



Global Human Rights Policy

October 20, 2022

In accordance with the requirements of the Securities and Exchange Commission (the “SEC”), Nasdaq Market Listing Standards, the Board of Directors (the “Board”) of Corsair Gaming, Inc. (the “Company”) has adopted this Human Rights Policy (the “Policy”).

All directors, officers, and employees (each a “Covered Party” and, collectively, the “Covered Parties”) of the Company and all its subsidiaries and controlled affiliates are expected to be familiar with the Policy and to adhere to those principles and procedures set forth below. Covered Parties must conduct themselves, accordingly, exhibiting the highest standard of business and professional integrity, and seek to avoid even the appearance of improper behavior.

Our Policy establishes standards to ensure that our employees’ work environment, our factory working conditions, and the respective supply chain factories are safe, that workers are treated with respect and dignity, and that our business operations are environmentally responsible and conducted ethically.

Our Policy follows and is derived from several specialized organizations that advance human rights. Corsair Gaming, Inc., through this published Policy, specifically endorses the following international human rights conventions:

- > The “United Nations Guiding Principles on Business and Human Rights”
- > The “Code of Conduct of the Responsible Business Alliance”
- > The “OECD Guidelines for Multinational Enterprises”
- > The “United Nations Universal Declaration of Human Rights”

Our Policy provides guiding principles that are grounded in the recognition of the important role of enterprise companies (Corsair Gaming) to first, recognize, and then advance human rights issues with company policies and actions. Corsair specifically recognizes that the UN Universal Declaration respects the rights of women and the rights of minorities.

LABOR AND HUMAN RIGHTS POLICIES ¹

Corsair is committed to uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community. This Labor and Human rights commitment applies to all workers including temporary, migrant, student, contract, direct employees, and any other type of workers and also applies to all persons who come into contact with Corsair workers including customers, the surrounding community, and our complete supply chain.

Our labor standards are:

1. Freely Chosen Employment

Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not permitted at our factories or any parts of our supply chain. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. There shall be no unreasonable restrictions on workers’ freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company provided facilities including, if applicable, workers’ dormitories or living quarters. As part of the hiring process, all workers must be provided with a written employment agreement in their native language that contains a description of terms and conditions of employment. Foreign migrant workers must receive the employment agreement prior to the worker departing from his or her country of origin and there shall be no substitution or change(s) allowed in the employment agreement upon arrival in the receiving country unless these changes are made to meet local law and provide equal or better terms. All work must be voluntary, and workers shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given as per worker’s contract. Our managers, agents, and sub-agents’ may not hold or otherwise destroy, conceal, or confiscate identity or immigration documents, such as government-issued identification, passports, or work permits. We can only hold documentation if such holdings are required by law. In this case, at no time should workers be denied access to their documents. These tracking mechanisms are used to report the results for our factory and supplier business reviews.

2. Young Workers

Child labor is not to be used in any stage of manufacturing. The term “child” refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. We shall implement an appropriate mechanism to verify the age of workers. The use of legitimate workplace learning programs, which comply with all laws and regulations, is supported. Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. We shall ensure proper management of student workers through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students’ rights in accordance with applicable laws and regulations. We shall provide appropriate support and training to all student workers. In the absence of local law, the wage rate for student workers, interns, and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks. If child labor is identified, assistance/remediation is provided.

3. Working Hours

Studies of business practices clearly link worker strain to reduced productivity, increased turnover, and increased injury and illness. Working hours are not to exceed the maximum set by local law. Further, a workweek should not be more than 60 hours per week, including overtime, except in emergency or unusual seasonal situations. All overtime must be voluntary. Workers shall be allowed at least one day off every seven days.

4. Fair Wages and Benefits

Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. In compliance with local laws, non-exempt workers shall be compensated for overtime at pay rates greater than regular hourly rates. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. All use of temporary, dispatch and outsourced labor will be within the limits of the local law.

5. Clean Water and Sanitation

The company recognizes that the UN Sustainable Development Goals emphasize that access to safe water and sanitation and sound management of freshwater ecosystems are essential to human health and economic prosperity. The company recognizes the right to water as a fundamental human right and will continue work with our facilities to provide clean water and sanitation in all working environments. We will continue to work with our facilities to prevent and mitigate pollution and overuse of local water supplies.

6. Humane Treatment

There is to be no harsh or inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of workers; nor is there to be the threat of any such treatment. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers.

7. Non-Discrimination/Non-Harassment

We are committed to a workplace free of harassment and unlawful discrimination. We and our suppliers shall not engage in discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training. Workers shall be provided with reasonable accommodation for religious practices. In addition, workers or potential workers should not be subjected to medical tests, including pregnancy or virginity tests, or physical exams that could be used in a discriminatory way.

8. Freedom of Association

In conformance with local law, we shall respect the right of all workers to freely associate or not associate with labor organizations to bargain or not bargain collectively in accordance with local laws. We will respect employees' rights to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.

9. Reporting

If one believes or suspects that a breach of this policy has occurred or may occur in the future or have any concerns relating to this policy, you should report this to Corsair as soon as possible. Reports should be made to the Legal Team or your designated HR Representative using the options set out below. All reports will be handled as confidentially as possible. By email: Corp Attorney: legal@corsair.com or Human Resources: HR@Corsair.com By post: Corsair, Attn: Legal Department or Human Resources, 47100 Bayside Parkway Fremont, CA 94538. By phone: Ethics Hotline that is available 24 hours a day, 7 days a week Phone number: +1 (866) 696-3229 By website: <https://www.whistleblowerservices.com/corsair>

OUR FACTORIES AND SUPPLIERS

Our **Corsair Code of Conduct and Ethics** establishes standards and supplier obligations to ensure that working conditions in our factories and supply chains are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted consistent with the RBA Code of Conduct Version 7.0 2021. Our primary factory operates under ISO Certifications **4500**¹ (Occupational Health and Safety) **14001** (Environmental Management) and **9001** (Quality Management).

1. We have established policies to avoid exploitation of people via forced labor, human trafficking, and child labor.
2. Corsair audits compliance with the Corsair Code of Conduct and Ethics through third-party experts. A violation of our Corsair Code of Conduct can result in corrective action or termination of a relationship with Corsair.
3. Corsair is committed to the protection and advancement of human rights and ensuring that our operations in communities around the world function with integrity. We set out detailed human rights commitments in our Code of Conduct and Ethics.
4. Fostering good practice within our global supply chain. We provide reasonable working conditions for all employees, including fair working hours and wages, and require our suppliers to do the same.

OUR STAKEHOLDERS

We will engage our stakeholders, including shareholders, customers, suppliers, and employees in the development, communication, implementation, and evaluation of our Global Human Rights Policy. We will communicate our challenges openly and clearly to our stakeholders and other interested parties.

¹ This policy section also appears as Section A of the **Corsair Code of Conduct and Ethics** for Corsair Gaming, Inc.