



**SUSTAINABILITY
REPORT
2011**

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Environment, health and safety introduction

CEO Statement

Logitech is committed to protecting the environment and the health and safety of our employees, customers and the communities around the globe where we work and live. We recognize that by integrating sound environmental, health and safety management practices into all aspects of our business, we can offer technologically innovative products and services while conserving and enhancing resources for future generations. Logitech strives for continual improvement in our environmental, health and safety management systems and in the environmental quality of our products, processes and services.

Logitech is a responsible global corporate citizen. We recognize the importance of conserving the earth's precious natural resources to protect the planet. Logitech acknowledges that our actions have a direct impact on the planet and we engage in a process of ongoing improvement to sustain and protect the environment.

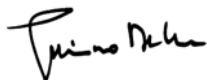
Logitech also recognizes that we have a responsibility to our employees, suppliers and partners and to the communities, in which we operate, demonstrated by our commitment to, and active membership in, the Electronics Industry Citizenship Coalition (EICC). The EICC actively promotes an industry-recognized Social and Environmental Code of Conduct, and Logitech activities reinforce our commitment to this code.

The EICC Code of Conduct, which Logitech fully supports, outlines standards to ensure that working conditions in operational facilities, and all supply chain partners' activities supporting these facilities, are safe, that workers are treated with respect and dignity, and that manufacturing processes used by EICC members and their partners are environmentally responsible.

As an employer, Logitech has defined operating standards in the areas of Labor, Health and Safety, the Environment, and Business Ethics.

- Labor standards include criteria related to freely chosen employment, child labor avoidance, working hours, wages and benefits, humane treatment, non-discrimination and freedom of association.
- Health and Safety standards include criteria related to occupational safety, emergency preparedness, occupational injury and illness, industrial hygiene, physically demanding work, machine safeguarding and dormitory and canteen areas.
- Environmental standards include criteria in relation to pollution prevention and resource reduction, energy conservation, hazardous substances, wastewater and solid waste, air emissions and product content restrictions.
- Business Ethics standards include criteria related to fair and responsible business practices. Logitech management is committed to operating within these standards and has established a management system designed to ensure:
 - Compliance with applicable laws, regulations and customer requirements
 - Conformance with the Electronic Industry Code of Conduct
 - Identification and mitigation of operational risks related to the EICC Code of Conduct

This report aims to provide you with details of Logitech's commitment to Environmental, Health and Safety practices and to share with you some of the EHS achievements in 2011. Logitech continues to evolve its policies and programs to meet its EHS responsibilities as a global citizen and we look forward to sharing with you ongoing improvements in future years to come.



Guerrino De Luca

Chairman of the Board and CEO

2. Organizational Profile

Name GRI 2.1

2. Organizational Profile / Name GRI 2.1

Name of the organization: **LOGITECH INTERNATIONAL S.A.**

Primary Brands, Services GRI 2.2

2. Organizational Profile / Primary Brands, Services GRI 2.2

Primary brands, products, and/or services. The reporting organisation should indicate the nature of its role in providing these products and services, and the degree to which it utilizes outsourcing.

Primary brand, product, or service	Percent of total revenues (%)	Nature of company's role in providing this product or service
Logitech	Not reported	See 'Additional Comments'
Logitech Ultimate Ears	Not reported	See 'Additional Comments'
LifeSize	Not reported	See 'Additional Comments'

Supporting Documentation:

[Logitech 2012 Annual Report](#)

Additional Comments

Logitech is a world leader in products that connect people to digital experiences. Spanning multiple computing, communications and entertainment platforms, we develop and market innovative hardware and software products that enable or enhance digital navigation, music and video entertainment, gaming, social networking, audio and video communication over the Internet, video security and home-entertainment control.

Our products for the PC include mice, trackballs, keyboards, interactive gaming controllers, multimedia speakers, headsets and webcams.. Our Internet communications products include webcams, headsets and video communications services.

Our digital music products include speakers, earphones, custom in-ear monitors and Wi-Fi music players. For home entertainment systems, we offer the Harmony line of advanced remote controls. For tablets, we offer a range of keyboard, case and speaker products as well as other accessories.

Our LifeSize division offers scalable HD (high-definition) video communications endpoints, all-in-one HD video conferencing systems, video infrastructure bridges and integrated LifeSize/Logitech products and services. Logitech is a world leader in personal peripherals, driving innovation in PC navigation, Internet communications, digital music, home-entertainment control, gaming and wireless devices. The company's products combine essential core technologies, continuing innovation, award-winning industrial design and excellent value.

Logitech's objective is to develop a strong portfolio of growth opportunities by linking people to the digital world wherever and whenever they need to access digital information for work or play. Historically, the PC has been the main interface to the digital world and the Internet. As access to digital information expands beyond the PC platform, we are also extending our portfolio to mobile devices, enterprise video communications, and the digital home as access points to the Internet and the digital world.

Product Strategy: To capitalize on the opportunities we anticipate in the growing digital marketplace, Logitech's product strategy focuses on enabling and enhancing the multiple interfaces for input, navigation, audio and video across the many connected devices used by today's consumers and enterprises.

Operational Structure GRI 2.3

2. Organizational Profile / Operational Structure GRI 2.3

Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.

Logitech is a world leader in products that connect people to the digital experiences they care about. Spanning multiple computing, communication and entertainment platforms, we develop and market innovative hardware and software products that enable or enhance digital navigation, music and video entertainment, gaming, social networking, audio and video communication over the Internet, video security and home-entertainment control. Logitech has two operating segments, peripherals and video conferencing.

Our peripherals segment encompasses the design, manufacturing and marketing of peripherals for PCs (personal computers), tablets and other digital platforms. Our products for home and business PCs include mice, trackballs, keyboards, interactive gaming controllers, multimedia speakers, headsets, webcams, and lapdesks. Our tablet accessories include keyboards, keyboard cases and covers, headsets, wireless speakers, and stands. Our Internet communications products include webcams, headsets, video communications services, and digital video security systems. Our digital music products include speakers, earphones, custom in-ear monitors and Squeezebox Wi-Fi music players. For home entertainment systems, we offer the Harmony line of advanced remote controls. For gaming consoles, we offer a range of gaming controllers and microphones, as well as other accessories.

Our peripherals research and product management teams are organized along product lines, and are responsible for product strategy, industrial design and development, and technological innovation. Our marketing and sales organization helps define product opportunities and bring our products to market, and is responsible for building the Logitech brand and consumer awareness of our products. This organization is comprised of retail sales and marketing groups. Our retail sales and marketing activities are organized into three geographic regions: Americas (including North and South America), EMEA (Europe-Middle East-Africa), and Asia Pacific (including, among other countries, China, Taiwan, Japan, India and Australia). In addition, at the start of fiscal year 2012, we established an organization focused on developing and selling products for enterprise markets, including peripherals for unified communication applications. This group combines product management and sales personnel for enterprise products, including our OEM (original equipment manufacturer) sales team, into one organization.

We sell our peripheral products to a network of distributors, retailers, and OEMs. Our worldwide retail network includes wholesale distributors, consumer electronics retailers, mass merchandisers, specialty electronics stores, computer and telecommunications stores, value-added resellers, and online merchants. Sales of peripherals to our retail channels were 86%, 85% and 89% of our net sales for the fiscal years ended March 31, 2012, 2011 and 2010. The large majority of our revenues have historically been derived from sales of our peripheral products for use by consumers. Our OEM customers include the majority of the world's largest PC manufacturers. For the fiscal years ended March 31, 2012, 2011 and 2010, sales to OEM customers were 8%, 9% and 10% of our net sales.

Our video conferencing segment encompasses the design, manufacturing and marketing of LifeSize video conferencing products, infrastructure and services for the enterprise, public sector, and other business markets. LifeSize products include scalable HD (high-definition) video communication endpoints, HD video conferencing systems with integrated monitors, video bridges and other infrastructure software and hardware to support large-scale video

deployments, and services to support these products. The LifeSize division maintains a separate marketing and sales organization, which sells LifeSize products and services worldwide. LifeSize product development and product management organizations are separate, but coordinated with our peripherals business, particularly our webcam and video communications groups. We sell our LifeSize products and services to distributors, value-added resellers, OEMs, and, occasionally, direct enterprise customers. Sales of LifeSize products were 6% of our net sales in the fiscal years ended March 31, 2012 and 2011, and 1% of our net sales in the fiscal year ended March 31, 2010. We acquired LifeSize on December 11, 2009.

Supporting Documentation (Link to):

[2012 Form 10-K Page 5](#)

[Logitech 2012 Annual Report](#)

Additional Comments

Please refer to Logitech's Annual Report and Form 10-K filed on May 2012 with the SEC for a more detailed description.

Headquarters GRI 2.4

2. Organizational Profile / Headquarters GRI 2.4

Location of the organization's headquarters.

**Logitech International S.A.
Apples, Switzerland
c/o Logitech Inc.
7600 Gateway Blvd.
Newark, CA 94560**

Countries of Operation GRI 2.5

2. Organizational Profile / Countries of Operation GRI 2.5

Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.

Logitech International S.A. is a Swiss holding company with its registered office in Apples, Switzerland, which conducts its business through subsidiaries in the Americas (including North and South America), EMEA (Europe, Middle East, Africa) and Asia Pacific (including, among other countries, China, Taiwan, Japan, India and Australia). Shares of Logitech International S.A. are listed on both the Nasdaq Global Select Market, under the trading symbol LOGI, and the SIX Swiss Exchange, under the trading symbol LOGN. References in this Form 10-K to the “Company,” “Logitech,” “we,” “our,” and “us” refer to Logitech International S.A. and its consolidated subsidiaries.

The company operates in more than 102 countries worldwide and derives approximately 66% of its revenues from sales outside the United States.

Supporting Documentation:

[Logitech FY2012 Form 10-K: Page #6 \(# countries\) and 14 \(revenues outside U.S.\)](#)

Notes: Excerpts from FY2012 Form 10-K:

Page 6.

For the fiscal year ended March 31, 2012, we generated net sales of \$2.3 billion, operating income of \$72.0 million and net income of \$71.5 million. We employed approximately 9,000 employees as of March 31, 2012 and conducted business in approximately **102 countries**.

Page 14.

Sales are attributed to countries on the basis of the customers' locations. Revenues from sales to customers in Switzerland, our home domicile, represented an insignificant portion of our total consolidated net sales in fiscal years 2012, 2011 and 2010. In fiscal years 2012 and 2011, the United States represented **34%** and 36% of our total consolidated net sales. In fiscal year 2010, the United States represented 32% and Germany represented 11% of our total consolidated net sales. No other single country represented more than 10% of the Company's total consolidated net sales for fiscal years 2012, 2011 and 2010.

Legal Form GRI 2.6

2. Organizational Profile / Legal Form GRI 2.6

Nature of ownership and legal form:

Logitech International S.A.
Apples, Switzerland

Markets Served GRI 2.7

2. Organizational Profile / Markets Served GRI 2.7

Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries). In some cases this seems like too much information and not quite on current strategy. See the alternate document from me

The PC industry continues to provide Logitech with significant opportunity. In our mature markets, such as the United States, Canada, Western and Nordic Europe, Japan, Australia Logitech is a world leader in products that connect people to the digital experiences they care about. Spanning multiple computing, communication and entertainment platforms, Logitech's combined hardware and software enable or enhance digital navigation, music and video entertainment, gaming, social networking, audio and video communication over the Internet, video security and home-entertainment control.

Sales Model

Eighty-six percent of Logitech's business is through retail sales in more than one hundred countries. Most of Logitech's retail sales are of consumer products, although a considerable amount of these retail products are purchased for, and used, in businesses. The remaining fourteen percent of Logitech's business is divided up between our OEM business, which includes sales of PC peripherals to computer manufacturers and our LifeSize video conferencing business.

We report our retail revenue by three sales regions: Americas, EMEA and Asia. Each of these regions is headed by a general manager, with China managed independently by its own general manager. Our OEM business and our LifeSize business are reported separately.

Three Key Target Markets

Logitech is focused on three distinct target markets: consumers in developed markets, consumers in emerging markets and business customers. For each of these markets, Logitech has a product strategy:

Consumers in Developed Markets

For consumers in developed markets, Logitech's goal is to maintain market share leadership where we have historically been very strong: in products for the PC, such as mice, keyboards, webcams, gaming controllers and PC speakers. These product categories represent a significant percentage of Logitech's business, now and well in into the future. Although PC sales in developed consumer markets have slowed down, the installed base is large and many of these categories are still growing. To grow sales and market share in these categories, Logitech continues to invest in innovation based on consumer insights. We believe it is important for each of these PC product categories to have strong products at the entry level, in the midrange and at the high end, and we aim to fill in gaps in the product lineup where they exist. Primarily for the high end of some of our PC product categories, we also have shifted our PC category design focus from a PC first/Mac compatible emphasis to a Mac first/PC compatible emphasis, and this will begin to be seen in the market place beginning in 2012.

Logitech is investing in a newer opportunity for growth: products for tablets. We have brought multiple new products to market for people who use their tablet to create content. Our range of keyboards and keyboard cases for tablets has begun to make a significant contribution to our keyboard sales.

Logitech continues to drive innovation in our line of Harmony remote controls for the living room. Harmony remotes enjoy overwhelming market leadership in their category in the U.S. and Australia and are the market leader in many EMEA countries.

For mobile platforms, as well as for the digital home, Logitech is pursuing a growing opportunity in digital music. Through our Logitech Ultimate Ears (UE) brand, we offer earphones and wireless speakers for people who live for music. We also offer music docks for the home. Digital music products, both in the form of wearable listening devices as well as listening devices around the home are a big part of Logitech's product direction.

Consumers in Emerging Markets

In emerging markets, the PC platform continues to grow and Logitech aims to extend our market leadership in PC peripherals into emerging markets. To do this, we are designing entry-level, midrange and high-end PC peripherals specifically for these consumers by product development teams for these emerging markets. This approach is delivering significant growth for Logitech in China. We are following our focused approach in China with similar approaches in other emerging markets, such as India, Brazil and Russia. Also in select emerging markets, Logitech is introducing accessories for tablets and smartphones, with an emphasis on digital music as the primary use case.

Business Customers

Logitech's PC peripherals have long found themselves in business and enterprise environments even though we have not specifically marketed to business customers or engaged in distribution channels focused on business. That changed in 2011 with the creation of Logitech for Business. This group, beginning with the U.S. and EMEA, is focused on marketing and distribution of Logitech products for business and enterprise customers. The group offers select PC mice and keyboards, wireless presenters and speakers for general business productivity and conference cams and sets of webcams and headsets specifically for Unified Communications and optimized for the leading UC software and services platforms.

Because Logitech believes that video communication will be an increasingly important business application, we purchased LifeSize Communications in 2009. LifeSize is among the top three leaders in video conferencing, with a mission to enable anyone in a business or enterprise to be a full participant in a meeting, whether they are in the board room, sitting in a remote office, working from home or traveling. Using disruptive, IT-friendly HD technology and product innovations, LifeSize is highly competitive its market category and is expected to be an important growth opportunity for Logitech.

Geographic Footprint

Logitech's sales and marketing teams are divided into three regions; the Americas, EMEA (Europe, Middle East and Africa) and Asia Pacific. Logitech enjoys very strong retail and distribution partnerships throughout the world. Our greatest market strength has been in mature markets, such as North America and Western Europe. However, we are also focusing on growth in emerging markets, such as China, India, Brazil and Russia. We have recently increased our presence in China significantly and we are following a similar path with these other emerging markets.

Logitech's product development includes teams around the globe, with R&D centers of excellence in the United States (California, Washington and Texas), Ireland, Switzerland, India, China and Taiwan.

Logitech's center of manufacturing is in Suzhou, China, with supplemental manufacturing in other parts of China, including contract manufacturing.

Scale of Organization GRI 2.8

2. Organizational Profile / Scale of Organization GRI 2.8

Scale of reporting organization, including:

- Number of employees;
- Net sales (for private sector organizations) or net revenues (for public sector organizations);
- Total capitalization broken down in terms of debt and equity (for private sector organizations); and
- Quantity of products or services provided.

For the fiscal year ended March 31, 2012, we generated net sales of \$ 2.3 billion, operating income of \$ 72.0 million and net income of \$ 71.5 million. We employed approximately 9,000 employees as of March 31, 2012 and conducted business in approximately 102 countries.

For 2012, Logitech employees and related workforce numbers were:

Logitech / wholly owned subsidiaries 9,000

Less-than-wholly owned subsidiaries -0-

Complementary -0-

Revenues for 2012 were \$2,316.2 million. Assets for 2012 were \$ 1,856.5 million. Total equity for 2012 was \$ 1,150.2 million.

Revenues by geography for 2012 were:

Americas \$ 953.9 million

EMEA \$846.5 million

Asia Pacific \$515.9 million

OEM \$186.0 million

Supporting Documentation:

[GRI 2.8 Supporting Documentation](#)

[Logitech FY2012 Form 10-K](#)

Additional Comments

Detailed financial information can be found in Logitech's 2012 Annual Report.

Notes: FY2012 Form 10-K Sources:

Net sales, Operating Income & Net Income:

- Page 83 (Consolidated Statements of Operations).

Number of Employees: Page 6

Number of Countries: Page 6

Net sales (revenues):

- Page 83

Total assets and equity:

- Page 85 (Consolidated Balance Sheets).

Revenues by Geography and OEM

- Geography: Page 129
- OEM: Page 128

Significant Changes GRI 2.9

2. Organizational Profile / Significant Changes GRI 2.9

Significant changes during the reporting period regarding its size, structure, or ownership including:

- The location of, or changes in operations, including facility openings, closings, and expansions; and*
- Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations).*

There were no significant changes to Logitech's size, structure or ownership during 2011.

Awards Received GRI 2.10

2. Organizational Profile / Awards Received GRI 2.10

Awards received in the reporting period.

Logitech did not receive any awards in this reporting year.

3. Report Parameters

Report Profile - Reporting Period GRI 3.1

3. Report Parameters / Report Profile / Reporting Period GRI 3.1

Reporting period (e.g., fiscal/calendar year) for information provided.

Start Date	January 1, 2011
End Date	December 31, 2011
Type of reporting period	2011 calendar year*

*Environmental, Health and Safety Report & Performance Indicators are based on Calendar year January 1, 2011 to December 31, 2011. All other reported parameters are based on Logitech's fiscal year 2012 from April 1, 2011 to March 31, 2012

Previous Report GRI 3.2

3. Report Parameters / Report Profile / Previous Report GRI 3.2

Date of most recent previous report (if any).

This is Logitech's first year releasing a GRI based index report.

Reporting Cycle GRI 3.3

3. Report Parameters / Report Profile / Reporting Cycle GRI 3.3

Reporting cycle (annual, biennial, etc.).

Logitech plans to report according to the GRI annually, completed in the third quarter of each calendar year (July-September) and reflecting the prior calendar year activities and progress and the prior fiscal year strategy and organizational profile.

Contact Point GRI 3.4

3. Report Parameters / Report Profile / Contact Point GRI 3.4

Contact point for questions regarding the report or its contents.

Name	Nancy Morrison
Title	VP Corporate Communications
Phone	+1-510-713-4948
Email	nmorrison@logitech.com

Report Scope and Boundary- Define Report Content

GRI 3.5

3. Report Parameters / Report Scope and Boundary / Define Report Content GRI 3.5

Process for defining report content, including:

- *Determining materiality;*
- *Prioritizing topics within the report; and*
- *Identifying stakeholders the organization expects to use the report.*

Logitech will respond to all core data requests. If core questions request data that we do not collect or cover issues outside our business explanations will be provided. We will attempt to answer additive, non-core questions.

Logitech is a world leader in products that connect people to digital experiences. Spanning multiple computing, communication and entertainment platforms, we develop and market innovative hardware and software products that enable or enhance digital navigation, music and video entertainment, gaming, social networking, audio and video communication over the Internet, video security and home-entertainment control with sales in over 100 countries. Our responses will reflect societal, environmental and economic indicators that our business intersects with. Particular emphasis will be placed on community engagement, employee well being, environmental affairs, governance and accountability, government relations, supply chain, and workforce diversity.

Stakeholders likely to use the report include the following:

- 1) Logitech clients and Business Partners
- 2) Logitech employees
- 3) Socially responsible investment analysts
- 4) CSR professionals
- 5) NGOs
- 6) Academic community
- 7) Governments

Boundary of Report GRI 3.6

3. Report Parameters / Report Scope and Boundary / Boundary of Report GRI 3.6

Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).

Responses provided in Operational Structure (GRI 2.3), Countries of Operations (GRI 2.5), and Basis of Reporting (GRI 3.8) and Indicator Scope define the boundary for reporting.

Limit on Report Scope GRI 3.7

3. Report Parameters / Report Scope and Boundary / Limit on Report Scope GRI 3.7

State any specific limitations on the scope or boundary of the report.

There may be instances where financial and non-financial data is requested at a country or local level for which Logitech does not collect that data, or is considered proprietary and confidential. In those instances where data is not available it will be stated in the response.

Participation in responding to the GRI requests comes from multiple business units, functional areas and geography teams across Logitech. As much as possible, the responses are complete, detailed and reflect the scope as outlined for each indicator.

Basis for Reporting GRI 3.8

3. Report Parameters / Report Scope and Boundary / Basis for Reporting GRI 3.8

Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.

All Logitech financial results achieved through majority owned joint ventures, leased facilities, outsourced operations, etc, and reported in Logitech's Annual Report and 10-K are reported under U.S. Generally Accepted Accounting Principles.

Data Measurement & Calculations GRI 3.9

3. Report Parameters / Report Scope and Boundary / Data Measurement & Calculations GRI 3.9

Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.

Logitech used numerous data measurement techniques in responding to the GRI Indicator Protocols. Instances where data is not provided will, where possible, be noted and explained.

Restatements GRI 3.10

3. Report Parameters / Report Scope and Boundary / Restatements GRI 3.10

Explanation of the effect of any restatements of information provided in earlier reports, and the reasons for such restatement (e.g., mergers/acquisitions, change of base years/periods, nature of business measurement methods).

As this is our first reporting year - there are no restatements required at this time.

Changes from Previous GRI 3.11

3. Report Parameters / Report Scope and Boundary / Changes from Previous GRI 3.11
Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.

Not applicable – This is Logitech’s first GRI report.

GRI Content Index GRI 3.12

3. Report Parameters / Report Scope and Boundary / GRI Content Index GRI 3.12

[Logitech 2011 GRI contents table](#)

Supporting Documentation:

[Logitech 2011 GRI Content Index PDF](#)

Assurances Practices GRI 3.13

3. Report Parameters / Assurance / Assurances Practices GRI 3.13

Policy and current practice with regard to seeking external assurance for the report.

Logitech is currently publishing GRI based report on a self declared basis and does not employ an external agency or organization to audit its GRI or annual Corporate Responsibility report.

Governance

Structure, Committees GRI 4.1

4. Governance, Commitments, and Engagement / Governance / Structure, Committees GRI 4.1

Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.

Detailed financial information can be found in Logitech's 2012 Annual Report.

Additional Comments

Our Investor Relations Web site is located at <http://ir.logitech.com>. We post and maintain an archive of our earnings and other press releases, current reports, annual and quarterly reports, earnings release schedule, information regarding annual general meetings, further information on corporate governance, and other information regarding the Company on the Investor Relations Web site. The information we post includes filings we make with the U.S. Securities and Exchange Commission ("SEC"), including reports on Forms 10-K, 10-Q, 8-K, our proxy statement related to our annual shareholders' meeting and any amendments to those reports or statements filed or furnished pursuant to U.S. securities laws or Swiss laws. All such filings and information are available free of charge on the web site, and we make them available on the web site as soon as reasonably possible after we file or furnish them with the SEC. The contents of these web sites are not intended to be incorporated by reference into this report or in any other report or document we file and our references to these Web sites are intended to be inactive textual references only.

Chair/CEO Separation GRI 4.2

4. Governance, Commitments, and Engagement / Governance / Chair/CEO Separation GRI 4.2

Logitech's Chairman of the Board of Directors is also the Chief Executive Officer. Beginning in January 2013, the Chairman of the Board will hand over the role of Chief Executive Officer to the President and the Chairman will no longer be an executive officer.

Detailed financial information can be found in Logitech's 2012 Annual Report.

Supporting Documentation:

[Logitech 2012 Annual Report](#)

[Investor Relations Website link \(http://ir.logitech.com\)](http://ir.logitech.com)

Additional Comments

Our Investor Relations Web site is located at <http://ir.logitech.com>. We post and maintain an archive of our earnings and other press releases, current reports, annual and quarterly reports, earnings release schedule, information regarding annual general meetings, further information on corporate governance, and other information regarding the Company on the Investor Relations Web site. The information we post includes filings we make with the U.S. Securities and Exchange Commission ("SEC"), including reports on Forms 10-K, 10-Q, 8-K, our proxy statement related to our annual shareholders' meeting and any amendments to those reports or statements filed or furnished pursuant to U.S. securities laws or Swiss laws. All such filings and information are available free of charge on the web site, and we make them available on the web site as soon as reasonably possible after we file or furnish them with the SEC. The contents of these web sites are not intended to be incorporated by reference into this report or in any other report or document we file and our references to these Web sites are intended to be inactive textual references only.

Board Members GRI 4.3

4.3 Governance, Commitments, and Engagement / Governance / Board Members

Detailed information can be found here: <http://ir.logitech.com/committees.cfm?&cl=us,en>

Communicate with Board GRI 4.4

4. Governance, Commitments, and Engagement / Governance / Communicate with Board GRI 4.4

Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.

Stockholders and other interested parties who wish to communicate with the board or non-management directors of the company can do so via our dedicated investor communications contacts page which can be found here: <http://ir.logitech.com/contact.cfm?>

Stakeholder Engagement

Stakeholders Engaged GRI 4.14

4. Governance, Commitments, and Engagement / Stakeholder Engagement / Stakeholders Engaged GRI 4.14

List of stakeholder groups engaged by the organization.

Logitech does business in more than 100 countries worldwide and has more than 7000 employees. The following is a representative list of stakeholder groups engaged.

ENVIRONMENT, SUPPLY CHAIN & EMPLOYEE

Socially responsible investors

Worker Unions and Groups

Communities

Clients

Governments

Stakeholders associated via EICC

MakeITFair

GoodElectronics

As You Sow.

Identify Stakeholder GRI 4.15

4. Governance, Commitments, and Engagement / Stakeholder Engagement / Identify Stakeholder GRI 4.15

The functional areas that Logitech groups stakeholders into include: shareholders, employees, community, customers, commercial partners, local governments.

Local Hiring GRI EC7

Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation

1. Do not have a global policy or common practices for granting preference to local residents when hiring in significant locations of operation

Proportion of senior management in significant locations of operation from the local community:

Logitech does not disclose these percentages, however our practice is to promote senior managers from within if possible. If there are no suitable promotion candidates, our practice is to hire senior managers from the local country whenever possible.

Definition of 'senior management' used: Directors and Above

Direct Energy Use GRI EN3

Direct energy consumption by primary energy source.

Unit (Gigajoule):	2011 (GJ)	2010 (GJ)	Notes
Biofuels			
Ethanol			
Hydrogen			
Other (State here)			
Total direct consumption of renewable primary energy	0	0	
Coal			
Natural gas	0	4,394	Logitech eliminated onsite natural gas consumption for water heating
Fuel distilled from crude oil	1,029	1,361	
Other (State here)			
Total direct consumption of non-renewable primary energy (GJ)	1,029	5,755	
Total direct consumption of non-renewable primary energy (GJ)	1,029	5,755	

Supporting Documentation:

[Energy & Emissions “Manufacturing Facility” EHS Report](#)

Additional Comments:

The organisational boundary is Logitech factory operations at the LT and FD2 facilities in Suzhou, China only.

Indirect Energy Use GRI EN4

Indirect energy consumption by primary source.

Renewable Indirect Sources Unit (Gigajoule):	2011 (GJ)	Corresponding primary energy consumed in its production	2010 (GJ)	Corresponding primary energy consumed in its production
Solar				
Water				
Geothermal				
Hydo energy				
Biomass-based intermediate energy				
Hydrogen-based intermediate energy				
CHP/Wind/Biomass				
Solar/Wind				
CHP				
Total Used (GJ):	0		0	
Non-Renewable Indirect Sources				
*Electricity	43,380		43,960	
*Heating and cooling				
*Steam				
Nuclear energy				
*Fuel				
Total Indirect	43,380		43,960	
Total Used (GJ):	43,380		43,960	
*Percentage of total operational spending on energy for the most recent reporting year:				
Publicly disclose a breakout of the sources of the renewable energy used (link / document attached):				

Units: Gigajoules (GJ)

Supporting Documentation

[Energy & Emissions « Manufacturing Facility » EHS Report](#)

Additional Comments:

The organisational boundary is Logitech factory operations at the LT and FD2 facilities in Suzhou, China only.

Logitech purchases its electricity directly from the grid as provided by local utilities.

Hot water is procured from district energy systems or central heating/cooling plant in a

closely located facility. The use of heat, cooling, and steam are reported in the section for non-renewable indirect energy purchases.

Logitech does not collect data to identify the portion of its electrical purchases generated at nuclear power facilities.

Energy Saved GRI EN5

Energy saved due to conservation and efficiency improvements.

Unit (in joules or multiples of joules): GIGAJOULES	2011 (GJ)	2010 (GJ)
Total energy saved	580	-

Publicly disclosed. Please specify:

Supporting Documentation:

[Energy & Emissions “Manufacturing Facility” EHS Report](#)

Additional Comments:

The organisational boundary is Logitech factory operations at the LT and FD2 facilities in Suzhou, China only

In 2010, Logitech established a baseline of energy consumption and a 5 year energy conservation plan that will permit the reduction of energy by 10 percent over the 5 year period.

The company’s energy conservation goal recognizes only those projects which actually reduce or avoid the consumption of energy in its operations. Reductions in energy consumption from downsizings, the sale of operations and cost avoidance actions, such as fuel switching and off-peak load shifting, are not included in the energy conservation goal.

Logitech has initially focussed our energy savings activities on our Manufacturing facilities and have established a program of targeted activities that will see a multiyear cumulative contribution towards the overall 10% goal.

Total energy savings contributed in year 1 (2010 to 2011) represent 1.3% of the overall 5 year 10% target reduction. This reduction was achieved by the introduction of energy efficiency programs including idling time systems shutdown procedure introduction, optimization of climate control systems and introduction of improved efficiency air compressor units.

Product Energy Saved GRI EN6

Initiatives to provide energy-efficient or renewable energy-based products and services, and reductions in energy requirements as a result of these initiatives.

Logitech is conscious of the importance of energy efficiency of our products. We understand that efficient products not only enhance user experience and productivity but also benefit the environment.

Logitech has a continuous improvement approach to product energy efficiency and it is a driving factor in our product development activities.

In particular we have made significant advances in product energy efficiency through continuous development of both our wireless mouse and keyboard offerings. This includes our latest advancements by using solar cells onboard products such as the K750 Wireless Solar keyboard for both MAC and PC and, more recently, the Solar Keyboard Folio for the iPad. Find more examples of our product energy efficiency progress activities in our most recent [EHS report](#).

Logitech is subject to the EU's Energy-related Products (ErP) Directive, which aims to encourage manufacturers and importers to produce products designed to minimize overall environmental impact. Under the directive, Logitech must ensure that their energy-related products comply with applicable requirements, issue a declaration of conformity and mark the product with the 'CE' mark. The directive does not have binding requirements for specific products, but does define conditions and criteria for setting, through subsequent implementing measures, requirements regarding environmentally relevant product characteristics. To date the following implementing measures within the ErP directive are active and applicable to Logitech products:

1275/2008: Eco-design requirements for standby and off mode electric power consumption of electrical and electronic household and office equipment.

278/2009: Eco-design requirements for no-load condition power consumption and average active efficiency of external power supplies.

Logitech has assessed the applicability of these implementing measures on relevant product lines and has taken steps to ensure that our products meet the requirements. Adoption of the ErP directive is in all EU member states and conformity has been demonstrated by Logitech in conjunction with current CE conformity marking requirements. Where possible, Logitech has applied these standards of energy efficiency beyond the EU to other global geographies where our product sell.

In the U.S we are subject to Appliance Efficiency Regulations adopted via the U.S. Energy Independence and Security Act of 2007. The regulations set out standards for the energy consumption performance of products within the scope of the regulations, which includes some of Logitech's products. The standards apply to appliances sold or offered for sale throughout the U.S., and Logitech has redesigned or changed products to comply with these regulations.

In Australia and New Zealand, we are subject to the MEPS (Minimum Energy Performance Standards) regulations. These regulations set out standards for the energy consumption performance of products within the scope of the regulations, which includes some of

Logitech's products. We have taken steps to modify products to ensure they are in compliance with MEPS.

Supporting Documentation:

[Energy & Emissions “Product” EHS Report](#)

Water Withdrawal GRI EN8

Total water withdrawal by source.

Report in cubic meters per year (m ³ /year)	2011	2010	See Note (specify target in note below)
*Surface water, including water from wetlands, rivers, lakes, and oceans			
Ground water			
Rainwater collected directly and stored			
Waste water from another organization	17,056	0	Marginal increase of 0.55% in overall water consumption as a result of significant reduction in natural gas consumption to heat water. Hot water now purchased as a by-product of another closely located facility
*Municipal water supplies or other water utilities	321,400	336,595	Reduction of 4.5% in directly withdrawn water consumption for 2011 compared to 2010 consumption.
*Total water from all other sources:			
*Total water withdrawal (volume)			
Normalized withdrawal (include unit)			
Consecutive years of data (including the most recent year) for which the company discloses data:			
Publicly disclose	Yes	No	Specify document / link:
Total water use			
Normalized total water use			
Water use at any level other than enterprise (including facility, business unit, region, etc.)			
Total wastewater discharge			
Wastewater discharge at any level other than enterprise (including facility, business unit, region, etc.)			
Water use at non-US facilities	Yes		Suzhou, China factory
Wastewater discharge at non-US facilities			

Supporting Documentation:

[Material Management & Minimisation “Resources” EHS Report](#)

Additional Comments:

The majority of Logitech's water use is considered municipal potable supplied water and this use of water by Logitech does not directly impact the water source.

Logitech has implemented specific water saving technologies, at our manufacturing sites, including time control units and magnetic valves which have achieved a reduction of 4.5% in directly withdrawn water consumption for 2011 compared to 2010 consumption.

Direct, Indirect Greenhouse Gas GRI EN16

Total direct and indirect greenhouse gas emissions by weight

Direct and Indirect Greenhouse Gas (GHG) Emissions (in metric tonnes CO ₂ equivalent)	2011 (MTCO ₂ e)	2010 (MTCO ₂ e)	Company has targets for year:
CO ₂ Direct	73	344	See comments
CH ₄ Direct			
N ₂ O Direct			
HFCs Direct	86	88	
PFCs Direct			
CF ₆ Direct			
Subtotal Direct (Scope 1)	159	432	
Scope 1 data coverage: owned and leased operations			
CO ₂ Indirect Scope 2	9,494	9,621	
Subtotal Indirect (Scope 2)	9,494	9,621	
Scope 2 data coverage: owned and leased operations			
Total Direct and Indirect GHG Emissions	9,653	10,053	
Please explain trend and performance against target (Scope 2 GHG): CO ₂ e REDUCTION GOALS	127		

Supporting Documentation:

[Energy & Emissions “Manufacturing Facility” EHS Report](#)

Additional Comments:

In 2011, Logitech set a target to reduce its absolute carbon emissions from indirect energy by 10% by 2015 based on 2010 data. The scope of this target is our factory operations at the LT and FD2 facilities in Suzhou, China only.

To achieve this goal, we are establishing and implementing energy efficient and energy conservation programs. Please refer to EN18 outlining our initiatives.

Note: Greenhouse gas emissions are shown in metric tonnes of carbon dioxide equivalent (MTCO₂e).

Greenhouse Gas Reductions GRI EN18

Initiatives to reduce greenhouse gas emissions and reductions achieved.

In 2011, Logitech set a target to reduce its absolute GHG emissions from indirect energy by 10% by 2015 based on 2010 data.

The scope of Logitech's programs to reduce absolute GHG emissions covers our factory operations at our LT and FT2 facilities in Suzhou, China only.

In 2011, we implemented phase one of our energy efficiency management programs in LT and FD2 facilities, these included optimisation of equipment efficiency and implementing programs to shut down equipment off duty.

In 2011, we achieved a reduction of 127 tonnes of CO₂ equivalent (1.3% saving).

Note: Greenhouse gas emissions are shown in metric tonnes of carbon dioxide equivalent (MTCO₂e).

Supporting Documentation:

[Manufacturing Facility EHS Report](#)

Mitigate Product Impact GRI EN26

Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.

Logitech's Hazardous Substance elimination program was established in 2003 to bring strategic focus to environmental considerations on the sourcing and design of Logitech products.

PHTHALATE RESTRICTION POLICY

Logitech's most recent commitment on hazardous substance elimination has focussed on the elimination of listed phthalates from newly developed product, per the table;

Abbreviated name (Synonyms)	Phthalate name	CAS number
DEHP (DOP, BEHP)	Di-2-ethylhexyl phthalate or Bis-2-ethylhexyl phthalate	117-81-7
DBP	Dibutyl phthalate	84-74-2
BBP	Benzyl butyl phthalate	85-68-7
DnOP	Di-n-octyl phthalate	117-84-0
DINP	Di-iso-nonyl phthalate	28553-12-0, 68515-48-0
DIDP	Di-iso-decyl phthalate	26761-40-0, 68515-49-1
DIBP	Diisobutyl phthalate	84-69-5
DnHP	<u>Di-n-hexyl phthalate</u>	84-75-3
DMEP	Bis(2-methoxyethyl) phthalate	117-82-8
DnPP	Di-n-pentyl phthalate	131-18-0

This activity is currently in the process of being rolled out and we expect to be able to quantify and share with you the actual amounts of Phthalates eliminated as part of our 2012 Corporate Social Responsibility report

You can find the [policy statement here](#)

ELIMINATION OF PVC PACKAGING

Logitech has committed to the elimination of PVC of our packaging materials of all newly launched products. We have made significant progress already towards PVC free packaging with the majority of our product packaging offering now 100% PVC free. Evidence of ongoing reduction activity can be seen [here](#).

Again, this activity is currently in progress and we expect to be in a position to quantify and share with you the actual amounts of PVC eliminated as part of our 2012 Corporate Social Responsibility report

Supporting Documentation:

[Phthalate Policy](#)

[Material Management & Minimisation "Packaging"](#)

Anti-Corruption Training GRI SO3

Percentage of employees trained in organization's anti-corruption policies and procedures

	2011
Percentage of total number of management employees who have received anti-corruption training	See comments below
Percentage of total number of non-management employees who have received anti-corruption training	See comments below

Additional Comments:

Indirect labor is required to complete a training course on ethics, anti-corruption, and related topics. Completion rates are above 99%