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SONOS

Sonos, Inc.
Annual Report – Fighting Against Forced Labour and Child Labour in Supply Chains

May 31, 2025

We are pleased to share our commitment to prevent forced labour within our supply chain. At Sonos, we recognize the seriousness of the global challenge posed by forced labour and its impact on human rights. Our commitment to ethical business practices extends beyond compliance—it is a cornerstone of our business.

In this report, we share the measures we have implemented to identify, assess, and mitigate the risk of forced labour in our supply chain. Our journey towards eradicating forced labour is not just a corporate obligation but a conviction that we must do the right thing.

We believe all stakeholders must create a supply chain ecosystem that stands as a beacon of fairness, dignity, and respect for all.

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Identification

The reporting entity is Sonos, Inc. (“Sonos”) – Business Number 846938876.

This report is being submitted as a single report, covering the 2024 financial reporting year.

Steps Taken in 2024

In this section, we outline the steps that Sonos has taken during its previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere, or of goods imported into Canada.

Sonos maintains a robust program to prevent and mitigate forced labour and child labour in our supply chain. We are regular members of the Responsible Business Alliance (“RBA”), the world’s largest industry coalition dedicated to responsible business conduct in global supply chains. As part of our commitment, we utilize verified third party auditors to audit our suppliers across a wide range of environmental and human rights impacts, including the fight against forced labour and child labour in supply chains. We require our suppliers to adhere to the Sonos Supplier Code of Conduct, a comprehensive set of standards addressing many topics, including the fair treatment of workers, business ethics, health, safety, and environmental impacts. We have established clear channels of communication with our suppliers and we follow well-defined protocols, including responsible labour practices.

Sonos focuses our audits on our key / major suppliers, which represent 80% of our supply chain spend, in line with Responsible Business Alliance standards. We conduct in-person audits on critical and high-risk suppliers.

Transparency is critical to our progress and we report our results annually in our Listen Better Report at sustainability.sonos.com. In FY24, we audited 97% of our key suppliers through the RBA Self Assessment Questionnaire or on-site audits. We also audited 100% of our suppliers with critical issues in person.

Structure, Activities and Supply Chains

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The following section outlines the structure, activities and supply chains of the reporting entity.

Sonos, Inc. is a corporation in the state of Delaware, United States, with headquarters in Goleta, California. As of May 2025, Sonos has approximately 1417 full time employees globally and 10 full time employees in Canada.

Sonos is one of the world's leading sound experience brands. We pioneered multi-room, wireless audio products, debuting the world’s first multi-room wireless sound system in 2005. Today, our products include wireless, portable and home theater speakers, components, and accessories to address consumers’ evolving audio needs. We are known for delivering unparalleled sound, thoughtful design aesthetic, simplicity of use, and an open platform. Our platform has attracted a broad range of more than 100 streaming content providers, such as Apple Music, Spotify, Deezer, and Pandora. These partners find value in our independent platform and access to our millions of desirable and engaged customers. We frequently introduce new services and features across our platform, providing our customers with enhanced functionality, improved sound, and an enriched user experience. We are committed to continuous technological innovation as reflected in our growing global patent portfolio.
We believe our patents comprise the foundational intellectual property for wireless multi-room and other audio technologies.

We generate revenue from sales of our Sonos speaker products, including wireless speakers, home theater speakers and headphones, from our Sonos system products, which largely comprises our component products, and from partner products and other revenue, including Sonos and third-party accessories and partnerships, licensing, advertising, and subscription revenue, including Sonos Radio HD, and Sonos Pro. Our portfolio of products encourages customers to uniquely tailor their Sonos sound systems to best meet their sound and design preferences.

Our products are distributed in more than 60 countries. The majority of our sales are transacted through traditional physical retailers, including on their websites. We also sell through online retailers, to custom installers who bundle our products with services that they sell to their customers, and directly through our website, sonos.com.

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We outsource the manufacturing of our speakers and components to contract manufacturers, who produce our products based on our design specifications. Our products are manufactured by contract manufacturers in China, Malaysia, and Vietnam. In accordance with our agreements with our contract manufacturers, they will enter into purchase orders with their upstream suppliers for component inventory necessary to manufacture our products, based on our demand forecasts.

The vast majority of our products are shipped to our third-party warehouses which are then shipped to our distributors, retailers, and directly to our customers. Our third-party warehouses are located in the United States in California and Kentucky, as well as internationally in Australia, Canada, the Netherlands, China, Japan, and the United Kingdom.

We use a small number of logistics providers for substantially all of our product delivery to both distributors and retailers. This approach gives us greater visibility and generally allows us to better monitor our supply chains while reducing order fulfillment times, shipping costs, and improving inventory flexibility.

Our supply chain is managed by our Vice President of Global Operations, who reports to our Chief Executive Officer.

Policies and Due Diligence Processes

In this section, we detail our policies and due diligence processes in relation to forced labour and child labour.

Sonos' board of directors maintains robust oversight over our ethics and labour policies. The Audit Committee of the Sonos board of directors assists the board in its oversight of Sonos' compliance with legal and regulatory requirements, as well as with ethics policies. The Audit Committee also assists the board in its oversight of Sonos' disclosures and controls and procedures related to environmental, social, and governance ("ESG") matters. The Nominating and Corporate Governance Committee assists the board in its oversight of corporate governance, including by developing and recommending to the board codes of business conduct and ethics applicable to the company, including to all of its officers and employees, and to its directors, and by overseeing the establishment of procedures for the prompt internal

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reporting of violations of such codes. The Nominating and Corporate Governance Committee also is responsible for assisting the board in its oversight of Sonos' corporate social responsibility and sustainability program, including by monitoring trends in legislation, regulation, litigation, and governance, reviewing related public disclosures, and making recommendations to the board and management regarding additional corporate social responsibility and sustainability actions and areas of opportunity, other than human capital management matters (which are overseen by Sonos' Compensation, People and Diversity & Inclusion Committee).

Internally, our Chief Legal and Strategy Officer, reporting to our Chief Executive Officer, has oversight over our ESG programs. Our Director of Corporate Social Responsibility, who reports to our Chief Legal and Strategy Officer, sets strategies related to labour and environmental practices in our supply chain in coordination with our VP of Global Operations.

Assessing and Managing Risks

We have reviewed and identified the parts of our business and supply chains that carry a risk of forced labour or child labour. In this section, we outline the steps we have taken to assess and manage that risk.

As previously noted, Sonos outsources the manufacturing of our speakers and components to contract manufacturers, who produce our products based on our design specifications. Our products are manufactured by contract manufacturers in China, Malaysia, and Vietnam. In accordance with our agreements with our contract manufacturers, they enter into purchase orders with their upstream suppliers for component inventory necessary to manufacture our products, based on our demand forecasts.

Our third party auditors are trained to identify forced labour and child labour. None of our products are manufactured in the Uyghur Autonomous Region (XUAR) of China and we have found no instances of forced labor by vulnerable minorities.

Migrant labor is a vulnerable population around the globe. Malaysia has a documented history of relying upon migrant labour in electronics manufacturing. Migrants to Malaysia sometimes pay recruitment fees in their country of origin to be placed in jobs in factory settings. There is

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also a history of government issued IDs being stored with the employer, rather than with the worker, ostensibly to prevent theft of the IDs. We treat these practices as indicia of forced labour, even if they are not always direct evidence of forced labour, and we accordingly audit our suppliers for these practices through our third party audits. Our guiding document is RBA Trafficked and Forced Labor – "Definition of Fees", issued by the Responsible Business Alliance, available here.

When our audit identifies a violation of our Supplier Code of Conduct, we require the supplier to create a Corrective Action Plan, with specific timelines for remedying the issue. Sonos will end relationships with suppliers who do not comply with our Supplier Code of Conduct or correct the violation.

Remediation Measures

When we identified a violation of our code of conduct related to forced labour, we took several remediation measures.

In China, our third party audits identified indicia of forced labor, but not direct evidence of forced labor. Two separate suppliers relied upon "dispatch" workers and provided these workers fixed-term contracts instead of permanent employment. According to the Sonos Student and Dispatch Worker Standard for Supplier Facilities in the People's Republic of China (PRC), a "dispatch worker is considered any person placed on-site for work through a [private employment agency] and without a direct labor contract with the supplier or supplier facility." We required each supplier to each create a Corrective Action Plan and to provide specific timelines for remedying the issue. These suppliers received a positive Closure Audit during which the third party auditors reviewed personnel files, payroll records, and grievance complaints.

Sonos has zero tolerance for child labor and we have found no instances of child labor in our supply chain. The RBA Code of Conduct has an absolute prohibition of workers under the age of 15. A young worker is any person between the ages of 15 and 17 and can include students. The RBA Code has strict controls for monitoring the conduct of young workers, stating that 'they shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime."

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At one supplier in China, we found evidence of young workers. At this supplier, the young workers were working overtime hours, which led to a major finding. These workers also had not been registered with local labor authorities. We initiated a Corrective Action Plan and Closure audit to remedy the problem.

In Malaysia, we found indicia of forced labor of a supplier that withheld fees from migrant workers. We required a supplier to create a Corrective Action Plan, with specific timelines for remedying the issue. We required the reimbursement of fees to workers by suppliers. The supplier is currently undergoing a corporate acquisition and has committed to reimburse the worker fees to remain a supplier to our business.

Training

Sonos provides mandatory ethics and legal compliance training to all employees on a regular basis. Our third party auditors are verified by the Responsible Business Alliance and receive regular training on forced labour and child labour. In addition, key members of our supply chain team attend training on labour practices, including forced labour and child labour, and human rights laws and regulations.

Assessing our Effectiveness

Based on our review, we took the following step to assess our corporation’s effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains.

In FY24, we onboarded 16 new suppliers. We audited 97% of our key suppliers through the RBA Self Assessment Questionnaire or on-site audits. We also audited 100% of suppliers with priority issues in person by third party auditors. Two percent of issues uncovered by our audits were related to forced labor. Out of this 2% of audits, we only found indicia of forced labor, and not direct evidence of forced labor itself. Nonetheless, we took steps to remedy the situation as indicated in the section above.

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Our audits identified a total of 191 issues, of which 42 (22%) were categorized as minor, 145 (76.0%) as major, and 4 (2%) as priority. (Forced labour falls into the category of “priority”.) The top two concerns that surfaced from audits were working hours and occupational safety issues.

Conclusion

At Sonos, we remain steadfast in our commitment to ethical sourcing and supply chain integrity. Through rigorous monitoring, supplier engagement, and continuous improvement initiatives, we have implemented robust measures to prevent the scourge of forced labour from infiltrating our supply chain.

As detailed in this report, our efforts encompass comprehensive supplier vetting processes, ongoing audits, and partnerships with credible third-party organizations to ensure compliance with internationally recognized labour standards. Furthermore, we recognize the importance of transparency and accountability, which is why we are dedicated to openly sharing our progress and challenges in combating forced labour.

While we are proud of the strides we have made, we acknowledge that eradicating forced labour requires sustained vigilance and collaboration by all stakeholders. We remain committed to this cause and will continue to work tirelessly to uphold the dignity and rights of all workers throughout our supply chain.

Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Full name: Eddie Lazarus
Title: Chief Legal and Strategy Officer
Date: 2025-05-28 | 14:31 PDT
Signature: DocuSigned by: Eddie Lazarus A342CC0964494B2...
I have the authority to bind Sonos, Inc.