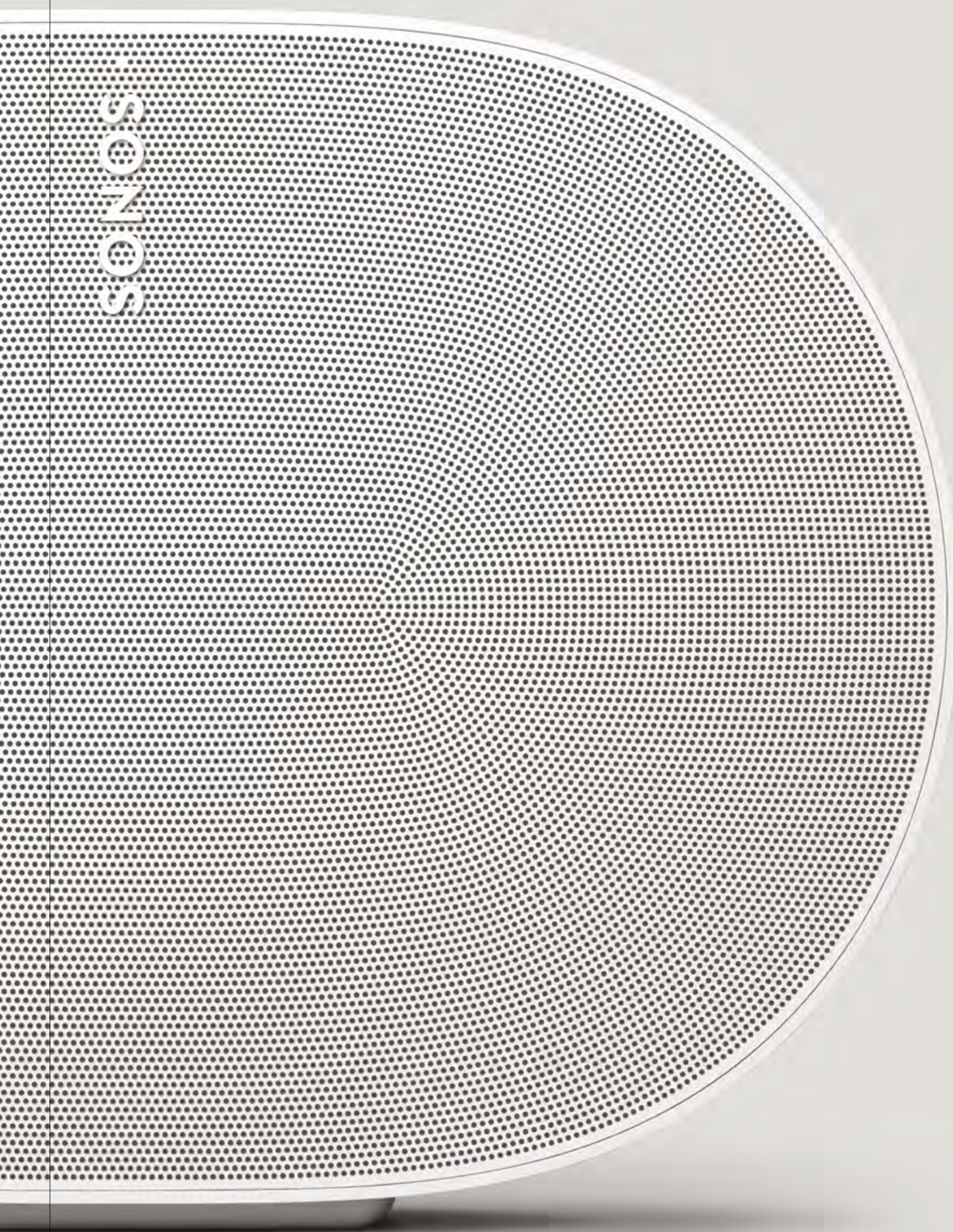
2025 Listen Better Report

Contents



A message from Tom

When a customer brings a Sonos product into their home, that's a big deal to us. Our speakers live on your shelves, under your TVs, next to your records. They become part of your space and your rituals. I still remember the first time I unboxed an early Sonos system years ago and how surprisingly emotional it felt to connect music to every room in the house. That experience stuck with me, and it's one of the reasons I care so deeply about how we make our products today. When something lives with you that long, it should be made responsibly.

That's why I'm proud that we were named one of America's Greenest Companies by Newsweek in 2026. We take our responsibility to our customers seriously.

From the moment you open the box, we want your experience to feel joyful and thoughtful. Our packaging uses responsibly sourced Forest Stewardship Council® kraft paper and recycled materials. Inside, you'll find a product designed to minimize its impact on the environment. We use post-consumer recycled plastics in Sonos Arc Ultra, our leading soundbar, and replace adhesives with screws wherever possible so our products last longer and can be more easily repaired. The result is that roughly nine out of ten Sonos products ever sold are still in use today, helping reduce e-waste.

Like a steady backbeat, we're constantly improving, even between product launches. This year, for example, we're increasing the recycled plastic content in Arc Ultra from 5% to over 40%. Our Sonos Ace headphones have replaceable, magnetically attached ear cushions, and the Move 2 portable speaker includes a user-replaceable battery kit to extend its life. Arc Ultra, Era 100, Era 300, and Ace have all earned the rigorous third party Recycled Content Standard label.

Our packaging team keeps innovating too. They've made our new designs backwards-compatible, improving packaging for existing products by removing unnecessary materials and optimizing shipping pallets. Their work has earned Sonos first place at the prestigious Dieline Awards for two years in a row.
Of course, sustainability isn't just about materials; it's about people. Sonos customers should have peace of mind knowing our products are built by people who are treated fairly. We're members of the Responsible Business Alliance, the gold standard for human rights and environmental compliance in manufacturing.

And the beat goes on with our climate action plan. Our operations, including offices and corporate travel, have been carbon neutral for eight consecutive years. Although our carbon emissions increased modestly by 5% since FY23, we're still down 20% from our 2020 baseline.

There's always more to do, and we're now exploring new ways to extend the life of our products and ensure they're responsibly retired when that time comes. It's the right thing to do, and it's good for business.

Tom Conrad
CEO

Launching the World’s First Underwater Sound Sanctuaries

Sonos has been a proud ambassador to the Protecting Blue Whales and Blue Skies program since 2023. Through the simple act of asking the container ships carrying our products to slow down in critical marine habitats, we’re helping to reduce fatal strikes to whales, lower carbon emissions, and reduce underwater radiated noise.

Sonos' headquarters are located just a mile from the Santa Barbara Channel, a biodiverse marine habit — and a highly trafficked shipping corridor. This is why the Protecting Blue Whales and Blue Skies program matters to us and why we celebrated the signing into law of AB 10, a new regulation that extends the voluntary vessel speed reduction program along the California Coast.

Marine mammals rely on sound for communication and navigation. Underwater radiated noise from shipping vessels disrupts these essential behaviors and — combined with fast-moving ships — can cause fatal whale strikes. Slowing down ships not only reduces the risk to marine life, but also lowers carbon emissions and lessens environmental impacts above and below the surface of the ocean.

Building on our work as Ambassadors, in 2025 Sonos expanded our partnership with the California Marine Sanctuary Foundation to develop the world's first Underwater Sound Sanctuaries. This groundbreaking initiative brings together leading researchers, nonprofits, and governments to reduce harmful underwater noise on a global scale. The partnership will roll out in three distinct phases:

- developing criteria,
- designating Sound Sanctuaries, and
- discovering new Sound Sanctuaries.

We envision a healthy underwater world teeming with the rich sounds of marine life. Within the next three years, we aim to announce the first underwater Sound Sanctuaries.

Our Underwater Sound Sanctuary Campaign

Define

Convene scientists and nonprofits to establish clear criteria for designating Sound Sanctuaries

Designate

Identify and officially designate the world's first Sound Sanctuaries based on those criteria

Discover

Find additional areas that do not yet meet the criteria and support their progress toward sanctuary designation

Environmental

Delivering premium sound experiences goes hand in hand with our commitment to the planet. We carefully refine every stage of our product life cycle to reduce the environmental impact of our products and packaging.

Taking Climate Action

Our Climate Action Plan is the roadmap for reducing greenhouse gas emissions across our value chain. We aim to cut our total Scope 1, 2, and 3 emissions by 30% by 2030, and by 37% by 2040. Annual emissions measurements and product life cycle assessments guide us in identifying the product improvements that matter most. By embedding sustainability into performance and design, we are working toward carbon neutrality by 2030 and net-zero by 2040.

30%

Performance Target
Achieve 30% reduction in emissions across Scope 1, 2, and 3 emissions by 2030[1]

37%

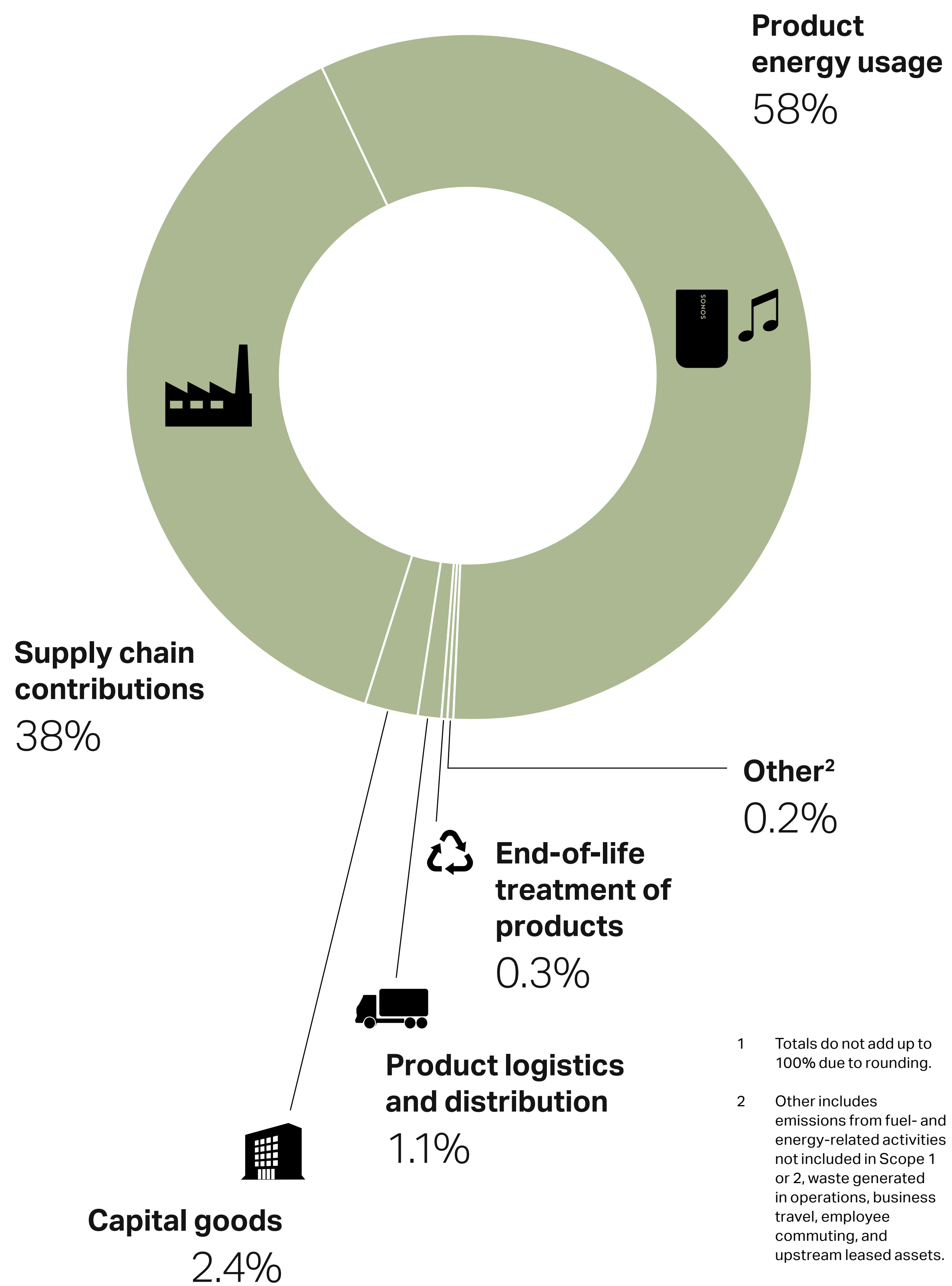
Performance Target
Achieve 37% reduction in emissions across Scope 1, 2, and 3 emissions by 2040[1]

1 Compared to our 2020 baseline year, excluding carbon credits.

Our progress

In FY24, our total carbon footprint was 986,020 metric tons of carbon dioxide equivalent (tCO_2e). This represents a 20% reduction compared to our baseline emissions from 2020. The vast majority of our emissions in FY24 — 99.9% — came from Scope 3 emissions, which includes activities upstream and downstream of our direct operations. Product energy use remained the largest share of our footprint at 57%. Still, absolute emissions from this category fell by 11% compared to FY23. This decrease resulted mainly from lower sales volumes and greater product energy efficiency. Our newest and most energy-efficient products contributed to an estimated 53,000 tCO_2e in emissions savings in FY24. Looking ahead, we expect emissions from this category to decline further as we design increasingly energy efficient products and electricity grids continue to decarbonize.

Our Scope 3 Footprint[1]



1 Totals do not add up to 100% due to rounding.

2 Other includes emissions from fuel- and energy-related activities not included in Scope 1 or 2, waste generated in operations, business travel, employee commuting, and upstream leased assets.

Each year we work to improve the accuracy of our emissions data. In FY24, we collected more granular data from key supply chain partners, enabling more precise measurements of power use during manufacturing. Using updated electricity grid data that reflects regional differences in carbon intensity resulted in an increase in supply chain emissions. These insights strengthen our understanding of how supplier location impacts our footprint.

We're working toward carbon neutrality by reducing emissions through thoughtful product design and balancing what remains with Energy Attribute Certificates (EACs), engineered carbon removal technologies, and high-quality carbon credits. Through EACs, we match our unavoidable electricity use across our global offices with renewable energy and support the continued growth of the renewables sector. For carbon removal, we're proud to support Octavia Carbon's innovative use of geothermal energy to power its direct air capture technology.

We also procured credits that support meaningful climate action in regions most affected by climate change, ensuring quality by purchasing those that meet the following criteria.

- Third-party verified, nature-based solutions.
- Provide meaningful social and environmental impacts.
- Offer data-driven monitoring of carbon reductions.
- Engage with local communities.

In FY24, we achieved carbon neutrality for our operational emissions, including employee commuting and business travel.

We also secured independent verification of our Scope 1 and 2 emissions for the third consecutive year. You can find more information on the carbon mitigation projects we support and the energy certificates we purchased here.

Communicating our emissions footprint, climate risk exposure, and mitigation efforts is essential to the accountability and transparency we owe our stakeholders. In FY25, we updated our Task Force on Climate-related Financial Disclosures (TCFD) assessment to reflect our latest sustainability strategy and also submitted our annual disclosure report to CDP. We closely track emerging climate-related regulations to ensure compliance and adapt our management approach to align with evolving best practices.

Our continued progress in minimizing our climate impact was recognized by Newsweek, which named Sonos one of America's Greenest Companies.

1 The requirements of the Taskforce on Climate-related Financial Disclosures have rolled into the International Sustainability Standards Board's International Financial Reporting Standards. We plan to transition to IFRS in 2026.

Product Sustainability

Creating responsible products is central to our mission of elevating life through sound. Through thoughtful device and packaging design, we aim to deliver exceptional performance while reducing environmental impact.

This work is driven through collaboration across the company and led by our Product Sustainability team. Designers, materials specialists, engineers, logistics experts, and others work together to embed sustainability into every stage of product development. They aim to continuously improve by focusing on four priorities: product longevity, responsible materials, energy efficiency, and sustainably sourced packaging.

Dimensions of Impact for Product Sustainability

Product Longevity
Design long-lasting products. Optimize processes to make refurbishment and end-of-life management more efficient and generate less waste.

Responsible Materials
Leverage recycled, renewable, and responsibly sourced materials. Minimize the use of nonregulated harmful substances to protect human and environmental health.

Energy Efficiency
Design energy-saving solutions. Use hardware components with power-saving features and continually improve our software to reduce energy consumption.

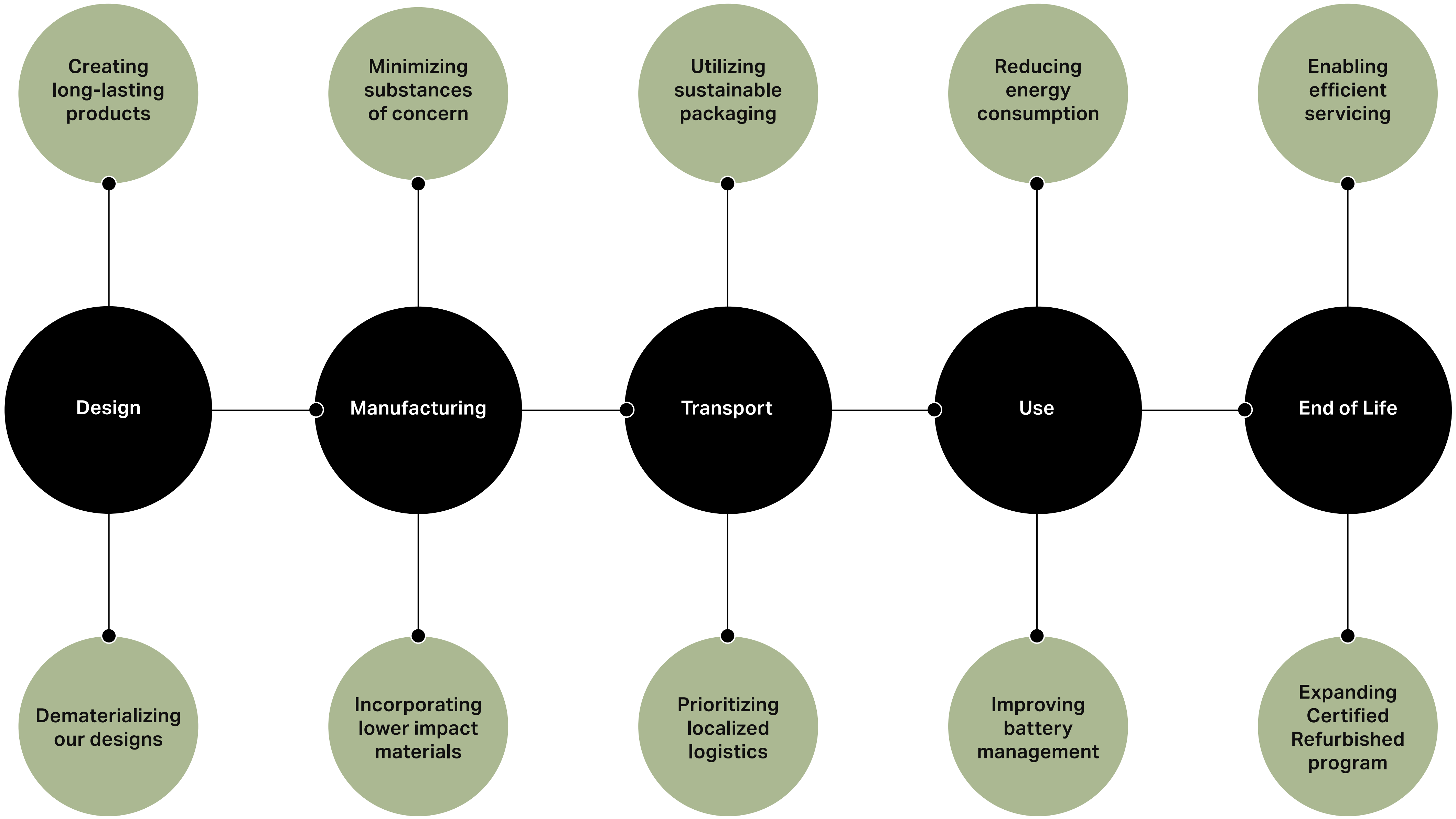
Sustainable Packaging
Create thoughtful packaging solutions using sustainably sourced papers and recycled content, with a focus on improving recyclability and material recovery.

We ground our work in scientific data. We utilize comprehensive, ISO-compliant product life cycle assessments (LCAs) to identify key environmental impact areas and measure the effectiveness of our solutions. Since 2023, we've used LCA findings to develop and publish Product Environmental Reports that outline each product's environmental footprint, including its packaging, and the improvements achieved across the full life cycle — from manufacturing to end-of-life.

Our understanding of environmental impact continues to evolve. Beyond our internal efforts, we engage with industry leaders and stay aligned with best practices through partnerships with organizations such as Trellis, REACH Central Coast, the Consumer Technology Association, the Sustainable Packaging Coalition, and the Responsible Business Alliance.

Life Cycle Thinking

Sonos considers and reduces environmental impacts at every stage of the product and packaging life cycle.



Engineering innovation for sustainability

We're committed to increasing the use of recycled plastics in our products, and we partner with leading suppliers to source and test high-performance materials. Every new plastic undergoes a rigorous, well-defined evaluation by our materials engineers to ensure
it meets strict technical, design, and durability requirements. We hold recycled and renewable plastics to the same high standards as virgin materials — a bar that many plastics cannot meet. That's why every success, such as a material passing our demanding drop and tumble tests, marks a meaningful step forward in expanding our use of lower-impact materials.

Polycarbonate is one of the most common plastics in our products, valued for its strength, dimensional stability, and heat resistance. High-quality, thermally resistant plastics are especially critical because the powerful transducers in our speakers generate heat. To help close the loop, our partners reclaim and recycle polycarbonate waste from a range of consumer products and feed it back into production, extending the life of valuable resources.

When we identify a recycled plastic that performs at the level we require, we don't limit its application to new products. For example, our materials engineers qualified a robust polycarbonate made with 100% recycled plastic that now replaces nearly half of the virgin plastic in our Arc Ultra soundbar. Production of this updated model is already underway, with market launch planned for 2026.

Our Progress

Product Longevity

We design durable, long-lasting devices because extending product life is one of the most effective ways to reduce environmental impact — and it enhances the value we deliver to customers. By prioritizing longevity, we keep products in use longer, minimize waste, and reduce the need to manufacture replacements.

In 2025, our software team implemented an architecture update that enables Sonos to deliver specialized firmware tailored to different generations of our hardware. This update is designed to improve the performance of earlier-generation players, ensuring customers can continue to enjoy their legacy products for years to come.

The team also develops innovative hardware solutions — known as Architectural Enablers — that make disassembly and remanufacturing easier, helping us maximize the value of every product and part. For example, rather than soldering components together, we use connectors that allow internal parts to be serviced more easily. We also support product longevity after purchase through several ongoing programs:

Regional Remanufacturing
Our regional remanufacturing program services returned devices and provides customers with a fully functional replacement. This approach extends product life and reduces distribution-related emissions by localizing servicing. In addition to continuing our successful operations in the United States and Europe, we're exploring opportunities to expand our regional capabilities in Asia and Australia.

Certified Refurbished Program
Our Certified Refurbished products meet the highest standards of quality and deliver a like-new experience. Devices returned through our money-back guarantee or warranty claims undergo rigorous testing and quality assurance before qualifying for the program.

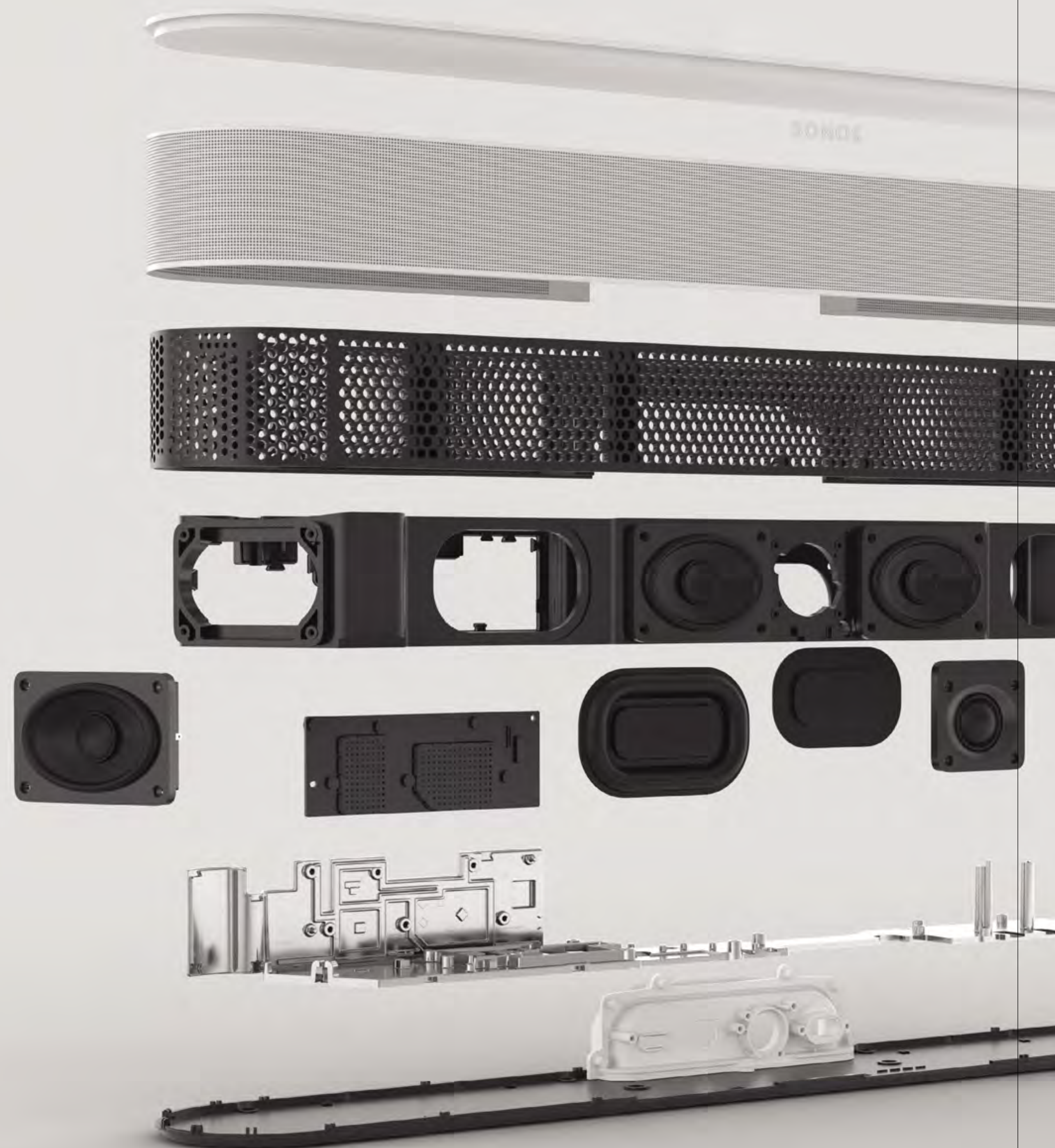
To give more products a second life, we're actively expanding our refurbished offerings. Achieving like-new quality through refurbishment requires the right combination of equipment, materials, and processes. In 2025, we successfully qualified six additional products for our Certified Refurbished program.

Through this program, we donate 1% of refurbished product sales to nonprofits dedicated to environmental preservation and conservation.

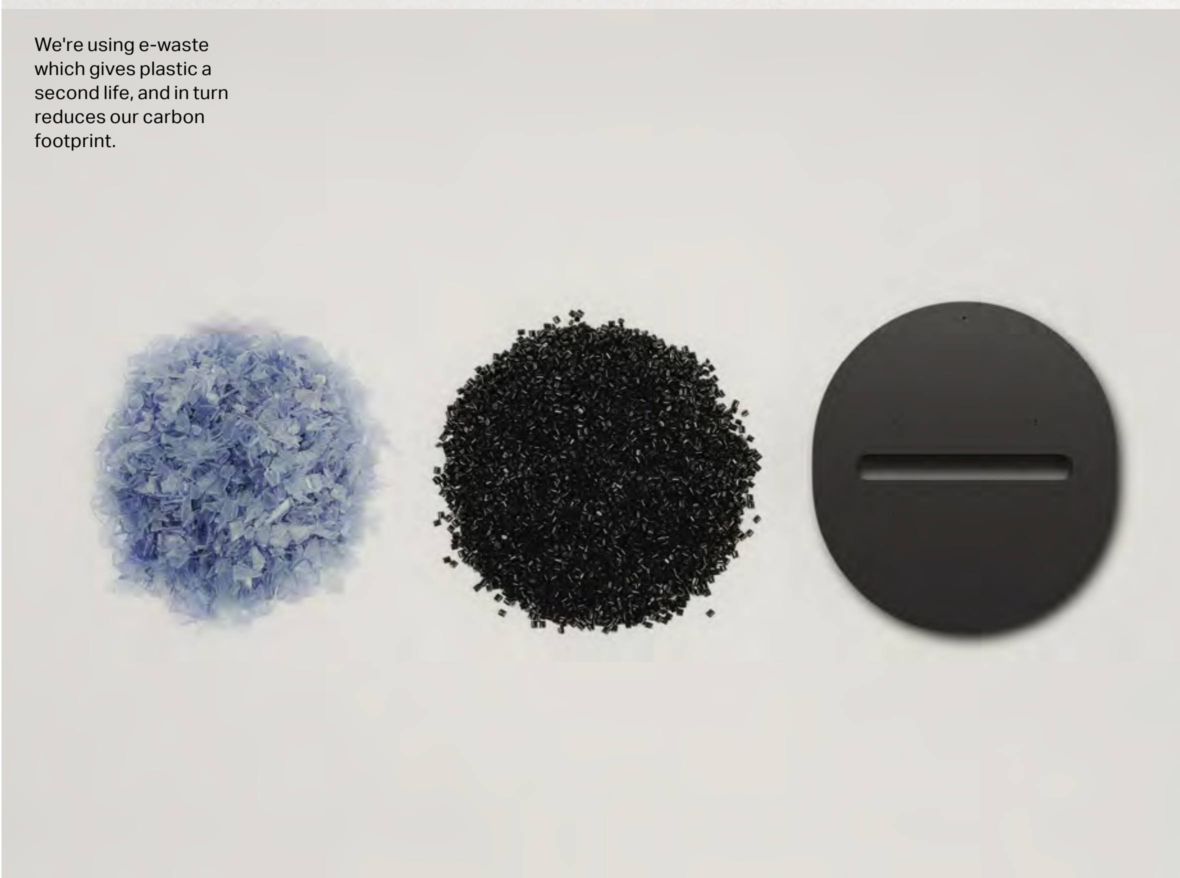
Upgrade Program
We encourage customers to trade in older-generation devices through our Upgrade program. Returned products are either refurbished or responsibly recycled, and customers receive a discount on a new purchase in return.

To further reduce e-waste, we're piloting a program that offers items with minor cosmetic imperfections, such as scuffs or scratches, at a more accessible price point. These products can now deliver our standard Sonos sound experience to customers when they — and the materials that go into making them — would have previously been left unused.

For products that have reached the end of their usable life, we offer clear recycling instructions and provide options to return devices directly to us or drop them off at designated e-waste or retail partner locations to ensure responsible disposal. We also follow Extended Producer Responsibility schemes where required by law.



Due to the nature of recycled plastic feedstock, we challenged ourselves to develop a new shade of white without compromising on quality and durability.



We're using e-waste which gives plastic a second life, and in turn reduces our carbon footprint.

Responsible Materials

Our Materials Strategy prioritizes the use of materials with a lower environmental impact. Plastic is one of the highest volume materials in our products, yet producing virgin plastic is both resource- and emissions-intensive. To address this,
we are incorporating more recycled plastics into our speaker components.

We're proud that four of our products have earned the Recycled Content for Electronics and Electrical Equipment certification for their meaningful use of recycled materials.
Era 100 and Era 300 each contain 17% recycled plastic by weight. Ace and its travel case contain 31% recycled materials, comprising both recycled plastics and textiles.
Arc Ultra now incorporates 37% recycled materials between its recycled plastic and aluminum components. Learn more about Arc here.

With these achievements as a foundation, we are expanding our efforts beyond plastics to explore lower-impact alternatives for other materials across our portfolio.

Metal is another high-volume and high-impact material in our products. To reduce the need for raw material production, we are working to replace virgin aluminum with recycled aluminum wherever possible. In our speakers, the heatsinks — critical components that absorb and dissipate heat to prevent overheating — are made of aluminum. As of 2024, all newly produced die cast heatsinks are manufactured using 100% recycled aluminum. We're also updating older products, including the Era 100, with stamped aluminum heatsinks that use fewer materials and require less energy to produce.

In 2025, our materials engineering team successfully trialed a bio-renewable plastic made from bio-based feedstock that will be integrated into future products.

We also ensure every Sonos product complies with global regulations designed to protect human health and the environment. Our Product Sustainability team upholds even higher standards, proactively eliminating select unregulated substances from our products. We continue to monitor policy changes to ensure compliance, striving to stay ahead of emerging regulations.
For several years, our Halogen Free Initiative has helped us steadily minimize halogens in printed circuit boards (PCBs) and power cords, product components with relatively high halogen levels. All products launched in 2024 as well as select redesigns for existing products feature PCBs that meet our halogen-free threshold.

Combining both of these elements of material responsibility, our electromechanical team has developed power cords made from thermoplastic elastomer (TPE) that is both halogen-free and recyclable. Products featuring these cords will launch in the United States soon, with a broader rollout to follow.

Sustainable Packaging

We strive to design, develop, and deliver packaging that offers excellent protection while minimizing environmental impact. Our packaging team carefully selects materials that balance functionality, sustainability, and aesthetics. We're proud to be recognized for these efforts, earning first place in The Dieline's In-House Design award for our Sonos Ace packaging. Made from Forest Stewardship Council®-certified kraft paper and without virgin plastic, 100% of the materials used in Ace's packaging are sustainably sourced. Plus, it's entirely OCC-E-certified curbside recyclable in the United States.

The primary focus of our Packaging System is to replace conventional materials with sustainably sourced papers. We also aim to eliminate single-use plastics. When plastics cannot be fully avoided, we prioritize using recycled plastics to extend the life of existing resources.

We source materials certified by trusted organizations such as the Forest Stewardship Council (FSC)® for paper and the Global Recycled Standard (GRS) for plastics.

Recyclability is a core objective of our packaging strategy. For example, we improved the recyclability of new product Quick Start Guides by shifting from polypropylene-laminated paper to uncoated paper. Our packaging team is also exploring ways to reduce the use of adhesives, making our boxes easier to disassemble and recycle.

As packaging recyclability standards evolve — particularly under California's SB 54 and SB 343 — we maintain close collaboration with How2Recycle to stay current on recycling requirements and ensure compliance with all applicable regulations. We are currently participating in the Sustainable Packaging Coalition's Paper Packaging Recyclability Collaborative to remain informed on emerging research and industry developments. Our team continues to refine our data and investigate alternative materials that meet our high standards for durability and sustainability.

Our journey toward fully sustainable packaging is an ongoing commitment, not a final destination. Building on our 2025 progress, we are now evolving our strategy to solve the problem of "last-mile" plastics in our packaging system. These are the final, most difficult-to-replace components for which we will need to pioneer new solutions.

Additionally, to further validate our progress and hold ourselves accountable, we are actively investigating materials from more third-party certifiers to ensure our efforts toward a circular economy are both transparent and impactful.

Sonos' Packaging Design system has won numerous design awards and has been recognized by designers globally.

Energy Efficiency

Improving the energy efficiency of our products is an essential part of our strategy to reduce climate impact. Through both hardware and software innovations, we design our devices to use less power while maintaining the high standards of performance and responsiveness our customers expect.

In FY24, product energy consumption contributed 57% of our total carbon footprint. For most Sonos products, idle mode accounts for a significant portion of lifetime energy consumption. Since idle power consumption is shaped by user behavior, we are collecting more granular real-world usage data to guide efficiency advancements and improve where it matters most to our customers.

We aim to reduce the idle power consumption of each new product generation with a long-term goal of achieving a 2 watt portfolio-wide average. In FY25, our products averaged 2.60 watts of idle power consumption. Our latest plug-in speakers are already significantly more efficient than earlier models: as standalone devices, Sub 4 uses 47% less idle energy than Sub (Gen 3), and Arc Ultra consumes 20% less than Arc.

Following the launch of our chargeable Ace headphones and Roam 2 speakers in 2024, we're focused on making battery life improvements so that our devices use energy more efficiently. We began by establishing a common methodology for defining and measuring charging efficiency. In our Battery Lab, we are testing ways to enable faster charging without compromising battery life. Future products will include battery care features that optimize charging for longevity and give consumers access to battery health metrics, helping them monitor and manage their device's performance. As part of our ongoing commitment to battery care, we offer a Replacement Battery Kit for both Move and Move 2. The kit makes it easy for customers to replace their rechargeable battery themselves, extending the life of their product. Move and Move 2 batteries are interchangeable, and upgrading a Move with a Move 2 battery increases playtime by about 25% . To close the loop, we also provide options for recycling old batteries — either through certified e-recycling facilities or by returning them to us with a prepaid shipping label.

Average idle power consumption of our product portfolio
(watts)

II

Social

We continuously refine our approach to social responsibility through active engagement with our customers, employees, communities, and suppliers. By embracing diverse perspectives, we create strategies that drive innovation, uphold our commitments, and advance meaningful progress.

Global Inclusion

At Sonos, we believe that embracing all voices fuels innovation and allows us to create extraordinary sound experiences that resonate with people everywhere.

Four Areas of Focus

Workforce
Building systems that drive global inclusion

Workplace
Fostering a culture that recognizes and embraces different experiences and perspectives

Community
Cultivating connections within Sonos and the wider community

Marketplace
Integrating accessibility and inclusivity into product design

Inclusion is woven into the foundation of our business, reflected across all functions, practices, and processes. It's not only central to our culture, but also critical for long-term business growth. By welcoming different perspectives, we are better positioned to expand our audience, reach new markets, and strengthen our impact. Our commitment to inclusion spans every level of the organization—from Employee Resource Groups (ERGs) that foster community, to our Global Inclusion team that designs and implements strategy, to the Board's Compensation and People Committee that provides oversight, and to hiring managers and executives who champion inclusion every day.

We organize our strategy around four areas of focus—workforce, workplace, community, and marketplace —to ensure inclusion is embedded in our people practices, culture, products, and connections.

Our Progress

Inclusive recruitment

We aim to build a world-class workforce by finding exceptional talent in every community. Sonos embeds inclusion throughout the recruitment process, posting open roles on platforms that reach a broad range of candidates, including those designed for underrepresented job seekers such as PowertoFly. We also leverage tools like LinkedIn Recruiter and SeekOut to expand access to qualified talent.

Our Senior Recruiters are certified through AIRS, equipping them to guide hiring managers in reducing bias throughout the selection process. To further support inclusive hiring, all managers are encouraged to complete unconscious bias interview training available through our learning platform, Sonos Academy.

Transparency and engagement

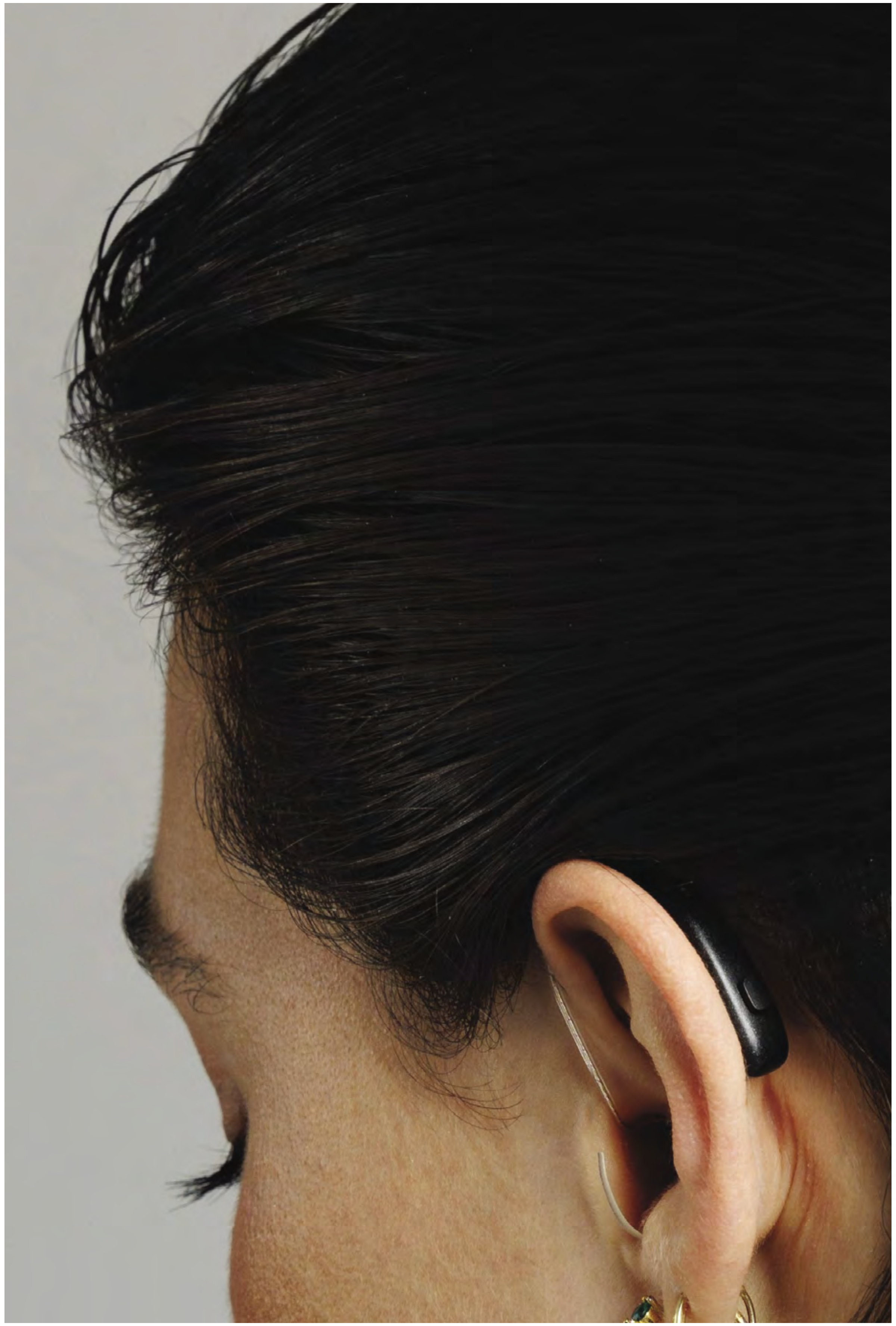
Transparency is essential to driving progress. Our annual employee engagement survey, Sonos Soundcheck, provides valuable insight into the issues that matter most to our workforce.

In 2025, engagement-related scores rose by six points compared to the previous year, reflecting stronger employee sentiment overall. Positive feedback highlighted Sonos' culture, values, and commitment to well-being, while employees also emphasized the need to better support teams in adapting to workforce changes, including downsizing. Leadership will use these findings to guide decisions and refine our approach.

Listening remains central to our culture. We encourage ongoing employee feedback and foster community through our Employee Resource Groups. With dedicated funding and monthly events, our eight Employee Resource Groups help build belonging and provide insights that strengthen both employee experience and business outcomes.

Designing for everyone

We're committed to creating products that feel personalized for every user. Our user research, beta testing, and accessible design teams continually refine our products to be more intuitive and adaptable. For example, in FY25 our audio team collaborated with the UK's Royal National Institute for Deaf People to develop an improved speech enhancement feature for Arc Ultra, our newest soundbar. By learning directly from individuals with hearing loss, we applied their insights with our AI-powered technologies to deliver excellent sound experiences for a wider range of listeners. Arc Ultra now sounds better — for everyone.

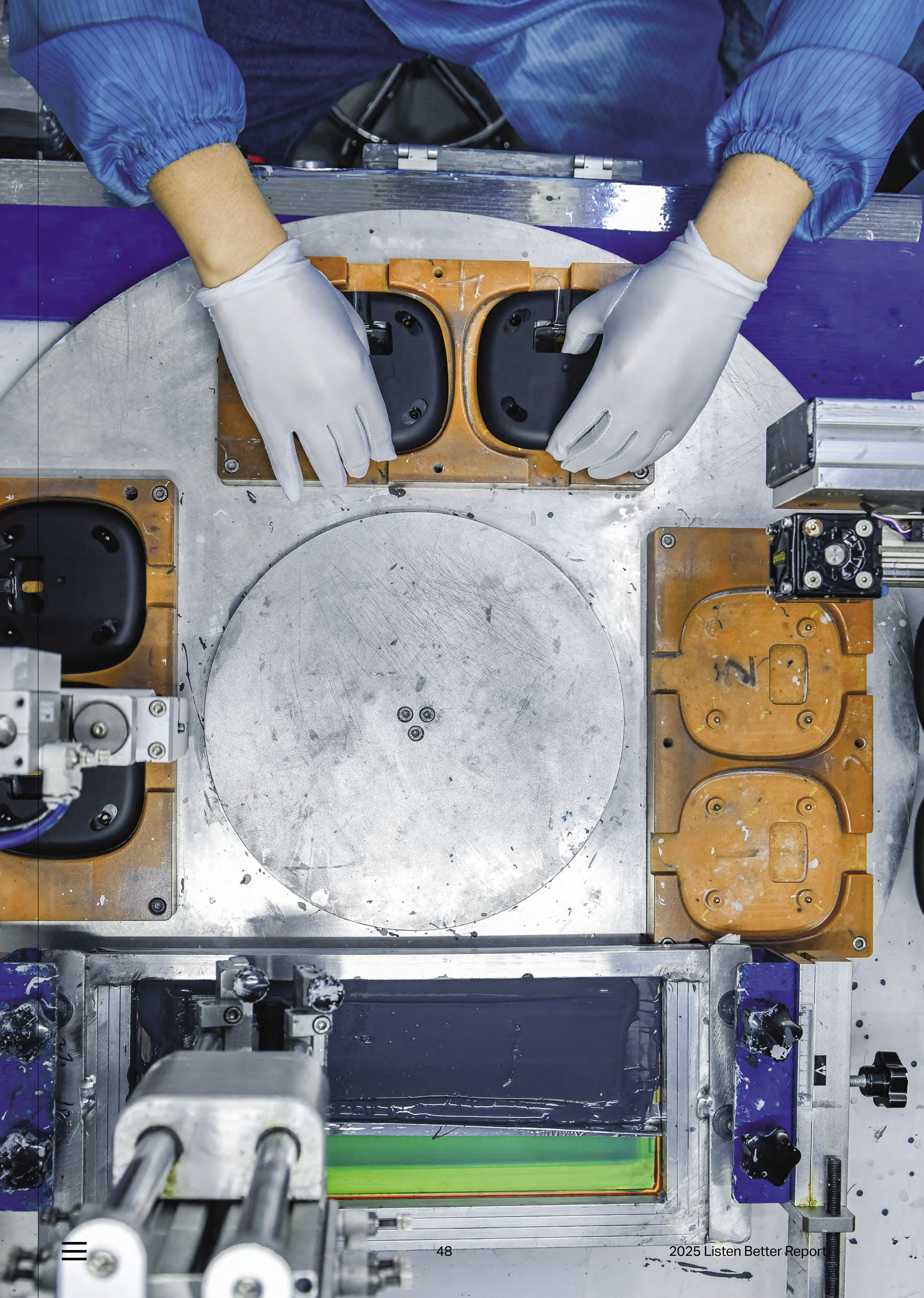


Expanding to new markets

Sonos is committed to becoming a truly global brand that serves customers worldwide. We continue to expand in high-growth markets such as Mexico, Japan, India, and the Middle East and North Africa (MENA). Success in these markets depends on employees who bring local knowledge and cultural insight, enabling us to develop strategies that reflect the unique needs and preferences of each community. This is good for our business, helping to ensure our products resonate with customers everywhere.

Supply Chain Responsibility

We source materials and services worldwide to manufacture our products, and we carefully select suppliers who share our commitment to social and environmental responsibility.



Sonos is a member of the Responsible Business Alliance (RBA), a leading industry coalition advancing social and environmental standards across global supply chains. Now in our fifth year of membership, we have become 'Regular' members of the alliance—the second highest tier of commitment. Regular members take on additional responsibilities for disclosure and auditing practices, which Sonos is proud to uphold.

Our Supplier Code of Conduct is harmonized with the RBA Code of Conduct 8.0, which is itself built on principles established by the International Labor Organization (ILO), Organisation for Economic Co-operation and Development (OECD), and the United Nations Guiding Principles on Business and Human Rights and the United Nations Universal Declaration of Human Rights. The RBA Code of Conduct addresses detailed topics, including fair treatment of workers, business ethics, health, safety, and environmental impact. At a minimum, we comply with all applicable laws and regulations in countries where we operate.

Some examples of regulations safeguarding human rights in supply chains include:

UK Modern Slavery Act

U.S. Dodd-Frank Act

Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act

California Transparency in Supply Chains Act

Our progress

From day one, we mandate that all our suppliers adhere to our Supplier Code of Conduct which we verify through audits before we conduct business with them. For all new suppliers, we conduct an initial verification audit to identify and mitigate potential risks before entering a new partnership. In FY25, Sonos added 14 new suppliers/facilities from 3 regions.

We focus our engagement on the major suppliers that represent 80% of our total spending, maintaining regular communication to ensure strong alignment. We evaluate their compliance with our Code of Conduct using self-assessment questionnaires as well as on-site audits. Our approach leverages the RBA Validated Assessment Program (VAP)—a leading standard for on-site compliance verification—which delivers rigorous, third-party assessments that are both credible and shareable. These evaluations provide us with deeper insights into how our suppliers manage their environmental and social performance.

Major Suppliers Audited

FY23	100%
FY24	97%
FY25	95%[1]
FY26	Target 100%

1 This figure accounts for four suppliers with pending results.

50%

Performance Target
Annual % of suppliers with critical issues audited in person

100%

Progress FY25

100%

Performance Target
% of major suppliers audited annually

95%[1]

Progress FY25

100%

Performance Target
% of disqualifying priority issues with closure audit conducted

100%

Progress FY25

Audit Findings

	FY23	FY24	FY25
Number of issues identified	562	191	148
Priority	29	4	1
Major	416	145	110
Minor	117	42	37
Nonconformance rate with labor standards (identified during audits)	34%	40.3%	53%

Top Nonconformance Categories in FY25

Number of instances flagged during audits

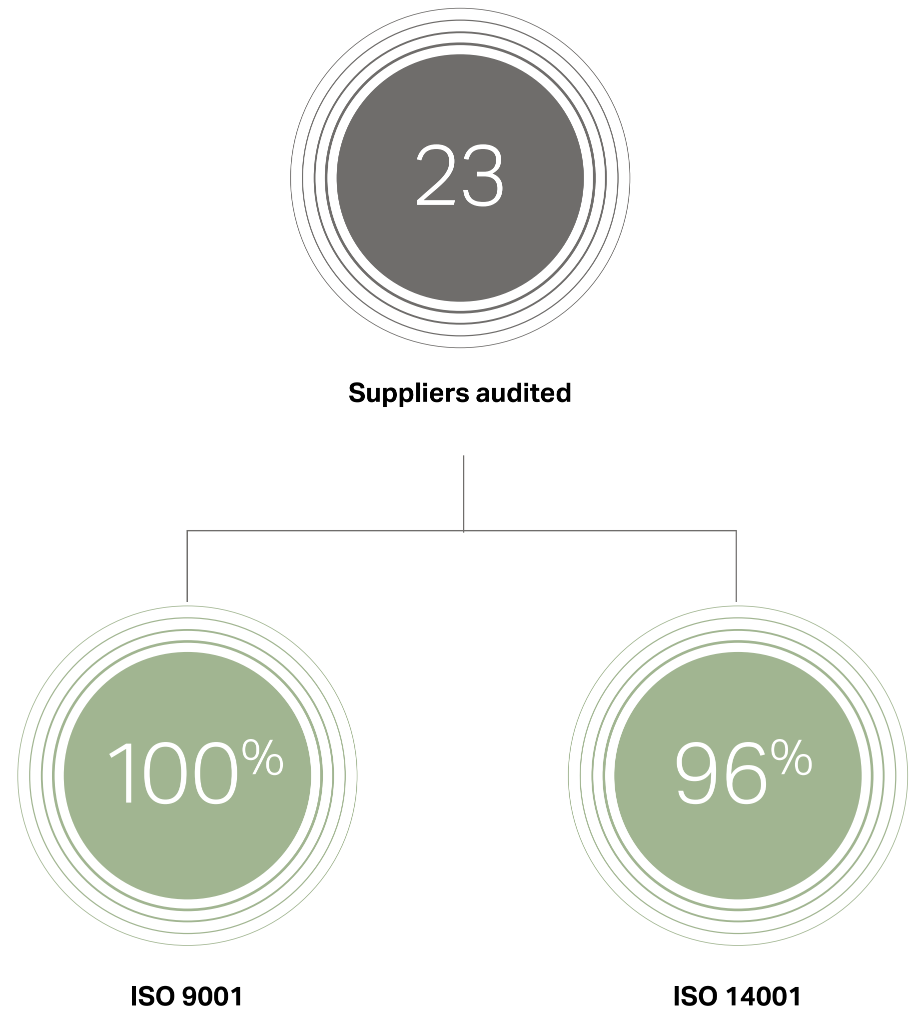
For instances of nonconformance, we utilize the RBA's classification of issues by severity of minor, major, or priority. Each category has a specified timeframe for the supplier to implement a corrective action plan that remedies the findings and establishes a system to prevent reoccurrences. The supplier submits a closure audit to verify the issue has been resolved.

In FY25, we audited 95% of these major suppliers. Our audits identified a total of 148 issues: 37 (25%) were minor, 110 (74%) were major, and 1 (0.7%) was priority. The top two nonconformance concerns included working hours and labor management. In FY25, all suppliers initiated corrective action plans and closure audits within the mandated time frame.

Each adjustment and improvement in our responsible supply chain program contributes to strengthened supplier relationships, improved pathways for awareness and education, and a continued commitment to our Code.

ISO Certification in FY25

Of suppliers audited, what percentage are ISO certified



Giving Back

At Sonos, we give back to our communities by acting locally while thinking globally. We are proud to support high-impact nonprofits in Santa Barbara, where our company was founded, and we also work to create positive impact across borders. We begin by listening deeply to stakeholders to understand where we can contribute most effectively.

Each of our focus areas connects to sound:

Regenerative Sound

Providing technical and financial support for environmental conservation projects through our 1% for the Planet membership.

Inclusive Sound

Creating opportunities for underrepresented talent in sound production.

Sound Education

Supporting youth music education programs around the world.

Our Progress

Partnerships are essential to creating lasting impact. Each year, we evaluate our nonprofit partners to ensure we address evolving community priorities. In FY25, the Sonos Foundation donated to 13 nonprofits — several focused on expanding access to sound and technology, and others dedicated to protecting the environment.

Regenerative Sound

Our Regenerative Sound program is aligned with our membership with 1% for the Planet. Since FY23, Sonos has donated at least 1% of annual refurbished product sales to environmental nonprofits.

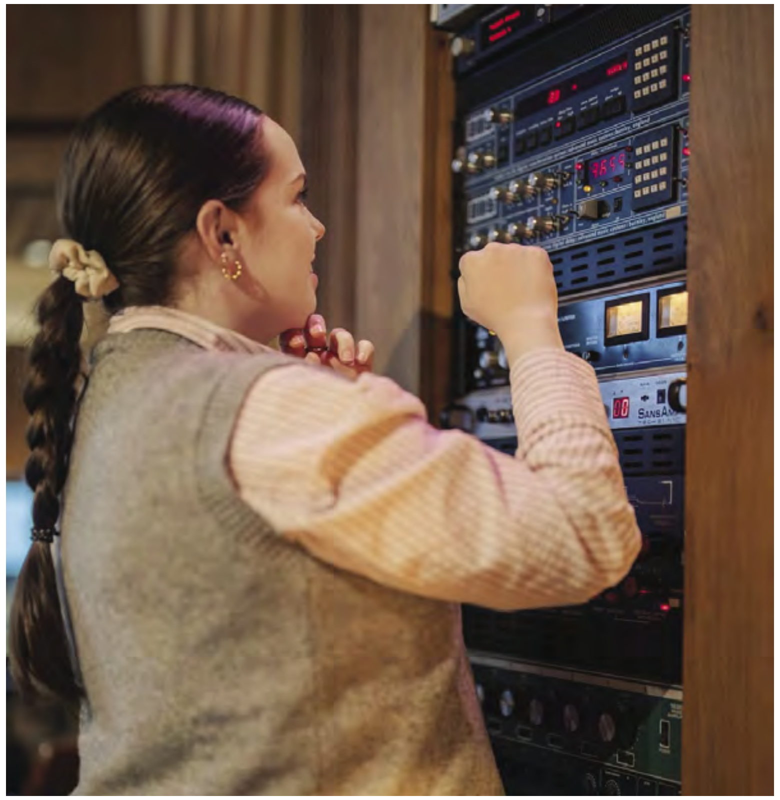
In FY25, we expanded this work through a signature partnership with the California Marine Sanctuary Foundation to create the world's first Underwater Sound Sanctuaries. This initiative aims to reduce whale strikes, cut carbon emissions from shipping, and foster a healthier acoustic environment for marine life. By slowing vessels, ships not only become quieter—reducing noise pollution that disrupts whales and other species—but also burn less fuel, resulting in lower emissions. We are especially proud that the Protecting Blue Whales, Blue Skies program—part of this effort—was founded in Santa Barbara, just two miles from our office, underscoring the global impact of local innovation. Read more about our efforts in launching the world's first Underwater Sound Sanctuaries.

Beyond the US, we also supported Arca Tierra, a pioneering local network of farmers, educators, cooks, and environmentalists committed to regenerating Mexico's food system through agriculture, education, and fair trade. We're proud to invest in initiatives that bring together environmental restoration and community and cultural resilience.

Inclusive Sound

Through Inclusive Sound, we promote equity in the field of sound production by supporting nonprofits that nurture emerging musical talent and expand access to careers in sound engineering. In partnership with We Are Moving the Needle, we worked to close the gender gap in the recording industry by providing scholarships, mentorship, and community-building opportunities for women, non-binary, and transgender producers and engineers.

In FY25, we were especially proud to fund scholarships that enabled women to attend a production workshop at London's legendary Abbey Road Studios, led by Sonos Soundboard member and Grammy-nominated engineer Marta Salogni. We also supported two female creators with scholarships to participate in a Mix With the Masters workshop led by Grammy-winning producer Catherine Marks.

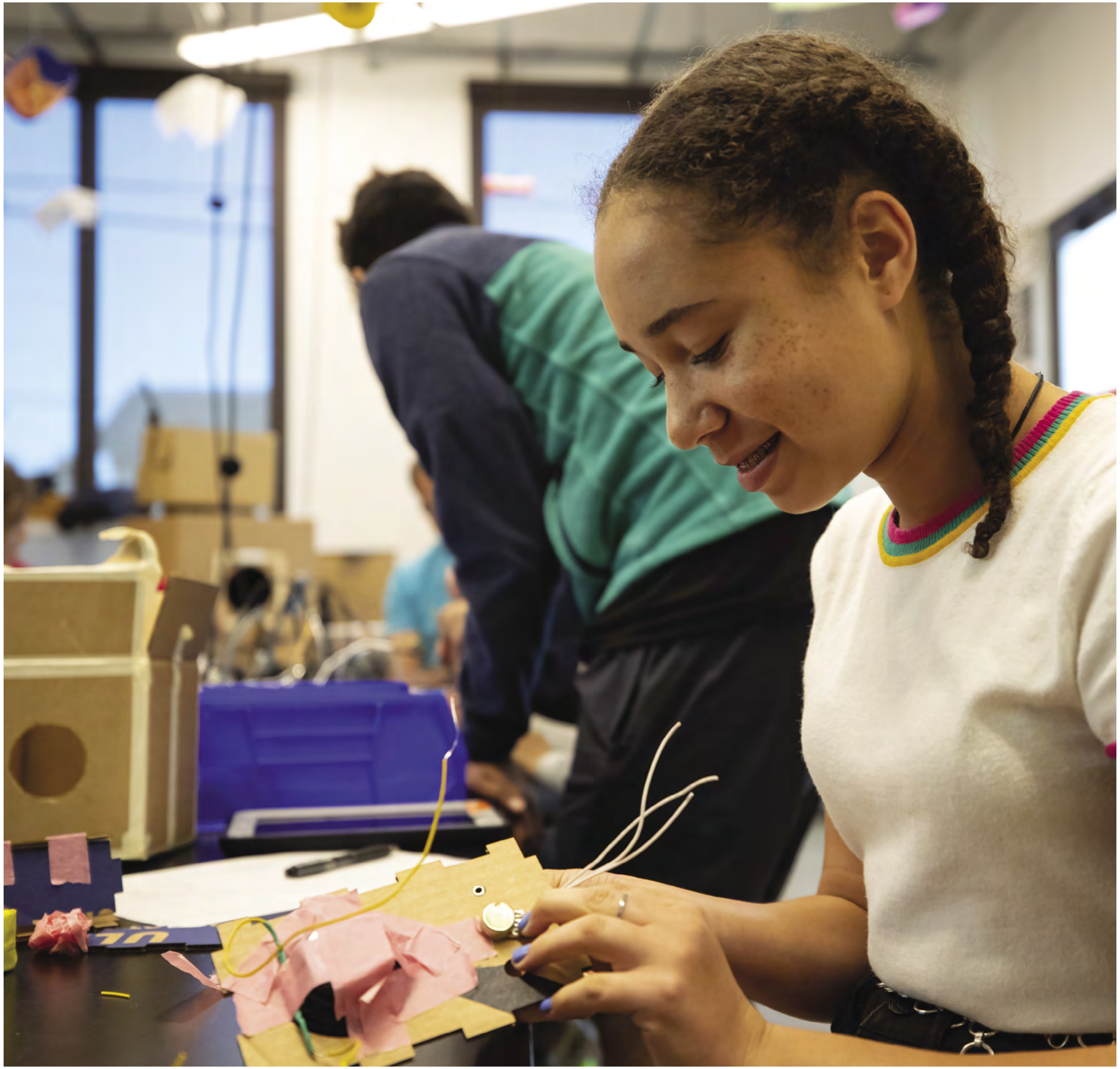


Sound Education

Sound Education is how we invest in the next generation of musicians and innovators. This year, we continued our support of MOXI, The Wolf Museum of Exploration and Innovation, in providing interactive Science, Technology, Engineering, Arts, and Mathematics (STEAM) learning for children from Title I schools. We also partnered with Mission Scholars, a nonprofit that offers college admissions guidance and career development training to help exceptional low-income students reach their potential and become changemakers in their communities. In Santa Barbara County, we supported the Music Academy of the West's Sing! program, which provides music instruction to children in Title I schools.

Supporting Communities in Times of Crisis

As a global company, we are committed to supporting communities during times of crisis. We work closely with employees to respond to urgent needs and provide ongoing support to Direct Relief, a humanitarian aid organization headquartered in Santa Barbara. Direct Relief mobilizes essential medical resources to areas impacted by disasters, including communities affected by emergencies worldwide. When wildfires disrupted the livelihoods of creators in Los Angeles in FY25, we contributed to We Are Moving the Needle's Wildfire Relief Fund, which provided direct support to producers, engineers, and artists who lost access to studios and equipment.



III

Governance

Our commitment to strong governance ensures that we operate in alignment with our core values. Guided by a culture of continuous improvement, we work to strengthen our environmental and social responsibility across every aspect of our business.

Corporate and ESG Governance

Our corporate governance framework ensures that our actions consistently reflect our core values. It reinforces sound decision-making, strengthens stakeholder trust, and helps us manage risk with discipline and accountability.

Sonos' Board of Directors holds ultimate oversight of the business. At the end of FY25, the Board comprised seven members, six of whom are independent. It has three standing committees.

The Nominating and Corporate Governance Committee oversees matters related to Corporate Sustainability and ESG. At least once a year, the Director of Corporate Social Responsibility reports to this committee and briefs the Board.

Three standing committees support the Sonos Board

Nominating and Corporate Governance
Compensation and People
Audit

Our progress

The Compensation and People Committee is responsible for monitoring the management of our culture and people programs, while the Audit Committee oversees risk management, including supply chain and climate-related risks, to ensure effective mitigation. For further details on climate and governance risks, please refer to our TCFD Index.

In addition to these accountability mechanisms, Sonos appointed a Quality Ombudsperson this year to ensure, among other things, that employees have a clear path to escalate any concerns related to product quality and customer experience. The Ombudsperson issues a report to management and employees, and provides regular updates to the Board of Directors.

Privacy and Cybersecurity

Our customers welcome Sonos into their homes — a reflection of the trust they place in our brand. Protecting that trust is at the heart of our security program, which focuses on the most serious cybersecurity threats while continuously reducing risk and strengthening our processes across the company.

Sonos Privacy Principles

We use data to serve our listeners.
We put the listener first, using data to provide incredible sound experiences. Nothing more. Nothing less.
We provide meaningful choices that are easy to understand.
We clearly present information to listeners at the right moment, allowing them to make effective choices.
We collect only what we need.
We believe data decays and loses value over time, so we delete it once it is no longer useful.
We protect the data of our listeners as if it were our own.
We continually seek to improve the security of listener data

Our progress

Our Privacy Statement explains how we handle personal data and is regularly updated to reflect our products, services, and evolving legal requirements. In August 2025, we clarified how data is used to better support customers — including when AI tools assist our support teams — and added more detail about how we interact with customers on social media. These updates provide greater transparency and help customers feel confident about how Sonos manages their personal information.

We are committed to protecting customer privacy, prioritizing privacy in voice interactions with Sonos Voice Control. Customer commands are processed locally on the device, meaning audio inputs and transcripts are not sent to Sonos or third parties for cloud processing. Conversations remain local to the device and are not transmitted to Sonos servers for storage or review.

In FY25, we conducted a detailed audit of our privacy and cybersecurity practices referencing the NIST Cybersecurity Framework 2.0, a recognized industry standard for risk management. This assessment informed enhancements to our Enterprise Security and Privacy Programs. We also strengthened our approach to privacy management by creating a more structured process to regularly review and update our Record of Processing Activities (RoPA). This means we now have a consistent way to track what personal data we collect, how we use it, and how long we keep it — helping ensure stronger safeguards for people's information. This diagnostic, insight-driven methodology helps us identify opportunities for secure and effective program updates.

Collaboration is key to staying vigilant against security and privacy threats. We encourage researchers to submit software vulnerabilities to us via our Security Researcher Recognition Program. Our team also participates in the International Association of Privacy Professionals events and its KnowledgeNet program.

Additionally, we engage independent security and privacy experts to perform penetration testing and assess elements of our enterprise practices. While no program can guarantee absolute security, these measures support our ongoing risk management efforts.

Sonos may respond to data requests from law enforcement in accordance with applicable laws. Prior to sharing personal data, we take steps to verify the legitimacy of the requesting agency and its legal authority. In FY25, we received 38 requests for information from U.S. and European authorities, of which 35 were granted. The majority of these requests related to product theft reports.

IV

72

ESG Supplement

Task Force on Climate-Related Financial Disclosures (TCFD) Index

We conducted a robust climate-related risk and opportunities assessment designed in line with the Task Force on Climate-Related Financial Disclosures (TCFD) framework, addressing Governance, Strategy, Risk Management, and Metrics & Targets.

In 2025, we updated our TCFD assessment to reflect our current sustainability strategy and goals, and evaluate the most recent data.

We carried out our first climate risk screening assessment in 2022. Building on this foundation, we have since broadened the scope of our analysis to strengthen our understanding of the most relevant climate-related risks and opportunities for our business. To effectively inform our climate strategy, we evaluated our operations under various climate change scenarios.

We continue to track the evolving regulatory reporting standards as they pertain to the frameworks and standards to which Sonos aligns and discloses ESG-related information. As Sonos becomes subject to further sustainability regulations, such as the California Climate Disclosures, we continue to analyze the ESG topics and climate-related risks and opportunities that are most material to us.

Our disclosures are consistent with the recommendations of the TCFD. For each of the four pillars, we highlight the process used to evaluate our climate-related risks and opportunities, the associated outcomes, and our overall management of climate change across our business. The most significant risks and opportunities in terms of likelihood and estimated potential impact are summarized in the tables following.[1]

1 This index contains forward-looking statements involving risks and uncertainties. Forward-looking statements are based on current expectations and projections about future events and trends that may affect our financial condition, results of operations, business strategy, short-term and long-term business operations and objectives, and financial needs. These forward-looking statements are only predictions and may differ materially from actual results due to a variety of factors described under "Risk Factors" in our filings with the Securities and Exchange Commission and are subject to a number of uncertainties and assumptions. All forward-looking statements herein reflect our opinions only as of the date of report, and we undertake no obligation, and expressly disclaim any obligation, to update forward-looking statements herein in light of new information or future events. Sonos and Sonos product names are trademarks or registered trademarks of Sonos, Inc.

Governance

TCFD Recommendation	Sonos Disclosure
a) Describe the Board's oversight of climate-related risks and opportunities.	Our Board of Directors has ultimate oversight over ESG topics, including climate-related risks and opportunities. We address business decisions with an ESG lens when appropriate. The Nominating and Corporate Governance Committee is responsible for overseeing our ESG program and strategy, in partnership with the Audit Committee, which handles oversight of risk management including climate-related risk and opportunities. Our Chief Legal and Business Development Officer provides updates to the Board on ESG issues as important matters arise. The Director of Corporate Social Responsibility reports to the Nominating and Corporate Governance Committee at least annually, while also engaging with the full Board.
b) Describe management's role in assessing and managing climate-related risks and opportunities.	The development, implementation, and management of climate-related policies and programs is a company-wide management effort, with collaboration between many departments, including the Product Sustainability, Global Operations, and Go-To-Market teams. Our Director of Corporate Social Responsibility oversees the TCFD-aligned assessment.

Climate Strategy

TCFD Recommendation	Sonos Disclosure
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Please see tables A and B for a summary of relevant short-, medium-, and long-term risks and opportunities that Sonos identified through a scenario analysis.
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Please see tables A and B for a summary of the potential impacts of the climate-related risks and opportunities that Sonos identified through a scenario analysis. As part of our assessment, we examined the potential financial impact of each risk and opportunity. We then assigned potential values to certain risks and opportunities based on hypothetical examples and predictions. Each of the risks could require increased expenditures on our part to address them, including costs associated with lowering our emissions. Opportunities represent a chance for us to decrease our expenditures or bring in greater revenue. For all risks and opportunities identified, the potential financial impact would be <1% of our annual revenue.
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	With a focus on resilience, our sustainability strategy prioritizes reducing emissions and minimizing the environmental impact of our products across their full life cycles. Our strategy accounts for a wide range of impacts, from material use and energy consumption to serviceability and packaging. Our continuous efforts to improve our business' resilience include benchmarking against ESG best practices, setting and achieving meaningful goals, and evaluating our approach to ESG leadership. Fundamental to our climate strategy is our focus on product innovation, particularly in regards to premium quality, longevity, and customer service. Please see tables A and B for more information on our strategy for addressing various climate scenarios.

Risk Management

TCFD Recommendation	Sonos Disclosure
a) Describe the organization’s processes for identifying and assessing climate-related risks.	In line with TCFD’s recommendation, various internal stakeholders reviewed quantitative and qualitative information related to the short-, medium-, and long-term impacts of climate change and considered the risks and opportunities related to two scenarios that align with the International Energy Agency’s (IEA) scenarios. The first is a “Business as Usual”scenario, in which greenhouse gases continue to be emitted in a relatively unabated manner. The other scenario considered is IEA’s 1.5°C Degree Sustainable Development Scenario, where the world has made the necessary regulatory, technological, and policy shifts to abate emissions and prevent the planet from warming more than 1.5°C. Using these scenarios as a guide, representatives from various functions across the company were asked to identify specific risks and opportunities for their line of work that need to be considered and addressed in the context of climate change.
b) Describe the organization’s processes for managing climate-related risks.	To manage actual and potential risks, our dedicated internal audit team implements a comprehensive set of processes and procedures. Our Audit Committee oversees an annual enterprise risk management (ERM) process. ERM supports us in achieving our strategic priorities by considering and mitigating risks to the business. As part of this process, we consider various risks, including those related to the climate, and assess the likelihood of occurrence, significance, potential impact, and mitigation strategies. This allows us to prioritize the risks that pose the most material impact to our business and identify risk management actions needed to mitigate them. Our Compliance Council is composed of key internal stakeholders and meets quarterly to discuss all risks, complete any necessary internal investigations, and provide recommended processes to improve Sonos’ ERM and overall operations. For weather-related climate risks, we have crisis response and business continuity plans that we periodically reevaluate and update.
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	Our Board of Directors has oversight over ESG topics, including climate-related risks. We address business decisions with an ESG lens when appropriate. The development and implementation of ESG-related policies and programs is a company-wide effort with cross-functional collaboration. Through robust risk management, our goal is to be a resilient company that can adapt to the actual and potential effects of climate change and contribute to the mitigation of climate-related impacts.

Metrics and Targets

TCFD Recommendation	Sonos Disclosure
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Sonos utilized various metrics to assess the climate-related risks and opportunities identified. These metrics include Scope 1, 2, and 3 greenhouse gas emissions, supply chain expenses, and sustainability performance of products.
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Sonos discloses its global Scope 1, 2 and 3 GHG emissions on an annual basis. Please find emissions disclosures for Fiscal Year 2024 below and refer to pages 14-16 of this report for more details on our environmental metrics and progress toward achieving our targets. ● Scope 1: 64 tCO_2e ● Scope 2 (location-based): 383 tCO_2e ● Scope 2 (market-based): 0 tCO_2e ● Scope 3: 985,574 tCO_2e
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Through our Climate Action Plan, we have committed to becoming carbon neutral by 2030 and net zero by 2040. Please see our targets for emissions reductions on page x of this report. Please see other climate-related targets Sonos is committed to and our progress toward those targets in the Product Sustainability section of this report.

A. Physical Risks and Opportunities

The physical risks and opportunities identified in the context of a "Business as Usual" scenario as most likely and/or impactful, the potential impacts, and our management approach are detailed below.

Physical risk	Potential impact and management approach
Increase in Temperatures Timeframe: Long-term	If temperatures rise significantly around the world, manufacturing plants could see an increase in output costs, as well as an increase in machinery sensitivity. There will be cooling costs related to workers and machinery. The cost impacts to manufacturing and logistics may be significant, but many countries are already investing in sustainable energy sources to aid in air conditioning and limiting future costs related to temperature increases. While we do not own our manufacturing or supplier facilities, we are able to mitigate additional maintenance and repair costs at our offices. We will conduct HVAC and building condition assessments when evaluating new properties or potential renovations.
Increase in Adverse Weather Events Timeframe: Short-term	More frequent storms could disrupt energy production and delivery by damaging electricity infrastructure, fuel delivery infrastructure and equipment, power plants, or storage facilities. Manufacturing can be disturbed, causing delays and short order issues, which could ultimately influence customer satisfaction. We will monitor changing weather patterns in highly susceptible areas of our supply chain to better understand risk exposure. We already have plans in place for manufacturers and suppliers that could provide additional resources during severe natural disasters, if necessary. Any disruptions would be at most 1% or less of our annual revenue, or roughly $15 million USD in FY24. We will continue to monitor and update emergency supplier plans.
Lack of Input Material Availability Timeframe: Long-term	Climate change may drive supply chain disruptions and changes in migration patterns. Such risks could impact the availability of input materials. Supply chain disruptions may affect productivity and schedules, which can increase costs. Migration patterns could limit access to raw materials. As part of our risk management efforts, we assess which materials are most at risk for supply interruptions, climate-related or otherwise. Based on our findings, we ensure that our manufacturers and suppliers are able to keep up with demand and work to anticipate potential sourcing challenges. To further mitigate this risk over the long term, we may seek to diversify our sources for materials and increase sourcing from local vendors.
Energy Demand Timeframe: Medium-term	Climate change may increase electricity demand for cooling in the summer and decrease heating in the winter. To improve energy efficiency, we will assess the opportunity to implement low-energy improvements in our offices. Our Product Sustainability team works with R&D to incorporate energy efficient technology into our products and will remain committed to lowering consumer energy usage. The energy consumption in Sonos-owned facilities is modest, with the bulk of the energy impacts coming from our supply chain. As our agreements with manufacturers include their overhead, any impacts of higher energy costs would be captured in those line items. If energy prices were to fluctuate by 20% or more, in a worst-case scenario Sonos might see those costs fluctuate by +/- $1 million USD.

Physical opportunity	Potential impact and management approach
Geographic Resilience Timeframe: Short-term	Expanding operations to areas that have lower climate-related physical risks can lead to increased opportunities in undervalued markets. Sonos could better support the production and manage the changing needs of any affected manufacturing facility. With offices, manufacturers, and suppliers located throughout the world, we have a diverse geographic portfolio. When considering adjustments or expansion of our global footprint, we will examine the climate resilience of new locations that may limit the physical impacts of climate change on our business.

B. Transitional Risks and Opportunities

The transitional risks and opportunities identified in the context of a 1.5°C Degree Sustainable Development Scenario as most likely and/or impactful, the potential impacts, and our management approach are detailed below.

Transitional risk	Potential impact and management approach
Increase in Investment Costs Timeframe: Medium-term	Switching to low-carbon and/or renewable energy sources may require significant capital investment. We actively examine areas in which we can diversify our suppliers and manufacturers, including the availability of renewables, thus minimizing the risks of shutdowns or prolonged outages. Additionally, we examine the likelihood that customers would be accepting of more expensive products to support sustainable efforts.
Increase in Costs Related to GHG Emissions Timeframe: Medium-term	Some industries may be subject to carbon taxes, fossil fuel caps, or other monetary penalties related to the amount of greenhouse gases they emit. Sonos' locations with higher use of fossil fuels may be particularly exposed to this risk. Sonos' Scope 1 and 2 GHG emissions constitute less than 0.1% of its total GHG inventory so a carbon tax would have minimal impact on Sonos. For example, were a carbon tax implemented at $50 USD per metric ton, this would result in a financially immaterial impact on Sonos. Were companies held responsible for the GHG emissions of their products either during manufacturing or in the use phase, then this may be reflected in our contracts with our contract manufacturers. Where possible, we will examine areas to implement renewable energy at Sonos' offices. We are also continuously monitoring increasing prices in regions where our manufacturers and suppliers are located.
Utility Rate Increases and Fluctuation in Power Pricing Timeframe: Medium-term	Some regional governments are implementing renewable portfolio standards, which can increase the cost to the rate payer. Changing energy prices may result due to fluctuating market forces, new regulations on generators, transmission, and distribution costs and taxes, as well as changes in commodity prices driven by changing global markets. Sonos may experience the effects of such a changing energy process. We actively monitor and prepare for fluctuation in power pricing, especially with our manufacturers and suppliers located throughout Asia. We also track our manufacturers and suppliers' initiatives to transition to renewable energy sources. We are actively exploring opportunities to diversify Sonos' supply chain to help minimize the impact of changing energy prices.

Transitional opportunity	Potential impact and management approach
Cost Savings Timeframe: Long-term	Updating facilities and utilizing more efficient manufacturing equipment not only helps the environment but also lowers operating costs. To maximize positive climate impacts and long-term cost savings, we will continue to review standards and technologies that can be introduced to increase efficiencies both for our own operations and for our products.
Enhanced Reputation in the Industry Timeframe: Short-term	Companies leading in climate receive more visibility in the market. Sonos' customers may respond well to the company's climate-related commitments and performance, increasing customer satisfaction and retention. We will continue to report on our environmental progress and performance, and strive to implement more sustainable practices in the development and use of our products.

Sustainable Accounting Standards Board (SASB) Index

Technology & Communications – Hardware

Product Security

SASB Code	Metric	2025 Response
TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	The Sonos Product Security team works with development teams to enable adoption of best practices for building secure products. The team pursues this goal by shepherding Sonos products through the security development life cycle (which includes data security best practices), building components to solve harder security problems, and deploying tools to detect coding and configuration failures.

Product Life Cycle Management

SASB Code	Metric	2025 Response
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	All Sonos brand products contain some IEC 62474 declarable substances. Sonos manages the presence of IEC 62474 declarable substances by complying with the applicable global regulations and directives on restricted, banned, or reportable substances and chemicals.
TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	Not applicable. Sonos brand products are not in the scope of EPEAT.
TC-HW-410a.3	Percentage of eligible products, by revenue, meeting ENERGY STAR criteria	Not applicable. The US ENERGY STAR is either not applicable to the marketplace that Sonos brand products occupy, or the products are not in the scope of the US program. Sonos brand products are not in the scope of non-US ENERGY STAR programs.
TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	We recovered 199.9 metric tons of end-of-life products in FY24 across our North America; Asia Pacific; and European, Middle East, and Africa regions.

Supply Chain Management

SASB Code	Metric	2025 Response
TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	In FY25, we assessed 95% of our key suppliers through a mix of supplier participation in the Responsible Business Alliance Self Assessment Questionnaire and in-person audits. We conducted in-person audits for 100% of our key suppliers with priority issues.
TC-HW-430a.2	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	In FY25, we identified a total of 148 findings during audits, deeming one priority (0.7%), 110 major (74%) and 37 minor (25%). By the end of FY25, our VAP auditors initiated closure audits for all priority issues. Most commonly, issues concerned working hours and wages and benefits.

Top Nonconformance Categories in FY25 (by number of instances flagged during audits)

Working hours	24
Labor management system	16
Wages and benefits	12
Health and safety management system	11
Emergency preparedness	6
Supplier responsibility	5

Materials Sourcing

SASB Code	Metric	2025 Response
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	Sonos relies on third-party platforms and partners to identify and manage risks associated with the use of critical materials. As risks are identified, we work with our supply chain to reformulate raw materials, or to identify alternative materials, parts or suppliers as needed.

Activity Metric

SASB Code	Metric	2025 Response
TC-HW-000.A	Number of units produced by product category	Sonos sold 4.6 million products in FY25.
TC-HW-000.B	Area of manufacturing facilities (square feet)	Sonos does not currently track this information.
TC-HW-000.C	Percentage of production from owned facilities	Sonos does not own any production facilities.

Household & Personal Products

Water Management

SASB Code	Metric	2025 Response
CG-HP-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Not reported.
CG-HP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Although our business is not water intensive, we aim to conserve water whenever possible, including at our offices.

Product Environmental, Health, and Safety Performance

SASB Code	Metric	2025 Response
CG-HP-250a.1	Revenue from products that contain Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) substances of very high concern	Sonos does not track its product revenue against the REACH Substances of Very High Concern (SVHC) list. Sonos manages the presence of REACH SVHCs by complying with the applicable parts of the EU Directive.
CG-HP-250a.2	Revenue from products that contain substances on the California DTSC Candidate Chemicals List	Sonos does not track its product revenue against the California DTSC Candidate Chemicals List. Sonos manages the presence of chemicals on the California DTSC Candidate Chemicals List by complying with the applicable parts of California Proposition 65.
CG-HP-250a.3	Discussion of process to identify and manage emerging materials and chemicals of concern	Sonos is legally obligated to meet all applicable global regulations and directives on restricted, banned, or reportable substances and chemicals in Sonos' products. As part of this compliance obligation, Sonos uses multiple tools, resources, partners, and processes to monitor and react to the evolving requirements of applicable regulations and directives. Some of these evolving requirements cover emerging materials and chemicals of concern.
CG-HP-250a.4	Revenue from products designed with green chemistry principles	Sonos does not track its product revenue against green chemistry principles. Green chemistry principles often overlap with the legal obligation placed on Sonos to meet all applicable global regulations and directives on restricted, banned, or reportable substances and chemicals in Sonos' products.

Packaging Lifecycle Management

SASB Code	Metric	2025 Response
CG-HP-410a.1	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	In FY25, we achieved 98% sustainably sourced content for new product packaging, which is made from post-consumer recycled content, Forest Stewardship Council® certified virgin fibers, or recyclable plant-based fibers. The total weight of packaging for new products was 894 metric tons with 876 metric tons sustainably sourced.
CG-HP-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	We are designing our packaging to reflect our responsibility to the planet. This means continuing to move toward sustainably sourced content and away from plastics. Where we cannot yet eliminate plastic, we aim to use post-consumer recycled plastics. We continue to focus on sourcing Forest Stewardship Council certified mixed-use packaging, which includes both virgin and recycled fibers.

Environmental & Social Impacts of Palm Oil Supply Chain

SASB Code	Metric	2025 Response
CG-HP-430a.1	Amount of palm oil sourced, percentage certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) Identity Preserved, (b) Segregated, (c) Mass Balance, or (d) Book & Claim	Not applicable.

Activity Metric

SASB Code	Metric	2025 Response
CG-HP-000.A	Units of products sold, total weight of products sold	Sonos sold 4.6 million products in FY25.
CG-HP-000.B	Number of manufacturing facilities	Not reported.

Greenhouse Gas Emissions by Scope

Data for Fiscal Year 2024[1]

Scope 1	tCO_2e
Scope 1	64
Scope 2	**tCO_2e**
Location-based	383
Market-based	0
Scope 3[2]	**tCO_2e**
Category 1 – Purchased Goods & Services	372,376
Category 2 – Capital Goods	23,551
Category 3 – Fuel and Energy Related Activities	125
Category 4 – Upstream Transportation & Distribution[3]	11,025
Category 5 – Waste Generated in Operations	57
Category 6 – Business Travel	5,277
Category 7 – Employee Commuting	1,068
Category 8 – Upstream Leased Assets	993
Category 11 – Use of Sold Products	567,780
Category 12 – End-of-life Treatment of Sold Products	3,323
Total emissions (Scope 1, 2, and 3)	**986,020**

1 This value reflects our procurement of Energy Attribute Certificates. More information on the certificates we purchased is available in our Carbon Credits and Energy Attribute Certificates disclosure.

2 Scope 3 Categories 10 (Processing of Sold Products), 13 (Downstream Leased Assets), 14 (Franchises), and 15 (Investments) were excluded as they are not relevant to our business.

3 Reported emissions for this category include Category 9 Downstream Transportation and Distribution of our products to retailers and customers.

Carbon Credits and Energy Attribute Certificates Disclosure

We retired the following carbon credits toward our emissions footprint for Fiscal Year 2024.

These credits were used to neutralize our operational emissions, which total to 7,566 tCO_2e and include Scope 1 emissions from Sonos' global offices, as well as Scope 3 emissions associated with offices outside of Sonos' operational control, business travel, employee commuting, working from home, waste generated at our offices, other fuel and energy-related activities at our offices, and use of third-party cloud services.

More information about our total Fiscal Year 2024 emissions footprint and progress toward our climate goals can be found in our 2025 Listen Better Report and in our Greenhouse Gas Emissions Data.

The following carbon credits are certified and validated by The Verified Carbon Standard (VCS) and Climate, Community, Biodiversity Standards (CCB), and sold by Catona Solutions.

Data for Fiscal Year 2024

Project name	Project ID and type	Project description	Volume of credits retired
RReduced Emissions from Deforestation and Degradation in Keo Seima Wildlife Sanctuary	VCS Project Identification Number: 1650 Link to VCS Registry: registry.verra.org/app/projectDetail/VCS/1650 VCS Project Type: Agriculture Forestry and Other Land Use VCS Methodology: VM0015 CCB Project Type: Reduced Emissions from Deforestation and Degradation	The Keo Seima Wildlife Sanctuary (KSWS) REDD+ project covers over 290,000 ha in eastern Cambodia, along the border with Vietnam. This protected area is home to a rich diversity of wildlife and landscapes. The site holds a unique cultural significance for the Indigenous Bunong people, who have called this forest home for centuries and whose culture and livelihoods are deeply entwined with the forest. It is a meeting place of two critical ecoregions – the Annamite Mountains and the lower Mekong dry forests. KSWS is home to 84 globally threatened species and the world's largest population of black-shanked douc and yellow-cheeked crested gibbon. The project area has been threatened by accelerating forest clearance for agriculture and unsustainable resource extraction. The KSWS REDD+ project reduces emissions from avoided unplanned deforestation and promotes alternative livelihoods for local communities.	7,000 tCO_2e
Katingan Peatland Restoration and Conservation Project	VCS Project Identification Number: 1477 Link to VCS Registry: registry.verra.org/app/projectDetail/VCS/1477 VCS Project Type: Agriculture Forestry and Other Land Use VCS Methodology: VM0007 CCB Project Type: Wetland Rewetting and Conservation	The Katingan Project seeks to protect and restore 149,800 hectares of peatland ecosystems in Central Kalimantan, Indonesia to reduce carbon emissions and offer local people sustainable sources of income. The project protects vital habitats for 5 Critically Endangered, 8 Endangered, and 31 Vulnerable species. Peat swamp is incredibly carbon-rich. By preventing the conversion of natural forest to plantations, this project avoids emissions whilst enabling the forest to continue providing vital environmental services to the local communities.	2,000 tCO_2e

We retired the following energy attribute certificates for our Fiscal Year 2024 Scope 2 office electricity use. Our Scope 2 electricity use totals to 1,350 MWh.[1] By procuring energy attribute certificates, we aim to contribute to the continued growth of the renewable energy market. More information about our total Fiscal Year 2024 energy use can be found in our Operational Energy Disclosures.

Renewable energy type	Country of renewable energy generation	Tracking instrument used	Volume of renewable energy retired
Wind	United States	United States Renewable Energy Certificates (US-REC)	2,000 MWh
Wind	China	International Renewable Energy Certificates (I-REC)	600 MWh
Wind	United Kingdom	Renewable Energy Guarantees of Origin (REGO)	200 MWh
Wind	Italy	Guarantees of Origin (GO)	500 MWh

1 We conduct annual assessments of our Scope 1, 2, and 3 greenhouse gas emissions in accordance with the GHG Protocol. Our Fiscal Year 2024 Scope 1 and Scope 2 location-based emissions and Scope 2 market-based emissions received third-party verification from Lucideon.

Operational Energy Usage Disclosure

Data for Fiscal Year 2024

Disclosure	Metric
Total energy use	1,454 MWh
Percentage of energy used that is derived from non-renewable sources	7.2%
Gross total of energy used that is derived from non-renewable sources	104 MWh
Amount of energy used that is derived from renewable sources	1,350 MWh[1]
Total electrical power use	1,350 MWh
Percentage of consumed energy from the grid	100%
Percentage of electrical power used that is derived from non-renewable sources	0%
Percentage of electrical power from renewable sources	100%
Gross total of electrical power used that is derived from non-renewable sources	0 MWh
Gross total of electrical power used that is derived from renewable sources	1,350 MWh

1 All renewable energy values reflect the procurement of Renewable Electricity Certificates (RECs) in the United States, Guarantees of Origin (GOs) in Europe, Renewable Energy Guarantees of Origin (REGOs) in the United Kingdom, and Green Electricity Certificates (GECs) in China.

Country-Level Electrical Power Use Breakdown (MWh)

Facility	
United States	885
China	322
United Kingdom	52
France	92
Total	**1,350**

Facility-Level Electrical Power Use Breakdown (MWh)

Facility	Total Electrical Power Used	Electrical Power From Renewables
Santa Barbara Location 1	692	100%
Santa Barbara Location 2	149	100%
Santa Barbara Location 3	44	100%
Glasgow	52	100%
Paris	92	100%
Shanghai	204	100%
Shenzhen	117	100%
Total	**1,350**	**100%**

Facility-Level Breakdown of Energy Derived From Renewable Sources (MWh)

Facility	Renewable Energy
Santa Barbara Location 1	692
Santa Barbara Location 2	149
Santa Barbara Location 3	44
Glasgow	52
Paris	92
Shanghai	204
Shenzhen	117
Total	**1,350**

Scope 1 Greenhouse Gas Emissions by Facility (tCO_2e)

Facility	
Santa Barbara Location 1	19
Santa Barbara Location 2	11
Santa Barbara Location 3	2.5
Glasgow	10
Paris	3.5
Shanghai	11.9
Shenzhen	5.9
Total	**64**[1]

Facility-Level Breakdown of Energy Derived From Non-Renewable Sources (MWh)

Facility	Non-renewable energy	Natural gas	Total non-renewable consumption
Santa Barbara Location 1	0	8.6	**8.6**
Santa Barbara Location 2	0	4.4	**4.4**
Santa Barbara Location 3	0	1.4	**1.4**
Glasgow	0	46	**46**
Paris	0	6.6	**6.6**
Shanghai	0	24.7	**24.7**
Shenzhen	0	12	**12**

1 Total may not add up due to rounding.