

SUSTAINABILITY AT JABRA

Tech of the future.
For the future.



“At Jabra, sustainability is more than just a buzzword; it’s an important value embedded in our **culture**, **operations** and **product design**. At the intersection of technology and sustainability, the circular economy empowers us to unlock new possibilities.

Nicolai Alexandrowski
Sustainability Manager, Jabra



We've committed to improve in three focus areas

1

SUSTAINABLE DESIGN

Design that impacts our experience, not our environment

2

DECARBONISATION

Reducing our carbon footprint as fast as the science tells us

3

SUPPLY CHAIN RESPONSIBILITY

Safeguarding human rights across our full value chain

01

SUSTAINABLE DESIGN



We are TCO certified, but what does it mean?



Click [here](#) for current Jabra products with TCO certification.



TCO is the only product sustainability certification solely for headsets and IT products



It covers all areas of sustainability, throughout the entire lifetime of a product



Our products are proudly TCO certified aligning with our belief that sustainability should deliver real, measurable results

We intend to create truly sustainable products and packaging

And we've already started



Product Materials

Using more sustainable materials means we need to consider recycled, bio-based and low polluting alternatives for plastics, metals, fabrics and the raw materials of electronic parts and batteries.



Product packaging

We are phasing out virgin plastics in packaging, implementing compact design and moving towards FSC certified paper and cardboard. Looking ahead, we aim to scale up local sourcing of packaging material and by working with suppliers on a more sustainable packaging setup across our supply chain.



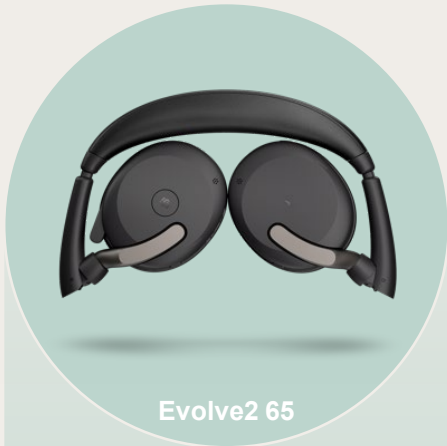
Our 2025 Targets

- By 2025 **more than 50% of materials** we use in new products will meet our sustainability requirements*
- By 2025 we will have **100% FSC certified packaging**

*We measure this as non-virgin or renewable material, measured as a percentage of the total weight for which non-virgin or renewable alternatives are available.

Moving towards recycled materials

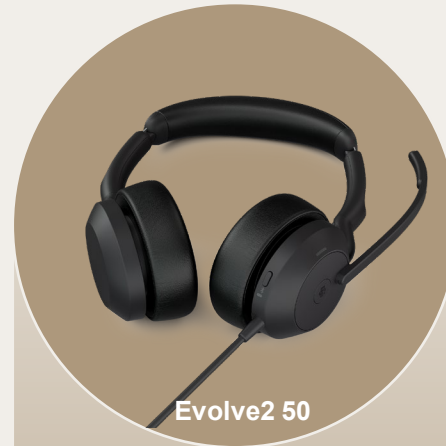
We're making progress towards our goal and have launched our first products containing recycled plastics in 2023.



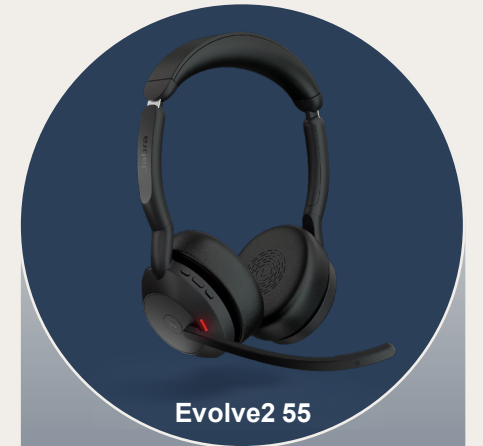
44%



59%



56%



56%

*Measured as weight of recycled plastic (PCR) as % of total weight of plastics and metals

Our packaging evolution

On our way to meet our **2025 target** to have 100% FSC certified packaging



-43% CO₂



-62% CO₂



-84% CO₂



2018

Brown box

- Virgin materials
- Leatherette pouch
- Virgin foams
- Plastic Inlay

2020

FSC box

- FSC cardboard and paper
- Leatherette pouch
- Minimal virgin plastics
- No foam

2021

FSC paper pouch

- FSC paper only
- PCR felt pouch
- No plastics

2022

FSC Belly band

- FSC paper only
- PCR felt pouch
- Smaller warranty leaflet

Keeping resources useful, as long as possible

We make high-quality, durable tech that people love.

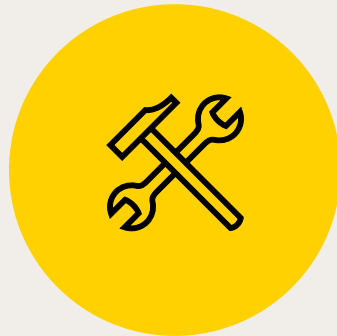
But what happens next?

DURABILITY



Our focus on durability means our products are enjoyed by our users for years and years, if not decades.

REPAIRABILITY



To support giving products a second life, we increasingly design our products for repair and disassembly.

CIRCULARITY



Circularity also means challenging conventional linear business models. We now offer a device as a service offering in selected markets with a takeback option.

RECYCLE



In Europe, we finance recycling through our contributions to e-waste collection and recycling infrastructure through local partners in accordance with the EU WEEE directive. In 2022, we financed the recycling of 4,302 tons of e-waste

02

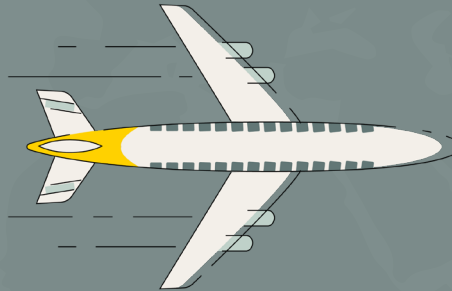
DECARBONISATION



Travel costs carbon. So, we're cutting down.

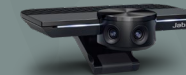
1 return flight

Between NYC and London*



2600 hours

of virtual meetings using
Jabra PanaCast



That makes video conferencing up to **92%** more climate friendly than flying

We are committed to **halving** employee business travel compared to 2019

SCOPE 1+2

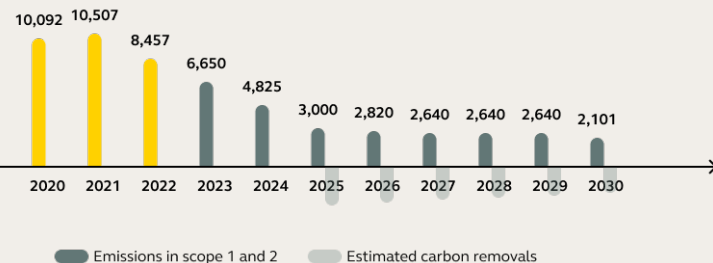
It starts with us

We take actions against **scopes 1 + 2**, which are emissions from our sites and company car fleet



Carbon emissions reductions

Scope 1 and 2 emissions roadmap (GN Group)



Our target

In scopes 1 and 2 (areas under our direct control) we will reduce **all carbon emission by 80% by 2030**. This target is approved by the Science Based Targets initiative



How we get there

We are rapidly moving all of our sites to renewable energy and have transitioned to clean car fleet and recently installed 50 electric chargers at HQ

Our 3 main sites already run on 100% solar energy and we will move all other sites to **clean power by 2025**.

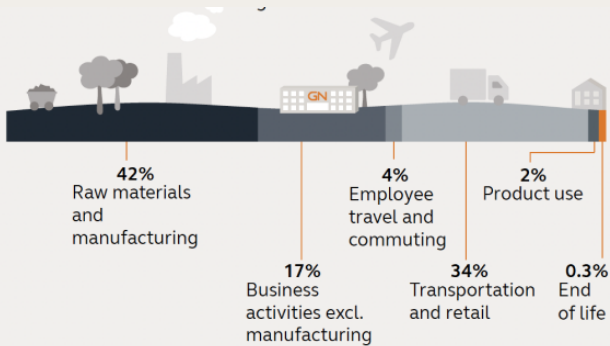
SCOPE 3

But there's more to do

Scope 3 emissions are all remaining emissions across our value chain, including materials, manufacturing, shipping and product use



Our baseline



530,189 tons CO₂eq in 2022 for the entire GN Group



Our target

We are committed to reducing our **scope 3 emissions by 25% by 2030**. Our target has been approved by the Science Based Targets initiative

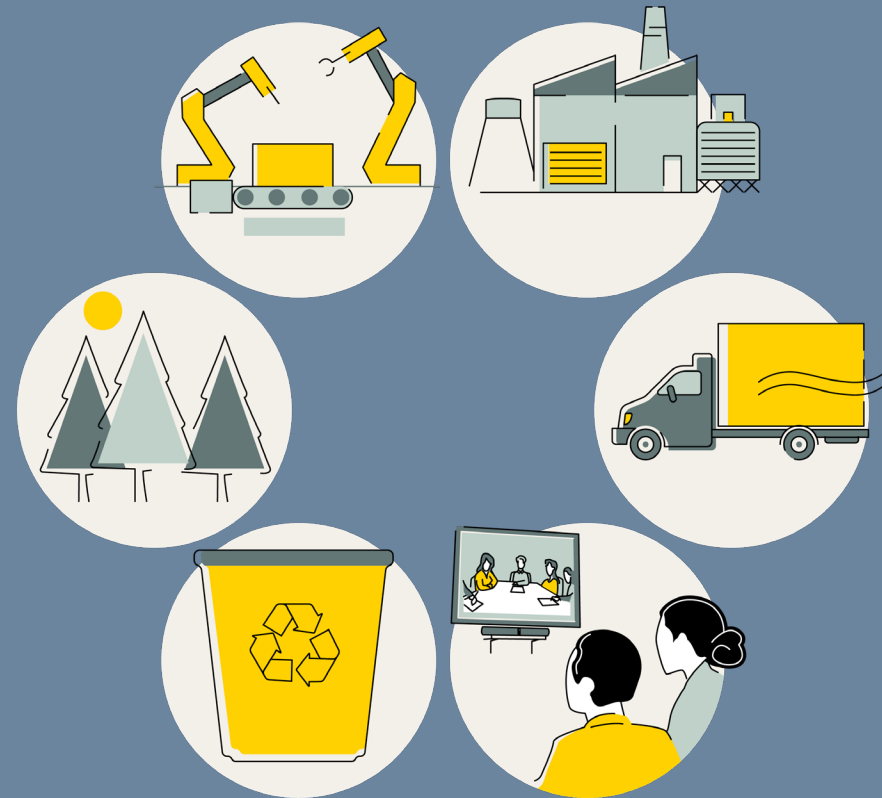


Our way to get there

- We will focus on alternatives to virgin materials in our products
- We will work together with suppliers on reducing manufacturing footprints
- We will accelerate shift from air to ocean and land freight

LIFE CYCLE ASSESSMENTS

We consider sustainability across the full product lifecycle



We calculate the carbon footprint of our products to understand how we can best decarbonise future products, and to help our customers and business partners set and achieve their own climate goals

Measuring carbon footprint through Life Cycle Assessments (LCAs)

Sustainability starts with transparency. That's why we carry out LCAs on our products, to understand their impact on the environment. So you can see the carbon footprint of your product at a glance, and we can work to make future products more sustainable. Everybody wins.



Main life cycle stages (% of total kg CO2eq)

EVOLVE2 75		
①	Plastics	0.95 kg CO2-eq 7.26%
②	Metals	5.59 kg CO2-eq 42.76%
③	Electronic components	0.47 kg CO2-eq 3.57%
④	Printed circuit board	0.90 kg CO2-eq 6.91%
⑤	Manufacturing	1.49 kg CO2-eq 11.42%
⑥	Packaging	0.04 kg CO2-eq 0.32%
⑦	Transport	3.44 kg CO2-eq 26.31%
⑧	Usage	0.11 kg CO2-eq 0.80%
⑨	End of life	0.08 kg CO2-eq 0.64%

Product carbon footprint

13.07

Bureau Veritas verified kg CO2eq



The Evolve2 75 Desk stand is included in the total product carbon footprint and constitutes of 4,84 kg CO2-eq

All estimates of carbon footprint are uncertain. Jabra has followed the LCA reporting rules from ISO 14067:2018. The report has been verified according to ISO 14067-3 Specification with guidance for the verification and validation of GHG statements, ISO 14065 Requirements for Validation and Verification, & ISO 14066 Competence requirements for GHG validation teams and verification teams. The scope of the LCA is 2 years of use in London (UK) reflecting the average warranty period and average use case.

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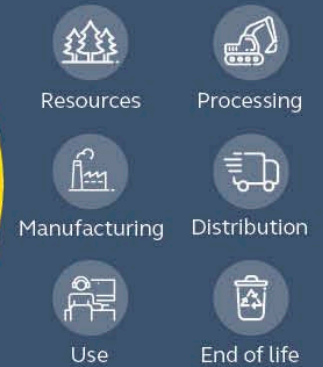


Main life cycle stages (% of total kg CO2eq)

SPEAK 750

①	Transport	4.31 kg CO ₂ -eq	40.86%
②	Metals	0.51 kg CO ₂ -eq	4.88%
③	Electronic components	1.17 kg CO ₂ -eq	11.14%
④	Printed circuit board	1.69 kg CO ₂ -eq	16.04%
⑤	Manufacturing	1.07 kg CO ₂ -eq	10.18%
⑥	Packaging	0.41 kg CO ₂ -eq	3.90%
⑦	Plastics	1.83 kg CO ₂ -eq	7.84%
⑧	Usage	0.37 kg CO ₂ -eq	3.50%
⑨	End of life	0.17 kg CO ₂ -eq	1.66%

Product carbon footprint
10.54
Bureau Veritas verified kg CO₂eq



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Main life cycle stages (% of total kg CO2eq)

PANACAST 50

①	Plastics	6.76kg CO2-eq	4.83%	⑤	Manufacturing	1.15kg CO2-eq	0.82%
②	Metals	27.56kg CO2-eq	19.69%	⑥	Packaging	0.54kg CO2-eq	0.39%
③	Electronic components	2.61kg CO2-eq	1.87%	⑦	Transport	20.64kg CO2-eq	14.74%
④	Printed circuit board	10.01kg CO2-eq	7.15%	⑧	Usage	69.43kg CO2-eq	49.59%
				⑨	End of life	1.31kg CO2-eq	0.93%



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03

SUPPLY CHAIN RESPONSIBILITY



Our approach to conflict minerals



OUR STAND

We stand firmly against all forms of exploitation, and we expect our suppliers to as well.

OUR PROCESS

We follow the five-step due diligence guidance laid out by the OECD to enforce a strict audit program across every part of our value chain.

OUR PROMISE

That's how we make sure our products aren't built using exploited labor.

Audits for all key suppliers

As part of our safeguarding and human rights due diligence, we audit all of our suppliers, across the following areas, based on the **SA8000** and **RBA standards**.



Responsible Business Alliance

Advancing Sustainability Globally



CSR/sustainability policies



Labor rights and conditions, including child and forced labor



Occupational health and safety



Business ethics



Environmental performance

Sustainability is a (supply) chain reaction



United Nations
Global Compact

We have been members of the UN Global Compact since 2011, and strictly adhere to the UN Principles of Responsible Business

The EcoVadis logo, consisting of the word "ecovadis" in a lowercase, sans-serif font. The letter "v" is stylized with a green leaf-like shape integrated into its upper right portion.

ecovadis

To strengthen supply chain due diligence, we are currently onboarding onto the EcoVadis platform as a requesting company, enabling us to track full ESG performance of our suppliers and request improvements if necessary

But the work never stops

To find out more about how we're prioritising sustainability across every level, at every opportunity, see our parent company's latest integrated annual report here or visit jabra.com/about/sustainability