



Global Reporting Initiative (GRI) Index Fiscal Year 2025 (FY25)



About this Report

Reporting Period

All data reported relates to Dolby's fiscal year 2025 (September 28, 2024 - September 26, 2025) unless otherwise noted.

Published Reports and Online Content

Additional content related to Dolby's Sustainability and ESG efforts can be found on our website. For more information and a full list of published reports, please see our ESG Reporting page.

Contact

Dolby invites stakeholders to provide feedback on the topics covered in this report and on our website. Please submit questions or comments to sustainability@dolby.com.

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GRI 2: General Disclosures

2-1: Organizational details

Dolby Laboratories, Inc. is a global entertainment technology company headquartered at 1275 Market Street, San Francisco, California. The company operates worldwide and provides audio, imaging, and voice technologies for cinema, television, mobile devices, and other digital platforms.

Dolby's business activities, ownership and legal form, organizational structure, and geographic footprint are further detailed in the company's [Form 10-K](#) and public disclosures. A list of our countries of operation can be found in our [2025 CDP Report](#).

2-2: Entities included in the organization's sustainability reporting

Our sustainability reporting encompasses all entities within our organizational structure, and we include 100% of these entities in the scope of this report.

2-3: Reporting period, frequency and contact

Dolby publishes sustainability disclosures on an annual basis. The reporting period aligns with the company's fiscal year, which is September 28, 2024 – September 26, 2025, for FY25.

Questions regarding the report or its contents can be directed to Dolby's sustainability contact at sustainability@dolby.com.

2-4: Restatements of information

Where relevant, Dolby updates previously disclosed information to reflect improved methodologies, updated data, or corrections. Any material restatements are disclosed transparently within the reporting content.

2-5: External assurance

Dolby currently obtains third-party limited assurance for our GHG emissions inventory (Scopes 1, 2 and 3), energy consumption, and renewable energy claim. All other disclosures undergo internal review prior to disclosure.

Dolby's greenhouse gas (GHG) emissions inventory received limited external assurance from an independent third-party for this reporting period. See the current fiscal year's [GHG Verification Statement](#).

2-6: Activities, value chain and other business relationships

Please see [Dolby's Form 10-K](#).

2-7: Employees

Employees by Gender:

	Female	Male	Other (as specified by employee)	Not Disclosed	Total
Number of Employees	630	1,417	4	N/A	2,051

Employees by Region:

Region Name	Americas	EMEA	APAC	Total
Number of employees	1,036	540	475	2,051

2-9: Governance structure and composition

Please see Dolby's [2026 \(FY25\) Proxy Statement](#). Additional information can be found on our [website](#).

Committees of the Highest Governance Body:

- Nominating and Governance Committee
- Audit Committee
- Compensation Committee
- Technology Strategy Committee

Please see details of each Committee on our website.

2-10: Nomination and selection of the highest governance body

Board members are nominated through a formal process that evaluates candidates based on experience, skills, independence, and alignment with company values. Please see Dolby's 2026 (FY25) Proxy Statement for additional information.

2-11: Chair of the highest governance body

The Chair of the Board is an independent Board member.

2-12: Role of the highest governance body in overseeing the management of impacts

Please see [Dolby's CDP Report](#).

2-13: Delegation of responsibility for managing impacts

Please see [Dolby's CDP Report](#).

2-14: Role of the highest governance body in sustainability reporting

Please see [Dolby's CDP Report](#).

2-15: Conflicts of interest

Please see Dolby's [2026 \(FY25\) Proxy Statement](#).

2-22: Statement on sustainable development strategy

Dolby is a signatory to the United Nations Global Compact, and our Commitment Letter can be found on their [website](#).

2-23: Policy commitments

Dolby has a Code of Business Conduct and Ethics that is required training for all employees. All of Dolby's suppliers are required to adhere to the Dolby Business Partner Code of Conduct. Dolby's policy and governance documents can be found on our website.

2-26: Mechanisms for seeking advice and raising concerns

Dolby's Legal Department provides guidance on all business conduct, ethics, and compliance issues. Dolby has an Ethics Hotline that is available for all stakeholders 24 hours a day, 7 days a week.

2-28: Membership associations

Please see our list of memberships in [Dolby's CDP Report](#).

2-29: Approach to stakeholder management

Customers: Customer meetings/calls, tradeshows, customer satisfaction surveys, and interaction through our customer-facing systems, such as the Dolby Licensee Community and Dolby Customer portal. Frequency of these interactions varies by customer.

Stockholders and Investors: Quarterly Earnings Calls, quarterly Investor Relations meetings, annual Stockholders Meeting, individual outreach to top 25 stockholders, CFO presentations at investor conferences, SEC filings, and annual Sustainability Report.

Employees: Quarterly executive presentation on company performance, regular updates on business goals and progress + Q&A with executive leadership, Dolby News weekly newsletter, Dolby Connect intranet site, Dolby Cares Platform, MS Teams groups, Works Council (certain subsidiaries), and employee-led bi-annual performance discussions.

Suppliers: Contracts in place with major suppliers, supplier meetings, site audits, and yearly certification for Conflict Minerals for hardware programs.

Local Communities and NGOs: Participation on community organization advisory committees and boards, annual grant evaluations and planning meetings with community partners, and ongoing engagement through employee volunteerism and educational sessions.

Governments: Ongoing engagement with governments, regulators, and policymakers including meetings, forums, written submissions, and other contacts and interaction with governments in the regular course of business for compliance and other educational or advocacy purposes as well as cooperative initiatives such as lending technical expertise in the development of audio-visual standards and engaging in community economic development.

Media: Press releases, media alerts, social media, Dolby Newsroom, and media briefings.

2-30: Collective bargaining agreements

Percentage of total employees covered by collective bargaining agreements: 0%.

GRI 3: Material Topics

3-1: Process to determine material topics

In 2025, Dolby's Sustainability Team participated in the company's Enterprise Risk Assessment process to consider emerging issues and validate the relevance of Dolby's existing ESG material topics.

3-2: List of material topics

Dolby's material topics, which are unchanged since last year include:

- Cybersecurity and Data Privacy
- Energy and Emissions
- Employee Wellbeing
- Diversity, Inclusion, and Belonging (DIB)
- Social Impact

3-3: Management of material topics

At Dolby, Internal teams address material topics in the scope of their responsibilities.

GRI 205: Anti-corruption

205-2: Communication and training about anti-corruption policies and procedures

Dolby's Ethics and Compliance Department manages Dolby's global anti-corruption program, which includes governance mechanisms to promote compliance with our Anticorruption Policy, which is followed by both our employees and business partners. Anticorruption training is required for employees with related job activities every other year. In our most recent training in FY24, we had 100% completion rate.

GRI 301: Materials

301-1: Materials used by weight or volume

Dolby complies with the EU REACH regulation and provides a [REACH SVHC Compliance Report](#).

GRI 302: Energy

302-1: Energy consumption within the organization

Dolby provides energy consumption information in the annual Sustainability Report. Please see the ESG Data Section of our 2025 Sustainability Report. Additional details about our energy consumption can be found in our [CDP Report](#).

302-3: Energy intensity

Dolby provides energy intensity metrics in our [CDP Report](#).

302-4: Reduction of energy consumption

Dolby provides historical energy consumption, for the past three years, in the annual Sustainability Report. Please see the ESG Data Section of our 2025 Sustainability Report. Additional details about our energy consumption, as well as progress on our science-based targets, can be found in our [CDP Report](#).

GRI 303: Water and Effluents

303-3: Water withdrawal

Dolby provides water withdrawal information in the annual Sustainability Report. Please see the ESG Data Section of our 2025 Sustainability Report. Additional details about our water withdrawal, discharge and consumption can be found in our [CDP Report](#). For 2025, our water data reflects 66% coverage of our real estate portfolio by square foot.

303-4: Water discharge

Dolby provides water withdrawal information in the annual Sustainability Report. Please see the ESG Data Section of our 2025 Sustainability Report. Additional details about our water withdrawal, discharge and consumption can be found in our [CDP Report](#). For 2025, our water data reflects 66% coverage of our real estate portfolio by square foot.

303-5: Water consumption

Dolby provides water withdrawal information in the annual Sustainability Report. Please see the ESG Data Section of our 2025 Sustainability Report. Additional details about our water withdrawal, discharge and consumption can be found in our [CDP Report](#). For 2025, our water data reflects 66% coverage of our real estate portfolio by square foot.

GRI 305: Emissions

305-1: Direct (Scope 1) GHG emissions

Dolby's Scope 1 GHG emissions for 2025: 1,049 MT CO₂e

Details regarding the composition and locations of our Scope 1 GHG emissions can be found in our [CDP Report](#).

305-2: Energy indirect (Scope 2) GHG emissions

Dolby's Scope 2 GHG emissions for 2025: 10 MT CO₂e (market-based)

Dolby's Scope 2 GHG emissions for 2025: 3,417 CO₂e (location-based)

Dolby matched 100% of global electricity consumption with renewable electricity in 2025, which resulted in reducing our Scope 2 emissions.

Details regarding the composition and locations of our Scope 2 GHG emissions can be found in our [CDP Report](#).

305-3: Other indirect (Scope 3) GHG emissions

Dolby's Scope 3 GHG emissions for 2025:

Category 1: Purchased Goods and Services: 29,769 MT CO₂e

Category 2: Capital Goods: 941 MT CO₂e

Category 3: Fuel-and Energy-Related Activities (FERA): 1,068 MT CO₂e

Category 4: Upstream Transportation and Distribution: 1,837 MT CO₂e

Category 5: Waste Generated in Operations: 154 MT CO₂e

Category 6: Business Travel: 10,171 MT CO₂e

Category 7: Employee Commute: 2,422 MT CO₂e

Category 8: Upstream Leased Assets: 196 MT CO₂e

Category 9: Downstream Transportation and Distribution: 1,003 MT CO₂e

Category 11: Use of Sold Products: 23,717 MT CO₂e

Category 12: End-of-Life Treatment of Sold Products: 33 MT CO₂e

Category 13: Downstream Leased Assets: 0 MT CO₂e

305-4: GHG emissions intensity

Dolby provides emissions intensity metrics in our [CDP Report](#).

305-5: Reduction of GHG emissions

In 2025, for the second consecutive year, we reduced our overall carbon footprint, achieving a 4% year-over-year reduction in our Scopes 1, 2 and 3 greenhouse gas (GHG) emissions in 2025. These annual reductions have resulted in a 50% reduction in our Scopes 1, 2 and 3 GHG emissions from our 2019 baseline.

These reductions have been achieved by reducing operational and supply chain emissions in line with our science-based targets. Learn more about our science-based targets in our [SBTi Validation Report](#).

GRI 306: Waste

306-2: Management of significant waste-related impacts

Waste generated from Dolby's own activities is limited primarily to routine office waste and regulated waste from a small number of laboratory facilities. Waste management focuses on proper handling, segregation, and disposal of waste streams in accordance with applicable regulations, with hazardous, laboratory, electronic, and general waste managed by licensed third-party providers. Due to the nature of office and laboratory operations, and many of our sites being in leased office spaces, opportunities for waste prevention and circularity are limited and are addressed mainly through avoiding improper disposal and unnecessary waste wherever possible.

Dolby tracks and reports waste-related data as part of our greenhouse gas inventory. Additionally, we track our hazardous and e-waste in our annual Sustainability Report.

306-3: Waste generated

In 2025, Dolby properly disposed of .07 metric tons of hazardous waste.

Dolby tracks and reports waste-related data as part of our greenhouse gas inventory. Additionally, we track our hazardous and e-waste in our annual Sustainability Report.

GRI 401: Employment

401-1: New employee hires and employee turnover

Dolby's employee turnover rate in 2025: 5.7%

Please see our annual Sustainability Report for additional employee metrics.

401-3: Parental leave

Dolby provides maternity and paternity leave and new child bonding time.

GRI 403: Occupational Health and Safety

403-1: Occupational health and safety management system

Dolby maintains robust occupational health and safety practices that meet all applicable regulatory requirements and reflect industry best practices. We proactively identify and manage workplace risks, provide training, and continuously improve our procedures to protect our employees. While we do not operate under a formally certified environmental, health and safety (EHS) management system, we are committed to maintaining a safe and healthy work environment across our global operations.

403-6: Promotion of worker health

Dolby provides comprehensive health care benefits, competitive pay, and resources to support employees' physical, mental, social and financial wellbeing. We offer onsite fitness programs or a global fitness subsidy for employees, along with coaches, therapists and digital resources to support mental health.

403-9: Work-related injuries

Number of fatalities in 2025: 0

Number of work-related injuries in 2025: 0

GRI 404: Training and Education

404-1: Average hours of training per year per employee

Dolby provides numerous learning and development opportunities for employees; however, participation data is limited given the number of platforms. In 2025, over 600 Dolby employees accessed 985 hours of educational content on the LinkedIn Learning platform.

404-2: Programs for upgrading employee skills and transition assistance programs

Dolby provides employees with best-in-class learning and development programs to expand their skills and position Dolby's business for the future. Our initiatives include coaching opportunities, management development resources, and training in emerging technology.

GRI 405: Diversity and Equal Opportunity

405-1: Diversity of governance bodies and employees

Governance Bodies: 75% male; 25% female

Employees: 69.1% male; 30.7% female; 0.2% other

Please see our annual Sustainability Report for additional employee diversity metrics.