

# 2024 Listen Better Report

SONOS

Environmental, Social, and Governance at Sonos



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Sonos Ace incorporates recycled plastics.



# Tuning for Impact

Tuning often begins with a simple gesture — a burst of air through a choir's pitch pipe or a first violinist drawing their bow across a string in a symphony orchestra. But its impact is profound. Tuning unlocks harmonies, makes sound more beautiful, and moves people. Tuning systems also change between musical styles and cultures, lending richness and diversity to our world.

At Sonos, tuning plays an important role in everything we do. Our speakers are expertly tuned to honor the intent of creators, such as artists, composers, and sound engineers. Our own Trueplay™ technology further fine-tunes our speakers for their environments, bringing details to life so listeners feel more connected to the sounds they love.

We also continually tune our sustainability efforts, each year striving to refine and improve. This includes gathering more precise emissions data, sourcing more sustainable materials, redesigning our packaging, and adjusting our performance targets and focus areas. The following report highlights how we've tuned our work to dial up responsibility and make a positive impact in the past year.

**"When we tune our products, our job isn't to change what was created. Our job is to represent what was created."**

**CHRIS DAVIES**  
VICE PRESIDENT, AUDIO





# A Message From Patrick

At Sonos, we aim to build products and experiences that bring joy to people, and to do it in a responsible way. This year, we launched Sonos Ace, our first pair of headphones, something our customers have requested for many years. We set out to design a great sounding pair of headphones and do it responsibly. That's why Sonos Ace contains 18.5% post-consumer recycled plastic, swappable ear cushions, and a replaceable battery. Sonos Ace's packaging is made from Forest Stewardship Council® kraft paper — and zero virgin plastic — that makes for a joyful unboxing experience.

One reason that Sonos Ace sounds amazing is because of tuning. Tuning plays an important role in the premium sound of our products. Sonos Ace was expertly tuned to respect the intent of the creators — artists, composers, songwriters, and sound engineers. With Trueplay, a technology invented by Sonos, our audio product range automatically adjusts the sound profile to the contours of the room. Better tuning helps you feel more from the music you love.

Our sustainability systems also need tuning. Each year we strive to improve by refining our practices. This includes gathering more precise emissions data, finding more sustainable materials, and redesigning our packaging. We adjust our performance targets to focus on the impact areas that matter to our stakeholders.

In this year's Listen Better report, we spotlight some of the ways we have tuned our work to make a positive impact — from our Climate Action Plan, to product sustainability, to diversity, equity & inclusion, and our philanthropy. Tuning helps us get better. And listen better.

We hope you enjoy this year's report.

We invite you to share your feedback by emailing us at [csr@sonos.com](mailto:csr@sonos.com).

**PATRICK SPENCE**  
CEO





# The Future of Inclusive Sound: Immersive Audio for All

Historically, representation in the audio industry has been limited, often excluding voices from underrepresented groups. Through our Inclusive Sound program, we aim to address this disparity by supporting nonprofits dedicated to nurturing emerging musical talent and innovators — particularly women, people of color, and underserved communities.

In FY24, we partnered with Immersive and Inclusive Audio Institute International (Immersive and Inclusive), an organization that trains and develops talent from underrepresented groups in spatial audio. Spatial audio delivers sound in every direction—above, below, and all around—offering a more dynamic experience compared to traditional stereo sound. This partnership is a testament to our commitment to promoting diverse representation in sound production, engineering, and mixing, and our efforts to advance the field of spatial audio.

“I’m thrilled to partner with Sonos, whose funding supports scholarships for creatives from all walks of life and makes our work possible,” says Dr. Leslie Gaston-Bird, a renowned audio engineer and advocate for accessibility in technology.

Dr. Gaston-Bird founded Immersive and Inclusive as part of her PhD at the University of Surrey, with a vision to blend immersive audio experiences with inclusivity. The organization is reshaping the audio landscape through innovation, research, training, and community engagement.

Our partnership’s impact is reflected in the achievements of Immersive and Inclusive students. In FY24, the organization enrolled 26 students with Sonos support directly contributing to scholarships for 23 students. Through the program, participants gained hands-on training in Avid professional tools and Dolby Atmos spatial audio technology—key skills for building careers in the field. Additionally, 14 women and non-binary creators have become certified Avid Pro Tools and Dolby Atmos Operators, marking progress toward calibrating the balance of representation in the field.

**Gemma Castro (right), a Dolby Atmos-certified operator**





# Environment

Delivering premium sound experiences goes hand in hand with our commitment to the planet. We meticulously fine-tune every stage of our product life cycles through targeted interventions that collectively minimize the environmental impact of our products and packaging.



Sonos Ace ear cushions are easily replaceable.







# Taking Climate Action

We refine our climate impact mitigation strategies year over year to balance our business objectives with our environmental commitments. As we continually improve the sound quality and premium user experience of our devices, we also aim to reduce the greenhouse gas (GHG) emissions from their production and operation.

Our Climate Action Plan guides our efforts and outlines our approach to reducing GHG emissions throughout our value chain. We use data-driven insights, such as an annual carbon footprint assessment, to identify the actions that make a difference. By continuously improving our practices to reduce emissions, we aim to achieve carbon neutrality by 2030 and net-zero emissions by 2040 across Scopes 1, 2, and 3.

## At a Glance: Sonos Climate Action Plan

<b>Step 1</b> ✓		Map and disclose our carbon footprint
<b>Step 2</b> Ongoing		Begin reducing our carbon footprint
<b>Step 3</b> FY30		Continue reducing and go carbon neutral
<b>Step 4</b> FY40		Continue reducing and go net zero



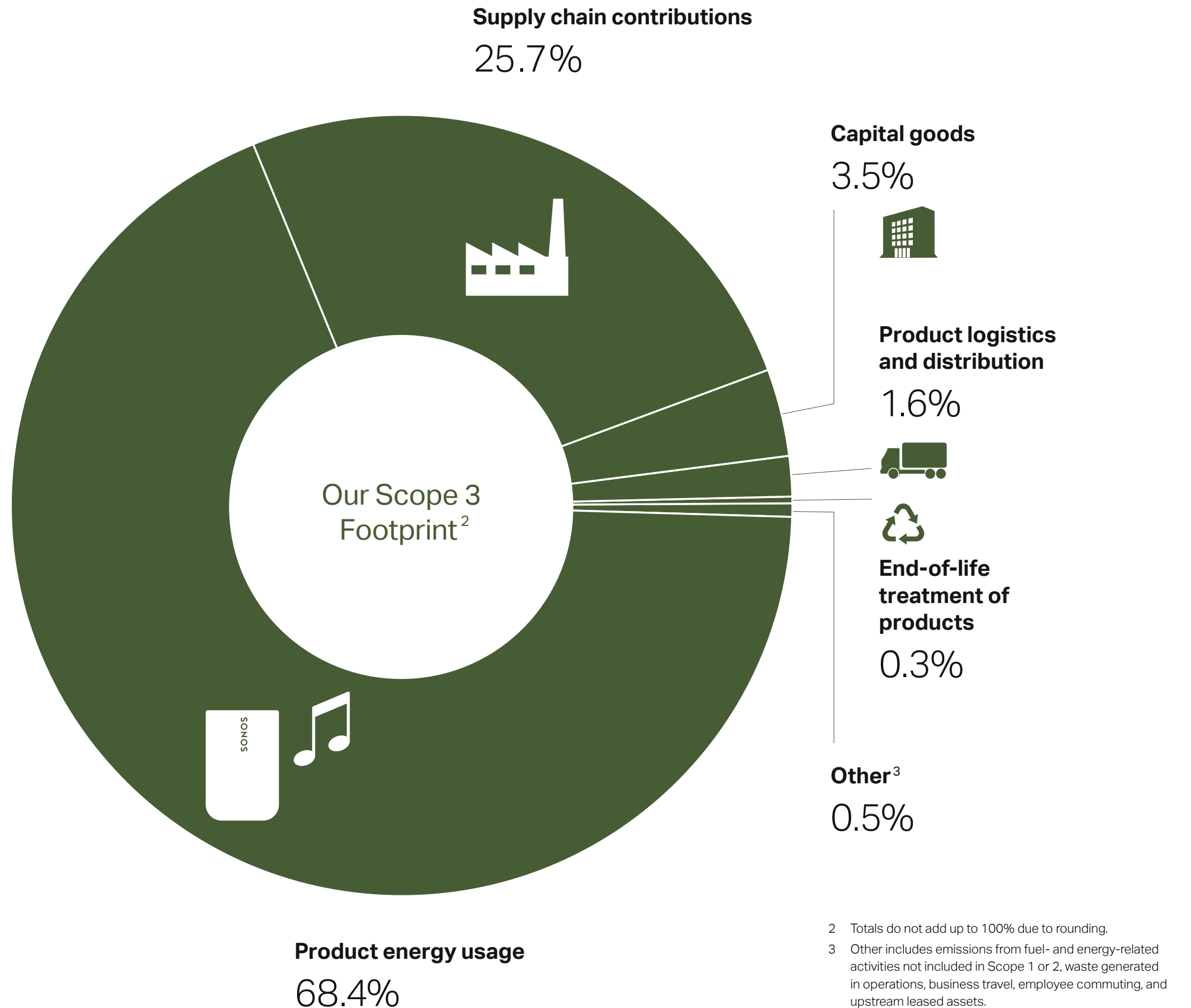
## Our progress

Our total carbon footprint was 935,114 metric tons of carbon dioxide equivalent (tCO<sub>2</sub>e) in FY23.<sup>1</sup> The vast majority, 99.9% of our total footprint, falls within Scope 3, encompassing emissions upstream and downstream of our direct operations. While product energy use still comprised the largest portion of our footprint, we are encouraged to see a 3% reduction in absolute emissions from this category compared to FY22. This trend highlights the impact of energy efficiency measures we designed into newer products, such as the Era 300.

Accurate data is essential for understanding our footprint and taking effective action to reduce it. In FY23, we collected primary climate data from key partners in our supply chain, enabling us to measure the impact of incorporating post-consumer recycled plastics into our products. Our use of recycled plastics contributed to a 14% reduction in our supply chain manufacturing emissions compared to FY22.

Our global logistics team prioritizes ocean freight for shipments from our manufacturers, which is considerably less carbon intensive than air transport. In FY23, we significantly reduced the volume of inbound shipments transported by air, reducing our logistics and distribution emissions by more than 30,000 tCO<sub>2</sub>e compared to FY22.

<sup>1</sup> In line with industry practice, we report our emissions from the prior fiscal year to ensure the integrity of our data.





Taking Climate Action

Accurate data is essential for understanding our footprint and taking effective action to reduce it. In FY23, we collected primary climate data from key partners in our supply chain, enabling us to measure the impact of incorporating post consumer recycled plastics into our products. Our use of recycled plastics contributed to a 14% reduction in our supply chain manufacturing emissions compared to FY22. We received third party verification of our FY23 Scope 1 and 2 emissions measurements.

Our path to carbon neutrality involves a combination of absolute emission reductions through product sustainability efforts and a portfolio of high-quality Renewable Energy Certificates (RECs), engineered carbon removal technologies, and carbon offsets. By purchasing RECs, we invest in the renewable energy sector while mitigating unavoidable electricity consumption. We also supported Heirloom's efforts to remove carbon from the atmosphere through direct air capture and continued to procure offsets that contribute to meaningful climate action in regions disproportionately affected by climate change. To ensure quality and value, we only purchase offsets that:

- Are third-party verified, nature-based solutions.
- Provide meaningful social and environmental impacts.
- Offer data-driven monitoring of carbon reductions.
- Engage with local communities.

These efforts enabled us to achieve carbon neutrality for our FY23 operational emissions, including those from employee commuting and business travel. We purchased RECs that neutralized our Scope 2 emissions, covering electricity use across our global offices. You can find more information on the carbon offset projects we support and the RECs we purchased here.

Communicating our carbon footprint, climate change exposure, and mitigation efforts is crucial for the accountability and transparency we owe to our stakeholders. In FY24, we conducted our first formal, cross-functional double materiality assessment to identify the climate-related risks and opportunities most relevant to our business. Our findings highlighted the importance of operating responsibly within our own workforce and supply chain, protecting the privacy and security of our customers, and contributing to a more circular economy. With a clearer understanding of our key impact areas, we expanded the scope of our Taskforce on Climate-related Financial Disclosures (TCFD) assessment and updated our responses to reflect our latest sustainability strategy and progress. Additionally, we submitted our second Corporate Questionnaire to CDP in FY24.

We continuously monitor emerging climate-related regulations, such as the EU's Corporate Sustainability Reporting Directive (CSRD), to ensure compliance and adapt our management approach to align with best practices.



**Performance Target**

**Achieve carbon neutrality across Scope 1, 2, and 3 emissions by 2030**



**Performance Target**

**Achieve net zero across Scopes 1, 2, and 3 emissions by 2040**



# Partnering with Protecting Blue Whales and Blue Skies to Quiet Underwater Noise

As a Brand Ambassador for Protecting Blue Whales and Blue Skies since FY23, we demonstrate our commitment to making operational adjustments that promote biodiversity and reduce carbon emissions throughout our supply chain. We encourage our primary shipping carriers to participate in a voluntary vessel speed reduction (VSR) program—a seemingly small change that can lead to significant results. Slower vessels translate to fewer emissions, reduced noise pollution, and a lower risk of collisions with whales. Together with other VSR program participants, we helped reduce the risk of ship strikes with endangered whales by 58% and prevent an estimated 45,000 metric tons of carbon emissions in 2023.

In FY24, we expanded our partnership with Protecting Blue Whales and Blue Skies by providing grant funding to support impact measurement through noise analysis in two key ways:

- Measuring and comparing ambient noise levels during shipping season and the off-season to gain a broader view of the impact at different times of the year and a clearer picture of the larger acoustic landscape
- Geographically expanding the analyses to additional stations along the coast of California to more comprehensively understand the noise reduction impact in all VSR zones

Granular data like these help Protecting Blue Whales and Blue Skies tailor their program to enhance its impact and develop a clearer picture of the acoustic landscape of California’s marine environment.



# Product Sustainability

Building responsible products is essential to our mission to help the world listen better. By thoughtfully designing our devices and packaging, we ensure they perform at their best while minimizing environmental impact. We have a dedicated Product Sustainability team that drives our efforts—tailoring solutions focused on product longevity, responsible materials, and energy efficiency.

We use comprehensive, third-party verified life cycle assessments (LCAs) to identify the key impact areas of our products and quantify the impact of our solutions to address them. Since FY23, our Product Sustainability team publishes LCA findings for new devices in Product Environmental Reports. These reports detail the environmental footprint and the resulting reduction from design refinements at each life cycle stage—from manufacturing through end-of-life.

Our understanding of our environmental impacts is always evolving. In addition to internal work, we stay up to date on best practices and industry trends through collaborations with organizations such as GreenBiz, REACH Central Coast, the Consumer Technology Association, Sustainable Packaging Coalition, ChemForward, Chemical Watch, and EarthShift Global.

## Dimensions of Impact for Product Sustainability



**Product Longevity**  
Design long-lasting products. Optimize processes to make refurbishment and end of life management more efficient, generating less waste.



**Responsible Materials**  
Leverage recycled, renewable, and responsibly sourced materials. Minimize the use of nonregulated harmful substances to protect human and environmental health.



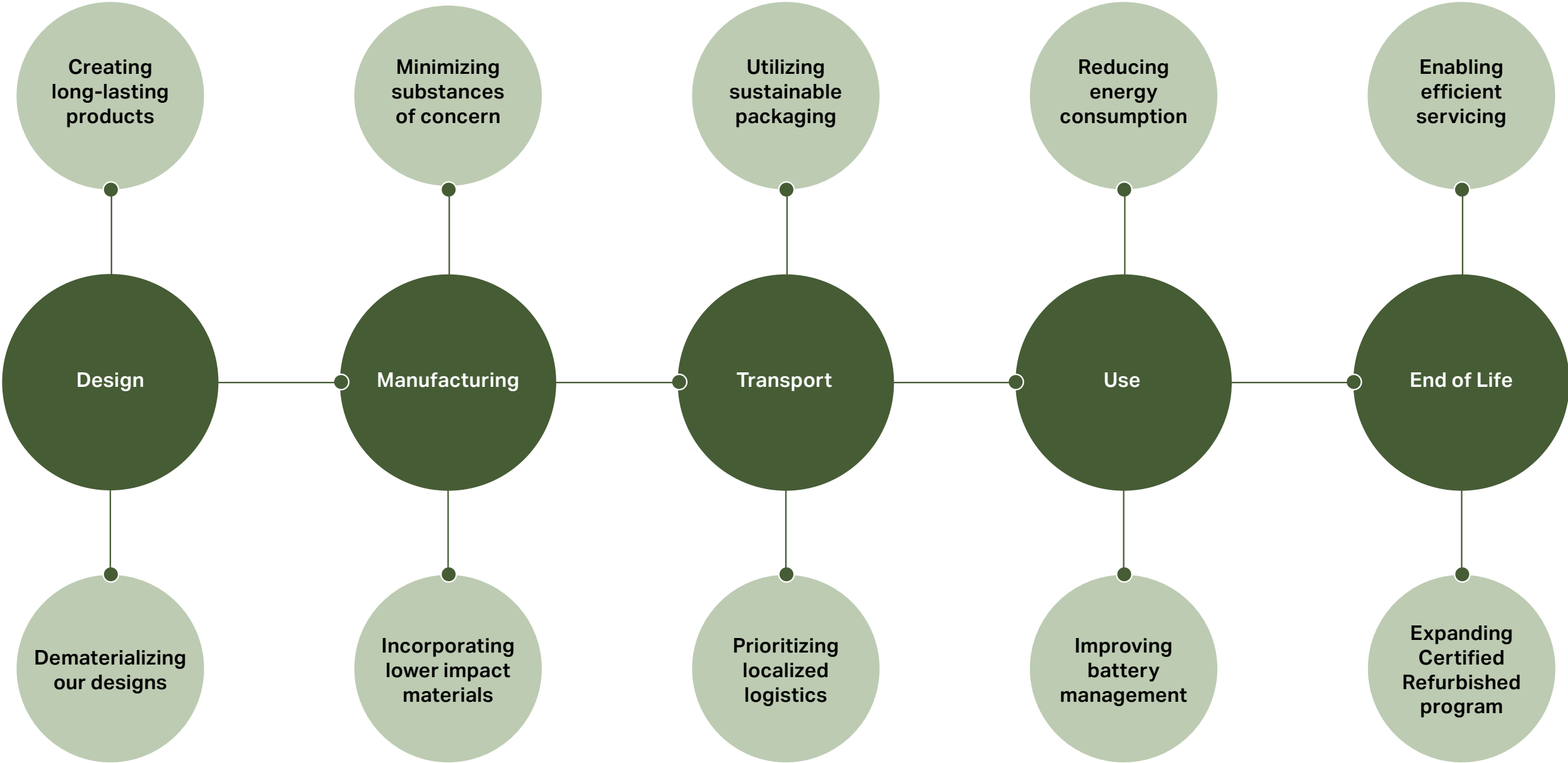
**Energy Efficiency**  
Design energy-saving solutions. Use hardware components with power-saving features and continually improve our software to reduce energy consumption.





### Life Cycle Thinking

We consider and reduce environmental impacts at every stage of the product life cycle.





# Headphones Tuned for Sustainability

Launched in FY24, Ace is our first-ever headphone in two decades of delivering premium sound experiences, showcasing how our teams design with careful consideration of environmental impact.

We extend Ace's useful life through component modularity. Many internal components can be accessed without special tools, allowing for simpler servicing, and some fixes can be made by the customer without any tools at all. For example, Ace's ear cushions attach magnetically, and replacement ear cushions can be easily swapped if the old pair wears out.

Ace incorporates 18.5% post-consumer recycled (PCR) plastic content and its carry case is composed of 75% recycled polyester felt, which is primarily made from discarded plastic bottles bound for landfills. 100% of the materials used in Ace's packaging are sustainably sourced.

We also designed Ace to charge efficiently, prioritizing speed and battery longevity. Various power-saving modes and an auto-pause feature mean fewer charges are needed, reducing energy consumption and enhancing battery lifespan.





# Our progress

## Product Longevity

We design long-lasting devices because it is one of the most effective actions we can take to reduce our environmental impact. With a focus on product longevity, we aim to keep our products in use longer and generate less waste.

Our Product Sustainability team crafts creative solutions—which we call Architectural Enablers—that simplify disassembly and remanufacturing so we can get the most out of products and parts. For example, instead of soldering two components together, we use connectors so internal parts can be more easily exchanged.

We support longevity after a device is purchased through several programs:

- **Regional remanufacturing:** Our regional remanufacturing program takes back devices that require servicing and returns a functional device to the customer. This initiative extends product longevity as well as localizes servicing to reduce distribution emissions.
- **Certified Refurbished product program:** After careful testing and quality assurance, we sell Certified Refurbished products that were returned to us through our money-back guarantee or warranty claims.
- **Upgrade:** Our Upgrade program incentivizes users to turn in older-generation devices for refurbishment or recycling in exchange for a discount on a new product.

For products that have reached the end of their usable life, we provide recycling instructions, including options to send products back to us or to specific e-waste or retail partner locations to ensure responsible disposal.

## Responsible Materials

Our Materials Strategy prioritizes materials with a lower environmental impact. Using conventional materials drains natural resources and creates unnecessary waste, so we identify responsibly sourced and recycled materials for our products and packaging.

Plastic is one our highest volume product materials. Because the production of virgin plastic can be resource and emission intensive, we pinpoint components where we can substitute post-consumer recycled plastics in place of virgin plastics to make use of existing materials and reduce greenhouse gas emissions. By incorporating recycled content, Ultra uses 4.7% less virgin plastic.

However, materials substitution isn't a one-size-fits-all solution. We are building a toolbox of alternative materials, aiming to find many targeted solutions appropriate for different applications across our product portfolio. In FY24, we trialed a bio-renewable plastic made from bio-based feedstock that will be integrated into future products.

Sonos complies with global regulations designed to protect human health and the environment. Our Product Sustainability team pushes our standards even higher, proactively eliminating select unregulated substances from our products.



In FY24, our top priority was finding safer alternatives to halogenated substances, which can have harmful effects during disposal. Through our Halogen Free Initiative, we focus on minimizing halogens in printed circuit boards (PCBs) and power cords because they contain higher halogen levels than other product components. All products launched in FY24 feature PCBs that achieve our goal of limiting halogenated substances to a minimum level. We are crafting power cords with a promising halogen-free alternative for future devices.

Finding safer alternatives for certain substances is an industry-wide challenge. As a member of ChemForward, a nonprofit dedicated to reducing harmful substances in consumer electronics, we learn new techniques and gain insights into industry trends. We continue to monitor policy changes to ensure compliance, striving to stay ahead of emerging regulations.

Dematerialization—designing products and packaging to use fewer or lighter materials—also helps us achieve our goals. Less material-intensive designs reduce environmental impact across the product life cycle, from requiring less raw materials during manufacturing to producing less waste at end of life.

Small changes add up to meaningful reductions when applied broadly. For example, through thoughtful design adjustments, Arc Ultra uses nearly 20 fewer screws, a streamlined grille assembly, and smaller rubber feet compared to Arc. With these improvements and our innovative Sound Motion™

technology's powerful yet slimmer design, Arc Ultra weighs 7% less than Arc.

Our Packaging team also aims to dematerialize through design. Arc Ultra's packaging, shown below, illustrates our team's efforts as it is significantly more compact than the previous generation. By optimizing the locking mechanism and protective cushioning, this new design allows each shipment from our suppliers to hold 30% more products, making the distribution of our devices more efficient and less emission intensive.





Product Sustainability

Sonos packaging materials are meticulously selected for functionality, responsibility, and aesthetics. Our Packaging System replaces conventional materials with sustainably sourced papers,<sup>1</sup> aiming to eliminate single-use plastics. Where we cannot yet entirely avoid plastic, we strive to use options with PCR content to capture the value of already-extracted resources.

We reinforce the responsibility of our packaging by sourcing materials that are certified by recognized organizations, such as the Forest Stewardship Council (FSC)<sup>®</sup> for papers and Global Recycled Standard (GRS) for plastics.

With packaging recyclability as one of our main objectives, we partner closely with [How2Recycle](#) to stay updated on recyclability requirements and ensure third-party review of our packaging components. In FY24, a team at Western Michigan University tested the molded fiber cushion used in the packaging for our Ace headphones, validating that it meets How2Recycle standards for recyclability and repulpability. Additionally, we improved the recyclability of all new product Quick Start Guides by printing them on uncoated paper instead of paper with a polypropylene laminate.

By FY25, we aim to include 90% or greater sustainably sourced content<sup>2</sup> by aggregated weight in packaging for new product releases that year. In FY24, we surpassed our goal with 98% sustainably sourced packaging content across four new products. Our Ace headphones and Roam 2 speaker boast 100% and 99% sustainably sourced packaging, respectively. Additionally, Ace’s entire package is OCC-E-certified curbside recyclable in the United States. Arc Ultra features 80% sustainably sourced packaging and Sub 4 achieved 77%.

We are proud of the strides we’ve made to steadily improve our packaging design, and we recognize the value in sharing learnings across companies and industries. In FY24, we joined the Sustainable Packaging Coalition’s Paper Packaging Recyclability Collaborative to exchange knowledge with our peers and raise the bar for packaging material circularity.

In FY25, we will continue investigating plastic-free alternatives throughout our packaging supply chain toward our mission to improve the circularity of our packaging materials.

<sup>1</sup> We define sustainably sourced papers as those made from PCR paper, FSC-certified virgin fibers, or recyclable plant-based fibers.  
<sup>2</sup> Our definition of sustainably sourced content contains all material types defined as sustainably sourced papers in addition to PCR plastics.





### Energy Efficiency

Energy efficiency is critical to reducing our climate impact. Through hardware and software improvements, we customize our devices to consume less power while still meeting our high standards for performance and responsiveness.

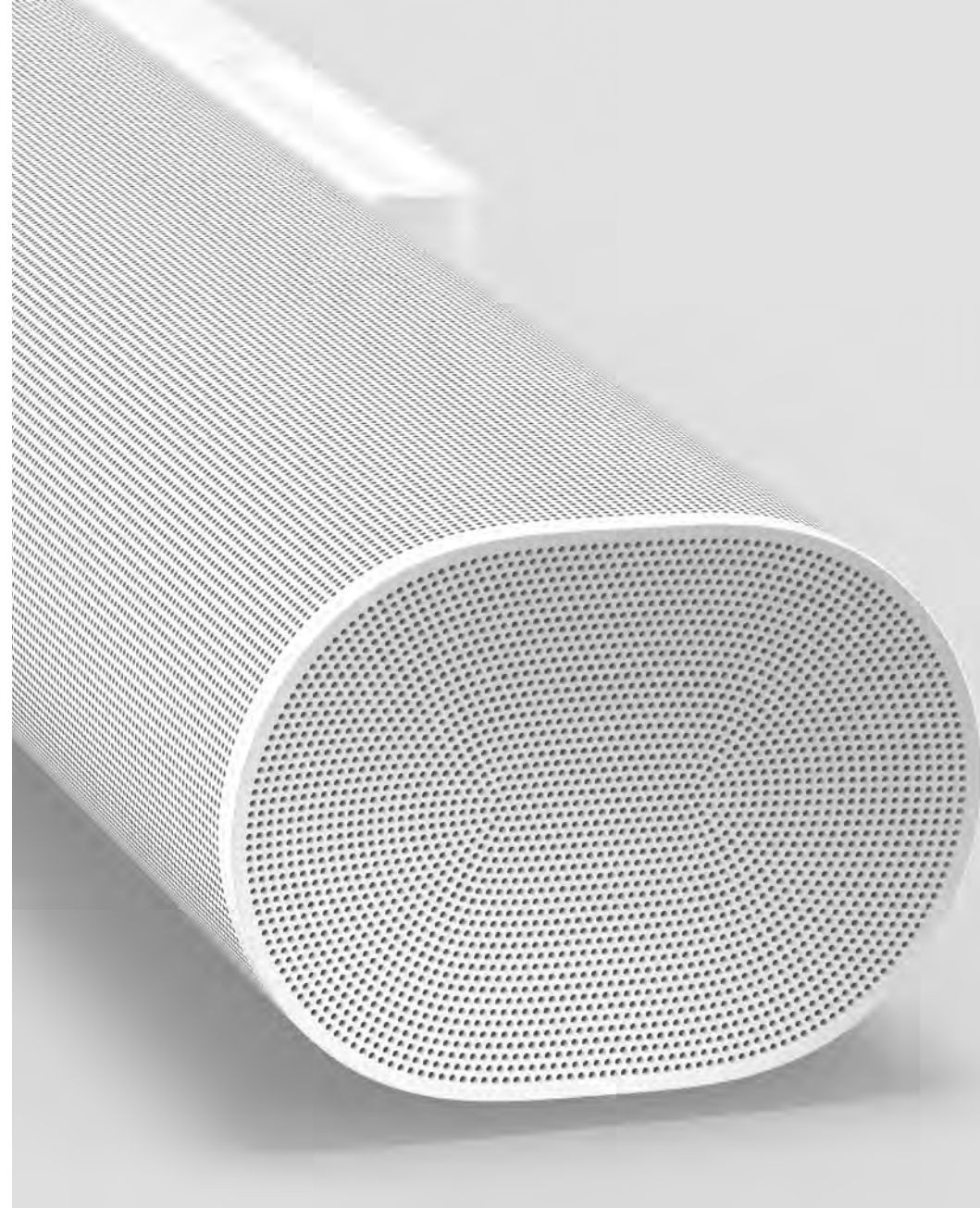
In FY23, product energy consumption contributed 72% of our total carbon footprint. For most Sonos products, idle mode accounts for a significant portion of lifetime energy consumption. Since idle power consumption depends on user behavior after a product has been sold, we are working to collect more accurate and granular data to better understand and enhance efficiency during use. We have improved our lab testing procedures and standardized measurement to compare energy use across devices. We aim to reduce idle power consumption with each new generation, ultimately striving to achieve a 2-watt average across our product portfolio. In FY24, we reached an average of 2.9 watts, nearly 8% lower than in FY23. Our newest plug-in speakers are significantly more energy efficient than previous generations. Sub 4 consumes 47% less idle energy than Sub (Gen 3) and as standalone speakers, Arc Ultra consumes 20% less idle energy than Arc.

With the launch of our chargeable Ace headphones and Roam 2 speakers in FY24, we're exploring battery life as another avenue for managing energy consumption and improving energy efficiency. We initiated these efforts

by establishing a common methodology for defining and assessing charging efficiency. In our Battery Lab, we are also investigating ways to achieve faster charging without compromising battery longevity.

Future products will feature battery care capabilities to optimize charging for longevity and provide consumers with battery health metrics, allowing them to monitor and manage the status of their device.

**Average idle power across our product portfolio**  
(watts)





# Social

We continuously evolve our approach to social responsibility through ongoing engagement with customers, employees, communities, and suppliers. By embracing diverse perspectives, we develop strategies that foster innovation while staying true to our commitments and driving progress.



Roam 2 features various power-saving modes to enhance battery lifespan.



# Diversity, Equity, and Inclusion

We believe that diversity, equity, and inclusion (DEI) is essential for driving innovation and sustaining a dynamic workforce. Just as we optimize our product design for performance, we adjust our DEI strategies to ensure they are impactful and aligned with our business' evolving goals. This ongoing process involves regular assessment and implementation across four key areas, shown right.

Central to our DEI approach is cultivating a vibrant culture where employees can thrive and feel a sense of belonging. Our eight Employee Resource Groups (ERGs) play a pivotal role, giving employees the opportunity to provide feedback while also creating community and promoting inclusion throughout the company.

Our commitment to DEI is reinforced by strong governance. The Compensation, People and Diversity & Inclusion Committee of our Board has ultimate oversight, while executive leaders monitor progress toward our DEI goals and dedicate time quarterly to enhance their DEI leadership skills. The DEI Council, established in FY24, collaborates closely with the DEI team and ERGs to stay informed about DEI progress, drive change within their functions, and influence their peers to do the same. Our dedicated DEI team implements initiatives and tracks progress throughout the company.

**Workforce:**  
Building systems that drive equitable representation



**Workplace:**  
Fostering a culture in which everyone experiences inclusion and belonging



DEI principles:  
four areas of focus

**Community:**  
Lending our voice and the strength of our brand to issues that matter



**Marketplace:**  
Integrating DEI into our business



For the third year in a row, we achieved a perfect score of 100 for LGBTQIA+ equity and workplace friendliness in the Human Rights Campaign Corporate Equality Index in FY24.



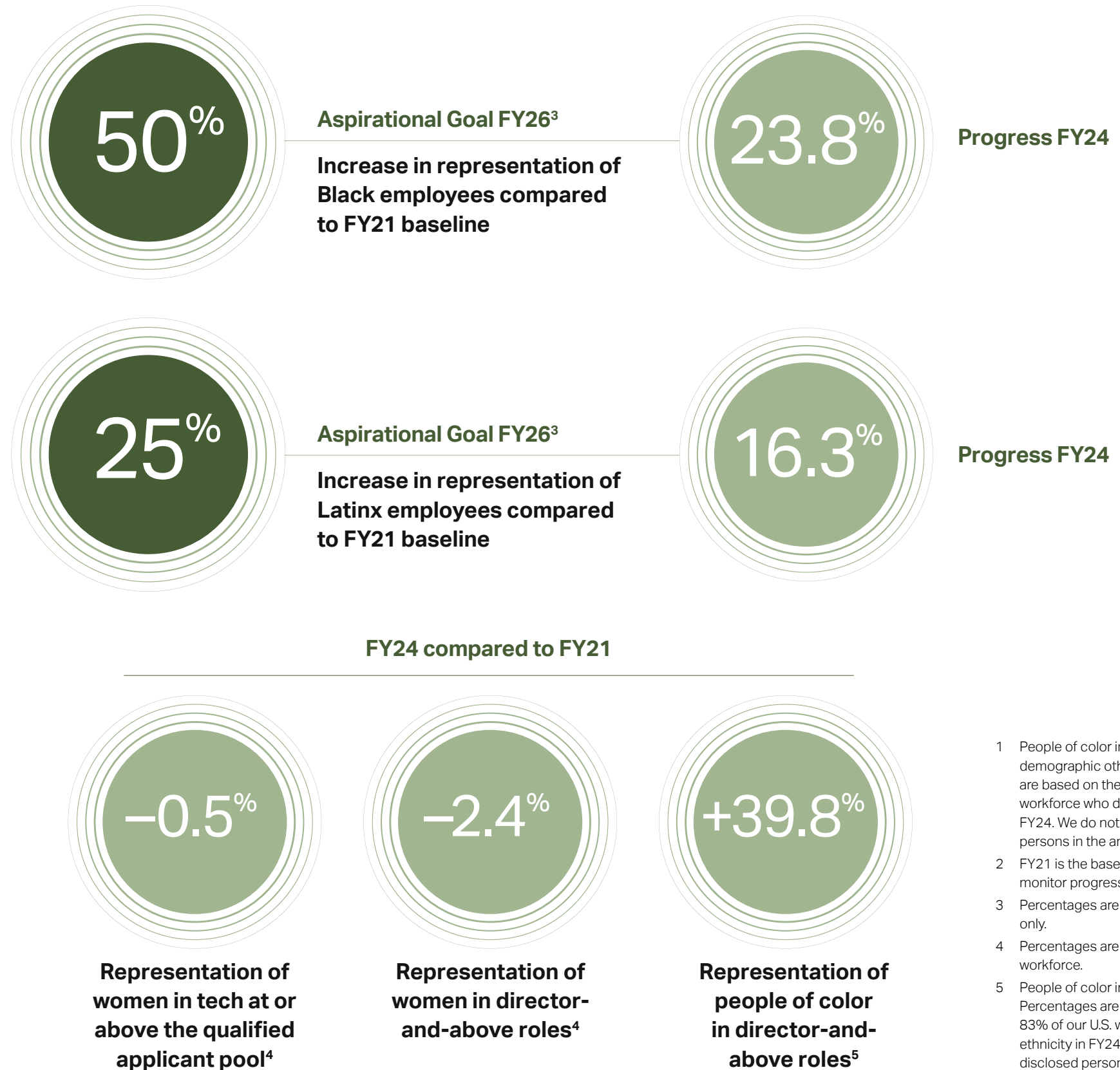
# Our progress

## Representation

We track workforce representation and use this data to inform, refine, and improve strategies and systems that promote equity. In pursuit of these efforts, we've set aspirational goals to increase the representation of Black and Latinx employees in our U.S. workforce and women in our global workforce.

In FY24, employees who are people of color<sup>1</sup> made up 39.8% of our U.S. workforce, an increase of 15% compared to our FY21 baseline<sup>2</sup>. Black employees made up 4.3% of our U.S. workforce, a 23.8% increase compared to FY21, toward our aspirational goal to achieve a 50% increase by FY26. Latinx employees made up 8.1% of our U.S. workforce, a 16.3% increase compared to FY21, toward our aspirational goal to achieve a 25% increase by FY26. We also track representation of people of color in leadership. In FY24, people of color in director-and-above roles were 26.7%, a 39.8% increase compared to FY21. We attribute these increases to our efforts in inclusive recruitment and career development practices.

In FY24, 30.8% of our global workforce were women, a decrease of 0.5% compared to our FY21 baseline. Women held 24.7% of director-and-above positions and 18.2% of tech positions, slight decreases of 2.4% and 0.5%, respectively, compared to FY21. To improve our performance in this area we are refining our approach to attracting and retaining women across the company.



1 People of color include any racial ethnic demographic other than white. Percentages are based on the more than 83% of our U.S. workforce who disclosed their ethnicity in FY24. We do not include non-disclosed persons in the analysis.

2 FY21 is the baseline year against which we monitor progress in representation.

3 Percentages are based on our U.S. workforce only.

4 Percentages are based on our global workforce.

5 People of color includes those except White. Percentages are based on the more than 83% of our U.S. workforce who disclosed their ethnicity in FY24. We do not include non-disclosed persons in the analysis.



**Global Workforce Gender Diversity<sup>1</sup>**

(% female – by fiscal year)

■ female ■ male

**Global workforce**

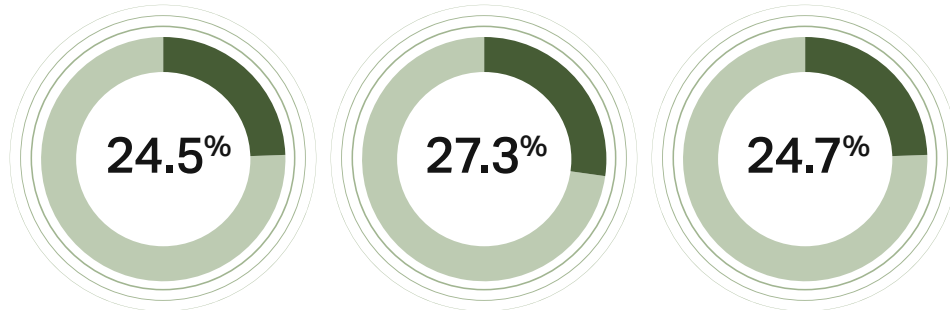


FY22

FY23

FY24

**Director-and-above roles<sup>2</sup>**

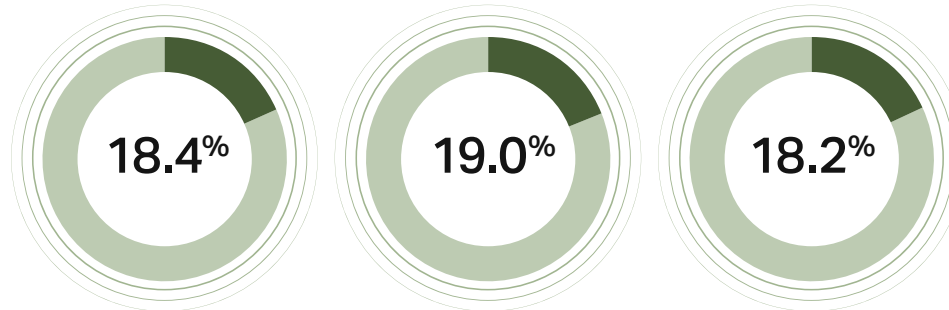


FY22

FY23

FY24

**Technical roles**

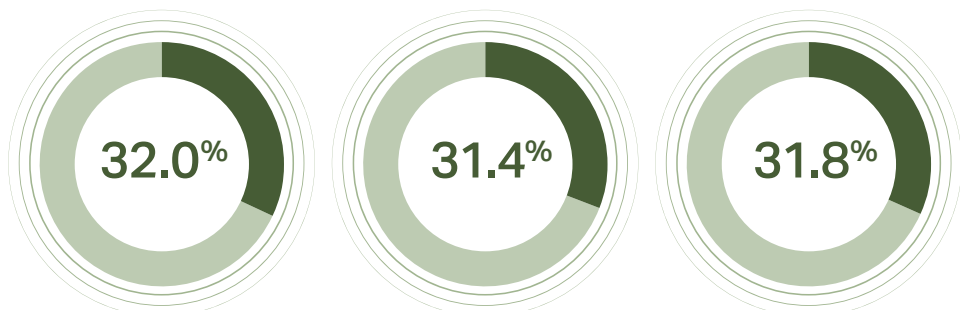


FY22

FY23

FY24

**All other roles<sup>2</sup>**

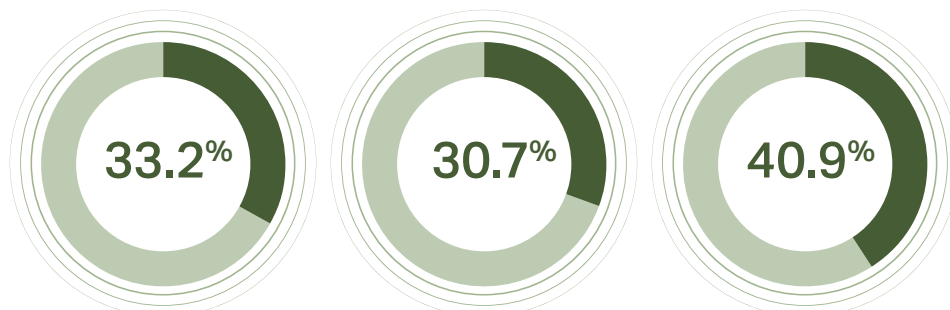


FY22

FY23

FY24

**New hires**



FY22

FY23

FY24

<sup>1</sup> FY24 data as of September 30, 2024.  
<sup>2</sup> Director-and-above roles include the highest-level individual contributors and managers, VPs, and CXOs. All other roles include positions not included in director-and-above or technical roles.

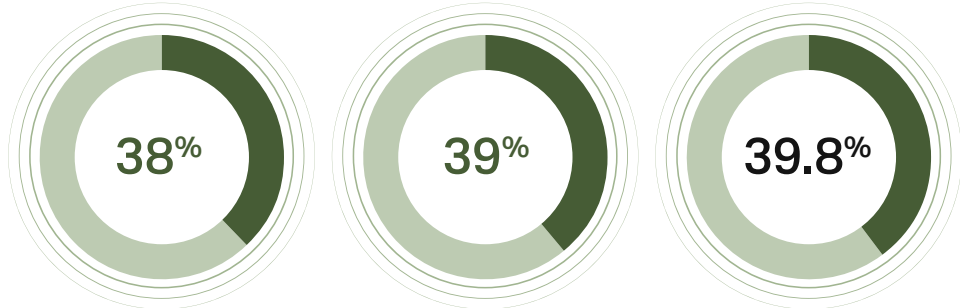


**U.S. Workforce Ethnicity Representation<sup>1</sup>**

(% ethnically diverse – by fiscal year)

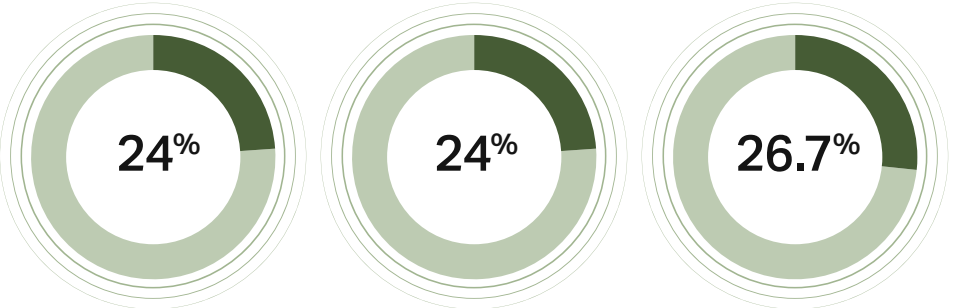
■ ethnically diverse

**U.S. Workforce**



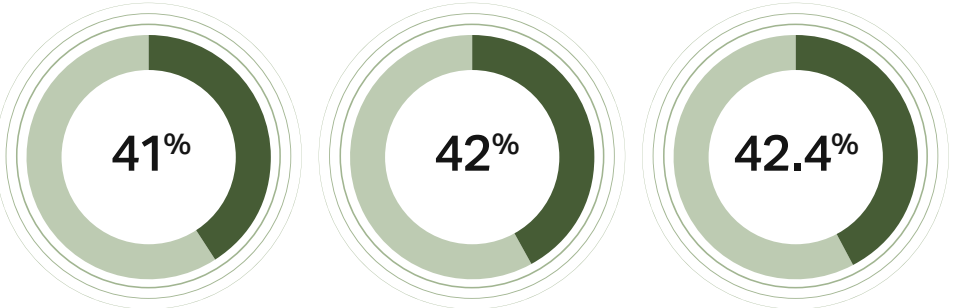
FY22 FY23 FY24

**Director-and-above roles<sup>2</sup>**



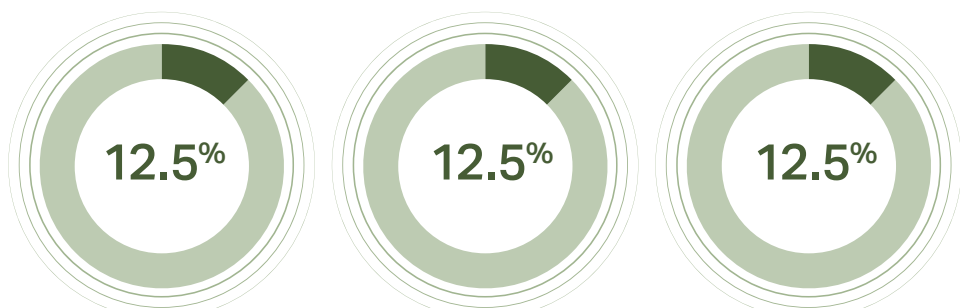
FY22 FY23 FY24

**All other roles<sup>2</sup>**



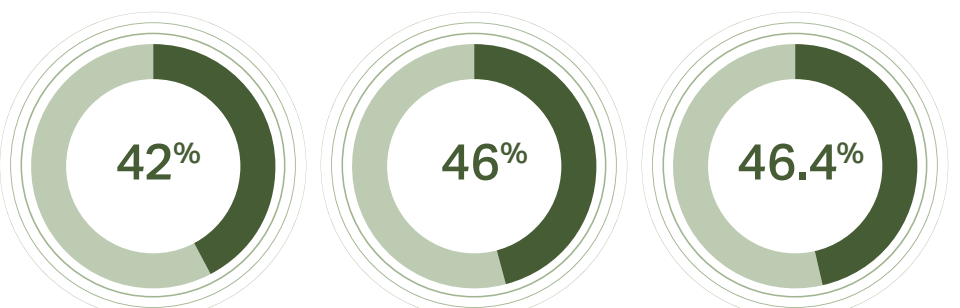
FY22 FY23 FY24

**Board members**



FY22 FY23 FY24

**New hires**



FY22 FY23 FY24

<sup>1</sup> This data represents the percentage of U.S. employees who shared their race and ethnicity information. This was 81% in FY22, 83% in FY23, and 83% in FY24.

<sup>2</sup> Director-and-above roles include the highest-level individual contributors and managers, VPs, and CXOs. All other roles include all positions not included in director-and-above.



**FY24 U.S. Workforce Ethnic Diversity<sup>1</sup>**

(% of U.S. workforce)

	Asian	Black or African American	Hispanic or Latino	Indigenous	Multiracial	White
<b>U.S. workforce</b>	23.5%	4.3%	8.2%	0.5%	3.2%	60.2%
<b>Director-and-above roles<sup>2</sup></b>	16.4%	3.0%	5.5%	N/A	1.8%	73.3%
<b>All other roles<sup>2</sup></b>	24.9%	4.6%	8.8%	0.6%	3.5%	57.6%
<b>New hires</b>	25.0%	4.8%	14.3%	N/A	2.4%	53.6%

<sup>1</sup> Percentages are based on the more than 83% of our U.S. workforce who disclosed their ethnicity in FY24. We do not include non-disclosed persons in the analysis. Percentages may not add up to 100 due to rounding.

<sup>2</sup> Director-and-above roles include the highest-level individual contributors and managers, VPs, and CXOs. All other roles include positions not included in director-and-above roles.

**Driving DEI from the Top**

In FY24, we focused on driving DEI from the top. This included establishing a DEI Council comprised of 12 leaders representing multiple functions and geographies. In its inaugural year, the Council met quarterly and created a charter to frame and steer its work. In FY24, we expanded DEI training to a broader group of leaders, delivering inclusivity trainings for people managers, establishing a regular learning cadence, and providing them with the resources needed to be inclusive in their daily work. To further encourage leaders to create sustained change across the organization, executive compensation is linked to achieving our DEI objectives.

**Inclusive Recruitment**

To attract outstanding candidates who bring diverse perspectives, experiences, and ideas, we invest in inclusive recruitment practices. In FY24, we used a bias scanning tool to ensure the use of clear and inclusive language in our job descriptions. We also participated in AfroTech, a recruitment event targeting African American talent in the technology industry. Members of our Black@Sonos ERG attended this event and shared their experiences at Sonos with prospective talent.

To eliminate unconscious bias in hiring, we approach the process with an equity lens. In FY24, we trained hiring managers to use inclusive search strategy templates and interview guides, as well as a standardized checklist



during interviews to ensure consistency and fairness for all candidates. Our hiring managers also received education on interviewing diverse candidates to help them recognize unconscious bias in hiring.

Looking ahead, in partnership with our Women@Sonos ERG, we will focus on investing in women’s professional development to advance careers in tech and leadership. We also plan to define an early talent strategy to build a diverse talent pipeline globally.

### Transparency and Engagement

Transparency is key to driving change. In FY24, we continued to provide quarterly updates to employees on our DEI progress, including demographic data and pay equity, through live discussions and published reports. We plan to conduct our third pay equity study in FY25 to assess fair and equitable pay in the U.S.

Our annual employee engagement survey, Sonos Soundcheck, enables us to learn about issues that matter most to our workforce, including DEI. In FY24, we learned our employees were most concerned about enhancing employee connection and adapting to changes in workforce. Leadership will use these results to inform and refine our approach to these areas moving forward.

### Employee Resource Groups

We regularly engage our ERGs to further their efforts to strengthen DEI across Sonos. In FY24, we hosted an inaugural ERG Summit, bringing together representatives from our ERGs and DEI Council to collaborate on strategies and plan actions to advance DEI in FY25. To hone their DEI acumen, attendees received coaching from a leading DEI expert on ways to optimize employee resource groups to have a positive impact on Sonos. Throughout the year, ERGs also organized events, workshops, and initiatives to celebrate their members, support member career advancement, and give back to local communities. By the end of FY24, almost 44% of Sonos employees participated in at least 1 ERG.

Sonos ERGs
Abilities@Sonos
API@Sonos
Black@Sonos
Latinx@Sonos
MentalHealth@Sonos
Pride@Sonos
Vets@Sonos
Women@Sonos





## Supplier Diversity

As a global company, we have a unique opportunity to drive DEI beyond our own workforce. We do this by providing equal opportunities to small and diverse suppliers while ensuring we receive high-quality services and products. In FY24, we refined our procurement approach by improving processes and tools to accurately record and verify diverse suppliers, including implementing new software to confirm certifications and track diverse supplier spending. As a result of these efforts, we improved our baseline data in FY24 and set new diverse supplier goals shown right.

To achieve these goals, we are educating employees and leaders about our supplier diversity program through internal communications channels and workshops. We also adjusted our companywide procurement strategy by incorporating diverse supplier considerations and launching an initiative to update our supplier contracts to reflect these priorities.

In FY24, we met our goals established by our FY23 Baseline. Our spend with Diverse Suppliers increased by approximately \$900K over our prior Fiscal Year, with our percentage of spend increasing by almost 1%.



### FY24 Progress

#### Spend with diverse suppliers

- 3.1% of total supplier spend
- 66 diverse suppliers
- 10% of total suppliers



### FY25 Goal

#### Spend with diverse suppliers

- 3.5% of total supplier spend
- 73 diverse suppliers
- 12% of total suppliers

## Inclusive Product Design

Beyond our suppliers, we are focusing DEI efforts on customers. To make products more responsive for a variety of users, in FY24, we launched a cross-disciplinary effort to progressively adjust our understanding of our customers based on gender. We will conduct user surveys and interviews to propose updates and changes to our product design, integrating inclusivity and reflecting customer diversity.



# Supply Chain Responsibility

We source materials and services globally to create our high-quality products, collaborating with suppliers who share our dedication to social and environmental responsibility. We are a member of the [Responsible Business Alliance \(RBA\)](#), an industry coalition focused on continually improving social and environmental standards across global supply chains. Now entering our fourth year as an affiliate member, our involvement with the RBA allows us to monitor suppliers in real-time and gain valuable insights into our global operations. In FY24, we fully integrated the RBA Code of Conduct into our [Supplier Code of Conduct](#), setting more stringent requirements for labor, health and safety, environmental practices, and ethics.

At a minimum, we comply with all applicable laws and regulations in countries where we operate.

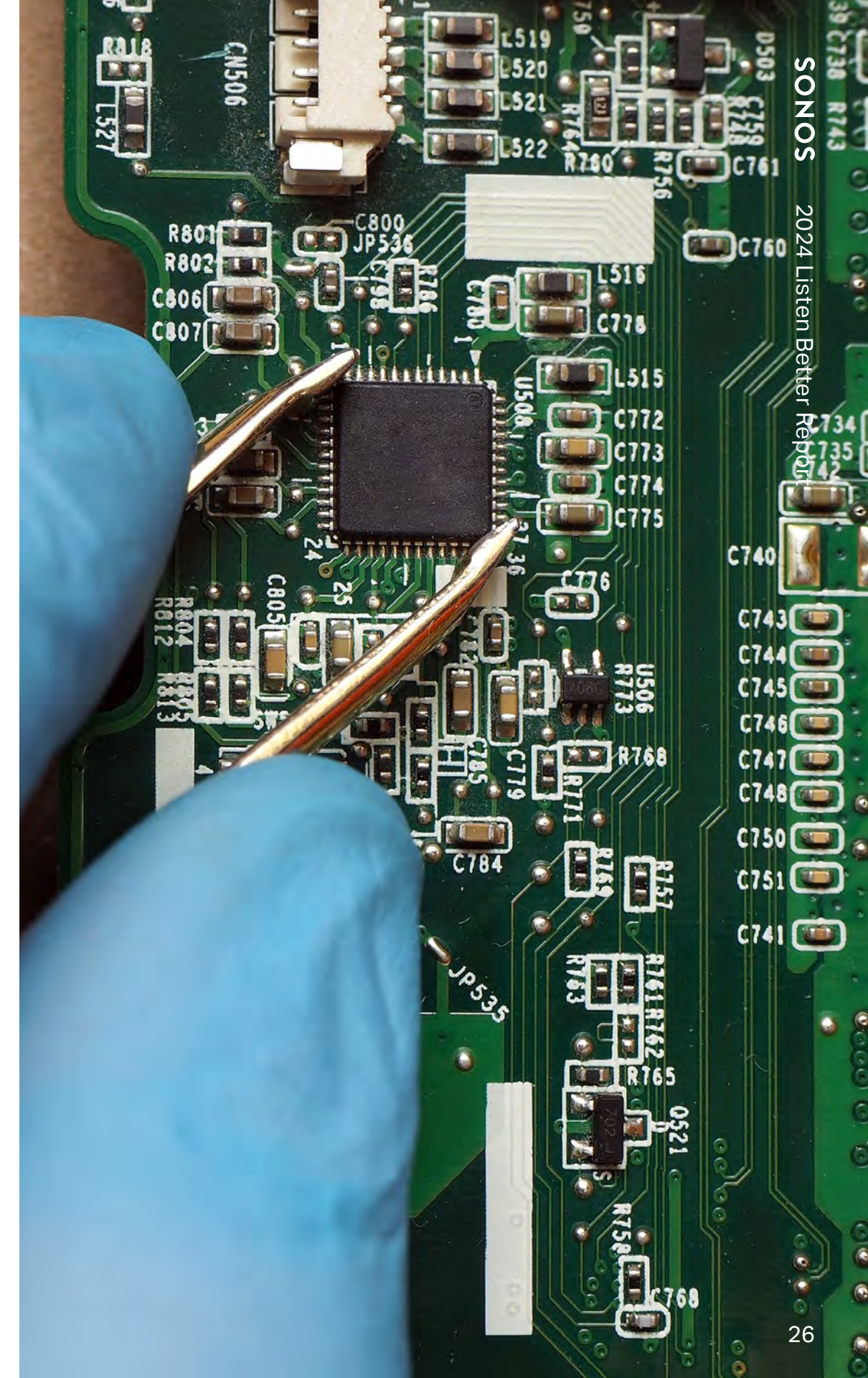
Some examples of regulations safeguarding human rights in supply chains include:

**UK Modern Slavery Act**

**U.S. Dodd-Frank Act**

**Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act**

**California Transparency in Supply Chains Act**





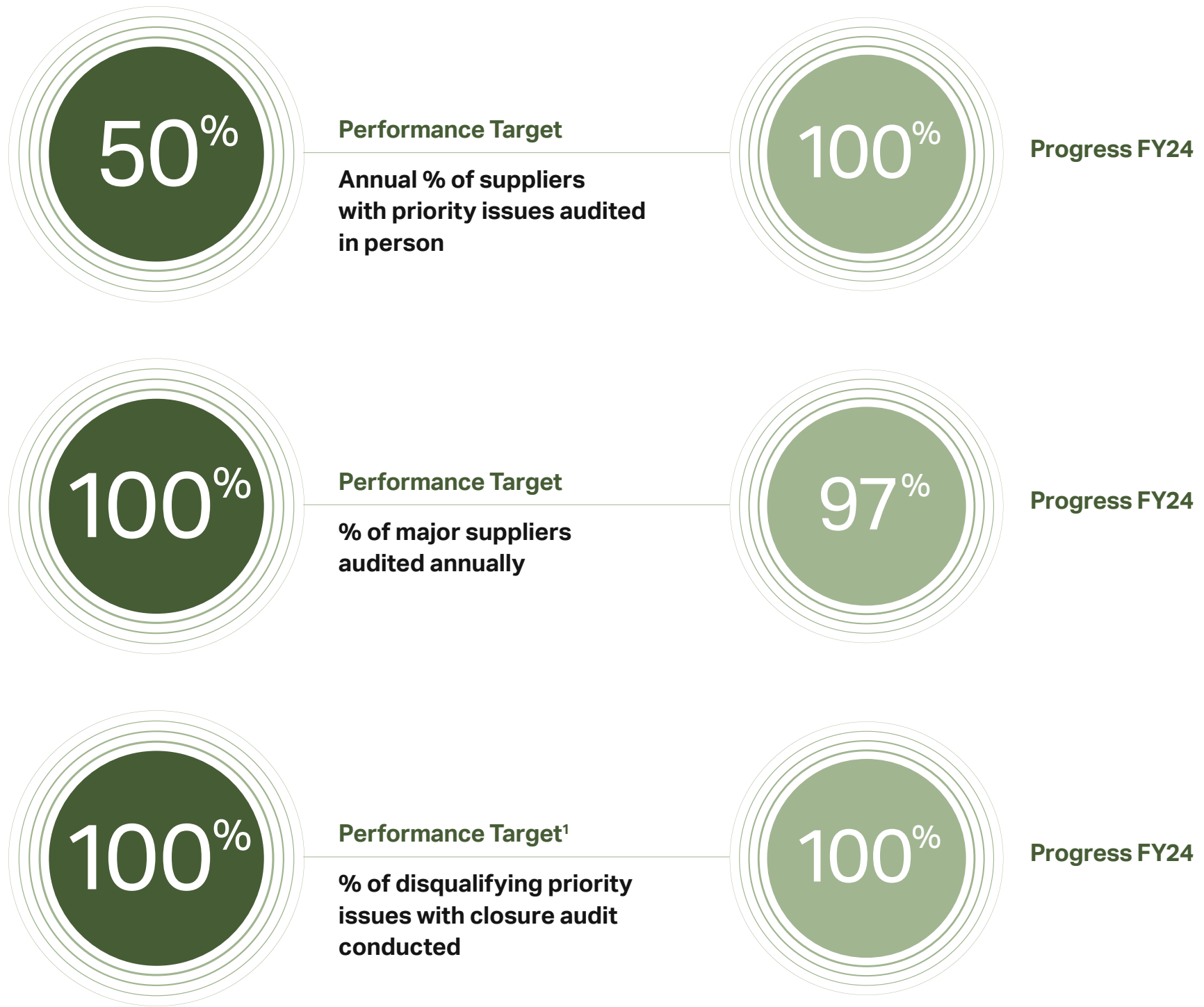
## Our progress

To foster a culture of continuous improvement, we regularly engage with our suppliers across various formats. We assess supplier compliance with our Code using self-assessment questionnaires and on-site audits. Our approach uses the RBA Validated Assessment Program (VAP), the industry’s leading standard for on-site compliance and verification, which provides rigorous, shareable assessments conducted by independent third-party firms. These assessments offer deeper insights into our suppliers’ management of environmental and social performance.

For all new suppliers, we conduct an initial verification audit to identify and mitigate potential risks before entering into a new partnership. In FY24, Sonos added 16 new suppliers/facilities from three regions.

Throughout our relationship with suppliers, we prioritize engaging with the major suppliers that account for 80% of our spending. Sonos maintains ongoing communications with these suppliers to ensure alignment. In FY24, we audited 97% of our major suppliers.

For any instances of nonconformance, we utilize the RBA's classification of issues by severity of minor, major, or priority. All three categories have specified timeframes for the supplier to implement a corrective action plan that remedies the findings and establishes a system to prevent reoccurrences. The supplier submits a closure audit to verify the issue has been resolved.



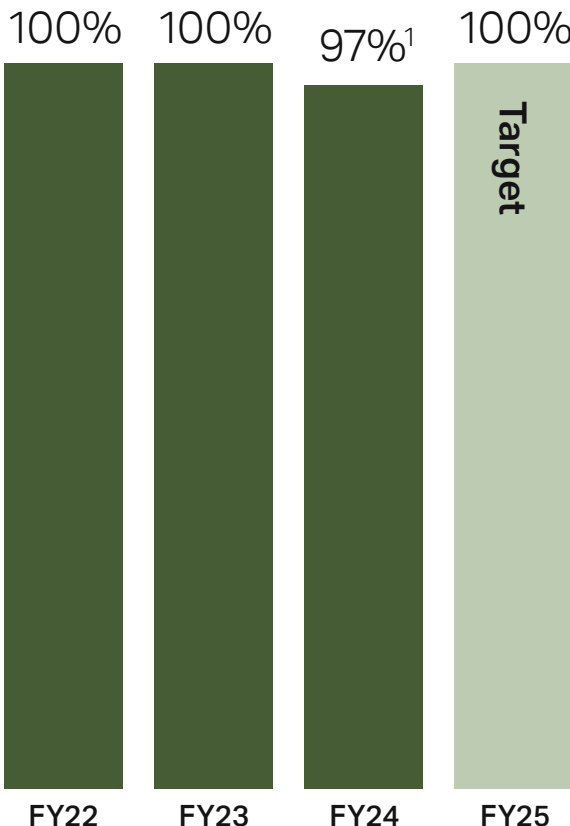
<sup>1</sup> We updated this target in FY24 from 95% to 100% because of a change to our audit strategy.



Our audits identified a total of 191 issues: 42 (22%) were minor, 145 (75.9%) were major, and 4 (2.1%) were priority. The top two nonconformance concerns included working hours and wages and benefits. In FY24, all suppliers initiated corrective action plans and closure audits within the mandated time frame.

Each adjustment and improvement in our responsible supply chain program contributes to strengthened supplier relationships, improved pathways for awareness and education, and a continued commitment to our Code.

**Major Suppliers Audited**



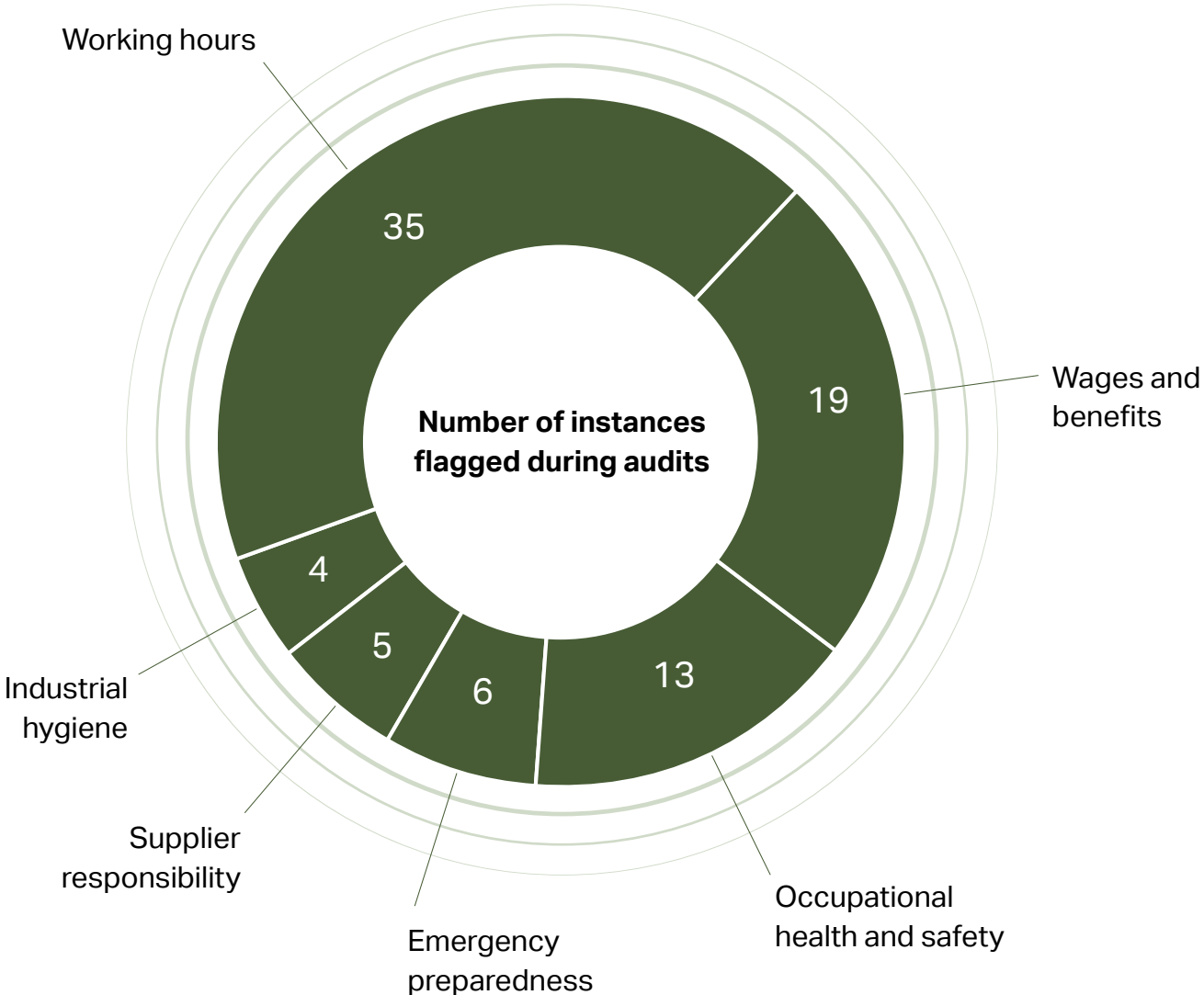
<sup>1</sup> This figure accounts for one supplier with pending results.

**Audit Findings**

	FY22	FY23	FY24
<b>Number of issues identified</b>	359	562	191
<b>- Priority</b>	12	29	4
<b>- Major</b>	212	416	145
<b>- Minor</b>	135	117	42
<b>Nonconformance rate with labor standards (identified during audits)</b>	11.6%	34%	40.3%



### Top Nonconformance Categories in FY24



### ISO Certification in FY24





# Giving Back

We aspire to enrich lives and empower communities through Sonos Soundwaves, our social impact program that makes music, sound, and technology opportunities more widely accessible. In FY24, we refined our program's focus to the areas where we can make the greatest impact:

- **Regenerative Sound:** Provides philanthropic support to causes that align with our commitment to advancing sustainability and taking climate action
- **Inclusive Sound:** Forges opportunities for underrepresented voices to build skills in music, sound, and technology

Sonos Soundwaves, our social impact program, partners with nonprofits to address critical needs in underserved communities and protect the environment.





## Our progress

Partnerships are key to creating long-lasting impact. Every year, we evaluate our Soundwaves nonprofit partners to ensure we're addressing evolving community priorities. Since 2018, we have donated more than \$2 million to select nonprofits, including providing more than 100,000 hours of quality music education to underserved youth. In FY24, our Sonos Soundwaves program proudly partnered with 15 nonprofits, including 7 new partners.

### Regenerative Sound

In FY24, we refined the focus of Regenerative Sound to complement our sustainability commitments and Climate Action Plan. Through this program, we donated 1% of sales from Certified Refurbished product sales to nonprofits dedicated to environmental preservation and conservation. The FY24 program beneficiaries included:

- **The K. Lisa Yang Center for Conservation Bioacoustics.** We supported two of the organization's key projects: an acoustic assessment of the Spotted Owl (right) population across southern California and a large-scale acoustic monitoring project in the rainforests of Malaysia. By funding initiatives that collect and analyze natural sounds to guide local and global conservation efforts, we contribute to protecting the biodiversity of endangered species.

- **Protecting Blue Whales and Blue Skies.** We supported their noise pollution monitoring efforts in the Santa Barbara Channel to better understand the impact of noise reduction due to slower ship speeds. We're also proud to continue our participation in the Voluntary Speed Reduction program with our shipping partners. Read more about our partnership in [Taking Climate Action](#).
- **Los Padres ForestWatch.** A local environmental champion near our headquarters in Goleta, CA, Los Padres ForestWatch protects wildlife, wilderness, water, and sustainable access throughout the Los Padres National Forest and the Carrizo Plain National Monument. This dynamic nonprofit achieves this through education, advocacy, and when necessary, legal action for the benefit of our communities, climate, and future generations.
- **Explore Ecology.** We supported the launch of a new Makerspace at a Santa Barbara-based nonprofit and creative hub promoting sustainability by rethinking and reusing materials. This Makerspace serves as a gathering place for residents, artists, and students to experiment and create.





Giving back

## Inclusive Sound

This year, our Inclusive Sound efforts focused on promoting equity and education in the field of sound. Through this holistic program, we support nonprofits that nurture emerging musical talent and innovators in sound engineering, STEAM (Science, Technology, Engineering, Arts, and Mathematics) education, and music education.

We welcomed two new partners, [New Music USA](#) and [Immersive & Inclusive Audio Institute International](#). Through New Music USA, we are providing dedicated support to individual music creators from the Central Coast region of California through two key programs: a five-year grant and mentorship program for film composers from diverse backgrounds and micro grants that help artists advance to the next stage of their creative practice. We also support Immersive & Inclusive's efforts to drive inclusion in the audio profession. Read more about our partnership in the [Inclusive Sound Spotlight](#).

Through our ongoing partnership with [We Are Moving The Needle](#), we supported efforts to close the gender gap in the recording industry by providing scholarships, mentorship, and community-building opportunities for women, non-binary, and transgender producers and engineers.

For the fifth consecutive year we supported [MOXI, The Wolf Museum of Exploration and Innovation](#). Our support enabled MOXI to provide free admission to students from Title I<sup>1</sup> schools throughout Santa Barbara County and



**Dr. Leslie Gaston-Bird with a student**

Ventura County. MOXI's education program enables the next generation of eager young minds to form the building blocks to enter engineering and science fields – and have fun doing it.

To advance educational equality among underserved populations, this year we awarded a grant to [Mission Scholars](#), a program of the Santa Barbara Education Foundation. Mission Scholars offers comprehensive college admissions guidance, mentorship, and career development training to low-income students in South Santa Barbara County. The program follows a seven-year plan, supporting students from their sophomore year of high school through college graduation.

We also supported the Sing! Program, the [Music Academy of the West's](#) after-school children's choral program for Santa Barbara County students for the fifth consecutive year. The program offers students' performance opportunities, including concerts and collaborations with world-renowned artists and organizations.

As a global company, we recognize that our communities may be affected by environmental and social crises. In FY24, we continued supporting [Direct Relief](#), a global humanitarian aid and emergency relief organization headquartered in Santa Barbara. Our contributions helped provide critical assistance to communities affected by Hurricane Beryl in the Caribbean and Texas, the California wildfires, and other emergencies. Direct Relief also serves as a key international partner to Ukraine's Ministry of Health, delivering essential medical aid to various groups in Ukraine and the surrounding regions.

<sup>1</sup> Title 1, Part A of the Elementary and Secondary Education (Act) provides supplemental financial assistance to school districts for children from low-income families.



# Governance

Our commitment to strong governance practices ensures that we operate in harmony with our core values. Through our culture of continuous improvement, we strive to be a more environmentally and socially responsible company.



Sub 4 consumes nearly 50% less power than its previous generation when idle.



# Corporate and ESG Governance

Our corporate governance ensures that our actions align with our core values. By doing so, we enhance decision-making, build stakeholder trust, and mitigate risks.

Sonos' Board of Directors has ultimate oversight of our business. We continue to strengthen our Board through a diverse mix of backgrounds, skills, and experiences. As of FY24 year end, the Board had eight members, seven of whom are independent, and three standing committees:

- Nominating and Corporate Governance
- Compensation, People and Diversity & Inclusion
- Audit

The Nominating and Corporate Governance committee oversees matters related to the Corporate Sustainability and Impact Program. At least once a year, the Director of Global Affairs and Sustainability reports to this committee and briefs the Board. The Compensation, People and Diversity & Inclusion Committee is responsible for overseeing workplace fairness measures. The Audit Committee oversees the management of risks, including supply chain and climate risks, to ensure effective mitigation. For more information on climate and governance risks, please refer to our [TCFD Index](#).

To continually assess and tailor the Board's effectiveness to our needs, our Board, its committees, and individual directors undergo regular evaluations. This ongoing measurement and improvement process ensures that we uphold the highest standards of oversight.

## Our progress

### Representation

Our Board believes that diversity of skills, experiences, and perspectives among its members is essential for shaping effective corporate governance and operating responsibly in line with the principles and values of our customers and employees. In FY24, the Board included two women and one member from a historically underrepresented group. During the fiscal year, one female director left the Board to join the Executive Leadership Team.

To further strengthen our governance foundation, we encourage stakeholders to provide feedback at [csr@sonos.com](mailto:csr@sonos.com).

### Our Environmental, Social, and Governance Policies

**Anti-Corruption Policy**

**Code of Conduct and Ethics**

**Conflict Minerals Statement**

**Privacy Statement**

**Student and Dispatch Worker Standard  
for Supplier Facilities in China**

**UK Modern Slavery Act/California Transparency  
in Supply Chains Act Transparency Statement**

**Information Security Policy**

**Annual Report – Fighting Against Forced Labour  
and Child Labour in Supply Chains Act (Canada)**

Review our policies at [sustainability.sonos.com/reports](https://sustainability.sonos.com/reports)



# Privacy and Cybersecurity

We carefully consider our investments in technology, personnel, and best practices to secure and protect the data entrusted to us.

As the cyber threat landscape evolves, we prioritize vigilance, precise vulnerability detection, and ongoing enhancement of our enterprise-wide processes to mitigate risks. We also continuously refine robust security measures in our products to effectively safeguard our customers.

## Our progress

### Privacy

Our [Privacy Statement](#) outlines the privacy principles we follow, detailing how we collect and use personal data. Our goal is to enhance listening experiences while ensuring compliance with evolving privacy regulations.

As with many tech companies, a key privacy concern for our customers is if or how we share their data when requested by law enforcement agencies. In these instances, we verify the legitimacy of both the agency and the request prior to sharing any personal data. In FY24, we received 68 information requests from European and U.S. law enforcement agencies and provided data for 44 requests.

### Sonos Privacy Principles

#### **We use data to serve our listeners.**

We put the listener first, using data to provide incredible sound experiences. Nothing more. Nothing less.

#### **We provide meaningful choices that are easy to understand.**

We clearly present information to listeners at the right moment, allowing them to make effective choices.

#### **We collect only what we need.**

We believe data decays and loses value over time, so we delete it once it is no longer useful.

#### **We protect the data of our listeners as if it were our own.**

We continually seek to improve the security of listener data.

### Enterprise Security

We stay ahead of emerging threats by monitoring trends and continuously improving our systems. In FY24, we adopted a policy on Generative Artificial Intelligence (AI) Applications. Generative AI has the potential to introduce new security threats by enabling the creation of highly sophisticated attacks that can evade even the most well-guarded systems. Our policy provides guidelines to help employees make informed decisions about using AI tools, aiming to minimize the risks to Sonos, our employees, and our customers.

Our employees play a critical role in protecting our systems and data. We mandate annual training on privacy and cybersecurity for all employees. In FY24, we added new product security training as part of our Security Champions Program. Through ongoing improvements to our trainings, we foster a culture of security awareness and empower our employees to effectively recognize and respond to potential risks.

We also routinely test the security and resilience of our systems. In FY24, we partnered with a third party to independently assess our IT systems, identifying areas for improvement.



## Product Security

We take proactive steps to enhance security across all our products, platforms, and mobile applications, with ongoing improvements to address vulnerabilities. In FY24, we deployed a Security Vulnerability Response program to coordinate responses and disclosures related to product vulnerabilities, supported by our new [Coordinated Vulnerability Disclosure Policy](#). This policy outlines our approach to product security research and complements our [Security Researcher Recognition Program](#). We also launched a Security Champions program to embed dedicated security experts within our product development teams.

## Sonos Voice Control: privacy-first virtual assistant

Through Sonos Voice Control, we provide a voice command that is easy to use and privacy centered. Sonos Voice Control allows users to manage their music and Sonos system effortlessly by saying, 'Hey Sonos' followed by a command. The technology ensures that all voice interactions are processed directly by the speaker, with no audio recordings or transcriptions sent to external servers or stored in the Cloud. This guarantees that conversations remain entirely private within the user's household, with no external access.

Sonos Voice Control also acts as a fully private assistant. We developed this capability by training our speech recognition AI models using hundreds of thousands of paid audio samples, rather than collecting and using the data from our product users. Additionally, we ensured that our audio samples were diverse in age, gender, dialectal group, and ethnicity to evaluate and mitigate biases in speech recognition and to design an equitable experience across user groups. In FY24, we made our research publicly available through the [Sonos Voice Control Bias Assessment Dataset](#) on an open-source platform and contributed an [article](#) to a leading scientific journal.

Looking ahead, Sonos is committed to meeting or exceeding industry expectations as best practices evolve, and privacy and cybersecurity regulations continue to develop globally.





# ESG Supplement



# Sustainable Accounting Standards Board (SASB) Index

## Technology & Communications – Hardware

### Product Security

SASB Code	Metric	2024 Response
TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	The Sonos Product Security team works with development teams to enable adoption of best practices for building secure products. The team pursues this goal by shepherding Sonos products through the security development life cycle (which includes data security best practices), building components to solve harder security problems and deploying tools to detect coding and configuration failures.

### Employee Diversity & Inclusion

SASB Code	Metric	2024 Response																																																															
TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	<p><b>U.S. Workforce Ethnicity Representation (by fiscal year)</b></p> <table border="1"> <thead> <tr> <th></th> <th>FY22</th> <th>FY23</th> <th>FY24</th> </tr> </thead> <tbody> <tr> <td>% of U.S. workforce that are ethnically diverse</td> <td>38%</td> <td>39%</td> <td>39.8%</td> </tr> <tr> <td>% of director-and-above roles that are ethnically diverse</td> <td>24%</td> <td>24%</td> <td>26.7%</td> </tr> <tr> <td>% of all other roles that are ethnically diverse</td> <td>41%</td> <td>42%</td> <td>42.4%</td> </tr> <tr> <td>% of Board members that are ethnically diverse</td> <td>12.5%</td> <td>12.5%</td> <td>12.5%</td> </tr> <tr> <td>% of U.S. new hires that are ethnically diverse</td> <td>42%</td> <td>46%</td> <td>46.4%</td> </tr> <tr> <td>% of U.S. employees that shared their ethnicity information</td> <td>81%</td> <td>83%</td> <td>83%</td> </tr> </tbody> </table> <p><b>FY24 U.S. Workforce Racial and Ethnic Diversity<sup>1</sup></b></p> <table border="1"> <thead> <tr> <th></th> <th>Asian</th> <th>Black or African American</th> <th>Hispanic or Latino</th> <th>Indigenous</th> <th>Multiracial</th> <th>White</th> </tr> </thead> <tbody> <tr> <td>% of U.S. workforce</td> <td>23.5%</td> <td>4.3%</td> <td>8.2%</td> <td>0.5%</td> <td>3.2%</td> <td>60.2%</td> </tr> <tr> <td>% of director-and-above roles</td> <td>16.4%</td> <td>3.0%</td> <td>5.5%</td> <td>N/A</td> <td>1.8%</td> <td>73.3%</td> </tr> <tr> <td>% of all other roles</td> <td>24.9%</td> <td>4.6%</td> <td>8.8%</td> <td>0.6%</td> <td>3.5%</td> <td>57.6%</td> </tr> <tr> <td>% of new hires</td> <td>25.0%</td> <td>4.8%</td> <td>14.3%</td> <td>N/A</td> <td>2.4%</td> <td>53.6%</td> </tr> </tbody> </table> <p><small><sup>1</sup> Percentages are based on the more than 83% of our U.S. workforce that disclosed their ethnicity information. We do not include non-disclosed persons in the analysis population. Director and above roles include the highest level individual contributors and managers, VPs and CXOs. All other roles include positions not included in director and above. Percentages may not add up to 100 due to rounding.</small></p>		FY22	FY23	FY24	% of U.S. workforce that are ethnically diverse	38%	39%	39.8%	% of director-and-above roles that are ethnically diverse	24%	24%	26.7%	% of all other roles that are ethnically diverse	41%	42%	42.4%	% of Board members that are ethnically diverse	12.5%	12.5%	12.5%	% of U.S. new hires that are ethnically diverse	42%	46%	46.4%	% of U.S. employees that shared their ethnicity information	81%	83%	83%		Asian	Black or African American	Hispanic or Latino	Indigenous	Multiracial	White	% of U.S. workforce	23.5%	4.3%	8.2%	0.5%	3.2%	60.2%	% of director-and-above roles	16.4%	3.0%	5.5%	N/A	1.8%	73.3%	% of all other roles	24.9%	4.6%	8.8%	0.6%	3.5%	57.6%	% of new hires	25.0%	4.8%	14.3%	N/A	2.4%	53.6%
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	Female	Male	Female	Male	Female	Male	Female	Male																																																									
% of our global workforce	31.3%	68.7%	31.2%	68.6%	30.9%	69.1%	30.8%	69.2%																																																									
% of director-and-above roles <sup>1</sup>	25.3%	74.7%	25.4%	74.6%	27.3%	72.7%	24.7%	75.3%																																																									
% of technical roles	19.0%	81.0%	18.4%	81.6%	19.0%	81.0%	18.2%	81.8%																																																									
% of all other roles <sup>1</sup>	32.2%	67.8%	32.0%	68.0%	31.4%	68.6%	31.8%	68.2%																																																									
% of new hires	40.3%	59.7%	33.2%	66.8%	30.7%	69.3%	40.9%	59.1%																																																									

### Product Life Cycle Management

SASB Code	Metric	2024 Response
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	All Sonos brand products contain some IEC 62474 declarable substances. Sonos manages the presence of IEC 62474 declarable substances by complying with the applicable global regulations and directives on restricted, banned, or reportable substances and chemicals.
TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	Not applicable. Sonos brand products are not in the scope of EPEAT.
TC-HW-410a.3	Percentage of eligible products, by revenue, meeting ENERGY STAR criteria	Not applicable. The US ENERGY STAR is either not applicable to the marketplace that Sonos brand products occupy, or the products are not in the scope of the US program. Sonos brand products are not in the scope of non-US ENERGY STAR programs.
TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	We recovered 245 metric tons of end-of-life products in FY24 across our North America; Asia Pacific; and European, Middle East and Africa regions.



### Supply Chain Management

SASB Code	Metric	2024 Response												
TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	In FY24, we assessed 97% of our key suppliers through a mix of supplier participation in the Responsible Business Alliance Self Assessment Questionnaire and in-person audits. We conducted in-person audits for 100% of our key suppliers with priority issues.												
TC-HW-430a.2	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	<p>In FY24, we identified a total of 191 findings during audits, deeming 4 priority (2.1%), 145 major (75.9%) and 42 minor (22%). In FY24, all suppliers initiated corrective action plans and closure audits within the mandated timeframe. Most commonly, issues concerned working hours and wages and benefits.</p> <p><b>Top Nonconformance Categories in FY24 (by number of instances flagged during audits)</b></p> <table border="1"> <tbody> <tr> <td>Working hours</td> <td>35</td> </tr> <tr> <td>Wages and benefits</td> <td>19</td> </tr> <tr> <td>Occupational health and safety</td> <td>13</td> </tr> <tr> <td>Emergency preparedness</td> <td>6</td> </tr> <tr> <td>Supplier responsibility</td> <td>5</td> </tr> <tr> <td>Industrial hygiene</td> <td>4</td> </tr> </tbody> </table>	Working hours	35	Wages and benefits	19	Occupational health and safety	13	Emergency preparedness	6	Supplier responsibility	5	Industrial hygiene	4
Working hours	35													
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Supplier responsibility	5													
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### Materials Sourcing

SASB Code	Metric	2024 Response
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	Sonos relies on third-party platforms and partners to identify and manage risks associated with the use of critical materials. As risks are identified, we work with our supply chain to reformulate raw materials, or to identify alternative materials, parts or suppliers as needed.

### Activity Metric

SASB Code	Metric	2024 Response
TC-HW-000.A	Number of units produced by product category	Sonos sold 5 million products in FY24.
TC-HW-000.B	Area of manufacturing facilities (square feet)	Sonos does not currently track this information.
TC-HW-000.C	Percentage of production from owned facilities	Sonos does not own any production facilities.

## Household & Personal Products

### Water Management

SASB Code	Metric	2024 Response
CG-HP-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Not reported.
CG-HP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Although our business is not water intensive, we aim to conserve water whenever possible, including at our offices.

### Product Environmental, Health, and Safety Performance

SASB Code	Metric	2024 Response
CG-HP-250a.1	Revenue from products that contain Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) substances of very high concern	Sonos does not track its product revenue against the REACH Substances of Very High Concern (SVHC) list. Sonos manages the presence of REACH SVHCs by complying with the applicable parts of the EU Directive.
CG-HP-250a.2	Revenue from products that contain substances on the California DTSC Candidate Chemicals List	Sonos does not track its product revenue against the California DTSC Candidate Chemicals List. Sonos manages the presence of chemicals on the California DTSC Candidate Chemicals List by complying with the applicable parts of California Proposition 65.
CG-HP-250a.3	Discussion of process to identify and manage emerging materials and chemicals of concern	Sonos is legally obligated to meet all applicable global regulations and directives on restricted, banned, or reportable substances and chemicals in Sonos' products. As part of this compliance obligation, Sonos uses multiple tools, resources, partners, and processes to monitor and react to the evolving requirements of applicable regulations and directives. Some of these evolving requirements cover emerging materials and chemicals of concern.
CG-HP-250a.4	Revenue from products designed with green chemistry principles	Sonos does not track its product revenue against green chemistry principles. Green chemistry principles often overlap with the legal obligation placed on Sonos to meet all applicable global regulations and directives on restricted, banned, or reportable substances and chemicals in Sonos' products.



**Packaging Lifecycle Management**

SASB Code	Metric	2024 Response
CG-HP-410a.1	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	In FY24, we achieved 98% sustainably sourced content for new product packaging, which is made from post-consumer recycled content, Forest Stewardship Council® certified virgin fibers, or recyclable plant-based fibers. The total weight of packaging for new products was 894 metric tons with 876 metric tons sustainably sourced.
CG-HP-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	We are designing our packaging to reflect our responsibility to the planet. This means continuing to move toward sustainably sourced content and away from plastics. Where we cannot yet eliminate plastic, we aim to use post-consumer recycled (PCR) plastics. Our goal is to use 90% or greater sustainably sourced content in packaging for new product releases by FY25. We have shifted our focus to Forest Stewardship Council® certified mixed-use packaging, which includes both virgin and PCR fibers.

**Environmental & Social Impacts of Palm Oil Supply Chain**

SASB Code	Metric	2024 Response
CG-HP-430a.1	Amount of palm oil sourced, percentage certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) Identity Preserved, (b) Segregated, (c) Mass Balance, or (d) Book & Claim	Not applicable.

**Activity Metric**

SASB Code	Metric	2024 Response
CG-HP-000.A	Units of products sold, total weight of products sold	Sonos sold 5 million products in FY24.
CG-HP-000.B	Number of manufacturing facilities	Not reported.

# Task Force on Climate-Related Financial Disclosures (TCFD) Index

In 2023, we conducted a robust climate-related risk and opportunities assessment designed in line with the Task Force on Climate-Related Financial Disclosures (TCFD) framework, addressing Governance, Strategy, Risk Management, and Metrics & Targets. In 2024, we updated our TCFD assessment to reflect our current sustainability strategy and goals.

We carried out our first climate risk screening assessment in 2022. By expanding the scope of our assessment in 2023 and 2024, we strengthened our understanding of the most relevant climate-related risks and opportunities to our business. To effectively inform our climate strategy, we evaluated our

operations under various climate change scenarios.

We continue to track the evolving regulatory reporting standards as they pertain to the frameworks and standards to which Sonos aligns and discloses ESG-related information. As Sonos becomes subject to further sustainability regulations, such as the Corporate Sustainability Reporting Directive (CSRD), we continue to analyze the ESG topics and climate-related risks and opportunities that are most material to us.

Our disclosures are consistent with the recommendations of the TCFD. For each of the four pillars, we highlight the process

used to evaluate our climate-related risks and opportunities, the associated outcomes, and our overall management of climate change across our business. The most significant risks and opportunities in terms of likelihood and estimated potential impact are summarized in the tables below.<sup>1</sup>

<sup>1</sup> This index contains forward-looking statements involving risks and uncertainties. Forward-looking statements are based on current expectations and projections about future events and trends that may affect our financial condition, results of operations, business strategy, short-term and long-term business operations and objectives, and financial needs. These forward-looking statements are only predictions and may differ materially from actual results due to a variety of factors described under "Risk Factors" in our filings with the Securities and Exchange Commission and are subject to a number of uncertainties and assumptions. All forward-looking statements herein reflect our opinions only as of the date of report, and we undertake no obligation, and expressly disclaim any obligation, to update forward-looking statements herein in light of new information or future events. Sonos and Sonos product names are trademarks or registered trademarks of Sonos, Inc.

## Governance

TCFD Recommendation	Sonos Disclosure
a) Describe the Board's oversight of climate-related risks and opportunities.	<p>Our Board of Directors has ultimate oversight over ESG topics, including climate-related risks and opportunities. We address business decisions with an ESG lens when appropriate.</p> <p>The Nominating and Corporate Governance Committee is responsible for overseeing our ESG program and strategy, in partnership with the Audit Committee, which handles oversight of risk management including climate-related risk and opportunities.</p> <p>Our Chief Legal Officer and Chief Strategy Officer provides updates to the Board on ESG issues as important matters arise.</p> <p>The Director of Sustainability &amp; Corporate Strategy reports to the Nominating and Corporate Governance Committee at least annually, while also engaging with the full Board.</p>
b) Describe management's role in assessing and managing climate-related risks and opportunities.	<p>The development, implementation, and management of climate-related policies and programs is a company-wide management effort, with collaboration between many departments, including the Product Sustainability and Go-To-Market teams.</p> <p>Our Director of Global Affairs &amp; Sustainability oversees the TCFD-aligned assessment.</p>



## Climate Strategy

TCFD Recommendation	Sonos Disclosure
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Please see tables A and B for a summary of relevant short-, medium-, and long-term risks and opportunities that Sonos identified through a scenario analysis.
b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	<p>Please see tables A and B for a summary of the potential impacts of the climate-related risks and opportunities that Sonos identified through a scenario analysis.</p> <p>As part of our assessment, we examined the potential financial impact of each risk and opportunity. We then assigned potential values to certain risks and opportunities based on hypothetical examples and predictions. Each of the risks could require increased expenditures on our part to address them, including costs associated with lowering our emissions.</p> <p>Opportunities represent a chance for us to decrease our expenditures or bring in greater revenue. For all risks and opportunities identified, the potential financial impact would be &lt;1% of our annual revenue.</p>
c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<p>With a focus on resilience, our sustainability strategy prioritizes reducing emissions and minimizing the environmental impact of our products across their full life cycles. Our strategy accounts for a wide range of impacts, from material use and energy consumption to serviceability and packaging.</p> <p>Our continuous efforts to improve our business’ resilience include benchmarking against ESG best practices, setting and achieving meaningful goals, and evaluating our approach to ESG leadership. Fundamental to our climate strategy is our focus on product innovation, particularly in regards to premium quality, longevity, and customer service. Please see tables A and B for more information on our strategy for addressing various climate scenarios.</p>

## Risk Management

TCFD Recommendation	Sonos Disclosure
a) Describe the organization’s processes for identifying and assessing climate-related risks.	<p>In line with TCFD’s recommendation, various internal stakeholders reviewed quantitative and qualitative information related to the short-, medium-, and long-term impacts of climate change and considered the risks and opportunities related to two scenarios that align with the International Energy Agency’s (IEA) scenarios.</p> <p>The first is a “Business as Usual” scenario, in which greenhouse gases continue to be emitted in a relatively unabated manner. The other scenario considered is IEA’s 1.5°C Degree Sustainable Development Scenario, where the world has made the necessary regulatory, technological, and policy shifts to abate emissions and prevent the planet from warming more than 1.5°C.</p> <p>Using these scenarios as a guide, representatives from various functions across the company were asked to identify specific risks and opportunities for their line of work that need to be considered and addressed in the context of climate change.</p>

Risk Management (continued)

TCFD Recommendation	Sonos Disclosure
b) Describe the organization’s processes for managing climate-related risks.	<p>To manage actual and potential risks, our dedicated internal audit team implements a comprehensive set of processes and procedures. Our Audit Committee oversees an annual enterprise risk management (ERM) process. ERM supports us in achieving our strategic priorities by considering and mitigating risks to the business. As part of this process, we consider various risks, including those related to the climate, and assess the likelihood of occurrence, significance, potential impact, and mitigation strategies. This allows us to prioritize the risks that pose the most material impact to our business and identify risk management actions needed to mitigate them.</p> <p>Our Compliance Council is composed of key internal stakeholders and meets quarterly to discuss all risks, complete any necessary internal investigations, and provide recommended processes to improve Sonos’ ERM and overall operations. For weather-related climate risks, we have crisis response and business continuity plans that we periodically reevaluate and update.</p>
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	<p>Our Board of Directors has oversight over ESG topics, including climate-related risks. We address business decisions with an ESG lens when appropriate. The development and implementation of ESG-related policies and programs is a company-wide effort with cross-functional collaboration.</p> <p>Through robust risk management, our goal is to be a resilient company that can adapt to the actual and potential effects of climate change and contribute to the mitigation of climate-related impacts.</p>

Metrics and Targets

TCFD Recommendation	Sonos Disclosure
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<p>Sonos utilized various metrics to assess the climate-related risks and opportunities identified. These metrics include Scope 1, 2, and 3 greenhouse gas emissions, supply chain expenses, and sustainability performance of products.</p>
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	<p>Sonos discloses its global Scope 1, 2 and 3 GHG emissions on an annual basis. Please find emissions disclosures for Fiscal Year 2023 below and refer to <a href="#">pages 7 - 9</a> of this report for more details on our environmental metrics and progress toward achieving our targets.</p> <p>● Scope 1: 70 MTCO<sub>2</sub>e ● Scope 2 (location-based): 474 MTCO<sub>2</sub>e ● Scope 2 (market-based): 0 MTCO<sub>2</sub>e ● Scope 3: 934,366 MTCO<sub>2</sub>e</p>
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<p>Through our Climate Action Plan, we have committed to becoming carbon neutral by 2030 and net zero by 2040. Please see our targets for emissions reductions on <a href="#">page 7</a> of this report. Please see other climate-related targets Sonos is committed to in the <a href="#">Product Sustainability</a> section of this report.</p>



### A. Physical Risks and Opportunities

The physical risks and opportunities identified in the context of a “Business as Usual” scenario as most likely and/or impactful, the potential impacts, and our management approach are detailed below.

Physical risk	Potential impact and management approach
<p><b>Increase in Temperatures</b> Timeframe: Long-term</p>	<p>If temperatures rise significantly around the world, manufacturing plants could see an increase in output costs, as well as an increase in machinery sensitivity. There will be cooling costs related to workers and machinery. The cost impacts to manufacturing and logistics may be significant, but many countries are already investing in sustainable energy sources to aid in air conditioning and limiting future costs related to temperature increases.</p> <p>While we do not own our manufacturing or supplier facilities, we are able to mitigate additional maintenance and repair costs at our offices. We will conduct HVAC and building condition assessments when evaluating new properties or potential renovations.</p>
<p><b>Increase in Adverse Weather Events</b> Timeframe: Short-term</p>	<p>More frequent storms could disrupt energy production and delivery by damaging electricity infrastructure, fuel delivery infrastructure and equipment, power plants, or storage facilities. Manufacturing can be disturbed, causing delays and short order issues, which could ultimately influence customer satisfaction.</p> <p>We will monitor changing weather patterns in highly susceptible areas of our supply chain to better understand risk exposure. We already have plans in place for manufacturers and suppliers that could provide additional resources during severe natural disasters, if necessary. We will continue to monitor and update emergency supplier plans.</p>
<p><b>Lack of Input Material Availability</b> Timeframe: Long-term</p>	<p>Climate change may drive supply chain disruptions and changes in migration patterns. Such risks could impact the availability of input materials. Supply chain disruptions may affect productivity and schedules, which can increase costs. Migration patterns could limit access to raw materials.</p> <p>As part of our risk management efforts, we assess which materials are most at risk for supply interruptions, climate-related or otherwise. Based on our findings, we ensure that our manufacturers and suppliers are able to keep up with demand and work to anticipate potential sourcing challenges. To further mitigate this risk over the long term, we may seek to diversify our sources for materials and increase sourcing from local vendors.</p>
<p><b>Energy Demand</b> Timeframe: Medium-term</p>	<p>Climate change may increase electricity demand for cooling in the summer and decrease heating in the winter.</p> <p>To improve energy efficiency, we will assess the opportunity to implement low-energy improvements in our offices. Our Product Sustainability team works with R&amp;D to incorporate energy efficient technology into our products and will remain committed to lowering consumer energy usage. The energy consumption in Sonos-owned facilities is modest, with the bulk of the energy impacts coming from our supply chain. As our agreements with manufacturers include their overhead, any impacts of higher energy costs would be captured in those line items.</p>
Physical opportunity	Potential impact and management approach
<p><b>Geographic Resilience</b> Timeframe: Short-term</p>	<p>Expanding operations to areas that have lower climate-related physical risks can lead to increased opportunities in undervalued markets. Sonos could better support the production and manage the changing needs of any affected manufacturing facility.</p> <p>With offices, manufacturers, and suppliers located throughout the world, we have a diverse geographic portfolio. When considering adjustments or expansion of our global footprint, we will examine the climate resilience of new locations that may limit the physical impacts of climate change on our business.</p>

**B. Transitional Risks and Opportunities**

The transitional risks and opportunities identified in the context of a 1.5°C Degree Sustainable Development Scenario as most likely and/or impactful, the potential impacts, and our management approach are detailed below.

Transitional risk	Potential impact and management approach
<p><b>Increase in Investment Costs</b> Timeframe: Medium-term</p>	<p>Switching to low-carbon and/or renewable energy sources may require significant capital investment.</p> <p>We actively examine areas in which we can diversify our suppliers and manufacturers, including the availability of renewables, thus minimizing the risks of shutdowns or prolonged outages. Additionally, we examine the likelihood that customers would be accepting of more expensive products to support sustainable efforts.</p>
<p><b>Increase in Costs Related to GHG Emissions</b> Timeframe: Medium-term</p>	<p>Some industries may be subject to carbon taxes, fossil fuel caps, or other monetary penalties related to the amount of greenhouse gases they emit. Sonos' locations with a high use of fossil fuels may be particularly exposed to this risk. Sonos' Scope 1 and 2 GHG emissions constitute less than 0.1% of its total GHG inventory so a carbon tax would have minimal impact on Sonos.</p> <p>Where possible, we will examine areas to implement renewable energy at Sonos' offices. We are also continuously monitoring increasing prices in regions where our manufacturers and suppliers are located.</p>
<p><b>Utility Rate Increases and Fluctuation in Power Pricing</b> Timeframe: Medium-term</p>	<p>Some regional governments are implementing renewable portfolio standards, which can increase the cost to the rate payer. Changing energy prices may result due to fluctuating market forces, new regulations on generators, transmission, and distribution costs and taxes, as well as changes in commodity prices driven by changing global markets. Sonos may experience the effects of such a changing energy process.</p> <p>We actively monitor and prepare for fluctuation in power pricing, especially with our manufacturers and suppliers located throughout Asia. We also track our manufacturers and suppliers' initiatives to transition to renewable energy sources. We are actively exploring opportunities to diversify Sonos' supply chain to help minimize the impact of changing energy prices.</p>
Transitional opportunity	Potential impact and management approach
<p><b>Cost Savings</b> Timeframe: Long-term</p>	<p>Updating facilities and utilizing more efficient manufacturing equipment not only helps the environment but also lowers operating costs.</p> <p>To maximize positive climate impacts and long-term cost savings, we will continue to review standards and technologies that can be introduced to increase efficiencies both for our own operations and for our products.</p>
<p><b>Enhanced Reputation in the Industry</b> Timeframe: Short-term</p>	<p>Companies leading in climate receive more visibility in the market. Sonos' customers may respond well to the company's climate-related commitments and performance, increasing customer satisfaction and retention.</p> <p>We will continue to report on our environmental progress and performance, and strive to implement more sustainable practices in the development and use of our products.</p>



# Carbon Credits and Energy Attribute Certificates Fiscal Year 2023 Disclosure

We retired the following carbon credits toward our emissions footprint for Fiscal Year 2023. These credits were used to neutralize our operational emissions, which total to 5,157 tCO<sub>2e</sub> and include Scope 1 emissions from Sonos' global offices, as well as Scope 3 emissions associated with offices outside of Sonos' operational control, business travel, employee

commuting, working from home, waste generated at our offices, other fuel and energy-related activities at our offices, and use of third-party cloud services.\* More information about our total Fiscal Year 2023 emissions footprint and progress toward our climate goals can be found in our 2024 Listen Better Report.

The retired carbon credits are certified and validated by The Verified Carbon Standard (VCS) and Climate, Community, Biodiversity Standards (CCB). We purchased credits from Catona Climate Solutions LLC.

Project name	Project identification number and type	Project description	Volume of credits retired
Reduced Emissions from Deforestation and Degradation in Keo Seima Wildlife Sanctuary	VCS Project Identification Number: 1650 Link to VCS Registry: <a href="https://registry.terra.org/app/projectDetail/VCS/1650">registry.terra.org/app/projectDetail/VCS/1650</a> VCS Project Type: Agriculture Forestry and Other Land Use VCS Methodology: VM0015 CCB Project Type: Reduced Emissions from Deforestation and Degradation	The Keo Seima Wildlife Sanctuary (KSWS) REDD+ project covers over 290,000 ha in eastern Cambodia, along the border with Vietnam. This protected area is home to a rich diversity of wildlife and landscapes. The site holds a unique cultural significance for the Indigenous Bunong people, who have called this forest home for centuries and whose culture and livelihoods are deeply entwined with the forest. It is a meeting place of two critical ecoregions – the Annamite Mountains and the lower Mekong dry forests. KSWS is home to 84 globally threatened species and the world's largest population of black-shanked douc and yellow-cheeked crested gibbon. The project area has been threatened by accelerating forest clearance for agriculture and unsustainable resource extraction. The KSWS REDD+ project reduces emissions from avoided unplanned deforestation and promotes alternative livelihoods for local communities.	2,000 tCO <sub>2e</sub>
Katingan Peatland Restoration and Conservation Project	VCS Project Identification Number: 1477 Link to VCS Registry: <a href="https://registry.terra.org/app/projectDetail/VCS/1477">registry.terra.org/app/projectDetail/VCS/1477</a> VCS Project Type: Agriculture Forestry and Other Land Use VCS Methodology: VM0007 CCB Project Type: Wetland Rewetting and Conservation	The Katingan Project seeks to protect and restore 149,800 hectares of peatland ecosystems in Central Kalimantan, Indonesia to reduce carbon emissions and offer local people sustainable sources of income. The project protects vital habitats for 5 Critically Endangered, 8 Endangered, and 31 Vulnerable species. Peat swamp is incredibly carbon-rich. By preventing the conversion of natural forest to plantations, this project avoids emissions whilst enabling the forest to continue providing vital environmental services to the local communities.	4,750 tCO <sub>2e</sub>

## Carbon Credits and Energy Attribute Certificates Fiscal Year 2023 Disclosure

We retired the following energy attribute certificates to neutralize our Fiscal Year 2023 Scope 2 office electricity use. Our Scope 2 electricity use totals to 1500.34 MWh.<sup>1</sup> By procuring energy attribute certificates, we aim to contribute to the continued growth of the renewable energy market. More information about our total Fiscal Year 2023 energy use can be found in our Energy Disclosures.

We purchased energy attribute certificates from South Pole USA, Inc.

Renewable energy type	Country of renewable energy generation	Tracking instrument used	Volume of renewable energy retired
Hydropower	United States	United States Renewable Energy Certificates (US-REC)	1400 MWh
Hydropower	China	International Renewable Energy Certificates (I-REC)	390 MWh
Wind	United Kingdom	Renewable Energy Guarantees of Origin (REGO)	50 MWh
Wind	Italy	Guarantees of Origin (GO)	50 MWh

<sup>1</sup> We conduct annual assessments of our Scope 1, 2, and 3 greenhouse gas emissions in accordance with the GHG Protocol. Our Fiscal Year 2023 Scope 1 and Scope 2 location-based emissions and market-based emissions received third-party verification from Lucideon.



# Operational Energy Usage Fiscal Year 2023 Disclosure

## Data for FY23

Disclosure	Metric
Total energy use	1,678 MWh <sup>1</sup>
Percentage of energy used that is derived from non-renewable sources	10.6%
Gross total of energy used that is derived from non-renewable sources	178 MWh <sup>1</sup>
Amount of energy used that is derived from renewable sources	1,500 MWh <sup>2</sup>
Total electrical power use	1,500 MWh <sup>2</sup>
Percentage of consumed energy from the grid	100%
Percentage of electrical power used that is derived from non-renewable sources	0%
Percentage of electrical power from renewable sources	100%
Gross total of electrical power used that is derived from non-renewable sources	0 MWh
Gross total of electrical power used that is derived from renewable sources	1,500 MWh <sup>1</sup>

## Scope 1 Greenhouse Gas Emissions by Facility (MTCO<sub>2</sub>e)

Facility	
Santa Barbara Location 1	18
Santa Barbara Location 2	17
Santa Barbara Location 3	2.1
Santa Barbara Location 4	0.99
Glasgow	13
Paris	3.2
Shanghai	10.7
Shenzhen	5.3
<b>Total</b>	<b>70<sup>1</sup></b>

<sup>1</sup> Values may not add up due to rounding.

<sup>2</sup> This value is calculated with the inclusion of Renewable Electricity Certificates (RECs) in the United States, Guarantees of Origin (GOs) in Europe, Renewable Energy Guarantees of Origin (REGOs) in the United Kingdom, and Green Electricity Certificates (GECs) in China.

**Facility-Level Breakdown of Energy Derived From Non-Renewable Sources (MWh)**

Facility	Nonrenewable Energy	Natural Gas	Total Non-renewable
Santa Barbara Location 1	0	46	<b>46</b>
Santa Barbara Location 2	0	23	<b>23</b>
Santa Barbara Location 3	0	3.7	<b>3.7</b>
Santa Barbara Location 4	0	1.7	<b>1.7</b>
Glasgow	0	60	<b>60</b>
Paris	0	7.3	<b>7.3</b>
Shanghai	0	24	<b>24</b>
Shenzhen	0	12	<b>12</b>

**Facility-Level Breakdown of Energy Derived From Renewable Sources (MWh)**

Facility	Renewable Energy
Santa Barbara Location 1	848.54
Santa Barbara Location 2	203.03
Santa Barbara Location 3	49.71
Santa Barbara Location 4	7.36
Glasgow	35.79
Paris	38
Shanghai	204.44
Shenzhen	113.47
<b>Total</b>	<b>1,500.34</b>



**Country-Level Electrical Power Use Breakdown (MWh)**

Facility	
United States	1,108.64
China	317.91
United Kingdom	35.79
France	38
<b>Total</b>	<b>1,500.34</b>

**Facility-Level Electrical Power Use Breakdown (MWh)**

Facility	Total Electrical Power Used	Electrical Power from Renewables
Santa Barbara Location 1	848.54	100%
Santa Barbara Location 2	203.03	100%
Santa Barbara Location 3	49.71	100%
Santa Barbara Location 4	7.36	100%
Glasgow	35.79	100%
Paris	38	100%
Shanghai	204.44	100%
Shenzhen	113.47	100%
<b>Total</b>	<b>1,500.34</b>	<b>100%</b>