

# Listen Better Report

SONOS

2020 SASB Index

# SASB Index

## TECHNOLOGY & COMMUNICATIONS - HARDWARE

### PRODUCT SECURITY

SASB Code	Metric	Response
TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	<p>Sonos uses a two stage data security program: (1) Proactive, (2) Reactive.</p> <p>The proactive components of our program focus on a continuous program of training, review boards &amp; consultation w/ legal and engineering staff to ensure that Sonos is responsibly building data security &amp; privacy protections into our products.</p> <p>The reactive components entail a practice of vulnerability management &amp; various security testing exercises to increase our response preparedness against real-world privacy incidents.</p>

### EMPLOYEE DIVERSITY & INCLUSION

SASB Code	Metric	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>FY20 U.S. Workforce From Underrepresented Ethnic Groups*</b></p> <table border="1"> <thead> <tr> <th></th> <th>Asian</th> <th>Black or African American</th> <th>Hispanic or Latino</th> <th>White</th> <th>Other**</th> </tr> </thead> <tbody> <tr> <td>% of U.S. workforce</td> <td>18.7%</td> <td>3.4%</td> <td>6.5%</td> <td>68.0%</td> <td>3.5%</td> </tr> <tr> <td>% of director and above roles</td> <td>9.1%</td> <td>1.7%</td> <td>3.3%</td> <td>85.1%</td> <td>0.8%</td> </tr> <tr> <td>% of all other roles</td> <td>20.6%</td> <td>3.7%</td> <td>7.1%</td> <td>64.6%</td> <td>4.0%</td> </tr> <tr> <td>% of new hires</td> <td>24.8%</td> <td>2.9%</td> <td>7.3%</td> <td>59.9%</td> <td>5.1%</td> </tr> </tbody> </table> <p>* Percentages are based on the more than 70% 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.</p> <p>**Other includes the classifications: Native American or Alaska Native, Native Hawaiian or Pacific Islander, and "Two or More Races."</p>		Asian	Black or African American	Hispanic or Latino	White	Other**	% of U.S. workforce	18.7%	3.4%	6.5%	68.0%	3.5%	% of director and above roles	9.1%	1.7%	3.3%	85.1%	0.8%	% of all other roles	20.6%	3.7%	7.1%	64.6%	4.0%	% of new hires	24.8%	2.9%	7.3%	59.9%	5.1%
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**EMPLOYEE DIVERSITY & INCLUSION**

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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>Global Workforce Gender Diversity</b></p> <table border="1"> <thead> <tr> <th></th> <th colspan="2">FY18</th> <th colspan="2">FY19</th> <th colspan="2">FY20</th> </tr> <tr> <th></th> <th>Female</th> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> <th>Male</th> </tr> </thead> <tbody> <tr> <td>% of our global workforce</td> <td>24.8%</td> <td>75.2%</td> <td>27.3%</td> <td>72.7%</td> <td>29.6%</td> <td>70.4%</td> </tr> <tr> <td>% of director and above roles</td> <td>17.0%</td> <td>83.0%</td> <td>23.0%</td> <td>77.0%</td> <td>21.5%</td> <td>78.5%</td> </tr> <tr> <td>% of all other roles*</td> <td>25.9%</td> <td>74.1%</td> <td>27.9%</td> <td>72.1%</td> <td>30.8%</td> <td>69.2%</td> </tr> <tr> <td>% of new hires</td> <td>28.0%</td> <td>72.0%</td> <td>40.6%</td> <td>59.4%</td> <td>40.6%</td> <td>59.4%</td> </tr> </tbody> </table> <p>* 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.</p>		FY18		FY19		FY20			Female	Male	Female	Male	Female	Male	% of our global workforce	24.8%	75.2%	27.3%	72.7%	29.6%	70.4%	% of director and above roles	17.0%	83.0%	23.0%	77.0%	21.5%	78.5%	% of all other roles*	25.9%	74.1%	27.9%	72.1%	30.8%	69.2%	% of new hires	28.0%	72.0%	40.6%	59.4%	40.6%	59.4%
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**PRODUCT LIFECYCLE MANAGEMENT**

SASB Code	Metric	Response
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	All Sonos brand products contain IEC 62474 declarable substances.
TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	Not applicable.
TC-HW-410a.3	Percentage of eligible products, by revenue, meeting ENERGY STAR criteria	Not applicable.
TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	We recovered 167.2 metric tons of end-of-life products in 2020 across our North America and APC regions. We aim to begin sharing this data for EMEA in 2021.

**SUPPLY CHAIN MANAGEMENT**

SASB Code	Metric	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	Our ability to conduct audits was significantly reduced during 2020 due to COVID-19 restrictions. We performed audits for approximately half the year, reaching 40% of our key suppliers. Recognizing that this falls short of our 2020 target of 90%, we are expanding our auditing capabilities in 2021 by bringing on a third-party partner.

**SUPPLY CHAIN MANAGEMENT**

SASB Code	Metric	Response
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	<b>Nonconformance Correction Rate</b> <b>2020</b>
		Critical non-conformances corrected 100%
		Major non-conformances corrected 90.3%
		Minor non-conformances corrected 91.6%

**MATERIALS SOURCING**

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

**ACTIVITY METRIC**

SASB Code	Metric	Response
TC-HW-000.A	Number of units produced by product category	Sonos sold 5.806 million products in fiscal 2020.
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	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 applicable.
CG-HP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Not applicable.

## PRODUCT ENVIRONMENTAL, HEALTH, AND SAFETY PERFORMANCE

SASB Code	Metric	Response
CG-HP-250a.1	Revenue from products that contain REACH substances of very high concern (SVHC)	Not reported.
CG-HP-250a.2	Revenue from products that contain substances on the California DTSC Candidate Chemicals List	Not reported.
CG-HP-250a.3	Discussion of process to identify and manage emerging materials and chemicals of concern	Sonos relies on third-party platforms to monitor emerging global regulations, standards and requirements. As new materials and chemicals of concern are identified, we work with our supply chain to ensure substitutions are made where necessary.
CG-HP-250a.4	Revenue from products designed with green chemistry principles	Sonos does not track its product revenue against green chemistry principles.

## PACKAGING LIFECYCLE MANAGEMENT

SASB Code	Metric	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 2020, 92% of packaging paper for Sonos products was sustainably sourced, meaning it is either made from post consumer recycled content or from plant-based recycled fibers. Our total weight of paper in our packaging was 6.92 billion grams, with 6.39 billion grams coming from recycled content.
CG-HP-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	We aim to source sustainable paper for our packaging products. This means the paper is either made from post consumer recycled content or from plant-based recycled fibers. In 2021, we will explore sustainability certifications for our paper-based packaging materials. We will also launch a refreshed packaging approach for new products that furthers our commitments to using sustainable paper and less plastic.

**ENVIRONMENTAL & SOCIAL IMPACTS OF PALM OIL SUPPLY CHAIN**

SASB Code	Metric	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	Response
CG-HP-000.A	Units of products sold, total weight of products sold	Sonos sold 5.806 million products in fiscal 2020.
CG-HP-000.B	Number of manufacturing facilities	Not reported.