



DOLBY LABORATORIES, INC.

MODERN SLAVERY ACT TRANSPARENCY STATEMENT

Dolby Laboratories, Inc. and its subsidiaries (collectively, “Dolby”) are committed to the highest standards of social, ethical, and environmental conduct. We believe in conducting business around the globe in a legal and ethical manner, and we strive to treat everyone with respect and dignity. We expect the companies we do business with to share our commitment.

Modern slavery and human trafficking are never acceptable. We are committed to ensuring that it plays no part in our business and that the way our business is run sets an example to our affiliates and suppliers throughout the world.

OUR BUSINESS

Dolby Laboratories, Inc., a California corporation headquartered in San Francisco, California, is the parent company to multiple U.S. and international subsidiaries. Our operations in Europe and the UK are carried out primarily through Dolby International AB, Dolby Global B.V., Dolby France SAS, Dolby.io SAS, Dolby Germany GmbH, Dolby Iberia, S.L., Dolby Sweden AB, Dolby International Holding B.V., Dolby Poland S.P. z.o.o., Dolby Europe Limited, and/or THEO Technologies BV.

OUR POLICY

Dolby is dedicated to maintaining a fair and ethical workplace. We prohibit the use of any form of modern slavery or human trafficking. Compliance with all applicable employment laws is a fundamental principle at Dolby, including the terms on which individuals are recruited to work with us. We also provide equal employment opportunities and ensure that no employee is subject to discrimination on any protected ground.

We expect the companies we do business with to share in this commitment. We also expect our contractors, suppliers, and other business partners to uphold these standards and prohibit any use of modern slavery or human trafficking within their organizations.

Prohibited forms of modern slavery and human trafficking include child labor, forced labor, restricted movement by withholding travel documentation, exploitation, and servitude.

OUR EFFORTS

Dolby has taken steps to ensure modern slavery and human trafficking do not play a role in our business, which include the following:

- **Code of Business Conduct and Ethics:** Dolby has a Code of Business Conduct and Ethics (the “Code”) that includes policies aimed at combating modern slavery and human trafficking. Our General Counsel has been designated as Chief Ethics and Compliance Officer with responsibility for overseeing and monitoring compliance with the Code – a central component of our



compliance program. The Code highlights significant legal and ethical issues and provides methods to report concerns. It requires that all those involved in our business, wherever they may be based in the world, are aware of and comply with all applicable laws, rules, and regulations. It also sets standards for fair dealing, ensuring that no one involved with the business should take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other unfair dealing practices.

- **Code of Business Conduct and Ethics Training:** All Dolby employees receive Code of Business Conduct and Ethics training and agree to adhere to the principles of the Code. This training reinforces the importance of maintaining our high standards when facing situations requiring ethical judgment.
- **Business Partner Code of Conduct:** We established a Business Partner Code of Conduct (the “Partner Code”) that applies clear requirements and expectations for all Dolby suppliers, vendors, and other business partners in the areas related to human rights, the environment, responsible material sourcing, and responsible business practices. We provide our suppliers and vendors with the Partner Code during the onboarding process.
- **Ethics Hotline:** Dolby has set up a designated Ethics Hotline through which any known or suspected violations can be reported quickly and confidentially where legally permissible. Our Code of Business Conduct and Ethics provides reassurance to those reporting violations that they can do so without fear of reprisal, threats, retribution, or retaliation.
- **Conflict Minerals:** We are aware of the risks posed in relation to conflict minerals, and we are actively engaged within our business to meet the requirements associated with Section 1502 of the Dodd-Frank Act. We have allocated resources within our organization to assess our supply chain and assure our compliance with these obligations.
- **Industry Organizations:** Dolby is an active member of the Responsible Minerals Initiative, which has led the development of smelter auditing/validation programs. We also seek to promote responsible social and environmental practices in the mining of metals used in electronic products and to support the establishment of a certification program for minerals used in our industry.
- **Anticorruption:** As part of our wider commitment to ethical working practices, Dolby has in place, and actively enforces, our Anticorruption Policy. This policy applies both internally and to our business partners including suppliers, distributors, consultants, agents or any other third party working on our behalf. We also mandate training on anticorruption on a biannual basis for a subset of employees with relevant job activities.
- **Partner Risk Assessment and Due Diligence Program:** To mitigate fraud, corruption, bribery, and other risks associated with third-party business partners, we developed a Partner Risk Assessment and Due Diligence program, which was recently updated to include a predictive algorithm. It enables the identification of high-risk partners based on variables, such as geography, nature of business, and government interaction. The algorithm generates a risk score for each partner, which is used to determine the appropriate level of due diligence review. High-risk partners receive the most robust and comprehensive investigative reviews.



- **United Nations Global Compact:** In 2024, Dolby became a signatory of the United Nations Global Compact, reinforcing our dedication to responsible business practices in the areas of human rights, labor, environment, and anticorruption.
- **Cross-Functional Compliance Team:** We have established a cross-functional compliance team, including members from procurement, compliance, and legal, to support our modern slavery and human trafficking compliance efforts.

This statement is given on behalf of Dolby Laboratories, Inc., a California corporation, for the twelve-month period ending 28 October 2024. It sets out the steps taken during the financial year to prevent modern slavery and human trafficking in our business and supply chains.

A handwritten signature in black ink, written over a horizontal line. The signature is stylized and appears to be the name of the Director.

Director

Signed on behalf of Dolby Laboratories, Inc.
a California corporation