

Sustainability Metrics At-a-Glance

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TOPIC	METRIC	FY20	FY19
Environmental*			
	Electricity Consumed (MWh)	13,663	14,921
	Natural Gas Consumed (Therms)	124,418	116,536
	Total Energy Consumption (kBtUs)	59,082,509	62,584,652
	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 (11.1%)	LEED Gold: Headquarters Building – San Francisco, CA; LEED Platinum: Wroclaw, Poland; LEED Certified: Shenzhen, China; Beijing, China; Munich, Germany (11.4%)
	ISO 14001: 2015 Certified Buildings (Location and Percent of Total Sites)	Wroclaw, Poland Office (2.2%)	Wroclaw, Poland Office (2.3%)
	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 (11.1%)	Offices in California – San Francisco, Burbank 1, Burbank 2, Burbank 3, Sunnyvale (11.4%)
	100% Renewable Energy Buildings (Location and Percent of Total Sites)	London, England Office; San Francisco, California Office (4.4%)	London, England Office (2.3%)
Energy	Percent of Energy Used That Is Derived From Renewable Sources	19	7
	Gross Total of Energy Used That Is Derived From Renewable Sources (kWh)	3,355,550	1,207,844
	Percent of Energy Used That Is Derived From Non-Renewable Sources	81	93
	Gross Total of Energy Used That Is Derived From Non-Renewable Sources (kWh)	10,308,392	13,713,020
	Amount of Energy Used That Is Derived From Renewable Sources by Region (kWh)	APAC: 0 EMEA: 596,448 Americas: 2,759,102	APAC: 0 EMEA: 174,308 Americas: 1,033,536
	Amount of Energy Used That Is Derived From Non-Renewable Sources by Region (kWh, Therms)	APAC: 1,261,441 kWh, 0 Therms EMEA: 1,726,130 kWh, 3,718 Therms Americas: 7,320,821 kWh, 120,700 Therms	APAC: 1,385,162 kWh, 0 Therms EMEA: 1,882,547 kWh, 3,509 Therms Americas: 10,445,311 kWh, 113,027 Therms
	Amount of Electrical Power Used That Is Derived From Renewable Sources by Region (kWh)	APAC: 0 EMEA: 596,448 Americas: 2,759,102	APAC: 0 EMEA: 174,308 Americas: 1,033,536

*Energy data, energy costs, and Scope 1 and 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. Dolby engages independent consultants to assess and verify our energy usage and emissions. Dolby consumes 100% energy from the grid and does not employ on-site generation or renewables.

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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)	659	618
	Scope 2 (Direct) Location-Based Emissions (Metric Tons CO ₂ e)	4,371	4,570
	Scope 2 (Direct) Market-Based Emissions (Metric Tons CO ₂ e)	4,004	4,993
	Scope 3 CO ₂ Emissions (Business Travel Only) (Metric Tons CO ₂ e)	5,863	14,687
	Total Location-Based CO ₂ Emissions (Scope 1, Scope 2, and Scope 3) (Metric Tons CO ₂ e)	10,893	19,875
	Total Market-Based CO ₂ Emissions (Scope 1, Scope 2, and Scope 3) (Metric Tons CO ₂ e)	10,526	20,298
	Location-Based Carbon Intensity (Scope 1 and Scope 2) (Metric Tons CO ₂ e/FTE)	2.2	2.4
	Market-Based Carbon Intensity (Scope 1 and Scope 2) (Metric Tons CO ₂ e/FTE)	2.0	2.6
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.)	685	925
	Number of Spills	0	0
	Hydrocarbon Spills	0	0
	Amount of Spills (Tonnes)	0	0
Social			
Social Impact**	Employee Participation in Dolby Cares Programs (Volunteerism, Community Education, and Financial Giving)	42.3%	51.9%
	Community Engagement Hours (Dolby Sponsored Events and Volunteer Hours Tracked by Employees)	6,079	11,607
	Company Contributions \$USD (Financial Grants and Matching Contributions Through the Dolby Charitable Fund and the Company)	\$3.0 Million	\$2.4 Million

**Due to COVID-19 restrictions and safety concerns, our FY20 Global Dolby Cares Day effort was canceled, resulting in a decline in volunteer hours and employee participation. Financial grants and company matching contributions increased by 25% in FY20 to address needs emerging from COVID-19 and Racial Injustice.

TOPIC	METRIC	FY20	FY19
Workforce Statistics***	Total Full-Time Employees (FTE)	2,289	2,193
	Number of Employees Subjected to Collective Bargaining Agreement	0	0
	Percent of Employee Turnover	6.6%	8.9%
	Gender: All Employees	Female : 27.4% Male: 72.6%	Female: 26.3% Male: 73.7%
	Gender: Leaders (Directors and Above)	Female: 15.8% Male: 84.2%	Female: 15.1% Male: 84.9%
	Gender: Technical Roles	Female: 16.5% Male: 83.5%	Female: 14.7% Male: 85.3%
	Gender: Non-Technical Roles	Female: 36.2% Male: 63.8%	Female: 35.9% Male: 64.1%
	Race and Ethnicity: U.S. Employees	Asian: 31.1% Black or African American: 2.2% Hispanic or Latino: 7.0% Native American or Alaska Native: 0.4% Native Hawaiian or Pacific Islander: 0.8% Two or More Races: 2.4% White: 55.9%	Asian: 29.9% Black or African American: 2.4% Hispanic or Latino: 7.1% Native American or Alaska Native: 0.3% Native Hawaiian or Pacific Islander: 0.7% Two or More Races: 2.3% White: 57.2%
	Race and Ethnicity: U.S. Leaders (Directors and Above)	Asian: 21.5% Black or African American: 1.7% Hispanic or Latino: 3.3% Native American or Alaska Native: 0% Native Hawaiian or Pacific Islander: 0% Two or More Races: 0.4% White: 73.1%	Asian: 19.6% Black or African American: 2.4% Hispanic or Latino: 3.3% Native American or Alaska Native: 0% Native Hawaiian or Pacific Islander: 0% Two or More Races: 0% White: 74.7%
	Race and Ethnicity: U.S. Technical Roles	Asian: 33.3% Black or African American: 1.3% Hispanic or Latino: 4.8% Native American or Alaska Native: 0.4% Native Hawaiian or Pacific Islander: 1.1% Two or More Races: 1.8% White: 57.3%	Asian: 31.9% Black or African American: 1.3% Hispanic or Latino: 4.3% Native American or Alaska Native: 0.2% Native Hawaiian or Pacific Islander: 1.1% Two or More Races: 1.9% White: 59.3%
Race and Ethnicity: U.S. Non-Technical Roles	Asian: 29.8% Black or African American: 2.8% Hispanic or Latino: 8.3% Native American or Alaska Native: 0.4% Native Hawaiian or Pacific Islander: 0.6% Two or More Races: 2.8% White: 55.1%	Asian: 28.6% Black or African American: 3.1% Hispanic or Latino: 8.8% Native American or Alaska Native: 0.4% Native Hawaiian or Pacific Islander: 0.5% Two or More Races: 2.5% White: 55.9%	

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

TOPIC	METRIC	FY20	FY19
Diversity, Inclusion, & Belonging	Equal Opportunity Policy	Dolby.com/Careers	
	Employee Engagement/Satisfaction	Dolby.com/Careers	
	Diversity, Inclusion, & Belonging Website	Dolby.com/DIB	
	Number of Employee Network Groups	12	10
	Number of Employees in One or More Employee Networks	727	741
	Percent of Employees Who Are Members of Employee Networks (Unduplicated)	32%	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)	2	8
	Lost Time from Accidents (Number of Days)	0	0
	Lost Time Incident Rate	0	0
	Total Recordable Incident Rate	0.2	0.3
	Fatalities (Number of Employees)	0	0
	Fatalities (Number of Third Parties)	0	0
Governance			
Cybersecurity	Privacy Policy	Global Privacy Policy	
Ethics	Code of Conduct	Code of Business Conduct and Ethics	
Innovation	Research and Development Spend (\$USD)	\$239 Million	\$238 Million
Intellectual Property	Number of Issued Patents	13,199	11,384
	Number of Patents Pending	4,069	4,078
Policies	Conflict Minerals	Conflict Minerals Policy	
	Modern Slavery	Modern Slavery Act Transparency Statement	
	Employee Protection/Whistle Blower Hotline	Dolby Ethics Line	