



**Non-Financial Reporting Directive Response
Fiscal Year 2024**

About Dolby

Founded in 1965, Dolby Laboratories is in the business of improving the entertainment experience by inventing and innovating technology that advances audio and video. We enable highly compelling experiences in movies and TV shows, music, sports and more by meeting the needs of content creators, distributors and consumer electronics manufacturers. For more information on our business model, please refer to our [2024 Annual Report/Form 10K](#).

The information provided below has been approved by Dolby Laboratories executive leadership.

Environmental Issues and Climate

Risk Description:

According to the Intergovernmental Panel on Climate Change (IPCC), human-induced climate change is already affecting weather and climate extremes in every region across the globe. Extreme weather events such as flooding, wildfires, heatwaves, and more provide evidence of a destabilized global climate. These events affect business operations and disrupt supply chains.

Management Response:

Dolby's environmental goals are part of our commitment to becoming a certified CarbonNeutral company, and include decarbonization of our operations, promoting decarbonization for our supply chain, and accelerating the transition to renewable energy.

To prepare for the potential impacts of climate change on our operations and supply chains, in 2024 we completed a Climate Scenario Analysis, in alignment with the Task Force on Climate-related Financial Disclosures (TCFD).

We have made progress toward our SBTi-validated [Science-Based Targets](#) (SBTs), which guide our efforts to reduce our carbon footprint and mitigate climate change. In 2024, our efforts included driving energy efficiency across our facilities, encouraging and enabling sustainable business travel, seeking ways to reduce the environmental impact of our Cinema products, and partnering with our suppliers to support their own sustainability journeys.

We are also transitioning to clean energy. We source renewable electricity at the site level where possible. In cases where it is not available, we procure unbundled, third-party-verified energy attribute certificates to cover regional electricity use in alignment with RE100 guidance. In 2024, we powered 100% of our global operations from renewable sources for the third year in a row.

For more information, visit our [Social Impact & Sustainability website](#) and our [Global Environmental Policy](#).

Our Global Environmental Policy was drafted by the Director of Sustainability and ESG and approved by the Senior Director of Social Impact and Sustainability and other stakeholders, for the first time in 2023. This policy will be reviewed at least every two years to incorporate relevant updates and ensure that it is comprehensive in its scope and meets our stakeholders' expectations.

Talent/Employees

Risk Description:

Dolby employees are our greatest asset and are the key to our continued innovation. Attracting and retaining the best talent and developing employees to meet evolving business needs is crucial for the growth and ongoing success of our business. Risks associated with talent can include delays in meeting business objectives, higher business costs, as well as a negative perception of our brand from potential employees.

Management Response:

At Dolby, we provide comprehensive health care benefits, competitive pay, and resources to support employees' physical, mental, social, and financial wellbeing.

We offer a range of options to support physical wellbeing, including onsite fitness and a global fitness subsidy for employees. To bolster financial wellbeing, nearly 600 participants engaged in courses covering financial literacy, retirement, and tax planning strategies. Mental wellbeing is also a core focus offering employees access to coaches, therapists, and digital resources worldwide.

We prioritize workplace safety by addressing environmental, ergonomic, and regulatory considerations through best practices that protect our employees' health and safety. Globally, our employees utilize virtual, self-guided, and expert-led ergonomic assessments. Our Ergonomics Help Desk offers personalized support, providing hands-on guidance from specialists, promoting comfort and safety in the office and in remote workspaces.

Our Learning and Development programs are designed to equip our employees with the skills and knowledge required to thrive in a rapidly changing professional and technological landscape. Our initiatives include coaching opportunities, management development resources, and a variety of employee-guided, online learning opportunities.

We conduct regular company-wide employee surveys to seek feedback and reflect on our impact. In our most recent survey, 90% of employees responded that they are proud to work at Dolby and overall, the Motivation and Commitment scores showed a 78% favorability, indicating that employees remain highly engaged and connected to our work and each other.

Business Ethics: Anti-corruption and Human Rights

Risk Description:

Our reputation as an innovator and a trusted business partner is critical to our success. Our employees, customers, partners, investors, and communities expect that we conduct business fairly, honestly, and ethically. An absence of strong business ethics policies and procedures can expose businesses to a higher risk of reputational and brand damage, as well as supply chain risks and issues.

Management Response:

Our [Code of Business Conduct and Ethics](#) guides our relationships with stakeholders, emphasizing fairness, honesty, and legal compliance. All employees, contractors, and board members must follow these standards, which are reinforced through regular training.

Our [Business Partner Code of Conduct](#) sets clear expectations for suppliers and partners, ensuring adherence to human rights and responsible practices. In 2024, 100% of new suppliers accepted this code.

Our Code of Business Conduct and Ethics and Business Partner Code of Conduct are each reviewed annually by our Ethics & Compliance Office to incorporate updates to relevant policies and procedures. Additionally, each policy undergoes a comprehensive review with stakeholder engagement every 3-5 years to ensure a robust and substantive evaluation.

We comply with global anti-corruption laws including the U.S. Foreign Corrupt Practices Act and the UK Bribery Act, and emphasize rigorous training, achieving a 100% completion rate in 2024. Our Ethics and Compliance Office oversees the Partner Risk Assessment and Due Diligence program to mitigate risks like fraud and human rights violations.

In 2024, Dolby became a signatory to the United Nations Global Compact and is committed to upholding its Ten Principles in the areas of Human Rights, Labor, Environment, and Anticorruption. Additionally, we comply with conflict minerals regulations and the UK Modern Slavery Act of 2015, actively working to eliminate modern slavery from our practices.

Community Relations and Social Impact

Risk Description:

Community engagement and creating a positive social impact can improve a company's reputation with various stakeholders. Conversely, failing to maintain a corporate reputation may negatively affect a company's customer interactions, talent attraction and retention and operations in local markets where we do business.

Management Response:

Through charitable grants, volunteer efforts, and in-kind donations we drive meaningful social impact in the communities where we work and live. We focus our support on

organizations dedicated to social and educational support and environmental restoration and preservation. In 2024, Dolby provided nonprofit organizations and educational institutions with charitable grants totaling \$3.5M.

55% of our employees participated in Dolby Cares volunteer and giving programs contributing over 7,900 hours of service to community organizations and schools in our global communities. Additionally, we support our employees in giving back to the causes they care about through a company match of up to \$5,000 USD for employee donations to eligible causes and up to \$1,000 USD for volunteer time.

For more information, visit our [Social Impact & Sustainability website](#).

Key Performance Indicators

We measure our achievements in these areas across a variety of key performance indicators, such as the following:

In 2024

- We powered 100% of our global operations from renewable sources for the third year in a row.
- 90% of employees responded that they are proud to work at Dolby and overall, the Motivation and Commitment scores showed a 78% favorability, indicating that employees remain highly engaged and connected to our work and each other.
- Dolby provided nonprofit organizations and educational institutions with charitable grants totaling \$3.5M.
- 55% of our employees participated in Dolby Cares volunteer and giving programs contributing over 7,900 hours of service to community organizations and schools in our global communities.
- All new suppliers accepted Dolby's Business Partner Code of Conduct.
- We achieved a 100% completion rate for anti-corruption training among employees with relevant job responsibilities who were required to take the course.