2024

Sustainability Report

Dolby

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Introduction

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

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ENVIRONMENTAL, SOCIAL, AND GOVERNANCE APPROACH

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, and risk management.

Operations

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

RENEWABLE ENERGY

As we continue to make progress towards our 2030 CarbonNeutral® company certification goal, in 2024, we achieved our third consecutive year of 100% renewable electricity for our global operations. We aim to procure renewable electricity at the site level wherever possible. Where it is not available, we purchase unbundled, third-party verified energy attribute certificates (EACs) to cover the electricity used in that region.

Our largest electricity-consuming sites in San Francisco and Sunnyvale, California run on solar and wind power, with Sunnyvale's solar installation generating 46% of the site's energy needs in 2024. We're also adding battery storage in 2025 to build resiliency against power outages and other emergencies.

100%
RENEWABLE
ELECTRICITY
FOR OUR GLOBAL
OPERATIONS

**2024
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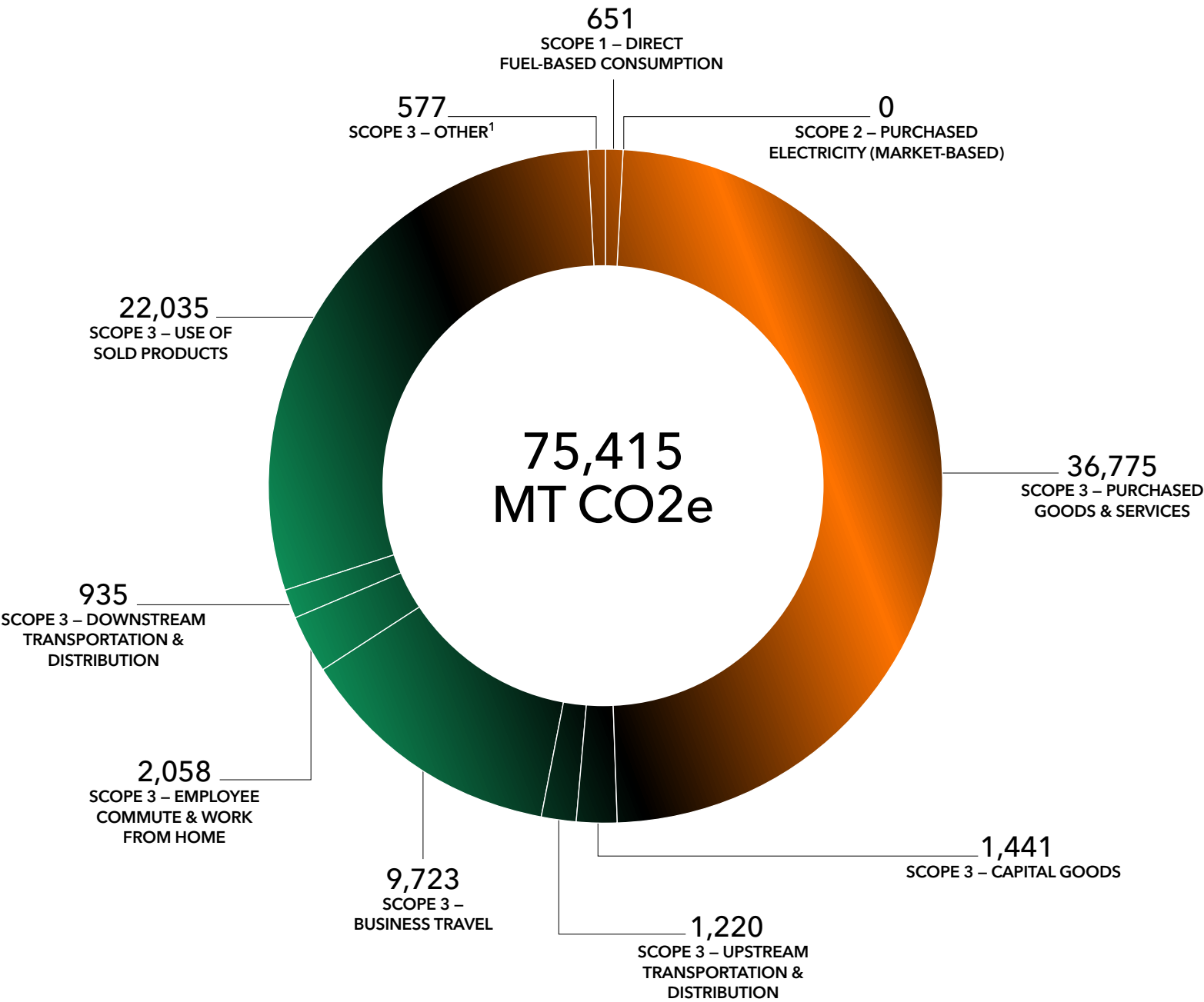REPORT**

ENVIRONMENTAL IMPACT

We continued to make strides towards reducing emissions across our operations and supply chain. Our science-based targets delivered concrete results in 2024 — a 10% reduction of our overall carbon footprint from the previous year. We prioritized energy efficiency, sustainable business travel, lowering the environmental impact of our Cinema products, and engaging with suppliers to reduce their emissions. Learn more about our science-based targets in our SBTi Validation Report.

10% REDUCTION
OF OUR OVERALL CARBON FOOTPRINT FROM THE PREVIOUS YEAR

**CERTIFIED
CARBON
NEUTRAL®**
•business travel•

CarbonNeutral.com

FY2024 CARBON FOOTPRINT

651
SCOPE 1 – DIRECT
FUEL-BASED CONSUMPTION

577
SCOPE 3 – OTHER[1]

0
SCOPE 2 – PURCHASED
ELECTRICITY (MARKET-BASED)

22,035
SCOPE 3 – USE OF
SOLD PRODUCTS

**75,415
MT CO2e**

36,775
SCOPE 3 – PURCHASED
GOODS & SERVICES

935
SCOPE 3 – DOWNSTREAM
TRANSPORTATION &
DISTRIBUTION

2,058
SCOPE 3 – EMPLOYEE
COMMUTE & WORK
FROM HOME

9,723
SCOPE 3 –
BUSINESS TRAVEL

1,220
SCOPE 3 – UPSTREAM
TRANSPORTATION &
DISTRIBUTION

1,441
SCOPE 3 – CAPITAL GOODS

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

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CLIMATE RISK

We completed our first company-wide climate risk assessment and scenario analysis in 2024 in line with recommendations from the Task Force on Climate-related Financial Disclosures (TCFD) to build transparency and trust with our stakeholders. We believe the assessment helps us identify business continuity risks to develop appropriate responses and make informed decisions. See details in our latest CDP Report.

DOLBY CINEMA AUDIO VISUAL PATHWAY IS AN IMMERSIVE ENTRANCE TO A SPECTACULAR MOVIE GOING EXPERIENCE.

Talent

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.

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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 access to coaches, therapists, and digital resources to support mental health.

DOLBY EMPLOYEES ENJOYING A DANCE CLASS AT OUR FITNESS CENTER IN OUR SAN FRANCISCO OFFICE.

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INCLUSION

Dolby's 12 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, professional development sessions, and mentorship programs that improve employees' sense of inclusion and engagement. In 2024, over 200 hiring managers completed our inclusive hiring course, gaining skills to mitigate unconscious bias and select the most qualified candidates.

OVER 200
EMPLOYEES PARTICIPATED IN INCLUSIVE HIRING PROGRAM

PAX, DOLBY'S ASIAN EMPLOYEE NETWORK, BROUGHT THE SPIRIT OF DIWALI TO LIFE WITH A VIBRANT CELEBRATION FOR ALL EMPLOYEES TO ENJOY.

GROWTH

Our global internship program, Dolby U, creates opportunities for candidates from all backgrounds to make an impact. In 2024, over 150 interns contributed to projects across the business, gaining valuable skills and experience, with nearly 30% of eligible interns transitioning into full-time roles over the past three years.

We also create opportunities for and introduced Dolby to next generation of content creators through our Dolby Creator Lab, which partners with over 100 educational institutions in 30+ countries to develop future industry talent. Learn more about how the Dolby Creator Lab is inspiring the next generation of creatives on **our website**.

100+
EDUCATIONAL PARTNERSHIPS IN

30+
COUNTRIES TO DEVELOP FUTURE INDUSTRY TALENT

DOLBY CREATOR LAB BUILT A DOLBY ATMOS STUDIO FOR **GIRLS MAKE BEATS**, TRAINING PARTICIPANTS ON HOW TO USE DOLBY TOOLS.

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AS PART OF DOLBY CARES DAY,
EMPLOYEES IN POLAND EXPLORED
THE LOCAL FOREST ECOSYSTEM
AND PLANTED NEARLY 2,000 TREES.

COMMUNITY IMPACT

In 2024, Dolby provided nonprofit organizations and educational institutions with charitable grants and volunteer support in the communities where our employees work and live.

55%
OF OUR EMPLOYEES PARTICIPATED IN DOLBY CARES VOLUNTEER AND GIVING PROGRAMS

7,900+ HOURS
CONTRIBUTED TO NONPROFIT ORGANIZATIONS AND SCHOOLS IN OUR GLOBAL COMMUNITIES

Risk Management

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

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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. In 2024, we received 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 **2024 Form 10-K**.

ISO
27001
CERTIFICATION

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ETHICS AND COMPLIANCE

Our **Code of Business Conduct and Ethics** guides our stakeholder relationships, with mandatory training that emphasizes fairness, honesty, and legal compliance. Our **Business Partner Code of Conduct** sets clear expectations for suppliers and partners, ensuring adherence to human rights and responsible practices – 100% of new suppliers accepted this code in 2024. 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. 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, we became a signatory to the United Nations Global Compact, committing to its Ten Principles across Human Rights, Labor, 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.

WE SUPPORT

UN GLOBAL COMPACT

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

ESG Data

ESG DATA AND METRICS

DESCRIPTION/DISCLOSURE	FY2024	FY2023	FY2022	STANDARD/FRAMEWORK
COMPANY OVERVIEW				
Organization Name	Dolby Laboratories, Inc.			GRI 2-1
Total Revenue	$1.27 Billion	$1.29 Billion	$1.25 Billion	GRI 2-1, GRI 2-6
Primary brands, products, and services	Dolby Form 10-K			GRI 2-1, GRI 2-6
Issued Patents	27,400	19,300	16,900	GRI 2-1
Pending Patent Applications	5,900	1,900	4,100	GRI 2-1
Location of Headquarters	1275 Market St., San Francisco, CA 94103			GRI 2-1
Countries of Operations	2024 CDP Climate Change Questionnaire			GRI 2-1, GRI2-2
Ownership and Legal Form				GRI 2-1, GRI 2-6
Markets Served	Dolby Form 10-K			GRI 2-1, GRI 2-6
Direct economic value generated and distributed				GRI 201-1
Reporting Period (Fiscal Year)	September 30, 2023 - September 27, 2024			GRI 2-3
Report Cycle	Annual			GRI 2-3
Report Contact	Sustainability@dolby.com			GRI 2-3
Material Topics				
Process to determine material topics	In 2024, 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.			GRI 3-1
List of material topics	Cybersecurity and Data Privacy, Energy and Emissions, Employee Wellbeing, Diversity, Inclusion, and Belonging (DIB), and Social Impact			GRI 3-2
Management of material topics	Internal teams address material topics in the scope of their responsibilities.			GRI 3-3
ENVIRONMENTAL POLICY				
Environmental Policy	Dolby's Global Environmental Policy			
Greenhouse Gas Emissions				
Total Greenhouse Gas Emissions (MT CO2e)	75,415	83,980	78,913	GRI 305
Scope 1 (MT CO2e)	651	975	1,030	GRI 305-1
Scope 2 (Market Based) (MT CO2e)	0	0	0	GRI 305-2
Scope 2 (Location Based) (MT CO2e)	3,625	4,592	4,302	GRI 305-2
Total Scope 3 (MT CO2e)	74,764	83,005	77,883	GRI-305-3
Purchased Goods and Services (MT CO2e)	36,775	35,500	28,151	GRI-305-3

DESCRIPTION/DISCLOSURE	FY2024	FY2023	FY2022	STANDARD/FRAMEWORK
ENVIRONMENTAL				
Capital Goods (MT CO2e)	1,441	1,581	5,257	GRI-305-3
Fuel-and-Energy Related Activities (FERA) (MT CO2e)	320	453	364	GRI-305-3
Upstream Transportation and Distribution (MT CO2e)	1,220	3,535	4,601	GRI-305-3
Waste Generated in Operations (MT CO2e)	67	99	144	GRI-305-3, GRI 306-3
Business Travel (MT CO2e)	9,723	8,690	3,754	GRI-305-3
Employee Commute and Work From Home (MT CO2e)	2,058	3,380	2,537	GRI-305-3
Upstream Leased Assets (MT CO2e)	0	0	0	GRI-305-3
Downstream Transport and Distribution (MT CO2e)	935	1,202	1,236	GRI-305-3
Use of Sold Products (MT CO2e)	22,035	28,271	31,458	GRI-305-3
End-of-Life Treatment of Sold Products (MT CO2e)	39	48	40	GRI-305-3
Downstream Leased Assets (MT CO2e)	151	246	341	GRI-305-3
Investments (MT CO2e)	As this category is newly included in the GHG Protocol and the calculation methodology is still evolving, we do not disclose emissions related to investments. We do consider them to be immaterial at this time, and plan to report them in the future should they be deemed material.			GRI-305-3
Carbon Intensity (Scope 1 and Scope 2) Market-Based (MT CO2e/FTE)	0.31	0.43	0.44	GRI 305-4
Science Based Targets	Dolby's Science-Based Targets were validated by the Science-based Targets initiative (SBTi) in August 2023.			GRI 305-5
	1. Reduce absolute Scope 1 and 2 GHG emissions 65% by 2030 from a FY2019 base year. Continue active annual sourcing of 100% renewable electricity through 2030.			GRI 305-5
	2. Reduce absolute Scope 3 GHG emissions from Fuel-and-Energy-Related activities and Business Travel 30% by 2030 from a FY2019 base year.			GRI 305-5
	3. Reduce Scope 3 GHG emissions from Use of Sold Products 55% per sold product by 2030 from a FY2019 base year.			GRI 305-5
	4. Engage 58% of our suppliers by emissions to set SBTs by end of CY2027.			GRI 305-5
Discussion of the integration of environmental considerations into strategic planning for data center needs	Dolby does not own any data centers. We have a minimal footprint of storage and compute workloads running at data colocation facilities, all of which use 100% renewable electricity. We also utilize cloud service providers and engage with them regarding their environmental goals to promote alignment with our own. We will continue to prioritize providers that have a shared commitment to minimizing their impact on the environment in future data center and cloud service provider selection processes.			SASB TC-SI-130a.3
External Assurance	2024 Greenhouse Gas Verification Statement			GRI 2-5
Energy				
Total Energy Consumption (MWh)	15,559	18,702	17,889	GRI 302-1, SASB TC-SI-130a.1
Total Electricity Consumption (MWh)	12,722	14,018	13,496	GRI 302-1, GRI 302-4

DESCRIPTION/DISCLOSURE	FY2024	FY2023	FY2022	STANDARD/FRAMEWORK
ENVIRONMENTAL				
Energy				
Total Natual Gas Consumption (therms)	94,920	157,375	149,087	GRI 302-1
Total Bundled Renewable Electricity (MWh)	8,985	7,626	7,692	GRI 302-1
Total Energy Attribute Certificates (EACs) (MWh)	3,745	6,388	5,808	GRI 302-1
Total Renewable Electricity (%)	100%	100%	100%	GRI 302-1, SASB TC-SI-130a.1
Total % LEED Buildings/Office Space	51%	46%	49%	GRI 302-1
Water				
Fresh Water Purchased (Incoming/Withdrawn)	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.	2,430,597 Gallons (9,201 m3). This reflects 33% coverage of our real estate portfolio.	GRI 303-3, SASB TC-SI-130a.2
Wastewater Generated (Outgoing/Discharged)	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.	1,667,719 Gallons (6,313 m3). This reflects 33% coverage of our real estate portfolio.	GRI 303-4
Water Consumed	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.	762,878 Gallons (2,888 m3). This reflects 33% coverage of our real estate portfolio.	GRI 303-5, SASB TC-SI-130a.2
Percentage of total water withdrawn at sites with actual data in locations with high or extremely high baseline water stress	7%	7%	Not Reported	GRI 303-3, SASB TC-SI-130a.2
Percentage of total water discharged at sites with actual data in locations with high or extremely high baseline water stress	8%	7%	Not Reported	GRI 303-5,
Percentage of total water consumed at sites with actual data in locations with high or extremely high baseline water stress	3%	Not Reported	Not Reported	GRI 303-5
Hazardous Waste (U.S. Only)				
Hazardous Waste (lbs)	1,190	1,031	2,385	GRI 306-1
Number of Spills	0	0	0	GRI 306-1
Hydrocarbon Spills	0	0	0	GRI 306-1
Amount of Spills (Tonnes)	0	0	0	GRI 306-1

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DESCRIPTION/DISCLOSURE	FY2024	FY2023	FY2022	STANDARD/FRAMEWORK
ENVIRONMENTAL				
Product Information				
Waste Electrical and Electronic Equipment, Packaging, and Battery Registrations	WEEE Packaging Battery Information			GRI 306-1, GRI-306-5
Environmental Health and Safety (EHS) – U.S. and EMEA				
Promotion of worker health	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.			GRI 403-6
Occupational health and safety management system	Life at Dolby			GRI 403-1
Workforce Accidents (Number of Employees)	2	1	2	GRI 403-9
Lost Time from Accidents (Number of Days)	0	0	0	GRI 403-9
Lost Time Incident Rate	0	0	0	GRI 403-9
Total Recordable Incident Rate	0.2	0.1	0.2	GRI 403-9
Fatalities (Number of Employees)	0	0	0	GRI 403-9
Fatalities (Number of Third Parties)	0	0	0	GRI 403-9
SOCIAL				
Workforce Statistics				
Total Full-Time Employees	2,080	2,246	2,336	GRI 2-7
Americas	1,067	1,192	1,234	GRI 2-7
EMEA	537	553	592	GRI 2-7
APAC	476	501	510	GRI 2-7
Total Number of Hires	321	229	Not Reported	GRI 401-1, GRI 2-7
Percent of Employee Turnover	5.6%	6.2%	10.4%	GRI 401-1, GRI 2-7
Parental leave	Dolby provides maternity and paternity leave and new child bonding time.			GRI 401-3, GRI 2-7
Employee engagement as a percentage	78%	83%	82%	GRI 2-7, SASB TC-SI-330a.2
Gender: Global Employees	Female: 29.8% Male: 70% Non-Binary: 0.3%	Female: 30.1% Male: 69.5% Non-Binary: 0.4%	Female: 28.9% Male: 70.9% Non-Binary: 0.3%	GRI 2-7, GRI 405-1, SASB TC-SI-330a.3
Gender: Global Director-Level Managers and Above	Female: 20.8% Male: 78.9% Non-Binary: 0.3%	Female: 20.8% Male: 79.0% Non-Binary: 0.3%	Female: 18.8% Male: 80.9% Non-Binary: 0.3%	GRI 2-7, GRI 405-1, SASB TC-SI-330a.3

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DESCRIPTION/DISCLOSURE	FY2024	FY2023	FY2022	STANDARD/FRAMEWORK
SOCIAL				
Workforce Statistics				
Gender: Global Technical Roles	Female: 18.4% Male: 81.4% Non-Binary: 0.2%	Female: 18.0% Male: 81.7% Non-Binary: 0.3%	Female: 16.6% Male: 83.1% Non-Binary: 0.3%	GRI 2-7, GRI 405-1, SASB TC-SI-330a.3
Gender: Global Non-Technical Roles	Female: 39.4% Male: 60.3% Non-Binary: 0.4%	Female: 40.9% Male: 58.6% Non-Binary: 0.4%	Female: 39.9% Male: 59.9% Non-Binary: 0.2%	GRI 2-7, GRI 405-1, SASB TC-SI-330a.3
Race and Ethnicity: U.S. Employees	White: 53.8% Asian: 30.5% Hispanic or Latino: 8.3% Black or African American: 3.3% Two or More Races: 3.4% Native Hawaiin or Pacific Islander: 0.6% Native American or Alaska Native: 0.2%	White: 53.1% Asian: 32.0% Hispanic or Latino: 8.2% Black or African American: 3.1% Two or More Races: 2.9% Native Hawaiin or Pacific Islander: 0.6% Native American or Alaska Native: 0.2%	White: 53.8% Asian: 31.4% Hispanic or Latino: 7.9% Black or African American: 2.9% Two or More Races: 2.8% Native Hawaiin or Pacific Islander: 0.6% Native American or Alaska Native: 0.3%	GRI 2-7, GRI 405-1, SASB TC-SI-330a.3
Race and Ethnicity: U.S. Director-Level Managers and Above	White: 69.4% Asian: 21.7% Hispanic or Latino: 5.0% Black or African American: 2.3% Two or More Races: 1.6% Native Hawaiin 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 Hawaiin or Pacific Islander: 0.0% Native American or Alaska Native: 0.0%	White: 72.0% Asian: 21.0% Hispanic or Latino: 4.1% Black or African American: 1.6% Two or More Races: 0.8% Native Hawaiin or Pacific Islander: 0.0% Native American or Alaska Native: 0.0%	GRI 2-7, GRI 405-1, SASB TC-SI-330a.3
Race and Ethnicity: U.S. Technical Roles	White: 54.6% Asian: 35.8% Hispanic or Latino: 5.0% Black or African American:1.8 % Two or More Races: 2.6% Native Hawaiin 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 Hawaiin or Pacific Islander: 0.0% Native American or Alaska Native: 0.2%	White: 55.1% Asian: 34.8% Hispanic or Latino: 5.5% Black or African American: 1.5% Two or More Races: 2.4% Native Hawaiin or Pacific Islander: 0.0% Native American or Alaska Native: 0.2%	GRI 2-7, GRI 405-1, SASB TC-SI-330a.3
Race and Ethnicity: U.S. Non-Technical Roles	White: 53.3% Asian: 27.5% Hispanic or Latino: 10.2% Black or African American: 4.1% Two or More Races: 3.8% Native Hawaiin 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 Hawaiin or Pacific Islander: 1.0% Native American or Alaska Native: 0.1%	White: 53.1% Asian: 29.3% Hispanic or Latino: 9.3% Black or African American: 3.6% Two or More Races: 3.0% Native Hawaiin or Pacific Islander: 0.9% Native American or Alaska Native: 0.4%	GRI 2-7, GRI 405-1, SASB TC-SI-330a.3
Percentage of employees that require a work visa*	6.1%	(1) 6.2% (2) 5.3%	(1) 6.2% (2) 5.3%	GRI 2-7, SASB TC-SI-330a.1

*FY2023 and FY2022 reflect the percentage of employees that are (1) foreign nationals and (2) located offshore.

DESCRIPTION/DISCLOSURE	FY2024	FY2023	FY2022	STANDARD/FRAMEWORK
SOCIAL				
Social Impact				
Employee Participation in Dolby Cares Programs (Volunteerism, Community Education, and Financial Giving)	54.7%	56.2%	48.1%	GRI 413-1
Community Engagement Hours (Dolby Sponsored Events and Volunteer Hours Tracked by Employees)	7,945	7,174	6,183	GRI 413-1
Company Contributions $USD (Financial Grants and Matching Contributions through the Dolby Charitable Fund and the Company)	$3.5 Million	$3.3 Million	$3.5 Million	GRI 413-1
University Grants $USD (Charitable grants to universities)	$3.6 Million	$2.1 Million	N/A	GRI 413-1
Diversity, Inclusion, & Belonging				
Number of Employee Networks (ENs)	12	14	14	GRI 405-1
Diversity, Inclusion, & Belonging	Diversity, Inclusion, and Belonging (DIB)			GRI 2-7, GRI 405-1
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 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 employess accessed 1,498 hours of educational content on the LinkedIn Learning platform.	Not Reported	GRI 404-1
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.			GRI 404-2
GOVERNANCE				
Corporate Governance				
Governance Structure and Composition	Governance Overview			GRI 2-9
Total Executive and non Executive board members				GRI 2-9
Chair of the highest governance body				GRI 2-11
Board Composition	25% Female	25% Female	33% Female	GRI 405-1

DESCRIPTION/DISCLOSURE	FY2024	FY2023	FY2022	STANDARD/FRAMEWORK
GOVERNANCE				
Corporate Governance				
Role of the highest governance body in overseeing ESG	2024 CDP Climate Change Questionnaire			GRI 2-12, 2-14
Business Code of Conduct	Code of Business Conduct and Ethics			GRI 205-1, GRI 205-2
Supplier Code of Conduct	Business Partner Code of Conduct			GRI 205-1, GRI 205-2
Membership Associations	2024 CDP Climate Change Questionnaire			GRI 2-28
List of Stakeholder Groups	Customers, Stockholders and Investors, Employees, Suppliers, Local Communities and NGOs, Governments, and Media			GRI 2-29
Approach to stakeholder engagement	**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. **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. **Suppliers:** Contracts in place with major suppliers, supplier meetings, site audits, and yearly certification for Conflict Minerals for hardware programs. **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. **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 purposes as well as cooperative initiatives such as lending technical expertise in the development of audio visual standards and engaging in community economic development. **Media:** Press releases, media alerts, social media, Dolby Newsroom, and media briefings.			GRI 2-29
Percentage of employees who completed Business Conduct Guidelines bi-annual training	N/A	99.8%	N/A	GRI 205-2
Percentage of designated employees who completed Anticorruption bi-annual training	100%	N/A	98%	GRI 205-2
Collective Bargaining Agreements	Dolby Form 10-K			GRI 2-30
Mechanisms for seeking advice and raising concerns	Dolby Laboratories, Inc. Ethics Hotline			GRI 2-26

DESCRIPTION/DISCLOSURE	FY2024	FY2023	FY2022	STANDARD/FRAMEWORK
GOVERNANCE				
Data Privacy and Security				
Communication and training about anticorruption policies and procedures	Dolby has a global anticorruption program which includes governance mechanisms to promote compliance with our Anticorruption Policy, which is followed by both our employees and business partners. Biannual anticorruption training is required for employees with related job activities every other year. In 2024, we achieved a 100% completion rate.			GRI 205-2
Description of policies and practices relating to targeted advertising and user privacy	Global Privacy Policy			SASB TC-SI-220a.1
Number of users whose information is used for secondary purposes	Dolby implements data privacy and security policies and procedures to protect our customers, partners and employees. Dolby's Global Privacy Policy describes the information we collect from our customers and how we use it.			SASB TC-SI-220a.2
Total amount of monetary losses as a result of legal proceedings associated with user privacy	None	None	Not Reported	SASB TC-SI-220a.3
(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	None	None	Not Reported	SASB TC-SI-220a.4
List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	There are no countries where our core products or services are subject to government-required monitoring, blocking, content filtering, or censoring.			SASB TC-SI-220a.5
(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of users affected	None	None	Not Reported	GRI 418-1, SASB TC-SI-230a.1
Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Dolby's internal security and privacy practices enhance the mitigation, detection, and response to security and privacy events. In addition to periodic tabletop exercises involving multiple internal teams as well as external partners, we leverage a security learning management system, which engages employees on relevant cybersecurity topics, as well as phishing simulation campaigns. Additionally, in 2024, we obtained ISO 27001 certification for our cybersecurity function and functionality for streaming media.			SASB TC-SI-230a.2
SASB Activity Metrics				
(1) Number of licences or subscriptions, (2) percentage cloud-based	93% of our revenue comes from technology licensing arrangements with approximately 1,000 electronics product OEM and software developer licensees.			TC-SI-000.A
(1) Data processing capacity, (2) percentage outsourced	93% of our revenue comes from technology licensing arrangements, which do not require significant volumes of data processing. As such, we do not currently report this data.			TC-SI-000.B
(1) Amount of data storage, (2) percentage outsourced	93% of our revenue comes from technology licensing arrangements, which do not require significant volumes of data storage. As such, we do not currently report this data.			TC-SI-000.C

2024 SUSTAINABILITY REPORT

2024
SUSTAINABILITY
REPORT

DESCRIPTION/DISCLOSURE	FY2024	FY2023	FY2022	STANDARD/FRAMEWORK
GOVERNANCE				
Intellectual Property Protection, Competitive Behaviour, & Managing Systemic Risks from Technology Disruptions				
Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	None	None	Form 10-K	TC-SI-520a.1
Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Our business is primarily based on technology licensing arrangements. As such, downtime related to disruptions and performance are not significant issues for our customer base, and we do not currently report this data.			TC-SI-550a.1
Description of business continuity risks related to disruptions of operations	Dolby's Enterprise Resiliency Team (ERT) comprises representatives from every business group, enabling our business to operate without interruption. The ERT identifies and addresses potential risks and evaluates the strength of our business continuity systems, infrastructure, policies, and procedures. Additional information about risks related to disruptions of operations can be found in our Form 10-K.			TC-SI-550a.2

**2024
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 2024 (September 30, 2023 – September 27, 2024) 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 2024 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 2024 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 see our ESG Reporting page.

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.

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," "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.

Dolby

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