



SUSTAINABILITY REPORT

2025

Table of Contents

01	Introduction	04	Risk Management
02	Operations	05	ESG Data
03	Talent	06	About this Report

At Dolby, our audiovisual technologies enable creatives, content distributors and consumer electronics companies to deliver the most compelling experiences in movies and TV shows, music, sports, user-generated content and gaming. We are committed to growing and conducting our business in a responsible way.

INTRODUCTION

01 Introduction

02 Operations

03 Talent

04 Risk Management

05 ESG Data

06 About this Report



Our environmental, social and governance (ESG) approach is built on measurable actions and outcomes that support our business objectives and meet many of our customer and partner expectations and requirements.

**THIS REPORT SHARES
OUR ANNUAL ESG
PROGRESS FOCUSING
ON THREE KEY AREAS**

**OPERATIONS
TALENT
RISK MANAGEMENT**



Our operational ESG initiatives enable us to operate in a complex regulatory landscape that varies by region while building resilience in our operations.

OPERATIONS

01 Introduction

02 Operations

03 Talent

04 Risk Management

05 ESG Data

06 About this Report

OUR GOAL IS TO ACHIEVE CERTIFIED CARBON NEUTRAL COMPANY STATUS BY 2030

ENVIRONMENTAL IMPACT

This year, we continued our commitment to renewable electricity, advanced our science-based targets (SBTs), and assessed our climate risks. We believe meaningful progress was made, and aim to stay focused on achieving our goals over the next year.

We remain committed to continuing to certify business travel as CarbonNeutral¹ since 2020. Our carbon offset strategy relies on high-quality, third-party verified avoidance and removal projects.

See our [Voluntary Carbon Market Disclosures](#) for project details.

¹ Dolby's CarbonNeutral business travel certification is in alignment with [The CarbonNeutral Protocol](#).



OUR GLOBAL OPERATIONS ARE POWERED BY RENEWABLE SOURCES

RENEWABLE ENERGY

Dolby matched 100% of global electricity consumption with renewable electricity in 2025. Dolby achieves this through a combination of on-site solar, 100% renewable electricity provided by local utilities, and where neither of those are possible, we match the remaining non-renewable power with unbundled, third party-verified, renewable energy certificates. Currently, we cover approximately 25% of our electricity consumption via renewable energy certificates and we continue to transition to renewable electricity provided by local utilities as it becomes available. This approach is in alignment with RE100 guidance.

² [RE100](#) is a global initiative bringing together global businesses committed to using 100% renewable electricity in their operations.



PROGRESS ON SCIENCE-BASED TARGETS

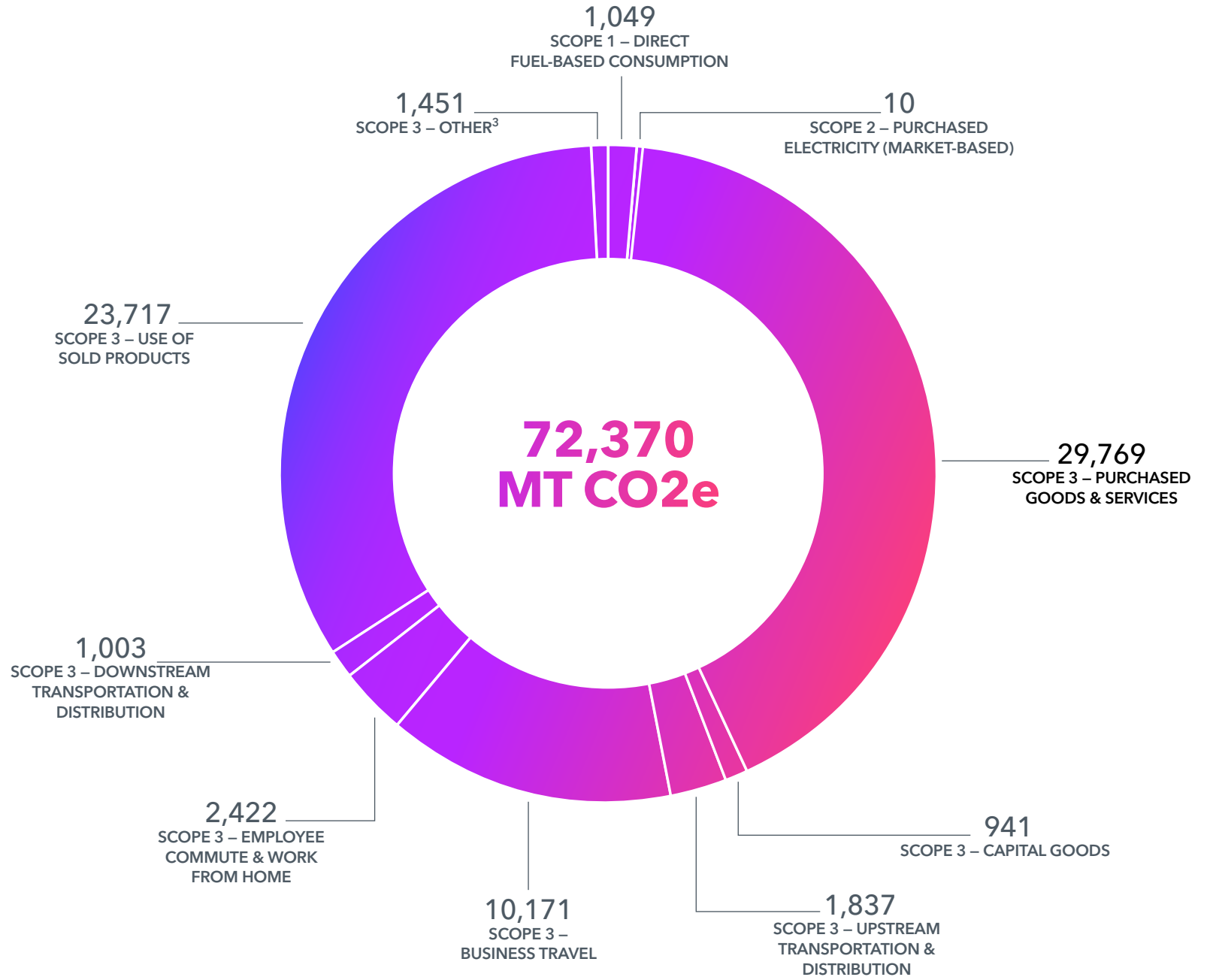
For the second consecutive year, we reduced our overall carbon footprint, achieving a 4% year-over-year reduction in our Scopes 1, 2 and 3 greenhouse gas (GHG) emissions in 2025. These annual reductions have resulted in a 50% reduction in our Scopes 1, 2 and 3 GHG emissions from our 2019 baseline. In 2025, we prioritized energy efficiency, sustainable business travel, reducing the environmental impact of our Cinema products and supplier engagement.

These decreases have been achieved by reducing operational and supply chain emissions in line with our science-based targets. Learn more about our science-based targets in our [SBTi Validation Report](#).



CarbonNeutral.com

FY2025 CARBON FOOTPRINT



3 Other includes: Fuel- and Energy-Related Activities (FERA), Waste, Upstream Leased Assets, End-of-Life Treatment of Sold Products, and Downstream Leased Assets.

01 Introduction

02 **Operations**

03 Talent

04 Risk Management

05 ESG Data

06 About this Report

CLIMATE RISK

Dolby has conducted a comprehensive assessment of its climate resilience through scenario analysis, evaluating both physical and transition risks across multiple warming pathways. This evaluation enables a structured approach to understanding climate-related implications to our business, identifying business continuity risks to develop appropriate responses and make informed decisions. This assessment was completed in alignment with the Task Force on Climate-related Financial Disclosures (TCFD).

For details, please see [Dolby's CDP Report](#).



We believe our talent strategy positions us to attract and retain the world-class people and capabilities we need to meet the evolving demands of Dolby's business. Our approach encompasses many areas including wellbeing, inclusion, growth and community impact.

TALENT

01 Introduction

02 Operations

03 Talent

04 Risk Management

05 ESG Data

06 About this Report



WELLBEING

We provide comprehensive health care benefits, competitive pay, and resources to support employees' physical, mental, social and financial wellbeing. We offer onsite fitness programs or a global fitness subsidy for employees, along with coaches, therapists and digital resources to support mental health.

INCLUSION AND BELONGING

Dolby's 13 Employee Networks (ENs), which welcome all employees to participate, represent various aspects of gender, racial and experiential diversity, fostering a sense of connection and belonging across our global locations. Our ENs host cultural celebrations, community volunteer projects, professional development sessions and mentorship programs that improve employees' sense of inclusion, belonging, and engagement. Additionally, in 2025, over 200 hiring managers and interview team members completed our inclusive hiring course, gaining skills to mitigate unconscious bias and select the most qualified candidates.

OVER
200
EMPLOYEES
PARTICIPATED
IN INCLUSIVE
HIRING TRAINING



DOLBY'S INDIGENOUS VOICES ELEVATED EMPLOYEE NETWORK HOSTED A NATIVE AMERICAN HERITAGE MONTH CELEBRATION FEATURING THE ALL NATIONS SINGERS AND DANCERS.

01 Introduction

02 Operations

03 Talent

04 Risk Management

05 ESG Data

06 About this Report

LEARNING AND DEVELOPMENT

Our Learning and Development approach encompasses traditional and employee-guided learning that facilitates skill-building, enabling employees to achieve better results.

Through various coaching partnerships as well as learning communities for generative AI tools, we're working to equip employees and leaders across the company with opportunities to strengthen their skills.

ENGINEERS COLLABORATING DURING IDEATION DAYS IN NUREMBERG, GERMANY, FOSTERING INNOVATION, CONTINUOUS LEARNING, AND THE RESPONSIBLE USE OF TECHNOLOGY TO ADVANCE DOLBY EXPERIENCES.



EARLY CAREER PROFESSIONALS

Our global internship program, Dolby U, creates opportunities for candidates from all backgrounds to make an impact. In 2025, over 150 interns contributed to projects across the business, gaining valuable skills and experience, with nearly 40% of eligible interns transitioning into full-time roles over the past three years.

NEARLY
40%
OF ELIGIBLE INTERNS
TRANSITIONED INTO
FULL-TIME ROLES OVER
THE PAST THREE YEARS

DOLBY'S INTERN EXPERIENCE DAY PROVIDES INTERNS WITH HANDS-ON DEMONSTRATIONS AND NETWORKING OPPORTUNITIES.



01 Introduction

02 Operations

03 Talent

04 Risk Management

05 ESG Data

06 About this Report



Dolby Creator Lab is our global program that educates, inspires and empowers the next generation of content creators – filmmakers, musicians and storytellers.

Through partnerships with more than 200 educational institutions across 30+ countries, we provide access to Dolby technologies and help creatives think critically and creatively about sound and image, unlocking the power of technology to help tell their stories.

Learn more about the Dolby Creator Lab on our [website](#).

MORE THAN
200 PARTNERSHIPS
ACROSS **30+**
COUNTRIES

DOLBY ATMOS MUSIC
ACCELERATOR ARTISTS
WORK ALONGSIDE 3X
GRAMMY-WINNING DOLBY
ATMOS MIX ENGINEER,
MATT CERRITOS.

- 01 Introduction
- 02 Operations
- 03 Talent**
- 04 Risk Management
- 05 ESG Data
- 06 About this Report



DOLBY AUSTRALIA VOLUNTEERS TRANSFORMED RESCUED PRODUCE INTO NUTRITIOUS MEALS WITH OZ HARVEST.

COMMUNITY IMPACT

In 2025, Dolby provided nonprofit organizations and educational institutions with charitable grants and volunteer support in the communities where our employees live and work.

68%

OF OUR EMPLOYEES PARTICIPATED IN DOLBY CARES VOLUNTEER AND GIVING PROGRAMS

7,800+

HOURS CONTRIBUTED IN SUPPORT OF ORGANIZATIONS AND SCHOOLS IN OUR GLOBAL COMMUNITIES

Our ESG business practices are designed to safeguard Dolby and our partners and reduce risk exposure through strong cybersecurity, data privacy and ethics and compliance efforts.

RISK MANAGEMENT

01 Introduction

02 Operations

03 Talent

04 Risk Management

05 ESG Data

06 About this Report



CYBERSECURITY AND DATA PRIVACY

Our cyber defense and detection capabilities focus on threat detection, network security, cloud security, endpoint protections, insider threat and email security. Dolby maintains its multi-year ISO 27001 certification, reinforcing confidence in our ability to protect customer data from breaches, leaks and cyber threats.

Read more about Dolby's Cybersecurity initiatives in our [2025 Form 10-K](#).



- 01 Introduction
- 02 Operations
- 03 Talent
- 04 Risk Management**
- 05 ESG Data
- 06 About this Report



ETHICS AND COMPLIANCE

Our Code of Business Conduct and Ethics guides our stakeholder relationships, with mandatory training that emphasizes fairness, honesty and legal compliance, required every two years. In 2025, 100% of employees completed our Code of Business Conduct and Ethics training.

Our Business Partner Code of Conduct sets clear expectations for suppliers and partners, helping to ensure adherence to human rights and responsible practices. 100% of new suppliers accepted this code in 2025.

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 for our employee anti-corruption training in 2024 (this training is required every two years). Our Ethics and Compliance Office oversees the Partner Risk Assessment and Due Diligence program to mitigate risks like fraud and human rights violations.

Dolby is a signatory to the United Nations Global Compact, committing to its Ten Principles across Human Rights, Labor, the Environment, and Anticorruption, while aligning to the UN Sustainable Development Goals. We also comply with conflict minerals regulations and the UK Modern Slavery Act of 2015.



100%
**OF NEW SUPPLIERS
 ACCEPTED OUR
 BUSINESS PARTNERS
 CODE OF CONDUCT**

Our teams across the company work together to ensure the completeness and accuracy of the ESG information we report. We continuously assess, analyze, and update our data to ensure stakeholders have an accurate depiction of our performance and progress.

ESG DATA

ESG DATA AND METRICS

DESCRIPTION/DISCLOSURE	FY25	FY24	FY23
COMPANY OVERVIEW			
Organization Name	Dolby Laboratories, Inc.		
Total Revenue	\$1.34 Billion	\$1.27 Billion	\$1.29 Billion
Primary brands, products, and services	Dolby Form 10-K		
Issued Patents	28,400	27,400	19,300
Pending Patent Applications	6,100	5,900	1,900
Location of Headquarters	1275 Market Street, San Francisco, CA 94103		
Countries of Operations	2025 CDP Climate Change Questionnaire		
Ownership and Legal Form	Dolby Form 10-K		
Markets Served	Dolby Form 10-K		
Direct economic value generated and distributed	Dolby Form 10-K		
Reporting Period (Fiscal Year)	September 28, 2024 - September 26, 2025	September 30, 2023 - September 27, 2024	October 1, 2022 - September 29, 2023
Report Cycle	Annual		
Report Contact	Sustainability@dolby.com		
Material Topics			
Process to determine material topics	In 2025, Dolby's Sustainability team participated in the company's Enterprise Risk Assessment process to consider emerging issues and validate the relevance of Dolby's existing ESG material topics.		
List of material topics	Cybersecurity and Data Privacy, Energy and Emissions, Employee Wellbeing, Inclusion and Belonging, and Social Impact		
Management of material topics	Internal teams address material topics in the scope of their responsibilities.		
ENVIRONMENTAL			
Environmental Policy			
Environmental Policy	Dolby's Global Environmental Policy		

01 Introduction

02 Operations

03 Talent

04 Risk Management

05 ESG Data

06 About this Report

DESCRIPTION/DISCLOSURE	FY25	FY24	FY23
Greenhouse Gas Emissions			
Total Greenhouse Gas Emissions (MT CO2e)	72,370	75,415	83,980
Scope 1 (MT CO2e)	1,049	651	975
Scope 2 (Market-Based) (MT CO2e)	10	0	0
Scope 2 (Location-Based) (MT CO2e)	3,417	3,625	4,592
Total Scope 3 (MT CO2e)	71,311	74,764	83,005
Scope 3 Purchased Goods and Services (MT CO2e)	29,769	36,775	35,500
Scope 3 Capital Goods (MT CO2e)	941	1,441	1,581
Scope 3 Fuel-and-Energy Related Activities (FERA) (MT CO2e)	1,068	320	453
Scope 3 Upstream Transportation and Distribution (MT CO2e)	1,837	1,220	3,535
Scope 3 Waste Generated in Operations (MT CO2e)	154	67	99
Scope 3 Business Travel (MT CO2e)	10,171	9,723	8,690
Scope 3 Employee Commute and Work From Home (MT CO2e)	2,422	2,058	3,380
Scope 3 Upstream Leased Assets (MT CO2e)	196	0	0
Scope 3 Downstream Transport and Distribution (MT CO2e)	1,003	935	1,202
Scope 3 Use of Sold Products (MT CO2e)	23,717	22,035	28,271
Scope 3 End-of-Life Treatment of Sold Products (MT CO2e)	33	39	48
Scope 3 Downstream Leased Assets (MT CO2e)	0	151	246
Science-Based Targets	Dolby's Science-Based Targets were validated by the Science Based Target initiative (SBTi) in August 2023. 1. Reduce absolute Scope 1 and 2 GHG emissions 65% by 2030. Continue active annual sourcing of 100% renewable electricity through 2030. 2. Reduce absolute Scope 3 GHG emissions from Fuel-and-Energy-Related activities and Business Travel 30% by 2030. 3. Reduce Scope 3 GHG emissions from Use of Sold Products 55% per sold product by 2030. 4. Engage 58% of our suppliers by emissions to set SBTs by end of 2027.		
External Assurance	2025 Greenhouse Gas Verification Statement		

01 Introduction

02 Operations

03 Talent

04 Risk Management

05 ESG Data

06 About this Report

DESCRIPTION/DISCLOSURE	FY25	FY24	FY23
Energy			
Total Energy Consumption (MWh)	17,661	15,559	18,702
Total Electricity Consumption (MWh)	13,523	12,722	14,018
Total Natural Gas Consumption (MWh)	3,790	2,782	4,612
Total Renewable Electricity (MWh)	9,819	8,985	7,626
Total Energy Attribute Certificates (MWh)	3,704	3,745	6,388
Total Renewable Electricity (%) ⁴	100%	100%	100%
Total % of Green Office Space	58%	51%	46%
Water			
Fresh Water Purchased (Incoming/Withdrawn)	4,824,990 Gallons (18,265 m3). This reflects 66% coverage of our real estate portfolio by square foot.	4,816,532 Gallons (18,233 m3). This reflects 53% coverage of our real estate portfolio.	4,824,360 Gallons (18,262 m3). This reflects 62% coverage of our real estate portfolio.
Wastewater Generated (Outgoing/Discharged)	4,085,096 Gallons (15,464 m3). This reflects 66 % coverage of our real estate portfolio by square foot.	3,866,883 Gallons (14,639 m3). This reflects 53% coverage of our real estate portfolio.	4,343,846 Gallons (16,443 m3). This reflects 62% coverage of our real estate portfolio.
Water Consumed	739,894 Gallons (2,801 m3). This reflects 66 % coverage of our real estate portfolio by square foot.	949,648 Gallons (3,595 m3). This reflects 53% coverage of our real estate portfolio.	480,514 gallons (1,819 m3). This reflects 62% coverage of our real estate portfolio.
Percentage of total water withdrawn at sites with actual data in locations with high or extremely high baseline water stress	8%	7%	7%
Percentage of total water discharged at sites with actual data in locations with high or extremely high baseline water stress	9%	8%	7%
Percentage of total water consumed at sites with actual data in locations with high or extremely high baseline water stress	5%	3%	Not Reported
Hazardous Waste (U.S. and EMEA)			
Hazardous Waste (lbs)	161	1,190	1,031
Electronic Waste (lbs)	32,286	Not Reported	Not Reported

⁴ Dolby matched 100% of global electricity consumption with renewable electricity in 2025. Dolby achieves this through a combination of on-site solar, 100% renewable electricity provided by local utilities, and where neither of those are possible, we match the remaining non-renewable power with unbundled, third party-verified, renewable energy certificates. Currently, we cover approximately 25% of our electricity consumption via renewable energy certificates and we continue to transition to renewable electricity provided by local utilities as it becomes available. This approach is in alignment with RE100 guidance.

01 Introduction

02 Operations

03 Talent

04 Risk Management

05 ESG Data

06 About this Report

DESCRIPTION/DISCLOSURE	FY25	FY24	FY23
Product Information			
Waste Electrical and Electronic Equipment, Packaging, and Battery Registrations	WEEE Packaging Battery Information		
Environmental Health and Safety (U.S. and EMEA)			
Promotion of worker health (Global)	Dolby provides comprehensive health care benefits and resources to support employees' physical and mental health including fitness programs, health screenings and access to mental health coaches, therapists, and digital resources. Additionally, Dolby's Ergonomics program offers personalized support, providing hands-on guidance from specialists, promoting comfort and safety in the office and in remote workspaces.		
Workforce Accidents (Number of Employees)	0	2	1
Lost Time from Accidents (Number of Days)	0	0	0
Lost Time Incident Rate	0	0	0
Total Recordable Incident Rate	0	0.2	0.1
Fatalities (Number of Employees)	0	0	0
Fatalities (Number of Third Parties)	0	0	0
SOCIAL			
Workforce Statistics			
Total Full-Time Employees	2,051	2,080	2,246
Americas	1,036	1,067	1,192
EMEA	540	537	553
APAC	475	476	501
Total Number of Hires	213	321	229
Percent of Employee Turnover	5.7%	5.6%	6.2%
Parental leave	Dolby provides maternity and paternity leave and new child bonding time.		
Employee Engagement	85%	78%	83%
Gender: Global Employees	Female: 30.7% Male: 69.1% Non-Binary: 0.2%	Female: 29.8% Male: 70% Non-Binary: 0.3%	Female: 30.1% Male: 69.5% Non-Binary: 0.4%
Gender: Global Director-Level Managers and Above	Female: 22.0% Male: 78.0% Non-Binary: 0.0%	Female: 20.8% Male: 78.9% Non-Binary: 0.3%	Female: 20.8% Male: 79.0% Non-Binary: 0.3%

01 Introduction

02 Operations

03 Talent

04 Risk Management

05 ESG Data

06 About this Report

DESCRIPTION/DISCLOSURE	FY25	FY24	FY23
Workforce Statistics			
Gender: Global Technical Roles	Female: 18.9% Male: 81.1% Non-Binary: 0.0%	Female: 18.4% Male: 81.4% Non-Binary: 0.2%	Female: 18.0% Male: 81.7% Non-Binary: 0.3%
Gender: Global Non-Technical Roles	Female: 40.2% Male: 59.5% Non-Binary: 0.4%	Female: 39.4% Male: 60.3% Non-Binary: 0.4%	Female: 40.9% Male: 58.6% Non-Binary: 0.4%
Race and Ethnicity: U.S. Employees	White: 53.2% Asian: 30.3% Hispanic or Latino: 8.2% Black or African American: 3.1% Two or More Races: 3.9% Native Hawaiian or Pacific Islander: 0.6% Native American or Alaska Native: 0.1% Unknown: 0.6%	White: 53.8% Asian: 30.5% Hispanic or Latino: 8.3% Black or African American: 3.3% Two or More Races: 3.4% Native Hawaiian or Pacific Islander: 0.6% Native American or Alaska Native: 0.0%	White: 53.1% Asian: 32.0% Hispanic or Latino: 8.2% Black or African American: 3.1% Two or More Races: 2.9% Native Hawaiian or Pacific Islander: 0.6% Native American or Alaska Native: 0.2%
Race and Ethnicity: U.S. Director-Level Managers and Above	White: 71.2% Asian: 19.3% Hispanic or Latino: 4.3% Black or African American: 2.6% Two or More Races: 2.6% Native Hawaiian or Pacific Islander: 0.0% Native American or Alaska Native: 0.0% Unknown: 0.0%	White: 69.4% Asian: 21.7% Hispanic or Latino: 5.0% Black or African American: 2.3% Two or More Races: 1.6% Native Hawaiian or Pacific Islander: 0.0% Native American or Alaska Native: 0.0%	White: 69.5% Asian: 21.9% Hispanic or Latino: 4.7% Black or African American: 2.3% Two or More Races: 1.6% Native Hawaiian or Pacific Islander: 0.0% Native American or Alaska Native: 0.0%
Race and Ethnicity: U.S. Technical Roles	White: 52.7% Asian: 38.0% Hispanic or Latino: 4.4% Black or African American: 0.8% Two or More Races: 3.0% Native Hawaiian or Pacific Islander: 0.0% Native American or Alaska Native: 0.3% Unknown: 0.8%	White: 54.6% Asian: 35.8% Hispanic or Latino: 5.0% Black or African American: 1.8 % Two or More Races: 2.6% Native Hawaiian or Pacific Islander: 0.0% Native American or Alaska Native: 0.3%	White: 54.3% Asian: 35.8% Hispanic or Latino: 5.5% Black or African American: 1.8% Two or More Races: 2.4% Native Hawaiian or Pacific Islander: 0.0% Native American or Alaska Native: 0.2%

01 Introduction

02 Operations

03 Talent

04 Risk Management

05 ESG Data

06 About this Report

DESCRIPTION/DISCLOSURE	FY25	FY24	FY23
Workforce Statistics			
Race and Ethnicity: U.S. Non-Technical Roles	White: 53.5% Asian: 26.0% Hispanic or Latino: 10.4% Black or African American: 4.4% Two or More Races: 4.4% Native Hawaiian or Pacific Islander: 0.9% Native American or Alaska Native: 0.0% Unknown: 0.5%	White: 53.3% Asian: 27.5% Hispanic or Latino: 10.2% Black or African American: 4.1% Two or More Races: 3.8% Native Hawaiian or Pacific Islander: 0.9% Native American or Alaska Native: 0.1%	White: 52.4% Asian: 29.6% Hispanic or Latino: 9.8% Black or African American: 4.0% Two or More Races: 3.1% Native Hawaiian or Pacific Islander: 1.0% Native American or Alaska Native: 0.1%
Percentage of employees that require a work visa*	6.5%	6.1%	(1) 6.2% (2) 47.2%
Social Impact			
Employee Participation in Dolby Cares Programs (Volunteerism, Community Education, and Financial Giving)	68.4%	54.7%	56.2%
Community Engagement Hours (Dolby Sponsored Events and Volunteer Hours Tracked by Employees)	7,796	7,945	7,174
Company Contributions \$USD (Financial Grants and Matching Contributions through the Dolby Charitable Fund and the Company)	\$3.6 Million	\$3.5 Million	\$3.3 Million
University Grants \$USD (Charitable Grants to Universities)	\$2 Million	\$3.6 Million	\$2.1 Million
Inclusion and Belonging			
Number of Employee Networks (ENs)	13	12	14
Diversity, Inclusion, and Belonging	Diversity, Inclusion, and Belonging (DIB)		
Training and Education			
Average hours of training per year per employee	Dolby provides numerous learning and development opportunities for employees; however, participation data is limited given the number of platforms. In 2025, 606 Dolby employees accessed 985 hours of educational content on the LinkedIn Learning platform.	Dolby provides numerous learning and development opportunities for employees; however, participation data is limited given the number of platforms. In 2024, 776 Dolby employees accessed 997 hours of educational content on the LinkedIn Learning platform.	Dolby provides numerous learning and development opportunities for employees; however, participation data is limited given the number of platforms. In 2023, 722 Dolby employees accessed 1,498 hours of educational content on the LinkedIn Learning platform.
Programs for upgrading employee skills and transition assistance programs	Dolby provides employees with best-in-class learning and development programs to expand their skills and position Dolby's business for the future. Our initiatives include coaching opportunities, management development resources, and training in emerging technology.		

*FY23 reflects the percentage of employees that are (1) foreign nationals and (2) located offshore.

01 Introduction

02 Operations

03 Talent

04 Risk Management

05 ESG Data

06 About this Report

DESCRIPTION/DISCLOSURE	FY25	FY24	FY23
GOVERNANCE			
Corporate Governance			
Governance Structure and Composition			
Total Executive and non Executive board members	Governance Overview		
Chair of the highest governance body			
Role of the highest governance body in overseeing ESG	2025 CDP Climate Change Questionnaire		
Executive-level responsibility for ESG topics	2025 CDP Climate Change Questionnaire		
Board Gender Diversity	25% Female	25% Female	25% Female
Business Code of Conduct	Code of Business Conduct and Ethics		
Supplier Code of Conduct	Business Partner Code of Conduct		
Membership Associations	2025 CDP Climate Change Questionnaire		
List of Stakeholder Groups	Customers, Stockholders and Investors, Employees, Suppliers, Local Communities and NGOs, Governments, and Media		
Approach to stakeholder engagement	<p>Customers: Customer meetings/calls, tradeshows, customer satisfaction surveys, and interaction through our customer-facing systems, such as the Dolby Licensee Community and Dolby Customer portal. Frequency of these interactions varies by customer.</p> <p>Stockholders and Investors: Quarterly Earnings Calls, quarterly Investor Relations meetings, annual Stockholders Meeting, individual outreach to top 25 stockholders, CFO presentations at investor conferences, SEC filings, and annual Sustainability Report. Employees: Quarterly executive presentations (company progress and earnings updates), regularly scheduled Q&A meetings with top leaders, Dolby News weekly newsletter, Dolby Connect intranet site, Dolby Cares Platform, MS Teams groups, Works Council (certain subsidiaries), and employee-led bi-annual performance discussions.</p> <p>Employees: Quarterly executive presentation on company performance, regular updates on business goals and progress + Q&A with executive leadership, Dolby News weekly newsletter, Dolby Connect intranet site, Dolby Cares Platform, MS Teams groups, Works Council (certain subsidiaries), and employee-led bi-annual performance discussions.</p> <p>Suppliers: Contracts in place with major suppliers, supplier meetings, site audits, and yearly certification for Conflict Minerals for hardware programs.</p> <p>Local Communities and NGOs: Participation on community organization advisory committees and boards, annual grant evaluations and planning meetings with community partners, and ongoing engagement through employee volunteerism and educational sessions.</p> <p>Governments: Ongoing engagement with governments, regulators, and policymakers including meetings, forums, written submissions, and other contacts and interaction with governments in the regular course of business for compliance and other educational or advocacy purposes as well as cooperative initiatives such as lending technical expertise in the development of audio visual standards and engaging in community economic development.</p> <p>Media: Press releases, media alerts, social media, Dolby Newsroom, and media briefings.</p>		

01 Introduction

02 Operations

03 Talent

04 Risk Management

05 ESG Data

06 About this Report

DESCRIPTION/DISCLOSURE	FY25	FY24	FY23
Corporate Governance			
Percentage of employees who completed Business Conduct Guidelines bi-annual training	99.95%	N/A	99.8%
Percentage of designated employees who completed Anticorruption bi-annual training	N/A	100%	N/A
Collective Bargaining Agreements	Dolby Form 10-K		
Mechanisms for seeking advice and raising concerns	Dolby Laboratories, Inc. Ethics Hotline		
Indexes			
GRI Index	2025 GRI Index	GRI Index referenced in 2024 Sustainability Report	GRI Index referenced in 2023 Sustainability Report
SASB Index	2025 SASB Index	SASB Index referenced in 2024 Sustainability Report	SASB Index referenced in 2023 Sustainability Report

ABOUT THIS REPORT

This report is an annual progress update on Dolby's ESG performance.

REPORTING PERIOD

All data reported relates to Dolby's fiscal year 2025 (September 28, 2024 - September 26, 2025) unless otherwise noted.

REPORTING STANDARDS AND FRAMEWORKS

This report has been prepared following the Global Reporting Initiative (GRI) Standards. Disclosures are aligned with the Sustainability Accounting Standards Board (SASB) Software and IT Services standard. Our GRI and SASB disclosures are referenced in the ESG Data section.

ASSURANCE

Dolby engaged Apex Companies, an independent third party, to provide a limited level of assurance verification of our fiscal year 2025 greenhouse gas (GHG) inventory. The scope of their review included Scopes 1, 2, and 3 GHG emissions, as well as energy consumption, and our 100% renewable energy claim. More details are available in our [2025 GHG Verification Statement](#).

PUBLISHED REPORTS AND ONLINE CONTENT

Additional content related to Dolby's Sustainability and ESG efforts can be found on our website. For more information and a full list of published reports, please visit our [website](#).

CONTACT

Dolby invites stakeholders to provide feedback on the topics covered in this report and on our website. Please submit questions or comments to sustainability@dolby.com.

WE ARE HONORED TO BE RECOGNIZED FOR OUR ESG EFFORTS



FORWARD-LOOKING STATEMENTS

This report contains forward-looking statements within the meaning of certain safe harbor provisions under federal securities laws, such as statements regarding our sustainability targets, including our climate and other environmental-related commitments and renewable energy targets and operational strategies. Forward-looking statements generally are identified by words such as “anticipates,” “aims,” “aspires,” “believes,” “commits,” “estimates,” “targets,” “goals,” “expects,” “intends,” “may,” “projects,” “plans,” “strives,” “could,” “should,” “will,” “continue,” and other similar expressions. All statements other than statements of historical fact could be forward-looking statements, which speak only as of the date they are made, are not guarantees of future performance, and are subject to certain risks, uncertainties, and other factors, many of which are beyond our control and are difficult to predict. Numbers and percentages used in this report are estimates or approximations and may be based on assumptions. We describe risks and uncertainties that could cause actual results to differ materially from those expressed in, or implied by, any of these forward-looking statements in our SEC filings, including our most recent Annual Report on Form 10-K and our subsequent reports on Forms 10-Q and 8-K. Except as required by law, we do not intend to update or revise any forward-looking statements as a result of new information, future events, or otherwise.

The use of “material” or “materiality” in this report is not intended to convey matters or facts that could be deemed “material” to a reasonable investor as referred to under U.S. securities laws or similar requirements of other jurisdictions, and we are not using these terms as they are used in the context of financial statements or financial and regulatory reporting.



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