

Metrics At-a-Glance

| TOPIC | METRIC | FY19 |
|---|---|---|
| Environmental* | | |
| Energy | Electricity Consumed (MWh) | 14,581 |
| | Natural Gas Consumed (Therms) | 118,306 |
| | Total Energy Consumption (kBTUs) | 61,600,746 |
| | LEED Certified Buildings (U.S. Green Building Council) (Location and Percent of Total Sites) | LEED Gold: Headquarters Building—San Francisco, CA; LEED Platinum: Wroclaw, Poland; LEED Certified: Shenzhen, China; Beijing, China; Munich, Germany (11.36%) |
| | ISO 14001: 2015 Certified Buildings (Location and Percent of Total Sites) | Wroclaw, Poland Office (2.27%) |
| | Title 24 Building Energy Efficiency Standards Followed (Location and Percent of Total Sites) | Offices in California—San Francisco, Burbank 1, Burbank 2, Burbank 3, Sunnyvale (11.36%) |
| | 100% Renewable Energy Buildings (Location and Percent of Total Sites) | London, England Office (2.27%) |
| Environmental Commitments/Management | Environmental Commitment Policy | Environmental Commitment |
| Greenhouse Gas Emissions and Climate Change | Scope 1 (Direct) CO ₂ Emissions (Metric Tons CO ₂ e) | 630 |
| | Scope 2 (Indirect) CO ₂ Emissions (Metric Tons CO ₂ e) | 4,100 |
| | Scope 3 CO ₂ Emissions (Business Travel Only) (Metric Tons CO ₂ e) | 14,687 |
| | Total CO ₂ Emissions (Scope 1, Scope 2, and Scope 3) (Metric Tons CO ₂ e) | 19,417 |
| | Carbon Intensity (Scope 1 and Scope 2) (Metric Tons CO ₂ e/FTE) | 2.16 |
| Product Information | Waste Electrical and Electronic Equipment, Packaging, and Battery Registrations | WEEE Packaging Battery Information |
| | Sustainable Packaging Initiatives | Packaging Directive |
| | EU Reach Regulation | REACH SVHC Compliance |
| Waste | Hazardous Waste (lbs.) | 925 |
| | Number of Spills | 0 |
| | Hydrocarbon Spills | 0 |
| | Amount of Spills (Tonnes) | 0 |

*Energy data, energy costs, and Scope 1 & 2 emissions comprise aggregated data for 94% of our global real estate footprint (Americas, APAC, and EMEA regions). The remaining 6% does not have available historical energy data. Scope 1 GHG (direct) emissions are assumed to be from natural gas only. Scope 2 GHG (indirect) emissions are assumed to be from utility-purchased electricity only. Scope 3 GHG (indirect) emissions from business travel cover car rentals, hotel stays, and commercial air travel.

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|--------------------------------|---|---|
| Social | | |
| Workforce Statistics | Total Employees | 2,193 |
| | Number of Employees Subjected to Collective Bargaining Agreement | 0 |
| | Percent of Employee Turnover | 8.9% |
| | Gender: All Employees | Men: 73.7% Women: 26.3% |
| | Gender: Leaders (Directors and Above) | Men: 84.9% Women: 15.1% |
| | Gender: Technical Roles | Men: 85.3% Women: 14.7% |
| | Gender: Non-Technical Roles | Men: 64.1% Women: 35.9% |
| | Ethnicity: All Employees | White: 57.2% Asian: 29.9% Hispanic or Latino: 7.1% Black or African American: 2.4% Two or More Races: 2.3% Native Hawaiian or Pacific Islander: 0.7% Native American or Alaska Native: 0.3% |
| | Ethnicity: Leaders (Directors and Above) | White: 74.7% Asian: 19.6% Hispanic or Latino: 3.3% Black or African American: 2.4% Two or More Races: 0% Native Hawaiian or Pacific Islander: 0% Native American or Alaska Native: 0% |
| | Ethnicity: Technical Roles | White: 59.3% Asian: 31.9% Hispanic or Latino: 4.3% Black or African American: 1.3% Two or More Races: 1.9% Native Hawaiian or Pacific Islander: 1.1% Native American or Alaska Native: 0.2% |
| Ethnicity: Non-Technical Roles | White: 55.9% Asian: 28.6% Hispanic or Latino: 8.8% Black or African American: 3.1% Two or More Races: 2.5% Native Hawaiian or Pacific Islander: 0.5% Native American or Alaska Native: 0.4% | |

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| Community | Employee Participation in Dolby Cares Programs | 52% (Volunteer and Financial Giving) |
| | Volunteer Hours by Dolby Volunteers | 11,607 (Dolby Sponsored Events and Volunteer Hours Tracked by Employees) |
| | Company Contributions (\$USD) | \$2.4 Million (Financial Grants and Matching Contributions Through the Dolby Charitable Fund and the Company) |
| Diversity, Inclusion, and Belonging | Equal Opportunity Policy | Dolby.com/Careers |
| | Employee Engagement/Satisfaction | Dolby.com/Careers |
| | Number of Employee Network Groups | 10 |
| | Number of Employees in Employee Networks | 1,513 |
| | Percent of Employees Who Are Members of Employee Networks (Unduplicated) | 32% |
| Employee Development and Benefits | Employee Stock Ownership Plan | Dolby.com/Careers |
| | Support for Degree Programs or Certifications | Dolby.com/Careers |
| Safety | Workforce Accidents (Number of Employees) | 8 |
| | Lost Time from Accidents (Number of Days) | 25 |
| | Lost Time Incident Rate | 0 |
| | Total Recordable Incident Rate | 0.3192 |
| | Fatalities (Number of Employees) | 0 |
| | Fatalities (Number of Third Parties) | 0 |
| Governance | | |
| Cybersecurity | Privacy Policy | Global Privacy Policy |
| Ethics | Code of Conduct | Code of Business Conduct and Ethics |
| | Code of Conduct and Ethics Course Completion Rate | 98% |
| Innovation | Research and Development Spend (\$USD) | \$237.9 Million |
| Intellectual Property | Number of Issued Patents | 11,384 |
| | Number of Patents Pending | 4,078 |
| Policies | Conflict Minerals | Conflict Minerals Policy |
| | Modern Slavery | Modern Slavery Act Transparency Statement |
| | Employee Protection/Whistle Blower Hotline | Dolby Ethics Line |