



2020 Sustainability Report



CEO Letter

At Dolby, we recognize that what we do and how we work both matter. Our commitment to innovation and integrity guides all the ways in which we operate. Through innovation, we create and enable spectacular experiences for people around the world. With integrity, we strive to fulfill our responsibility as a corporate citizen.

Reflecting on 2020, the COVID-19 pandemic pushes us to think and act differently to adapt to unprecedented ways of living and working. Issues of equity and racial justice require us to actively participate in conversations and act for change. And the global climate crisis leads us to reflect further on how we can help create a different future.

Dolby's fiscal year 2020 Sustainability Report is a summary of our efforts to act as a good partner to our customers, employees, shareholders, and communities. Our work falls into three areas of ongoing engagement.

Our People

We are committed to fostering a workplace environment in which every employee can contribute their individual experiences and perspectives to our common efforts and to their roles.

Our World

We are committed to investing in our local communities and to employing sustainable environmental practices that help combat global climate change.



Our Company

We are committed to growing our business and enhancing value through strong corporate governance, including in our legal and regulatory compliance, risk management, and security practices.

As we continue on our journey, I look forward to updating you on our efforts to raise the bar on the experiences we create in the worlds of entertainment, technology, business, and beyond. From this report, I hope you'll better understand how we engage with the stakeholders who contribute to and benefit from our efforts.

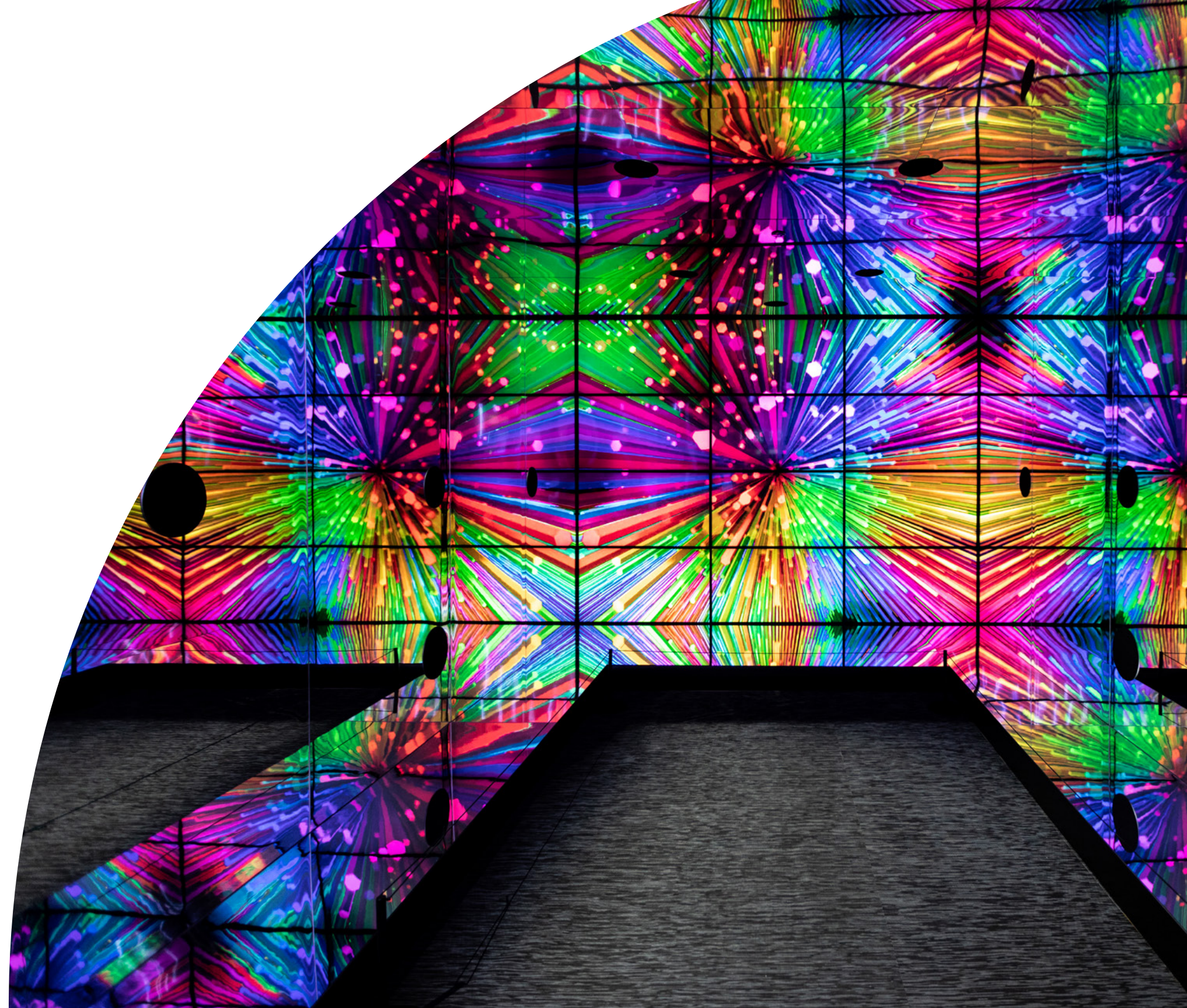
Kevin Yeaman
President and Chief Executive Officer

About Us

Since 1965, Dolby Laboratories has been committed to developing and delivering innovations that create spectacular experiences and has grown into a leading developer of audio, imaging, and voice technologies. Headquartered in San Francisco, Dolby has more than 2,000 employees around the globe who share their talents and energy to enable the most immersive experiences that audiovisual technology can deliver and create a meaningful impact within our communities.

We partner with artists, storytellers, developers, and businesses to revolutionize entertainment and communications with Dolby Atmos, Dolby Vision, Dolby Cinema, and Dolby.io. People around the world experience the Dolby difference in movies and TV, music, sports, gaming, interactive communications, user-generated content, and beyond. Through the science and engineering of sight and sound, Dolby empowers everyone to elevate their stories and offer unforgettable experiences. And we believe how we do it matters.

This is the Dolby difference.



Our People

Creating an environment where individual experiences and perspectives are welcome and where everyone can belong and thrive is core to who we are. The challenges we faced as a global community in 2020 shined a spotlight on how more will always be needed to create and effect change. We sought to bring out the best in ourselves and focused on three key areas critical to our future: Wellbeing, Diversity, Inclusion, & Belonging and Personal and Professional Growth.



Wellbeing

The uncertainty of 2020 left a personal and indelible impact on each of us. Throughout the year, we mobilized workforce strategies to support our employees and communities. Integrating mental, physical, and financial wellbeing for our employees, for teams, and for the organization at large continues to be a priority. We expanded our mental wellbeing programs beyond counseling support to include access to wellness coaching and mindfulness training and we will continue to design a work environment that prioritizes wellbeing.

As we juggled remote work, social distancing, and physical isolation, and as the pandemic blurred the lines between our professional and personal environments, we understood the power of feeling connected. Since the beginning of COVID-19, we increased communication through frequent Q&A sessions with our Executive Leadership Team and beyond and published

a regular *Adapting in the Time of COVID-19* newsletter. We also launched *Dolby@Home*, virtual experiences designed to bring joy to every employee's household, and created *Dolby Together*, a global virtual community and interactive space where employees share their perspectives, meet new colleagues, and learn from each other.

Along with these programs, we continue to focus on remaining in close contact with our employees' wellbeing through manager, employee, and group communications, along with regular check-ins and surveys. During this extraordinary time, Dolby employees have remained connected. In a company-wide survey in September 2020, Motivation & Commitment scores showed an 88% favorability, indicating that we remain connected to our work and each other, despite the difficult circumstances.

Diversity, Inclusion, & Belonging

We're committed to being a part of creating a more equitable world. Different backgrounds, perspectives, and beliefs bring critical value to our business, and we're driven by the knowledge that diverse talent enhances our ability to imagine, innovate, and grow.

We're on a journey toward a diverse and inclusive work culture in which everyone feels they belong. Our Diversity, Inclusion, & Belonging (DIB) strategy is a driving force behind how we create a different future both at Dolby and beyond.

To invest in the talent of the future, expand our pipeline, and engage with diverse talent, we provided financial contributions, employee engagement, and in-kind support of science, technology, engineering, arts, and mathematics (STEAM) education and workforce initiatives at the K-12, university, and early-career levels. We also engaged in strategic partnerships with universities including Historically Black Colleges & Universities (HBCUs) and Hispanic-Serving Institutions (HSIs) to help develop the next generation of diverse talent at Dolby.

To attract and hire a diverse mix of talent, we established partnerships with a number of organizations including AfroTech, Women's Audio Mission, and associations representing Women, Black, and Latinx technology professionals.

To empower everyone at Dolby to be co-creators of change, we looked at ourselves and what we needed to do to evolve our culture. Offering employees opportunities to learn and grow through educational sessions, hands-on workshops, employee-led Employee Network events, and company-led DIB programs is part of how we will enable change. We also grew our Employee Network community to encompass 12 networks, convening around many different dimensions of diversity including gender, race, ethnicity, or shared experiences, to foster and enable a diverse, inclusive workplace.



Professional networking event
hosted by Dolby and AfroTech

We enabled our employees to become informed of our progress through publishing our workforce data internally and externally and regularly hosting employee conversations about our DIB strategy and specific topics including racial justice.

In our journey to build an equitable professional environment, we continue to focus on welcoming employees from diverse backgrounds and fostering an environment in which they can flourish. Part of that is equipping our leaders, colleagues, and peers with tools to have open and authentic conversations with the goal of becoming more aware and more empathetic to others' experiences.

For example, throughout 2020 and the unique challenges COVID-19 presented, it was especially important to create space for support and conversation with our Parents Network. Enabling parents to access resources and share their personal experiences from juggling childcare to managing distance learning, helped navigate the challenges and unfamiliar situations faced by many.

While we have a foundation for our Diversity, Inclusion, & Belonging journey, we recognize it is only the beginning. We are eager to reinforce and expand our efforts, drawing on our successes and rethinking where we can continue to improve and make further progress.

→ To learn more, visit our [Diversity, Inclusion, & Belonging page](#) on Dolby.com.

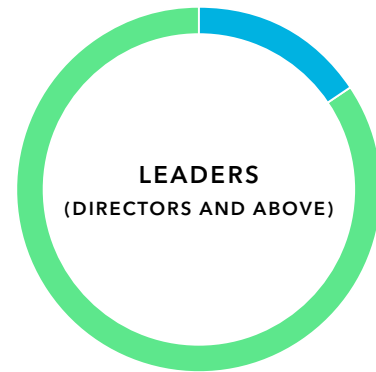
People at Dolby*

Data as of September 2020

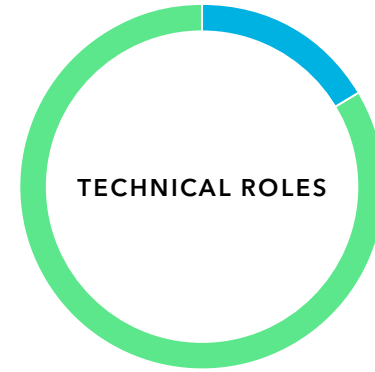
Global Gender



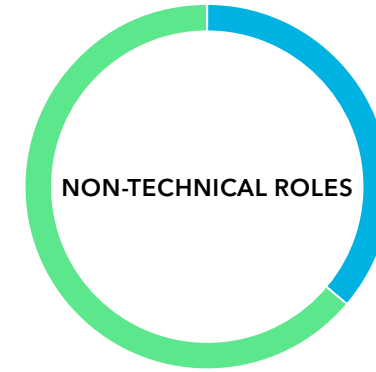
● Female 27.4%
● Male 72.6%



● Female 15.8%
● Male 84.2%

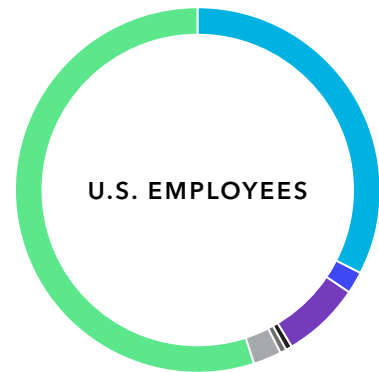


● Female 16.5%
● Male 83.5%

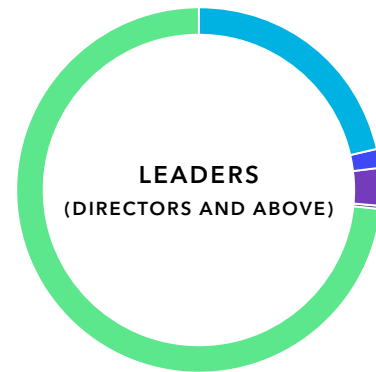


● Female 36.2%
● Male 63.8%

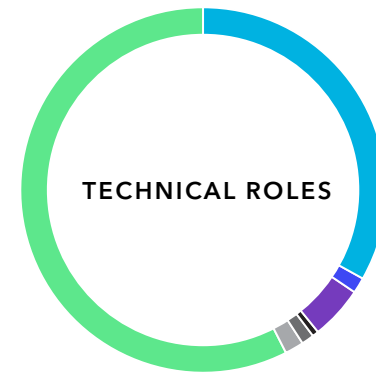
U.S. Race and Ethnicity



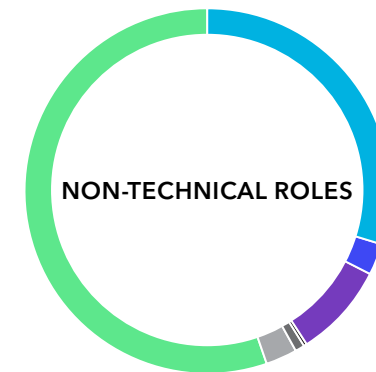
● Asian 31.1% ● Native Hawaiian or Pacific Islander 0.8%
● Black or African American 2.2% ● Two or More Races 2.4%
● Hispanic or Latino 7.0% ● White 55.9%
● Native American or Alaska Native 0.4%



● Asian 21.5% ● Two or More Races 0.4%
● Black or African American 1.7% ● White 73.1%
● Hispanic or Latino 3.3%



● Asian 33.3% ● Native Hawaiian or Pacific Islander 1.1%
● Black or African American 1.3% ● Two or More Races 1.8%
● Hispanic or Latino 4.8% ● White 57.3%
● Native American or Alaska Native 0.4%



● Asian 29.8% ● Native Hawaiian or Pacific Islander 0.6%
● Black or African American 2.8% ● Two or More Races 2.8%
● Hispanic or Latino 8.3% ● White 55.1%
● Native American or Alaska Native 0.4%

*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.



Employees attend an International Women's Day event sponsored by Dolby Women's Empowerment Employee Network.

Development Programs to Focus on Personal & Professional Growth

Personal and professional growth is critical in supporting the wellbeing of our employees and nurturing their aspirations and who they are. We provided personalized resources from one-on-one coaching to professional development sessions that focused on how to lead in times of uncertainty and how to best manage and support oneself and others during times of change. We embraced agility and flexibility to recalibrate Amplify Growth Conversations, part of Dolby's approach to performance and development, in order to place an emphasis on how employees were adapting to the new environment.

SPOTLIGHT

The Heart of Our Diversity, Inclusion, & Belonging Efforts

Dolby's Employee Networks (ENs) are at the heart of our Diversity, Inclusion, & Belonging (DIB) efforts at Dolby. ENs are volunteer-led employee groups aligned around an aspect or dimension of diversity. They help to build community and enable our DIB strategy through networking events, customized professional development, cultural education, diverse talent recruitment, and youth outreach to expand our pipeline of talent. ENs not only impact life at Dolby, they also help with product development and diversifying research and testing projects. When one of our research teams built a speech database, they involved EN members to represent a range of voices. EN members also helped optimize Dolby's headphone technology for people across genders and ethnicities by balancing the testing participant pool.

The value and impact of our ENs became even more evident in FY20. Following the murder of George Floyd and the global outcry for racial justice, Obsidian, our Black Employee Network, in partnership with company executives, facilitated honest and at times difficult conversations. Employees shared their personal experiences with racism and discussed ways in which each of us can educate ourselves and take action towards breaking down the systems that enable racism to persist. Additionally, Obsidian members recommended specific actions the company can take to increase diversity, inclusion, and belonging at Dolby and continue to work closely with company leaders to support progress towards these outcomes.

Lauren Glover, Founder of the Obsidian Employee Network says, "Having Employee Networks be so visible in the Company's strategy is powerful. As a Black employee, as a Founder of Obsidian, as a person of a certain dimension of diversity, I feel safe and empowered to say, 'This is how I want the company to reach people like me—and here's how we go and do it.'"

Since 2017, Dolby's Employee Networks (ENs) have grown to encompass a variety of immutable and chosen communities and dimensions of diversity across the globe. Our ENs work to build community and drive awareness of issues impacting employees identifying with these dimensions of diversity, as well as their allies. Our ENs include WE, the Women's Empowerment Employee Network; Spectrum, the LGBT+ Employee Network; PAX, the Pan-Asian Employee Network; Obsidian, the Black Employee Network; Mundo, the Hispanic/Latinx Employee Network; Path, the Early-Career Network; ARC, the Anti-Racism Community; DIVE, Dolby's Indigenous Voices Elevated Employee Network; Dolby's Parents Network; AGAPE, Dolby's Christian Community; INxS: Inclusion in Sydney, Australia; an EN for Europe and one for China (to be expanded across Asia).

Dolby's Spectrum (LGBT+) Employee Network celebrates Pride in San Francisco.



The Collective We

“Enabling our employees to bring their whole selves to work starts with the environment we create. While we recognize it’s a journey – and one that will feel imperfect at times – each day we challenge ourselves to listen, learn, and grow in service of enabling an inclusive culture where all our employees can feel that they belong.”

Linda Rogers, Chief People Officer

Our World

The COVID-19 pandemic has taught us how interconnected we are with each other, with our communities, and with our world. What we do and how we work matters, and that is why we continue to invest in our local communities and respect our environment by reducing our emissions.



Social Impact

At Dolby, we believe we must be active partners in our local communities to make an impact. We go beyond financial or in-kind contributions, volunteering our leadership, expertise, technology, and time. We do this through our Dolby Cares Program, a company-wide initiative focused on inspiring the next generation of diverse innovators and addressing critical community needs.

Focus on Underrepresented Groups

Since its founding, the Dolby Cares Program has focused on addressing social and educational inequities. This past year, 93% of grant funding donated through the Dolby Cares Program served underrepresented groups including girls, women, and people of color. To support Black communities, we matched employee contributions and provided corporate funding to organizations addressing systemic racism. We remain committed to continuing and expanding these efforts and are planning an additional 15% in funding in 2021 for organizations addressing the needs of Black and Latinx communities.

Charitable Grants & In-Kind Contributions

In light of COVID-19 and its unexpected impacts, we took action, donating to existing community partners as well as regional and industry-specific funds in support of COVID-19 relief. We provided immediate-need grants to our partners that serve the most vulnerable populations, including the elderly and those experiencing homelessness, and expedited annual grants to allow organizations to use funding as needed. We also honored all of our event sponsorship commitments, even in cases where the event was canceled or rescheduled. Not only did we provide much needed financial support, we immediately distributed refurbished laptops to nonprofit staff, teachers, and students in California. We also provided protective shields, N95 masks, and surgical gloves to hospitals in local communities in the United States, Poland, Australia, and Spain.

Dolby employees create cards of encouragement for students served through the Family Giving Tree Back to School Drive.

Employee Volunteerism & Giving

Employee volunteerism and giving have always been at the heart of the Dolby Cares Program. Though we had to cancel our large, in-person volunteer programs due to COVID-19, our commitment to our communities never wavered. Employees quickly pivoted to virtual volunteerism and to supporting neighbors, friends, and local businesses in need. Dolby employees worldwide repurposed our 3D printers to create PPE for local hospitals, provided meals to medical workers, and developed video conferencing solutions so assisted living residents could communicate with their loved ones. In addition to volunteering their time, Dolby employees participated in company-sponsored education sessions to learn more about community needs and how they and Dolby could make a difference.

In 2020, Dolby employees' financial generosity was on display in response to wildfires in Australia and California, COVID-19, and the demand for racial justice. Employee contributions and company match donations increased by 15% over 2019 and were distributed to over 1,000 global non-profit organizations through the Dolby Cares Platform.

➔ To learn more, visit our [Social Impact page](#) on Dolby.com.

METRIC	FY20	FY19
Employee Participation in Dolby Cares Programs	42.3%	51.9%
Community Engagement Hours	6,079	11,607
Company Contributions \$USD (Financial Grants and Matching Contributions)	\$3.0 Million	\$2.4 Million



GLIDE's free COVID-19 testing site in the Tenderloin Neighborhood of San Francisco.



"I cannot tell you what it means to have a partner proactively reach out and offer exactly the kind of funding and flexibility we need without having to ask. In many ways it means much more to know that Dolby is so well aligned with GLIDE during these hard times that you have almost read our minds and offered the perfect gift. It is a testament to the strength of the partnership between our two organizations and the value of your leadership in the funding community."

Leigh Hanson, Director of Institutional Partnerships, [GLIDE](#)



The Dolby Institute – Amplifying New & Diverse Artist Voices

Founded in 2013, the Dolby Institute seeks to inspire and educate the next generation of content creators to bring their dreams to life—in Dolby. The Dolby Institute’s work focuses on enabling and supporting new voices and stories through programs designed to broaden the spectrum for content creators and support diverse artists. Now in its seventh year, the Dolby Institute Fellowship program has given direct grants to 14 films from emerging directors for whom sound and image play an essential role in their storytelling. Recent projects to receive the Dolby Institute Fellowship grant include Alma Har’el’s *Honey Boy*, Carlos Lopez Estrada’s *Blindspotting*, and Dee Rees’ *Mudbound*. In 2020, for the first time, a Dolby Institute Fellowship was given to a Latin American film mixed in Dolby Atmos, Juan Pablo Felix’s *Karnawal*.

Collaborations with organizations like Ghetto Film School and the Academy Museum in Los Angeles allow the Dolby Institute to support the work of partners whose missions are to bring diverse talent into our industry. Through these efforts the Dolby Institute enables young content creators to bring their stories to life, giving them exposure to working professionals in various technical and creative fields.

Finally, we utilize programs like Sound + Image Lab: The Dolby Institute Podcast (with over 75 episodes and two million views on YouTube), to spotlight diverse artists who are creating inspiring work in the fields of sound and image for cinema, broadcast, music, and games.

Environmental Impact

Environmental sustainability remains a top priority for Dolby, and we are strengthening our initiatives to combat climate change and its devastating impacts on people, communities, and our Earth. To manage and mitigate our environmental footprint, we prioritize reducing our greenhouse gas (GHG) emissions and waste from our operations and offset what we cannot reduce.

Energy & Emissions

We are exploring renewable energy opportunities for each of our major sites with the goal of continuing to reduce GHG emissions across our operations. We switched to 100% renewable energy for purchased electricity at our San Francisco and Sunnyvale buildings in 2020 and 2021, respectively.

Due to travel restrictions from COVID-19, our business travel emissions decreased by 60% in 2020. When travel returns, we are committed to practicing alternative ways to effectively conduct business and are investing in carbon offsets to account for emissions produced from necessary business travel. We are also evaluating other emissions sources across our supply chain and are developing measurable greenhouse gas reduction goals with the ultimate goal of carbon neutrality by 2030.

Minimizing Waste

We recognize that the waste we produce in our daily operations has an impact on people and our planet. We are committed to minimizing waste by keeping materials out of landfills and, whenever possible, reusing and recycling the waste. One way we do this is by ensuring that our sites utilize products made from recycled, energy-efficient materials whenever possible.



Dolby's LEED Gold certified headquarters building in San Francisco features eco-friendly landscaping.

We also have programs to reduce the impact of the eventual end-of-life of our products, including the effects associated with electronic waste, packaging waste, and battery waste. For more information about Dolby's WEEE, Packaging, and Battery programs, visit [WEEE/Packaging/Battery](#) information.

→ To learn more, visit our [Environmental Commitment page](#) on Dolby.com.

Environmental Metrics*

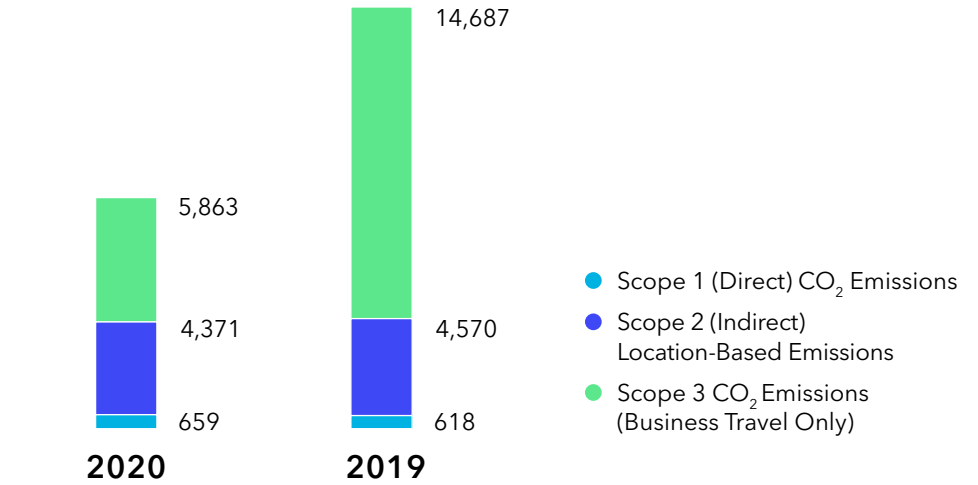
METRIC	FY20	FY19
Scope 1 (Direct) CO ₂ Emissions (Metric Tons CO ₂ e)	659	618
Scope 2 (Indirect) Location-Based Emissions (Metric Tons CO ₂ e)	4,371	4,570
Scope 2 (Indirect) Market-Based Emissions (Metric Tons CO ₂ e)	4,004	4,993
Scope 3 CO ₂ Emissions (Business Travel Only) (Metric Tons CO ₂ e)	5,863	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

* Dolby occupies real estate across three distinct regions: the Americas, APAC, and EMEA. Energy data, energy costs, and estimated Scope 1 and 2 GHG emissions for 94% of this footprint were aggregated and summarized above. The remaining 6% of sites do not have available historical energy data.

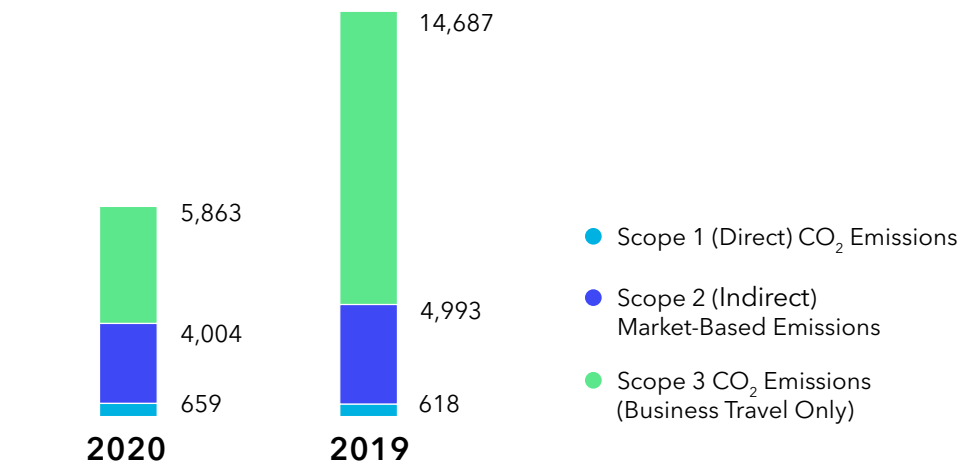
1. Scope 1 (direct emissions) are from natural gas, as this is the only fuel that Dolby facilities consume. It is assumed that all natural gas purchased is combusted. The emissions factor was derived from the U.S. Energy Information Administration's CO₂ Emissions Coefficients table.
2. Scope 2 (indirect emissions from power generation) are assumed to be from utility-purchased electricity only. Dolby used updated emission factors (IEA national electricity emission factors) to calculate its location-based and market-based FY20 GHG emissions for electricity consumption. For consistency, we updated the FY19 data using the same emission factors.
3. Scope 3 (indirect emissions from business travel) were calculated using emission factors from the U.K. Department for Business, Energy & Industrial Strategy (commercial air travel and hotel stays) and the U.S. Environmental Protection Agency (reimbursed car travel and car rental). Dolby is currently quantifying emissions for relevant Scope 3 categories within its value chain. We will disclose those emissions publicly in our next Sustainability Report and Metrics-At-a-Glance document.

2019-2020 TOTAL CO₂ EMISSIONS (METRIC TONS CO₂e)

Location-Based



Market-Based



Our Company

Board Governance

Dolby's governance practices help promote long-term value and strong Board of Directors and management accountability to our shareholders, clients, and other stakeholders. Our Board of Directors oversees and monitors important governance issues, including Board independence, Board composition and refreshment, executive and Board compensation, as well as succession planning. Our Board of Directors also oversees and monitors Dolby's Chief Executive Officer and the company's corporate strategy, risk management, and performance.

Our current committees include Audit, Compensation, and Nominating and Governance, which are comprised entirely of independent directors. We also have a Stock Plan Committee and an ad hoc Technology Strategy Committee, both of which include independent directors. In 2021, N. William Jasper Jr., a director and our former President and CEO, retired, and Emily Rollins joined our Board of Directors. Our nine-member Board includes seven independent members and our Chief Executive Officer. As of 2021, three directors are women and four identify with one or more diverse groups in ethnicity or race.

→ For more information on Dolby's Board governance, please see our [Fiscal Year 2020 Proxy Statement](#).



Dolby's LEED Platinum certified building in Wrocław, Poland.

Ethics & Compliance

Doing the right thing is essential to maintaining the trust of our employees, customers, partners, investors, and communities. It is critical to enabling long-term success. Our Ethics & Compliance Program is designed to promote a culture of integrity and responsible business conduct and help manage legal and regulatory risks. Our [Code of Business Conduct & Ethics](#) (Code of Conduct) is the cornerstone of our Ethics & Compliance Program and guides how we conduct ourselves in our professional relationships with our stakeholders and one another.

Our employees are required to follow our Code of Conduct, and they regularly complete training and education on key ethics and compliance topics. We also expect everyone working on our behalf to comply with our Code of Conduct and observe our legal and ethical standards.

Data Privacy & Cybersecurity

Protecting privacy and securing our data are important to safeguarding the trust and confidence of our stakeholders. As we develop technologies, we remain committed to maintaining a strong privacy and cybersecurity foundation. We invest across people, policies, processes, training, and technology to support data privacy, security, and resilience. Our efforts are managed, in part, by Dolby's Information Security Council, which is comprised of representatives from each business group.

Our internal processes and policies, including Dolby's Information Security Response Plan, enable the prevention, detection, and resolution of security and privacy incidents. We regularly conduct training exercises, which involve multiple internal teams as well as external partners and agencies, to improve and ensure the effectiveness of our response capabilities. The online training covers data protection techniques, current hacker attack methods, and privacy training. In addition, there are automated playbooks to improve detection capabilities, automated response, and remediation of cybersecurity threats. Areas of focus include expanded threat intelligence capabilities, network isolation of insecure devices, and purging phishing emails.

Our commitment to protect privacy and secure data extends to our business partners through general terms and conditions on data privacy and cybersecurity, and we periodically conduct security reviews of our vendors to ensure compliance. Furthermore, Dolby has implemented an online portal to track vendor compliance with Dolby security standards during the vendor onboarding process and requires automatic security compliance reviews for vendors as well.

→ For more information about Dolby's privacy policies, please see our [Global Privacy Policy](#) and [Dolby.io Privacy Policy](#).



Emergency Response & Preparedness

In the aftermath of a natural disaster or other crises, Dolby's Incident Management Team (IMT) prepares a response to ensure the safety and wellbeing of our employees and to safeguard company facilities. The IMT includes representatives from People, Communications, Global Workplace Solutions, Legal, Government Relations, Information Security, IT Infrastructure, and Travel.

Business continuity is critical to minimizing financial and reputational harm. Dolby's Enterprise Resiliency Team (ERT) comprises representatives from every company 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.

Reporting Approach & Materiality

To facilitate the effective management of environmental, social, and governance issues at Dolby, we have a Sustainability Core Team which reports into our Sustainability Executive Team consisting of our General Counsel, Chief Financial Officer, Chief People Officer, and Chief Marketing Officer.

We are pleased to provide this year's report in accordance with the Global Reporting Initiative (GRI) Core Option covering Dolby's operations for Fiscal Year 2020 (September 28, 2019-September 25, 2020). For additional information, or to provide comments, please email Sustainability@Dolby.com.

Dolby conducted a full materiality assessment in 2019 with the guidance of an external consultant to identify environmental, social, and governance (ESG) issues of importance to our business and stakeholders. In 2020, we completed a materiality assessment update to validate existing material topics and to consider emerging topics. We interviewed internal business leaders and researched the ESG priorities of external

sources including customers, suppliers, business peers, investors, and ESG ratings firms. Through this process, we confirmed the relevance of our existing material topics and added Employee Wellbeing to the list of topics addressed in this report.

2020 Material Topics

- Data Privacy & Cybersecurity
- Diversity, Inclusion, & Belonging
- Employee Wellbeing
- Environmental Impact
- Social Impact

Metrics-At-a-Glance

To see a comprehensive list of the ESG metrics we currently track, visit our Metrics At-a-Glance.

[DOWNLOAD PDF](#)



Note: All photos in this report showing people without masks were taken prior to COVID-19.

GRI/SASB Index

General Disclosures

GRI/SASB STANDARD	INDICATOR/METRIC	DISCLOSURE
Organizational Profile		
GRI 102: General Disclosures 2016	102-1 Name of the organization	Dolby Laboratories, Inc.
	102-2 Activities, brands, products, and services	Form 10-K
	102-3 Location of headquarters	San Francisco, California
	102-4 Location of operations	Dolby.com
	102-5 Ownership and legal form	Form 10-K
	102-6 Markets served	Form 10-K
	102-7 Scale of the organization	Form 10-K
	102-8 Information on employees and other workers	Sustainability Report, People at Dolby
	102-9 Supply chain	Form 10-K
	102-10 Significant changes to the organization and its supply chain	Form 10-K
	102-11 Precautionary Principle or approach	Our Corporate Governance incorporates risk management approaches to reduce and where possible, avoid negative impacts in operations. Form 10-K
	102-12 External initiatives	Our 2020 Sustainability Report is prepared in accordance with the Global Reporting Initiative (GRI) Standards – Core option. We also report Sustainability Accounting Standards Board (SASB) metrics that are most relevant to our business.
	102-13 Membership of associations	Supplemental GRI Information
Strategy		
GRI 102: General Disclosures 2016	102-14 Statement from senior decision-maker	Sustainability Report, CEO Letter

GRI/SASB STANDARD	INDICATOR/METRIC	DISCLOSURE
Ethics and Integrity		
GRI 102: General Disclosures 2016	102-16 Values, principles, standards, and norms of behavior	Sustainability Report, Ethics & Compliance and Code of Conduct
Governance		
GRI 102: General Disclosures 2016	102-18 Governance structure	Sustainability Report, Board Governance
	102-22 Composition of the highest governance body and its committees	Form 10-K and Sustainability Report, Board Governance
Stakeholder Engagement		
GRI 102: General Disclosures 2016	102-40 List of stakeholder groups	Supplemental GRI Information
	102-41 Collective bargaining agreements	Dolby has not entered into any collective bargaining agreements.
	102-42 Identifying and selecting stakeholders	Supplemental GRI Information
	102-43 Approach to stakeholder engagement	Supplemental GRI Information
	102-44 Key topics and concerns raised	Supplemental GRI Information
Reporting Practice		
GRI 102: General Disclosures 2016	102-45 Entities included in the consolidated financial statements	Form 10-K
	102-46 Defining report content and topic Boundaries	Sustainability Report, Reporting Approach & Materiality
	102-47 List of material topics	Sustainability Report, Reporting Approach & Materiality
	102-48 Restatements of information	This is our first Sustainability Report.
	102-49 Changes in reporting	This is our first Sustainability Report.
	102-50 Reporting period	This report covers Dolby's operations for FY20 (September 28, 2019-September 25, 2020).
	102-51 Date of most recent report	This is our first Sustainability Report.
	102-52 Reporting cycle	Our goal is to publish a report a minimum of every two years.
	102-53 Contact point for questions regarding the report	Sustainability Report, Reporting Approach & Materiality
	102-54 Claims of reporting in accordance with the GRI Standards	Sustainability Report, Reporting Approach & Materiality
	102-55 GRI content index	GRI/SASB Index
102-56 External assurance	We did not seek external assurance for this report.	

Environment

GRI/SASB STANDARD	INDICATOR/METRIC	DISCLOSURE
Energy		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report, Environmental Impact
	103-2 The management approach and its components	Sustainability Report, Environmental Impact
	103-3 Evaluation of the management approach	Sustainability Report, Environmental Impact
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Sustainability Report, Environmental Impact
	302-2 Energy consumption outside of the organization	Sustainability Report, Environmental Impact
	302-3 Energy intensity	Sustainability Report, Environmental Impact
	302-4 Reduction of energy consumption	Sustainability Report, Environmental Impact
SASB: Environmental Footprint of Hardware Infrastructure	TC-SI-130a.1: (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Metrics At-a-Glance ; Environmental Data; Energy
Emissions		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report, Environmental Impact
	103-2 The management approach and its components	Sustainability Report, Environmental Impact
	103-3 Evaluation of the management approach	Sustainability Report, Environmental Impact
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainability Report, Environmental Impact
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report, Environmental Impact
	305-3 Other indirect (Scope 3) GHG emissions	Sustainability Report, Environmental Impact
	305-4 GHG emissions intensity	Sustainability Report, Environmental Impact
	305-5 Reduction of GHG emissions	Sustainability Report, Environmental Impact

Social

GRI/SASB STANDARD	INDICATOR/METRIC	DISCLOSURE
Diversity and Equal Opportunity		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report, Diversity, Inclusion, & Belonging
	103-2 The management approach and its components	Sustainability Report, Diversity, Inclusion, & Belonging
	103-3 Evaluation of the management approach	Sustainability Report, Diversity, Inclusion, & Belonging
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability Report, Our People and Board Governance
SASB: Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.1/TC-HW-330a.1: Percentage of employees that are (1) foreign nationals and (2) located offshore	Sustainability Report, Our People , Metrics At-a-Glance ; Workforce Statistics
	TC-SI-330a.3: Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Sustainability Report, Our People , Metrics At-a-Glance ; Workforce Statistics
Social Impact		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report, Social Impact
	103-2 The management approach and its components	Sustainability Report, Social Impact
	103-3 Evaluation of the management approach	Sustainability Report, Social Impact
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Sustainability Report, Social Impact
Data Privacy & Cybersecurity		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report, Data Privacy & Cybersecurity
	103-2 The management approach and its components	Sustainability Report, Data Privacy & Cybersecurity
	103-3 Evaluation of the management approach	Sustainability Report, Data Privacy & Cybersecurity
Other Indicator/s	Security reviews	Sustainability Report, Data Privacy & Cybersecurity

GRI/SASB STANDARD	INDICATOR/METRIC	DISCLOSURE
SASB: Data Security	TC-SI-230a.2: Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Form 10-K, pages 24-25 ; Sustainability Report, Data Privacy & Cybersecurity
SASB: Managing Systemic Risks from Technology Disruptions	TC-SI-550a.2: Description of business continuity risks related to disruptions of operations	Form 10-K, page 24
Employee Wellbeing		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report, Wellbeing
	103-2 The management approach and its components	Sustainability Report, Wellbeing
	103-3 Evaluation of the management approach	Sustainability Report, Wellbeing
Other Indicator/s	Motivation & commitment survey favorability score	Sustainability Report, Wellbeing
SASB: Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.2: Employee engagement as a percentage	Sustainability Report, Wellbeing



This Sustainability Report includes forward-looking statements, and actual results could differ materially. Risk factors that could cause actual results to differ are set forth in the "Risk Factors" section of Dolby's most recent reports on Form 10-K and Form 10-Q.

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