the Board of Directors.
- **European AI Pact:** In FY25 Logitech signed the European AI Pact, a voluntary pledge to promote trustworthy and safe AI development ahead of the European AI Act's full application.

- **Cybersecurity:** Our cybersecurity framework offers guidance on the organization, governance, and execution of information security and is certified to ISO/IEC 27001 standards. We employ technical and organizational measures that encompass data centers, networks, endpoints, systems, applications, and cloud environments. Both physical and logical access points are controlled and regularly assessed to guarantee that only authorized users have access. Our employees receive ongoing training and communications about key information security risks and best practices to follow. This also extends to our partners and vendors, who must comply with our cybersecurity standards as a prerequisite for doing business with us. Our requirements and expectations are explicitly outlined in vendor agreements, and adherence to these agreements is verified and assessed as part of our vendor due diligence and continuous contract management process.
- **Product Security:** We employ a life-cycle approach to managing product security risks and our established risk assessment process helps identify security risks early in the design phase. Suitable security measures are developed to address these risks and vulnerabilities and are integrated into the evolving product design. Depending on each product's data and network access requirements, this may involve implementing encryption, digital signatures, robust authentication and authorization, and network security. Our Board of Directors' Technology and Innovation Committee is responsible for overseeing our product security risk management framework. We conduct security testing before product launches, and our Product Security Review Board ("PSRB") has the authority to stop the launch of any product or service that does not meet security standards. The PSRB reviews and grants final approval for the security design of new products in development. We encourage reports from independent researchers, industry organizations, vendors, customers, and other relevant stakeholders and sources after the product launch. To facilitate this, we have a public Vulnerability Disclosure and Bug Bounty program and accept reports through our HackerOne platform. The responsible security team members review all submissions to this platform, and further investigations are conducted to determine the suitable remedy, with a fitting reward given to the respective reporter.

3.5.3 Progress

The progress we have made demonstrates the effectiveness of our programs. Key areas of progress can be summarized as follows.

- **ISO/IEC 27001 Certification:** Logitech maintained its ISO/IEC 27001 certification, which confirms our adherence to best practice information security management standards and the effectiveness of our policies, training and measures for organizational security.
- **Performance Indicators**: One substantiated privacy complaint was recorded during the reporting period, which was also reported as one data breach incident. Prior to this incident, we had not experienced a cybersecurity event determined to be material, and our business strategy, results of operations, and financial condition had not been materially affected by cybersecurity threats. In calendar year 2025, we experienced a cybersecurity incident involving the exfiltration of data[15]. Based on the information currently available and our assessment to date, we do not believe this incident will have a material adverse effect on our financial condition or results of operations.

3.6 Responsible Sourcing of Minerals

3.6.1 Policies, Strategies, and Concepts

Logitech is committed to sourcing components and materials from companies that share our values regarding human rights, ethics, and environmental responsibility. We use industry-leading best-practice tools and processes to promote responsible mineral sourcing throughout our global supply chain and to ensure compliance with applicable legal requirements[16].

We require our suppliers to disclose the smelters and refiners ("SORs") of tin, tantalum, tungsten, gold ("3TG"), cobalt, and mica in our supply chain. Where we identify a SOR located in the Democratic Republic of the Congo ("DRC") or

[15] This is related to the Oracle E-Business Suite Zero-Day Vulnerability.

[16] Logitech is subject to Section 1502 of the U.S. Dodd-Frank Act, which mandates 3TG reporting to the Securities Exchange Commission. With respect to the amended Swiss Code of Obligations and the new Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour promulgated thereunder, we have assessed our risk exposure and determined that given that Logitech neither directly imports nor processes conflict minerals within Switzerland, Logitech is exempted from specific due diligence and reporting obligations with respect to conflict minerals thereunder.

an adjoining country, or sourcing from a Conflict-Affected and High-Risk Area ("CAHRA"), we validate the SOR's participation in independent third-party responsible minerals assurance programs, such as the Responsible Minerals Assurance Process ("RMAP") or equivalent programs.

As defined in our Responsible Sourcing of Minerals Policy, we have an established annual target to achieve a 100% responsible and conflict-free supply chain for 3TG, cobalt, and mica by ensuring that any SORs located in the DRC and adjoining countries, or sourcing from CAHRAs, are actively participating in and conforming with the requirements of the Responsible Minerals Initiative ("RMI") RMAP or equivalent third-party audit programs. Performance against this target is tracked and reported annually.

3.6.2 Measures Implemented

Under this program, we have implemented the following key measures.

- We established our Conflict Minerals Sourcing Program in 2011, introducing a Conflict Minerals Policy Statement alongside a supplier engagement and capability-building program. In 2013, we formalized this approach through the public disclosure of the policy.
- Since 2013, we have worked collaboratively with our suppliers and with industry peers, including RBA members, to exert the full influence of our industry on SORs and encourage their participation in credible, third-party assurance programs.
- We utilize the best-practice tools and processes of the RMI, including the Responsible Minerals Assurance Process ("RMAP"), to support responsible sourcing of 3TG and to mitigate the risk of conflict minerals entering our supply chain. We engage directly with suppliers to build awareness and understanding of sourcing risks associated with metals, as well as our due diligence and reporting expectations.
- Each year, we review our product portfolio and engage with direct suppliers to reinforce their understanding of our due diligence and reporting requirements. We require suppliers to identify and report 3TG SORs within their supply chains. Where we identify a SOR located in the DRC or an adjoining country, or sourcing from a CAHRA, we validate the SOR's participation status in RMAP or equivalent third-party assurance programs. Where relevant, our reasonable country of origin inquiry ("RCOI") process draws on both recognized third-party audit schemes and independent external expert assessments.
- We also maintain dedicated due diligence programs for cobalt and mica, aligned with applicable industry best practices and evolving responsible sourcing frameworks for cobalt refiners and mica processors.

3.6.3 Progress

The progress we have made demonstrates the effectiveness of our programs. Key areas of progress can be summarized as follows.

- **3TG Sourcing:** 99%[17] of the identified 215 3TG SORs in Logitech's supply chain met our responsible sourcing requirements. Three SORs were found to be non-conformant with Logitech policy and in response, we instructed the relevant supplier to implement a Smelter Action Plan (SAP) to either remove the three SORs from their supply chain or ensure that they promptly re-engage with a recognized third-party certification program to regain compliance with our responsible sourcing requirements. Further details on our mandatory 3TG Reporting can be found on the reporting page of our website.
- **Responsible Cobalt Sourcing:** 100% of the identified 51 cobalt refiners are engaged in RMAP or equivalent third-party audit programs. These third-party audit programs verify that our refiners conform to strict due diligence standards, thereby ensuring our supply chain remains committed to ethical and sustainable practices. We have no reason to believe that our cobalt sourcing contributes to human rights violations or child labor.
- **Mica Sourcing:** 100% of the identified 5 mica processors in Logitech's supply chain were engaged in RMAP, addressing human rights concerns in mica extraction.

[17] Calculated as the number of Smelters reported by suppliers that manufactured products or components with 3TG for Logitech during Calendar Year 2025, where the supplier had a business relationship with Logitech at the time of KPI calculation (March 2025) and the Smelter met our responsible sourcing requirements, divided by the total number of Smelters reported by suppliers that manufactured products or components with 3TG, mica or cobalt for Logitech during Calendar Year 2025 and had a business relationship with Logitech at the time of KPI calculation (March 2026).

3.7 Human Rights and Labor

3.7.1 Policies, Strategies, and Concepts

Human rights compliance is fundamental to how we operate. We aim to identify, prevent, mitigate or remediate adverse human rights impacts linked to our business activities and operations, including our supply chain. We adhere to the RBA Code of Conduct and the United Nations Global Compact ("UNGC"). These frameworks reflect international norms and standards, including the Universal Declaration of Human Rights, ILO International Labor Standards, OECD Guidelines for Multinational Enterprises, the UNGC Guiding Principles on Business and Human Rights and relevant ISO and SAI standards. We have integrated these principles in our globally binding Logitech Code of Conduct, which applies to our entire company and our entire supply chain. We have also established a group-wide Responsible Recruitment Policy, setting forth our zero tolerance for any type of forced, involuntary, or exploitative recruitment and employment, including use of prison labor, indentured labor, bonded (including debt bonded) labor, human trafficking, or slave labor.

3.7.2 Measures Implemented

Under this program, we have implemented the following key measures.

- **Code of Conduct:** Employees are contractually required to comply with the company Code of Conduct and complete business ethics induction training and refresher training. We provide targeted training for employees with responsibility for supply chain management to ensure relevant employees can identify supply chain risks and proactively manage any such risks in accordance with our own Logitech Code of Conduct and the RBA Code of Conduct. Compliance with the RBA Code of Conduct is also a contractual requirement of our purchase agreements with Tier 1 suppliers and those suppliers are required to manage their supply chain in accordance with the RBA Code of Conduct. We raise awareness and provide training to our suppliers at our Supplier Capability-Building Sessions where we also provide a platform for suppliers to share best practices.
- **Ethics Hotline**: We have an established whistleblowing mechanism hosted by a third-party service provider and available by phone or web portal. This hotline facility provides employees and third parties with a confidential way to report any identified risks or malpractices. Any reports to the hotline are investigated. We have policies in place to prevent retaliatory action against those who make a good-faith report.
- **Supplier Screening:** We conduct supplier screening to systematically identify Major and high-risk suppliers through consideration of ESG risks and business or commercial aspects. As part of our screening process, we consider the country and sector that the supplier operates in, along with commodity specific risks.
- **Audits:** Our production facility is subject to periodic third-party audits to verify compliance with the RBA Code of Conduct, including the criteria relevant to human rights and labor management. RBA-approved auditors carry out these audits following the RBA-Validated Audit Process, which comprises site observation, document reviews, and interviews with management and employees. We also regularly audit and review supplier performance on human rights aspects of the RBA Code of Conduct. If there is an audit finding, we implement Corrective Action Plans to remedy the identified issues, and implement systems to prevent recurrence.
- **Other Measures:** As part of our membership of the RBA, we work with other companies in our sector to raise awareness of human rights issues in supply chains and uphold established human rights standards and respect for the human rights of all people. We actively work to identify new ideas, innovations, standards, and tools for corporate compliance and ethics, and maintain oversight of the latest developments in compliance law, management, best practice, and diagnostics via external resources, seminars, peer discussions, and periodic benchmarking surveys. We also regularly review our policies to ensure they continually evolve in line with our needs and international best practice.

3.7.3 Progress

The progress we have made demonstrates the effectiveness of our programs. Key areas of progress can be summarized as follows.

- **RBA Code of Conduct Compliance:** maintaining a 'low risk' SAQ score and silver grade in the RBA VAP.

- **Audits and Supply Chain Management:** 100% of Major Suppliers and new suppliers audited against the RBA Code of Conduct to drive alignment of standards across our industry.

For further information on our approach, please refer to Logitech's Statement on Human Rights and Supply Chain Due Diligence Report.

4. Business Conduct

4.1 Policies, Strategies, and Concepts

We commit to upholding the highest standards of integrity in our business and in all business interactions, with zero tolerance for bribery, corruption, extortion, and embezzlement.

Compliance with internationally recognized laws, rules and regulations is firmly embedded in our corporate culture and is reflected in our Company Code of Conduct. Compliance with our Company Code of Conduct is mandatory for our employees, suppliers and business partners. We have also adopted an Anti-Corruption Policy prohibiting the offer, acceptance, payment, or authorization of any bribe or other form of corruption, be it with the private sector or with the government. Logitech does not tolerate corruption in any form.

Logitech has established policies governing its responsible marketing, outlining standards for truthful, transparent, and ethical communications in advertising and promotional activities in all markets.

We follow requirements for product and service information and labeling including: country of origin being stated on the box, statements identifying RoHS and other regulated substances in the product information booklet, safety statements in the product information booklet, recycling statements in the product information booklet; and additional regulatory information, as required. All of our products are assessed by compliance teams prior to being launched.

Anti-competitive behavior, such as price-fixing, market allocation, or abuse of dominant position, can harm the economy by limiting consumer choice, increasing prices, and stifling innovation. It can also negatively impact people by reducing access to goods and services and undermining trust in markets and institutions. We recognize these risks and are dedicated to promoting a competitive and transparent business environment. We have direct and indirect potential to have these impacts through our own commercial practices or through our relationships with suppliers, distributors, or partners. To mitigate these risks, we have established clear policies, training programs, and compliance controls designed to prevent and detect anti-competitive conduct. We monitor our business relationships and take corrective actions if any violations are identified.

We address anti-bribery risks by implementing a comprehensive anti-bribery policy, training employees and business partners, conducting third-party due diligence and ongoing monitoring, and investigating and addressing any suspected misconduct promptly. Our reporting mechanisms enable employees, stakeholders, and business partners to raise concerns safely and confidentially.

4.2 Measures Implemented

Under this program, we have implemented the following key measures.

- We have established a Logitech Code of Conduct that applies to our entire company and supply chain. Every employee is required to complete Code of Conduct training annually. We regularly conduct core compliance training for employees and supplementary training on special topics, including anti-corruption, antitrust, and anti-harassment. For specific regions and high-risk groups, further applicable training is available and we deliver additional training on a regional basis in response to employee feedback and other needs.
- In addition to the Code of Conduct we have an established Anti-Harassment and Non-Discrimination Policy which applies to our entire company.
- Compliance with our company Code of Conduct, Anti-Harassment and discrimination and Anti-Corruption Policies are mandatory. For employees, noncompliance may result in disciplinary action, including termination of employment. For contractors, noncompliance may result in the termination of their contract. For suppliers, noncompliance may result in the termination of our business relationship.

- Our production facility is also subject to both internal and third-party audits that evaluate compliance with the Responsible Business Alliance (RBA) Code of Conduct. These audits address key aspects of ethical conduct, including fair business practices, business integrity, and anti-corruption measures, following the RBA's requirements and audit protocol. Logitech has one production facility, which is regularly assessed for risks related to corruption. As such 100% of operations are assessed for risks related to corruption.
- We have an established Ethics/Whistleblower Hotline, which is hosted by EthicsPoint. This provides employees and third parties with a whistleblowing mechanism to confidentially report any identified risks or malpractices and we encourage anyone who becomes aware of a potential violation of our Code of Conduct to report noncompliance to our compliance experts. Reports to the hotline are investigated and managed in accordance with defined procedures, which are overseen by our Legal, People and Culture and Internal Audit functions and ultimately by our Board-level Audit Committee. We have a no-retaliation policy; the identity of individuals who may choose to report issues are protected.

4.3 Progress

The progress we have made demonstrates the effectiveness of our programs. Key areas of progress can be summarized as follows.

- 100% of our employees, including senior leaders, successfully completed the Code of Conduct training.
- Zero confirmed incidents in the last year where contracts with business partners were terminated or not renewed due to violations related to corruption.
- Zero legal cases last year for organizational corruption.
- Zero identified non-compliances with regulations concerning product and service information and labeling.

Appendix A: Key Performance Indicators

Logitech's FY26 NFM Report is prepared in accordance with the GRI Standards.

ERM Certification and Verification Services Limited ("ERM CVS") has provided limited assurance in relation to the Key Performance Indicators marked with a tick (✓) below and GRI assurance. All units quoted below are S.I. units.

Environmental Performance Indicators

TABLE 1 FUEL, REFRIGERANT AND ELECTRICITY CONSUMPTION

		Units	CY25
Production facility			
✓	Petrol	L	9,395
✓	Diesel	L	850
✓	HCFC-22	kg	38
✓	HFC-134a	kg	95
✓	R-410a	kg	47
✓	Electricity	kWh	19,723,584
	Grid electricity	kWh	17,770,883
	On-site solar electricity	kWh	1,952,701
Controlled offices			
✓	Natural gas	kWh	1,145,702
✓	Electricity	kWh	7,560,604

TABLE 2 ENERGY CONSUMPTION

		Units	CY25
Energy consumption within Logitech (production facility + Controlled Offices)			
	Total fuel consumption	GJ	4,466
	Non-renewable fuel	GJ	4,466
	Renewable fuel	GJ	0
✓	Total electricity consumption	MW	27,284
	Total energy consumption	GJ	102,689
	Total energy reduction as a result of efficiency projects at production facility	GJ	62
Energy consumption outside Logitech			
	Electricity consumption by suppliers engaged in Logitech's Supplier RE Program[18]	MW	218,154
		GJ	785,356
	Renewable electricity consumption by suppliers engaged in Logitech's Supplier RE Program	MW	197,120

TABLE 3 RENEWABLE AND NON-RENEWABLE ELECTRICITY WITHIN LOGITECH

		Units	CY25
✓	Total electricity consumption	MWh	27,284
✓	Total renewable electricity	MWh	25,638
✓	Total non-renewable electricity	MWh	1,646
✓	Percentage renewable electricity[19]	%	94

[18] This is calculated as the estimated total electricity consumption of our Tier 1 suppliers.

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

TABLE 4 CARBON AVOIDANCE PROGRAMS

		Units	CY25
Scope 1 & 2			
✓	Renewable electricity instruments for our production facility[20]	tCO2e	10,524
✓	Renewable electricity generated at our production facility	tCO2e	1,156
✓	Renewable electricity for our offices[21]	tCO2e	2,193
✓	Total Scope 1 & 2 carbon avoidance	tCO2e	13,873
Scope 3			
✓	Renewable Electricity Buyers Club for suppliers	tCO2e	113,639
✓	Use of post-consumer recycled plastic	tCO2e	55,042
✓	Use of low-carbon aluminum	tCO2e	12,692
✓	Use of recycled aluminum	tCO2e	1,727
✓	Use of recycled steel	tCO2e	2,417
✓	Use of recycled rare earth elements in magnets	tCO2e	501
✓	Architecture improvements	tCO2e	8,439
✓	Power savings	tCO2e	10,562
✓	Total Scope 3 carbon avoidance	tCO2e	205,021

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

		Units	CY19[22]	CY25
✓	Total Scope 1 GHG emissions	tCO2e	880	517
✓	Total Scope 2 GHG emissions (location-based)	tCO2e	16,181	13,512
✓	Total Scope 2 GHG emissions (market-based)	tCO2e	1,880	903
✓	Total Scope 1 & 2 GHG emissions (market-based)	tCO2e	2,760	1,420
✓	Reduction in Scope 1 & 2 GHG emissions compared to base year 2019[23]	%		49

TABLE 6 SCOPE 3 GREENHOUSE GAS EMISSIONS

Our Scope 3 greenhouse gas emission inventory is summarized below.

		Units	CY21[24]	CY25
✓	Total Scope 3 GHG emissions	tCO2e	2,249,979	1,507,158
✓	Cat 1. Purchased goods and services	tCO2e	1,434,292	920,811
	Cat 2. Capital goods	tCO2e	46,733	82,537
	Cat 3. Fuel- and energy-related activities (not included in Scope 1 or 2)	tCO2e	3,496	3,071
	Cat 4. Upstream transportation and distribution	tCO2e	195,326	76,852
	Cat 5. Waste generated in operations	tCO2e	37	13
	Cat 6. Business travel	tCO2e	1,179	12,239
	Cat 7. Employee commuting	tCO2e	5,807	5,612
	Cat 8. Upstream leased assets	tCO2e	487	780
	Cat 9. Downstream transportation and distribution	tCO2e	37,199	34,821
	Cat 10. Processing of sold products	tCO2e	32	143
✓	Cat 11. Use of sold products	tCO2e	399,845	274,158
	Cat 12. End-of-life treatment of sold products	tCO2e	122,674	92,709
	Cat 13. Downstream leased assets	tCO2e	0	0

[20] Including green tariffs and Energy Attribute Certificates.
[21] Including green tariffs and Energy Attribute Certificates.
[22] Base year restated to align base year methodologies with current year methodologies and enable year-to-year comparison.
[23] Market-based Scope 2 emissions compared to a base year of 2019.
[24] Base year restated to align base year methodologies with current year methodologies and enable year-to-year comparison.

		Units	CY21[24]	CY25
	Cat 14. Franchises	tCO2e	0	0
	Cat 15. Investments	tCO2e	2,871	3,410
✓	Reduction in Scope 3 emissions compared to base year 2021			33 %

TABLE 7 OTHER EMISSIONS

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

TABLE 8 CLIMATE RISK

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

TABLE 9 WATER AT OUR PRODUCTION FACILITY

	Category	Units	CY25
Water Withdrawal			
✓	Total water withdrawal	ML	174
	Surface water	ML	0
	Ground water	ML	0
	Seawater	ML	0
	Produced water	ML	0
	Third-party water	ML	174
	Freshwater (<1,000 mg/L TDS)	ML	174
	Other water (>1,000 mg/L TDS)	ML	0
Water Discharge by Destination			
✓	Total water discharge	ML	155
	Surface water	ML	0
	Ground water	ML	0
	Seawater	ML	0
	Third-party water	ML	155
	Third-party water sent for use to other organisations	ML	0
Water Discharge by Freshwater and Other Water			
	Freshwater (<1,000 mg/L TDS)	ML	155
	Other water (>1,000 mg/L TDS)	ML	0
Priority Substances of Concern in Discharged Water			
	Priority substances treated/discharged	g	0
	Incidents of non-compliance with water discharge permits	#	0
Water Consumption			
✓	Total water consumption[25]	ML	19

[25] Water consumption is limited to evaporation losses from the cooling tower and humidifier.

TABLE 10 PRODUCTS WITH LOW-CARBON OR CIRCULAR FEATURES

		Units	FY26
✓	Products with a Product Carbon Footprint study[26]	%	92
✓	Products with FSC-certified paper packaging[27]	%	31
✓	Products with Next Life Plastics[28]	%	81
✓	Products that are PVC-free[29]	%	55
	Products with low carbon or recycled aluminum[30]	%	43
	Products supported for DIY Repair[31]	%	23

TABLE 11 MATERIALS IN OUR PORTFOLIO

		Units	CY25
✓	Total weight of materials used in products and packaging	t	91,386
	Paper packaging	t	29,818
	Plastic packaging	t	1,812
	Plastic parts	t	34,021
	Elastomers	t	1,590
	Metal parts	t	10,616
	Aluminum	t	2,018
	Iron/Steel	t	8,319
	Copper	t	115
	Other metals	t	164
	Magnets	t	191
	Cables	t	3,719
	Printed circuit board (PCB)	t	2,062
	Batteries	t	2,678
	Lithium batteries	t	269
	Alkaline batteries	t	2,409
	Other batteries	t	0
	Other Electronic & Electrical (EE) components[32]	t	3,024
	Other[33]	t	1,857
✓	Total weight of recycled content in products and packaging[34]	t	21,959
✓	Percentage recycled content in products and packaging	%	24
✓	Total weight of natural materials used in products and packaging[35]	t	29,818

[26] 92% of Dec. 2025 units shipped, had a third-party reviewed Product Carbon Footprint. This represents 100% coverage of products within the defined target boundary, which excludes certain low-volume and other specified products.
[27] Percentage of Dec. 2025 units shipped, which have FSC™-certified paper packaging.
[28] Percentage of Dec. 2025 units shipped, which incorporate post-consumer recycled plastic.
[29] Percentage of Dec. 2025 units shipped, which have no detectable presence of polyvinyl chloride.
[30] Percentage of Dec. 2025 product lines shipped, which had low carbon or recycled aluminum, as a percentage of the number of product lines with aluminum.
[31] Percentage of Dec. 2025 units shipped, which had at least one Logitech Repair Guide or Spare Part available via iFixit Repair Hubs worldwide.
[32] For example, acoustics, adaptors, capacitors, connectors, crystals & resonators, diodes, integrated circuits, inductors, leds, motors, resistors, sensors, switches, transistors.
[33] For example, consumables, glass, glues, polyurethane, wood and other miscellaneous materials.
[34] Modeled as the weight of recycled plastic, aluminum, steel and paper (in master shipper packaging) shipped during Calendar Year 2025.
[35] For Logitech, natural materials comprise paper-based materials.

		Units	CY25
✓	Weight of natural and renewable materials used in products and packaging[36]	t	17,083
✓	Percentage of natural materials used in products and packaging, which are renewable	%	57

Social Performance Indicators

Inclusion

TABLE 12 GENDER, AGE AND RACE/ETHNICITY OF THE BOARD OF DIRECTORS

		Units	FY26
	Gender		
✓	Percentage of the Board of Directors who are male	%	64
✓	Percentage of the Board of Directors who are female	%	36
✓	Percentage of the Board of Directors who declined to state	%	0
	Age		
✓	Percentage of the Board of Directors who are <30	%	0
✓	Percentage of the Board of Directors who are 30-50	%	9
✓	Percentage of the Board of Directors who are 51+	%	91
	Race/Ethnicity[37]		
✓	Percentage of the Board of Directors who are Asian	%	27
✓	Percentage of the Board of Directors who are Black or African American	%	0
✓	Percentage of the Board of Directors who are Hispanic or Latino	%	0
✓	Percentage of the Board of Directors who are White	%	64
✓	Percentage of the Board of Directors who are Indigenous or Native American	%	0
✓	Percentage of the Board of Directors who are Native Hawaiian or other Pacific Islander	%	0
✓	Percentage of the Board of Directors who declined to state	%	9

TABLE 13 GENDER OF THE LEADERSHIP TEAM

		Units	FY26
✓	Percentage of the Leadership Team who are male	%	50
✓	Percentage of the Leadership Team who are female	%	50
✓	Percentage of the Leadership Team who declined to state	%	0

TABLE 14 GENDER, AGE, RACE/ETHNICITY AND REGION ALL EMPLOYEES

		Units	FY26
	Gender		
✓	Percentage of employees who are male	%	63
✓	Percentage of employees who are female	%	37
✓	Percentage of employees who declined to state	%	0
	Age		
✓	Percentage of employees who are <30	%	26
✓	Percentage of employees who are 30-50	%	63
✓	Percentage of employees who are 51+	%	11

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

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

		Units	FY26
	Race/Ethnicity[38]		
✓	Percentage of employees who are Asian	%	32
✓	Percentage of employees who are Black or African American	%	4
✓	Percentage of employees who are Hispanic or Latino	%	8
✓	Percentage of employees who are White	%	50
✓	Percentage of employees who are Indigenous or Native American	%	0
✓	Percentage of employees who are Native Hawaiian or other Pacific Islander	%	1
✓	Percentage of employees who declined to state	%	3
	Region		
✓	Percentage of all employees who are based in EMEA	%	15
✓	Percentage of all employees who are based in Americas	%	18
✓	Percentage of all employees who are based in Asia Pacific	%	67

TABLE 15 GENDER BY EMPLOYMENT LEVEL

		Units	FY26
	Leadership Team		
✓	Male	%	50
✓	Female	%	50
✓	Prefer not to say	%	0
	Extended Leadership		
	Male	%	69
	Female	%	31
	Prefer not to say	%	0
	People Managers		
	Male	%	64
	Female	%	36
	Prefer not to say	%	0
	All other employees		
	Male	%	63
	Female	%	37
	Prefer not to say	%	0

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

TABLE 16 AGE BY EMPLOYMENT LEVEL

		Units	FY26
	Leadership Team		
	Under 30	%	0
	30-50	%	33
	51+	%	67
	Extended Leadership		
	Under 30	%	0
	30-50	%	61
	51+	%	39
	People Managers		
	Under 30	%	2
	30-50	%	79
	51+	%	19
	All other employees		
	Under 30	%	31
	30-50	%	61
	51+	%	8

TABLE 17 RACE/ETHNICITY BY EMPLOYMENT LEVEL

		Units	FY26
	Leadership Team		
	Asian	%	25
	Black or African American	%	0
	Hispanic or Latino	%	0
	White	%	75
	Indigenous or Native American	%	0
	Native Hawaiian or other Pacific Islander	%	0
	Declined to state or not specified	%	0
	Extended Leadership		
	Asian	%	30
	Black or African American	%	3
	Hispanic or Latino	%	6
	White	%	58
	Indigenous or Native American	%	0
	Native Hawaiian or other Pacific Islander	%	1
	Declined to state or not specified	%	3
	People Managers		
	Asian	%	37
	Black or African American	%	5
	Hispanic or Latino	%	9
	White	%	43
	Indigenous or Native American	%	1
	Native Hawaiian or other Pacific Islander	%	2
	Declined to state or not specified	%	4
	All other employees		
	Asian	%	31
	Black or African American	%	5
	Hispanic or Latino	%	9
	White	%	50

		Units	FY26
	Indigenous or Native American	%	1
	Native Hawaiian or other Pacific Islander	%	1
	Declined to state or not specified	%	4

TABLE 18 GENDER AND MINORITY RACE/ETHNICITY OF SPECIFIC POSITIONS

		Units	FY26
✓	Percentage of women in management positions[39]	%	34
✓	Percentage of women in junior management positions[40]	%	36
✓	Percentage of women in top management positions[41]	%	31
✓	Percentage of women managers in revenue-generating positions[42]	%	7
✓	Percentage of women in STEM-related positions[43]	%	23
✓	Minority representation in management positions	%	46

TABLE 19 TOTAL WORKFORCE

		Units	FY26
✓	Total number of employees	#	7,650
✓	Total number of other workers	#	375

TABLE 20 GENDER & REGION BY EMPLOYMENT TYPE

			Units	FY26
	Gender			
✓	Full-time	Male	#	5,024
✓		Female	#	2,913
✓		Declined to state or not specified	#	0
✓	Part-time	Male	#	47
✓		Female	#	41
✓		Declined to state or not specified	#	0
	Region			
✓	Full-time	EMEA	#	1,269
✓		Americas	#	1,357
✓		Asia-Pacific	#	5,311
✓	Part-time	EMEA	#	40
✓		Americas	#	13
✓		Asia-Pacific	#	35

[39] Women in the Logitech “People Managers” category, “Extended Leadership” category, and “Leadership Team” category, as a percentage of all individuals in those categories.
[40] Women in the Logitech “People Managers” category, as a percentage of all individuals in that category.
[41] Women in the Logitech “Extended Leadership” category and “Leadership Team” category, as a percentage of all individuals in these two categories.
[42] Revenue-generating positions are positions in sales or with any type of sales commission; for example, some of Logitech’s Customer Support Group and Design and Marketing Group may be included. The percentage of women managers in revenue-generating positions is calculated as the number of women managers in revenue-generating positions divided by the total number of managers in revenue-generating positions.
[43] STEM positions are positions that relate to science, technology, engineering, and mathematics. Logitech’s People and Culture team define these positions, which include engineers, data scientists, and others. The number of women in STEM positions is calculated as a percentage of the total number of individuals in STEM positions.

TABLE 21 GENDER & REGION BY CONTRACT TYPE

			Units	FY26
	Gender			
✓	Permanent	Male	#	4,828
		Female	#	2,822
		Declined to state or not specified	#	0
✓	Temporary	Male	#	243
		Female	#	132
		Declined to state or not specified	#	0
	Region			
✓	Permanent	EMEA	#	1,176
		Americas	#	1,360
		Asia-Pacific	#	5,114
✓	Temporary	EMEA	#	133
		Americas	#	10
		Asia-Pacific	#	232

TABLE 22 AGE, GENDER AND REGION OF NEW EMPLOYEE HIRES[44]

		FY26	
		#	%
	Gender		
✓	Male	1,669	73
✓	Female	627	27
✓	Employees who declined to state	0	0
	Age		
✓	Under 30	1,611	70
✓	30-50	649	28
✓	>50	36	2
	Region		
✓	Asia Pacific	2,044	89
✓	EMEA	112	5
✓	Americas	140	6

TABLE 23 AGE, GENDER AND REGION OF EMPLOYEE TURNOVER

		FY26	
		#	%
	Gender		
✓	Male	1,530	72
✓	Female	585	28
✓	Employees who declined to state	0	0
	Age		
✓	Under 30	1,398	66
✓	30-50	625	30
✓	>50	92	4
	Region		
✓	EMEA	117	6
✓	Americas	143	7
✓	Asia Pacific	1,855	88

[44] Includes direct workers from all regions worldwide.

TABLE 24A HEALTH AND SAFETY AT OUR PRODUCTION FACILITY (DIRECT CONTRACT WORKERS)[45]

		Units	CY25
✓	Number of fatalities, due to work-related injury	# cases	0
✓	Number of fatalities, due to work-related ill-health	# cases	0
✓	Number of high-consequence work-related injuries	# cases	0
✓	Number of recordable work-related injuries	# cases	2[46]
✓	Number of recordable work-related ill health cases	# cases	0
✓	Total recordable incident rate[47]	# cases	0.06
✓	Number of hours worked	# hours	6,882,870

TABLE 24B HEALTH AND SAFETY AT OUR PRODUCTION FACILITY (INDIRECT CONTRACT WORKERS)[48]

		Units	CY25
✓	Number of fatalities, due to work-related injury	# cases	0
✓	Number of fatalities, due to work-related ill-health	# cases	0
✓	Number of high-consequence work-related injuries	# cases	0
✓	Number of recordable work-related injuries	# cases	0
✓	Number of recordable work-related ill health cases	# cases	0
✓	Total recordable incident rate[49]	# cases	0.00
✓	Number of hours worked	# hours	1,432,165

TABLE 24C HEALTH AND SAFETY MANAGEMENT SYSTEM AT OUR PRODUCTION FACILITY

		Units	Category	CY25	
✓	Hours of health and safety (H&S) training provided	# hours	Direct contract	31,008	80,448
			Indirect contract	49,440	
	Number of workers covered by the H&S management system	#	Direct contract	2,398	3,038
			Indirect contract	640	
	Percentage of workers covered by the H&S management system	%	Direct contract	100%	100%
			Indirect contract	100%	
	Number of workers covered by the H&S management system that has been internally audited	#	Direct contract	2,398	3,038
			Indirect contract	640	
	Percentage of workers covered by the H&S management system that has been internally audited	%	Direct contract	100%	100%
			Indirect contract	100%	
	Number of workers covered by the H&S management system that has been audited or certified by an external party	#	Direct contract	2,398	3,038
			Indirect contract	640	
	Percentage of workers covered by the H&S management system that has been audited or certified by an external party	%	Direct contract	100%	100%
			Indirect contract	100%	

[45] Direct contract: Individuals with a direct employment contract with Logitech.
[46] Both injuries were categorized as slip, trip and fall (STF) injuries.
[47] Total number of recordable injuries and illness cases per 200,000 hours worked.
[48] Indirect contract: Workers who do not have a direct employment contract with Logitech but their routine work and or workplace is controlled by Logitech. This includes but is not limited to Dispatch Workers and Temporary Workers (Intern/Student workers and Fixed term).
[49] Total number of recordable injuries and illness cases per 200,000 hours worked.

TABLE 25 TALENT DEVELOPMENT: EMPLOYEE TRAINING & WELL-BEING

		Units	FY26
	Average training hours per Full Time Equivalent (FTE)	hrs	8.16
	Employee Happiness Index (LogiPulse Survey Result)	#	80

TABLE 26 TALENT DEVELOPMENT: YEAR END PERFORMANCE REVIEWS

		Units	FY26
	Percentage of target employees who received a year-end performance review	%	95
	Gender:		
	Female	%	39
	Male	%	61
	Declined to state	%	0
	Employee Category		
	Leadership	%	0
	Extended Leadership	%	2
	People Managers	%	23
	All Other Employees	%	74

TABLE 27 RESPONSIBLE SOURCING OF MINERALS

		Units	CY25
✓	Supplier participation in our Responsible Sourcing of Minerals Program[50]	%	100

TABLE 28 SUPPLIER AUDIT

		Units	CY25
	New suppliers		
✓	Number of New Supplier Facilities	#	49
✓	Percentage of New Supplier Facilities audited	%	100
	Major suppliers		
✓	Number of Major Supplier Facilities	#	46
✓	Percentage of Major Supplier Facilities audited	%	100
✓	Total number of Major Supplier Facility audits	#	227
	Number of suppliers assessed for environmental and social impacts	#	24
	Suppliers with significant actual or potential negative environmental and social impacts (“high risk”)		
	Total number	#	7
	Percentage with a Corrective Action Plan (CAP) as a result of an audit	%	100
	Percentage with whom relationships were terminated as a result of an audit	%	0

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

Business Conduct Performance Indicators

TABLE 29 BUSINESS CONDUCT

		Units	FY26
✓	Number of noncompliances with regulations concerning the health and safety impacts of products and services resulting in a fine or penalty or regulatory warning	#	0
✓	Number of confirmed incidents of corruption[51]	#	2[52]
✓	Number of confirmed incidents of corruption or bribery in which employees were dismissed or disciplined	#	2[53]
✓	Number of confirmed incidents where contracts with business partners were terminated or not renewed due to violations related to corruption	#	0
✓	Number of legal cases brought against the organization or our employees for organizational corruption	#	0
✓	Number of significant fines and non-monetary sanctions for noncompliance with environmental laws and/or regulations.[54]	#	0
✓	Number of noncompliances with regulations concerning products and service information and labeling resulting in a fine or penalty or regulatory warning.	#	0
✓	Number of noncompliances with regulations concerning marketing communications, including advertising, promotion, and sponsorship resulting in a fine or penalty or regulatory warning.	#	0
✓	Number of legal actions (pending or completed) regarding anti-competitive behavior and violations of antitrust and monopoly legislation in which the organization has been identified as a participant	#	0
	Number of incidents of discrimination in breach of Logitech's Code of Conduct	#	0
	Operations assessed for risks relating to corruption[55]	#	1
		%	100

TABLE 30 ANTI-CORRUPTION COMMUNICATION AND TRAINING

		Units	FY26
✓	Board Members trained on Anti-Corruption Policies	#	11
✓		%	100
✓	Employees trained on Anti-Corruption Policies	#	4,841
✓		%	100
✓	Board Members who received communication on Anti-Corruption Policies	#	11
✓		%	100
✓	Employees who received communication on Anti-Corruption Policies	#	4,841
✓		%	100
✓	Percentage of Business Partners Subject to Anti-Corruption Clauses	%	100
✓	Number of critical concerns that were communicated to the highest governance body during the reporting period	#	0

[51] A confirmed incident is a substantiated case.

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

[53] Please refer to the previous footnote, which refers to the same two incidents.

[54] A fine of more than USD $10 000.

[55] We operate one production facility in Suzhou, China.

TABLE 31 PRIVACY AND SECURITY

		Units	FY26
✓	Number of substantiated complaints concerning breaches of customer privacy[56]	#	1
✓	Number of identified leaks, thefts, or losses of customer data[57]	#	1

TABLE 32 COMMUNITY SERVICE

		Units	FY26
	Employee volunteer hours to community service initiatives	#	3,892

[56] This is related to the Oracle E-Business Suite Zero-Day Vulnerability.
[57] As above, this is related to the Oracle E-Business Suite Zero-Day Vulnerability.

Appendix B: Third-party Assurance

Logitech's Board of Directors is responsible for overseeing reported information, including reviewing and approving the NFM Report. It is the policy of the Board of Directors to obtain 3rd party limited assurance of select KPIs disclosed in this report. ERM CVS was selected as Logitech's 3rd party assurance provider for the FY26 NFM Report and their assurance report follows.

ERMCVS

Independent Limited Assurance Report

ERM Certification and Verification Services Limited ("ERM CVS") was engaged by Logitech International S.A. ("Logitech") to provide limited assurance in relation to the Selected Information set out below and presented in Logitech's FY26 Non-Financial Matters Report (the "Report").

ENGAGEMENT SUMMARY

Scope of our assurance engagement	Whether the Selected Information as indicated in Appendix A (pages 39 to 51) is fairly presented in the Report, in all material respects, in accordance with the reporting criteria. Our assurance engagement does not extend to information relating to periods other than the reporting periods specified below, nor to any other information included in the Report.
Selected Information	• Logitech's GRI Statement of Use, as presented in Appendix A of Logitech's FY26 Non-Financial Matters Report. • The selected performance indicators, as listed in Appendix 1 of this Assurance Report and indicated by the ✓ symbol in Appendix A of Logitech's FY26 Non-Financial Matters Report.
Reporting periods	• 1 January 2019 to 31 December 2019 (CY19) • 1 January 2021 to 31 December 2021 (CY21) • 1 January 2025 to 31 December 2025 (CY25) • 1 April 2025 to 31 March 2026 (FY26)
Reporting criteria	• GHG Protocol Corporate Accounting and Reporting Standard (WBCSD/WRI 2004, as updated in 2015) for Scope 1 and Scope 2 GHG emissions • The Corporate Value Chain (Scope 3) Accounting and Reporting Standard (WBCSD/WRI 2011) for Scope 3 GHG emissions • Global Reporting Initiative (GRI) Universal Standards 2021 and individual Topic Standards (as applicable) • Logitech's reporting criteria and definitions by indicator as described in Logitech's FY26 Basis of Reporting, available on the 'Reporting' section of Logitech's website, here.
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'. 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 assurance 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 on this page nothing has come to our attention to indicate that the Selected Information, referenced under 'Scope of our assurance engagement' above, is not fairly presented in Appendix A of the Report, in all material respects, in accordance with the reporting criteria.

EMPHASIS OF MATTER

We draw attention to Logitech's explanatory information on page 12 of Logitech's Basis of Reporting explaining the inclusion of market-based instruments in its calculation of its 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:

- 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 of a sample of qualitative and quantitative evidence supporting the Selected Information at a corporate level;
- Performing an analytical review of the year-end data submitted by all locations included in the consolidated CY19, CY21, CY25 and FY26 Company data for 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; and
- Reviewing the presentation of information relevant to the assurance scope in the Report to ensure consistency with our findings.

ERMCVS

8 June 2026

London, United Kingdom

ERM Certification and Verification Services Limited

www.ermcvs.com | post@ermcvs.com

THE LIMITATIONS OF OUR ENGAGEMENT

The reliability of the Selected 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.

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.

Annex 6. Amendments of the Articles of Incorporation

Annex 6.A. Proposed Amendment to Article 1 of the Articles of Incorporation

Article 1

There exists under the corporate name

"Logitech International S.A."

a corporation (société anonyme) governed by these Articles of Incorporation and by Title twenty-six of the Swiss Code of Obligations (the "CO").

The duration of the Company shall be indefinite.

The registered office is in ~~Hautemorges~~ Ecublens (VD).

Annex 6.B. Proposed Amendment to Article 18 ter of the Articles of Incorporation

Article 18 ter

No member of the Management Team may assume more than five (5) Mandates in other enterprises with an economic purpose, of which no more than ~~two (2)~~ one (1) may be in listed companies. In addition, Members of the Management Team may assume up to five (5) Mandates in charitable or similar organizations. Any such Mandate shall require the approval of the Board of Directors.

The term "Mandates" shall mean an activity carried out as a member of the board of directors, the executive management or an advisory board or comparable functions thereto.

This restriction does not include Mandates:

a) for companies controlled by the Company or that control the Company; and

b) that a member of the Management Team assumes at the request of the Company or of a company controlled by it.

Mandates for legal entities under common control are counted as one single Mandate for the purpose of this Article 18 ter.

LOGITECH INTERNATIONAL S.A.
C/O LOGITECH INC.
3930 NORTH FIRST STREET
SAN JOSE, CA 95134
USA

SCAN TO
VIEW MATERIALS & VOTE

VOTE BY INTERNET - www.proxyvote.com or scan the QR Barcode above
Use the Internet to transmit your voting instructions and for electronic delivery of information up until 11:59 p.m. Eastern Time on September 2, 2026. Have your proxy card in hand when you access the web site and follow the instructions to obtain your records and to create an electronic voting instruction form.

ELECTRONIC DELIVERY OF FUTURE PROXY MATERIALS
If you would like to reduce the costs incurred by our company in mailing proxy materials, you can consent to receiving all future proxy statements, proxy cards and annual reports electronically via e-mail or the Internet. To sign up for electronic delivery, please follow the instructions above to vote using the Internet and, when prompted, indicate that you agree to receive or access proxy materials electronically in future years.

VOTE BY PHONE - 1-800-690-6903
Use any touch-tone telephone to transmit your voting instructions up until 11:59 p.m. Eastern Time on September 2, 2026. Have your proxy card in hand when you call and then follow the instructions.

VOTE BY MAIL
Mark, sign and date your proxy card and return it in the postage-paid envelope we have provided or return it to Vote Processing, c/o Broadridge, 51 Mercedes Way, Edgewood, NY 11717.

TO VOTE, MARK BLOCKS BELOW IN BLUE OR BLACK INK AS FOLLOWS: T02660-P55070

LOGITECH INTERNATIONAL S.A.

THIS PROXY CARD IS VALID ONLY WHEN SIGNED AND DATED.

The Board of Directors recommends you vote FOR the following proposals:

		For	Against	Abstain
1.	Approval of the Annual Report, the consolidated financial statements and the statutory financial statements of Logitech International S.A. for fiscal year 2026	☐	☐	☐
2.	Advisory vote to approve Named Executive Officers Compensation for fiscal year 2026	☐	☐	☐
3.	Advisory vote on the Swiss Statutory Compensation Report for fiscal year 2026	☐	☐	☐
4.	Advisory vote on the Swiss Statutory Non-Financial Matters Report for fiscal year 2026	☐	☐	☐
5.	Appropriation of available earnings and declaration of dividend	☐	☐	☐
6.	Amendments of the Articles of Incorporation			
6A.	Amendment to the Articles of Incorporation to change Logitech International S.A.'s registered office	☐	☐	☐
6B.	Amendment to the Articles of Incorporation regarding the maximum number of mandates held by members of the Group Management Team in listed companies	☐	☐	☐
7.	Release of the Board of Directors and Executive Officers from liability for activities during fiscal year 2026	☐	☐	☐
8.	Re-elections to the Board of Directors			
8A.	Re-election of Mr. Donald Allan, Jr.	☐	☐	☐
8B.	Re-election of Dr. Edouard Bugnion	☐	☐	☐
8C.	Re-election of Ms. Johanna 'Hanneke' Faber	☐	☐	☐
8D.	Re-election of Mr. Guy Gecht	☐	☐	☐
8E.	Re-election of Mr. Christopher Jones	☐	☐	☐
8F.	Re-election of Ms. Marjorie Lao	☐	☐	☐
8G.	Re-election of Mr. Owen Mahoney	☐	☐	☐
8H.	Re-election of Ms. Neela Montgomery	☐	☐	☐
8I.	Re-election of Mr. Kwok Wang Ng	☐	☐	☐
8J.	Re-election of Ms. Deborah Thomas	☐	☐	☐
8K.	Re-election of Mr. Sascha Zahnd	☐	☐	☐
9.	Re-election of the Chairperson of the Board	☐	☐	☐
10.	Re-elections to the Compensation Committee			
10A.	Re-election of Mr. Donald Allan, Jr.	☐	☐	☐
10B.	Re-election of Ms. Neela Montgomery	☐	☐	☐
10C.	Re-election of Mr. Kwok Wang Ng	☐	☐	☐
10D.	Re-election of Ms. Deborah Thomas	☐	☐	☐
11.	Approval of maximum aggregate compensation for the Board of Directors for the 2026 to 2027 Board Year	☐	☐	☐
12.	Approval of maximum aggregate compensation for the Group Management Team for fiscal year 2028	☐	☐	☐
13.	Re-election of KPMG AG as Logitech's auditors and ratification of the appointment of KPMG LLP as Logitech's independent registered public accounting firm for fiscal year 2027	☐	☐	☐
14.	Re-election of Etude Regina Wenger & Sarah Keiser-Wüger as Independent Representative	☐	☐	☐

	For	Against	Abstain
If additional proposals or amended proposals in connection with the above proposals are formulated at the Annual General Meeting, I instruct the Independent Representative to vote in favor of the recommendations of the Board (For), against the proposals (Against) or abstain (Abstain) as follows:	☐	☐	☐

If you are a registered shareholder, to the extent that you do not give specific voting instructions with respect to one or several of the above proposals, by signing this form you instruct the Independent Representative to exercise your vote in favor of the recommendations of the Board of Directors on the corresponding proposals contained in the Invitation and Proxy Statement as well as on new proposals and amended proposals that could be formulated during the course of the Annual General Meeting.

I/we hereby authorize a person named on the reverse to act as my/our Proxy to represent me/us at the Annual General Meeting and ask you to send an admission card directly to such person. ☐

	Yes	No
I/we will **personally** attend the Annual General Meeting and ask you to send me/us an admission card to my/our name(s).	☐	☐
I/we authorize the **Independent Representative**, Etude Regina Wenger and Sarah Keiser-Wüger, Notary Public, Rue Caroline 1, 1003 Lausanne, Switzerland, to represent me/us at the Annual General Meeting.	☐	☐

Signature [PLEASE SIGN WITHIN BOX] Date

Signature [PLEASE SIGN WITHIN BOX] Date

Important Notice Regarding the Availability of Proxy Materials for the Annual General Meeting:
The 2026 Invitation, Proxy Statement and Annual Report are available at www.proxyvote.com.

T02661-P55070

Invitation to the 38th Annual General Meeting of LOGITECH INTERNATIONAL S.A.

Tuesday, September 8, 2026 – 4:00 PM CEST (registration starts at 3:30 PM CEST) at the SwissTech Convention Center, EPFL - Lausanne, Switzerland

If you do not appoint a proxy below or make arrangements to attend and vote these shares at the Annual General Meeting, your proxy will be assigned to the Independent Representative to represent you. Please provide your voting instructions by marking the applicable boxes on the reverse side. If you sign and return this Proxy Card without giving specific voting instructions for some or all agenda items, you thereby give instructions to the Independent Representative to vote these shares in accordance with the recommendations of the Board of Directors for such agenda items as well as for new and amended proposals that could be formulated during the course of the meeting.

If you are appointing a proxy other than the Independent Representative, please complete the following:

Name and address of proxy: _____

_____