

# Sustainability Metrics-at-a-Glance

For more information and our 2021 Sustainability Report, go to [Sustainability@Dolby](mailto:Sustainability@Dolby).

| TOPIC   | METRIC   | FY19   | FY20   | FY21   |
|---|--|--|--|--|
| <b>Environment</b>  |  |  |  |  |
| Energy  | Electricity Consumed (MWh)   | 17,237   | 15,094   | 13,551   |
|   | Natural Gas Consumed (Therms)  | 111,990  | 114,829  | 141,331  |
|   | Total Energy Consumption (kBTUs) <sup>1</sup>  | 70,081,734   | 63,055,461   | 60,404,946   |
|   | LEED Certified Buildings<br>(U.S. Green Building Council)<br>(Location and Percent of Total Sites) | LEED Gold: San Francisco, California;<br>LEED Platinum: Wroclaw, Poland;<br>LEED Certified: Shenzhen Kerry Plaza, China;<br>Beijing, China; Munich, Germany (8.2%) | LEED Gold: San Francisco, California;<br>LEED Platinum: Wroclaw, Poland;<br>LEED Certified: Shenzhen Kerry Plaza, China;<br>Beijing, China; Munich, Germany (8.8%)                           | LEED Gold: San Francisco, California;<br>LEED Platinum: Wroclaw, Poland;<br>LEED Certified: Shenzhen Kerry Plaza, China;<br>Shenzhen Ping An, China; Beijing, China;<br>Munich, Germany (10.9%)    |
|   | Title 24 Building Energy Efficiency Standards Followed<br>(Location and Percent of Total Sites)    | Offices in California -<br>San Francisco, Burbank 1, Burbank 2,<br>Burbank 3, Sunnyvale (8.2%)   | Offices in California -<br>San Francisco, Burbank 1, Burbank 2,<br>Burbank 3, Sunnyvale (8.8%)   | Offices in California -<br>San Francisco, Burbank 1, Burbank 2,<br>Burbank 3, Sunnyvale (9.1%)   |
|   | 100% Renewable Energy Buildings<br>(Location and Percent of Total Sites)                           | London, England Office;<br>Switch Colocation Data Center,<br>Las Vegas, Nevada;<br>Equinix Colocation Data Center,<br>Amsterdam, The Netherlands (4.9%)            | London, England Office;<br>San Francisco, California Office;<br>Switch Colocation Data Center,<br>Las Vegas, Nevada;<br>Equinix Colocation Data Center,<br>Amsterdam, The Netherlands (7.0%) | San Francisco, California Office;<br>Sunnyvale, California Office;<br>Switch Colocation Data Center,<br>Las Vegas, Nevada;<br>Equinix Colocation Data Center,<br>Amsterdam, The Netherlands (7.3%) |
|   | Percent of Energy Used That Is Derived From Renewable Sources                                      | 4.8%   | 14.5%  | 42.1%  |
|   | Gross Total of Energy Used That Is Derived From Renewable Sources (kWh)                            | 975,692  | 2,677,340  | 7,446,680  |
|   | Percent of Energy Used That Is Derived From Non-Renewable Sources                                  | 95.2%  | 85.5%  | 57.9%  |
|   | Gross Total of Energy Used That Is Derived From Non-Renewable Sources<br>(kWh, Therms)             | 16,261,590 kWh<br>112,438 Therms   | 12,417,100 kWh<br>115,319 Therms   | 6,103,966 kWh<br>141,510 Therms  |
| Amount of Energy Used That Is Derived From Renewable Sources<br>by Region (kWh) | Americas: 905,692<br>APAC: 0<br>EMEA: 70,000   | Americas: 2,607,340<br>APAC: 0<br>EMEA: 70,000   | Americas: 7,376,680<br>APAC: 0<br>EMEA: 70,000   |  |

1. Total Energy Consumption is representative of Dolby's stationary natural gas and diesel consumption and purchased electricity. This figure excludes mobile fleet fuel consumption.

SUSTAINABILITY METRICS-AT-A-GLANCE cont.

| TOPIC  | METRIC   | FY19   | FY20  | FY21  |
|--|--|--|---|---|
| <b>Environment cont.</b>   |  |  |   |   |
| <b>Energy cont.</b>  | Amount of Energy Used That Is Derived From Non-Renewable Sources by Region (kWh, Therms)                         | Americas: 11,145,798 kWh, 108,929 Therms<br>APAC: 1,522,420 kWh, 0 Therms<br>EMEA: 3,593,373 kWh, 3,509 Therms | Americas: 8,255,501 kWh, 111,601 Therms<br>APAC: 1,400,635 kWh, 0 Therms<br>EMEA: 2,760,964 kWh, 3,718 Therms | Americas: 2,695,830 kWh, 134,972 Therms<br>APAC: 1,436,128 kWh, 0 Therms<br>EMEA: 1,972,008 kWh, 6,538 Therms |
|  | Amount of Electrical Power Used That Is Derived From Renewable Sources by Region (kWh)                           | Americas: 905,692 kWh<br>APAC: 0 kWh<br>EMEA: 70,000 kWh   | Americas: 2,607,340 kWh<br>APAC: 0 kWh<br>EMEA: 70,000 kWh  | Americas: 7,376,680 kWh<br>APAC: 0 kWh<br>EMEA: 70,000 kWh  |
| <b>Environmental Commitments/ Management</b>                               | Environmental Commitment Policy  | <u>Environmental Commitment</u>  |   |   |
| <b>Greenhouse Gas Emissions<sup>2</sup></b>                                | Scope 1 (Direct) CO2 Emissions (Metric Tons CO2e)  | 1,167  | 882   | 912   |
|  | Scope 2 (Indirect) Location-Based Emissions (Metric Tons CO2e)   | 5,753  | 4,992   | 4,318   |
|  | Scope 2 (Indirect) Market-Based Emissions (Metric Tons CO2e)   | 4,148  | 3,331   | 2,670   |
|  | Scope 3 CO2 Emissions (Indirect) (Metric Tons CO2e)  | 143,424  | 124,911   | 79,088  |
|  | Carbon Offsets Procurement (Metric Tons CO2e)  | 0  | -5,863  | -453  |
|  | Total Location-Based Gross CO2 Emissions (Scope 1, Scope 2, and Scope 3) (Metric Tons CO2e) - without offsets    | 150,344  | 130,786   | 84,318  |
|  | Total Market-Based Gross CO2 Emissions (Scope 1, Scope 2, and Scope 3) (Metric Tons CO2e) - without offsets      | 148,739  | 129,125   | 82,669  |
|  | Total Market-Based Net CO2 Emissions (Scope 1, Scope 2, and Scope 3) (Metric Tons CO2e) - after applying offsets | 148,739  | 123,261   | 82,216  |
|  | Location-Based Carbon Intensity (Scope 1 and Scope 2) (Metric Tons CO2e/FTE)                                     | 3.16   | 2.57  | 2.21  |
| Market-Based Carbon Intensity (Scope 1 and Scope 2) (Metric Tons CO2e/FTE) | 2.42   | 1.84   | 1.51  |   |

2. Scope 1 GHG (direct) emissions are representative of Dolby's stationary natural gas and diesel consumption, mobile gasoline consumption, and fugitive refrigerant leakage. Scope 2 GHG (indirect) emissions are representative of Dolby's purchased electricity and refrigerant usage. Dolby procures 42% of our energy from renewables through local Green Tariffs and Renewable Energy Credits. Scope 3 GHG (indirect) emissions cover all other activities in which Dolby engages, including purchased goods and services, capital goods, fuel and energy-related activities, upstream and downstream transportation and distribution, waste generated in operations, business travel, employee commuting, upstream and downstream leased assets, and use of and end of life treatment of sold products. Dolby engages independent consultants to assess and verify our energy usage and full value-chain emissions.

As of 2020, Dolby is procuring high-quality carbon offsets to compensate for our annual travel-related emissions. Emissions of 5,863 metric tons CO2e in fiscal year 2020 and 453 metric tons CO2e in fiscal year 2021 have been offset through this practice.

| TOPIC                           | METRIC  | FY19                                      | FY20                       | FY21   |
|---------------------------------|---|---|----------------------------|--|
| <b>Environment</b> <i>cont.</i> |   |   |                            |  |
| Product Information             | Waste Electrical and Electronic Equipment, Packaging, and Battery Registrations   | <u>WEEE Packaging Battery Information</u> |                            |  |
|                                 | Sustainable Packaging Initiatives   | <u>Packaging Directive</u>                |                            |  |
|                                 | EU Reach Regulation   | <u>REACH SVHC Compliance</u>              |                            |  |
| Waste                           | Hazardous Waste (lbs.)  | 925                                       | 685                        | 1,604  |
|                                 | Number of Spills  | 0   | 0                          | 0  |
|                                 | Hydrocarbon Spills  | 0   | 0                          | 0  |
|                                 | Amount of Spills (Tonnes)   | 0   | 0                          | 0  |
| <b>Social</b>                   |   |   |                            |  |
| Social Impact <sup>3</sup>      | Employee Participation in Dolby Cares Programs (Volunteerism, Community Education, and Financial Giving)                    | 51.9%                                     | 42.3%                      | 47.2%  |
|                                 | Community Engagement Hours (Dolby Sponsored Events and Volunteer Hours Tracked by Employees)                                | 11,607                                    | 6,079                      | 5,364  |
|                                 | Company Contributions \$USD (Financial Grants and Matching Contributions Through the Dolby Charitable Fund and the Company) | \$2.4 Million                             | \$3.0 Million              | \$2.9 Million                                  |
| Workforce Statistics            | Total Full-Time Employees (FTE)   | 2,193                                     | 2,289                      | 2,368  |
|                                 | Number of Employees Subjected to Collective Bargaining Agreement  | 0   | 0                          | 0  |
|                                 | Percent of Employee Turnover  | 8.9%                                      | 6.6%                       | 7.0%   |
|                                 | Gender: All Employees   | Women: 26.3%<br>Men: 73.7%                | Women: 27.4%<br>Men: 72.6% | Women: 28.4%<br>Men: 71.4%<br>Non-Binary: 0.1% |
|                                 | Gender: Leaders (Directors and Above)   | Women: 15.1%<br>Men: 84.9%                | Women: 15.8%<br>Men: 84.2% | Women: 17.9%<br>Men: 81.8%<br>Non-Binary: 0.3% |

3. Due to COVID-19 restrictions and remote work, our FY20 and FY21 Dolby Cares volunteer efforts were reduced and/or held virtually which impacted participation levels.

| TOPIC  | METRIC   | FY19  | FY20  | FY21  |
|--|--|---|---|---|
| <b>Social</b> <i>cont.</i>                               |  |   |   |   |
| <b>Workforce Statistics</b><br><i>cont.</i> <sup>4</sup> | Gender: Technical Roles                                | Women: 14.7%<br>Men: 85.3%  | Women: 16.5%<br>Men: 83.5%  | Women: 17.1%<br>Men: 82.6%<br>Non-Binary: 0.3%  |
|  | Gender: Non-Technical Roles                            | Women: 35.9%<br>Men: 64.1%  | Women: 36.2%<br>Men: 63.8%  | Women: 38.3%<br>Men: 61.6%<br>Non-Binary: 0.1%  |
|  | Race and Ethnicity: U.S. Employees                     | Asian: 29.9%<br>Black or African American: 2.4%<br>Hispanic or Latino: 7.1%<br>Native American or Alaska Native: 0.3%<br>Native Hawaiian or Pacific Islander: 0.7%<br>Two or More Races: 2.3%<br>White: 57.2% | Asian: 31.1%<br>Black or African American: 2.2%<br>Hispanic or Latino: 7.0%<br>Native American or Alaska Native: 0.4%<br>Native Hawaiian or Pacific Islander: 0.8%<br>Two or More Races: 2.4%<br>White: 55.9% | Asian: 31.5%<br>Black or African American: 2.2%<br>Hispanic or Latino: 6.7%<br>Native American or Alaska Native: 0.4%<br>Native Hawaiian or Pacific Islander: 0.6%<br>Two or More Races: 3.0%<br>White: 55.5% |
|  | Race and Ethnicity: U.S. Leaders (Directors and Above) | Asian: 19.6%<br>Black or African American: 2.4%<br>Hispanic or Latino: 3.3%<br>Native American or Alaska Native: 0%<br>Native Hawaiian or Pacific Islander: 0%<br>Two or More Races: 0%<br>White: 74.7%       | Asian: 21.5%<br>Black or African American: 1.7%<br>Hispanic or Latino: 3.3%<br>Native American or Alaska Native: 0%<br>Native Hawaiian or Pacific Islander: 0%<br>Two or More Races: 0.4%<br>White: 73.1%     | Asian: 21.8%<br>Black or African American: 2.0%<br>Hispanic or Latino: 3.6%<br>Native American or Alaska Native: 0.0%<br>Native Hawaiian or Pacific Islander: 0.0%<br>Two or More Races: 0.8%<br>White: 71.8% |
|  | Race and Ethnicity: U.S. Technical Roles               | Asian: 31.9%<br>Black or African American: 1.3%<br>Hispanic or Latino: 4.3%<br>Native American or Alaska Native: 0.2%<br>Native Hawaiian or Pacific Islander: 1.1%<br>Two or More Races: 1.9%<br>White: 59.3% | Asian: 33.3%<br>Black or African American: 1.3%<br>Hispanic or Latino: 4.8%<br>Native American or Alaska Native: 0.4%<br>Native Hawaiian or Pacific Islander: 1.1%<br>Two or More Races: 1.8%<br>White: 57.3% | Asian: 33.9%<br>Black or African American: 1.3%<br>Hispanic or Latino: 4.8%<br>Native American or Alaska Native: 0.4%<br>Native Hawaiian or Pacific Islander: 0.2%<br>Two or More Races: 2.6%<br>White: 56.8% |
|  | Race and Ethnicity: U.S. Non-Technical Roles           | Asian: 28.6%<br>Black or African American: 3.1%<br>Hispanic or Latino: 8.8%<br>Native American or Alaska Native: 0.4%<br>Native Hawaiian or Pacific Islander: 0.5%<br>Two or More Races: 2.5%<br>White: 55.9% | Asian: 29.8%<br>Black or African American: 2.8%<br>Hispanic or Latino: 8.3%<br>Native American or Alaska Native: 0.4%<br>Native Hawaiian or Pacific Islander: 0.6%<br>Two or More Races: 2.8%<br>White: 55.1% | Asian: 30.1%<br>Black or African American: 2.7%<br>Hispanic or Latino: 7.8%<br>Native American or Alaska Native: 0.4%<br>Native Hawaiian or Pacific Islander: 0.9%<br>Two or More Races: 3.3%<br>White: 54.8% |

4. Race and ethnicity statistics represent U.S. employees only. Categories align with Equal Opportunities Commission options provided to employees who choose to share ethnicity information.

SUSTAINABILITY METRICS-AT-A-GLANCE *cont.*

| TOPIC                             | METRIC   | FY19  | FY20          | FY21          |
|-----------------------------------|--|---|---------------|---------------|
| <b>Social <i>cont.</i></b>        |  |   |               |               |
| Diversity, Inclusion, & Belonging | Equal Opportunity Policy   | <a href="https://dolby.com/careers">Dolby.com/Careers</a> |               |               |
|                                   | Employee Engagement/Satisfaction   | <a href="https://dolby.com/careers">Dolby.com/Careers</a> |               |               |
|                                   | Diversity, Inclusion, & Belonging Website                                | <a href="https://dolby.com/dib">Dolby.com/DIB</a>         |               |               |
|                                   | Number of Employee Network Groups  | 10  | 12            | 13            |
|                                   | Number of Employees in One or More Employee Networks                     | 741   | 727           | 684           |
|                                   | Percent of Employees Who Are Members of Employee Networks (Unduplicated) | 33.8%   | 31.8%         | 28.9%         |
| Employee Development & Benefits   | Employee Stock Ownership Plan  | <a href="https://dolby.com/careers">Dolby.com/Careers</a> |               |               |
|                                   | Support for Degree Programs or Certifications                            | <a href="https://dolby.com/careers">Dolby.com/Careers</a> |               |               |
| Safety                            | Workforce Accidents (Number of Employees)                                | 8   | 2             | 1             |
|                                   | Lost Time from Accidents (Number of Days)                                | 0   | 0             | 0             |
|                                   | Lost Time Incident Rate  | 0   | 0             | 0             |
|                                   | Total Recordable Incident Rate   | 0.3   | 0.2           | 0.1           |
|                                   | Fatalities (Number of Employees)   | 0   | 0             | 0             |
|                                   | Fatalities (Number of Third Parties)                                     | 0   | 0             | 0             |
| <b>Governance</b>                 |  |   |               |               |
| Cybersecurity                     | Privacy Policy   | <a href="#">Global Privacy Policy</a>                     |               |               |
| Ethics                            | Code of Conduct  | <a href="#">Code of Business Conduct and Ethics</a>       |               |               |
| Innovation                        | Research and Development Spend (\$USD)                                   | \$238 Million   | \$239 Million | \$253 Million |
| Intellectual Property             | Number of Issued Patents   | 11,384  | 13,199        | 15,500        |
|                                   | Number of Patents Pending  | 4,078   | 4,069         | 4,000         |
| Policies                          | Conflict Minerals  | <a href="#">Conflict Minerals Policy</a>                  |               |               |
|                                   | Modern Slavery   | <a href="#">Modern Slavery Act Transparency Statement</a> |               |               |
|                                   | Employee Protection/Whistle Blower Hotline                               | <a href="#">Dolby Ethics Line</a>                         |               |               |



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Operational emissions and the Scope 3 emissions from our five most significant sources received independent third-party verification from APEX Companies to a limited level of assurance in accordance with ISO Standard 14064-3.

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