Our Suppliers and Environmental Impact

December 16, 2022

Corsair recognizes that environmental responsibility is integral to producing world-class products. We also understand that we have a responsibility to know the environmental impact of our supply chain and how our production process is impacting our world. By working with our suppliers, we identify the environmental impacts within our manufacturing and production operations worldwide, minimizing adverse effects on the community, environment, climate, and natural resources, while safeguarding the health and safety of the public.

Quarterly Supplier tracking and Annual Supply Chain Reporting

In April of 2022, in cooperation with Assent, Corsair initiated a new reporting campaign for our suppliers on key environmental factors in accordance with two international regimens: the Global Reporting Initiative or GRI standards, and the United Nations Sustainable Development Goals, or SDG standards. From April to December of 2022, Corsair requested reporting from all production suppliers on **Climate Impact**, **Resource Use**, and **Biodiversity**. We work closely with our suppliers, and update our supplier response rates on June 30, Sept 30, and December 15. All supplier survey data for each calendar year is compiled and published in the **Annual Sustainability Report** (ASR) in June.

The schedule of 2022 annual supplier Environmental Impact reporting was as follows:

Reporting Period began April 1 for all production suppliers and ran through December 15.

Quarterly update by end of Q2 (June 30) with a target of 50% response rate.

Quarterly update by end of Q3 (Sept 30) with a target of 75% response rate.

Quarterly update for Q4 (Dec 15-23) with a goal of 90% response rate of suppliers of all covered parts by Dec 15.

Implementation Timeline and Corrective Action

In 2022, Corsair achieved an overall Q2 response rate of 62%, a Q3 response rate of 84%, and Q4 of 97%, exceeding our initial estimates. On individual Environmental Impact topics, we met our goals with all 3 campaigns.

Suppliers are subject to review and assessment throughout the Reporting Period, and Corsair may engage any supplier at any time during this Reporting Period for clarification or follow-up on reporting responses.

Following the Reporting Period, from Dec 16, 2022 to January 15, 2023 is an Annual Review Period. All supplier responses will be reviewed and assessed for a period of "Clarification and Corrective Action" or C&C. Any non-responsive suppliers are automatically placed into C&C. This is also the period of onboarding new suppliers and removing suppliers no longer under contract.

Beginning January 15 through March 15 of 2023, "Clarification and Corrective Action" process will engage any suppliers requiring simple "clarification" of a policy, translation or training issues, any newly on-boarded suppliers, and any non-responsive suppliers or suppliers noted for "corrective action."

The most recent updates to supplier reporting response rates are noted below for each environmental impact campaign.

Climate Impact

The supplier reporting on Climate Impact requests supplier data on their policies, procedures and management systems surrounding GHG emissions reporting, organizational reduction targets and objectives to transition towards renewable energy. Reporting requests are aligned with the Global Reporting Initiative (GRI) standards 302, 305 and 308, as well as the United Nations Sustainable Development Goals (SDG) standards 3, 7, 8, 12, 13, 14, 15.

- As of December 15th, 2022, **98.46%** of Corsair suppliers have responded to the Climate Impact reporting request.

The GRI standards referenced in this reporting request are:

302, which includes specific disclosures for organizations to report information about their energy-related impacts, and how they manage these impacts.

305, which includes disclosures for organizations to report information about their emissions-related impacts, and how they manage these impacts.

308, which references the Supplier Environmental Assessment (2016) and includes disclosures for organizations to report information about their environmental impacts in their supply chain, and how they manage these impacts. The disclosures enable an organization to provide information on its approach to preventing and mitigating negative environmental impacts in its supply chain.

Full GRI standards are available here: Global Reporting Initiative (GRI) standards.

The United Nations Sustainable Development Goals (SDG) standards referenced in this reporting request are:

3 - Ensure healthy lives and promote well-being for all at all ages.

7 - Ensure access to affordable, reliable, sustainable and modern energy for all.

8 - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

12 - Ensure sustainable consumption and production patterns.

13 - Take urgent action to combat climate change and its impacts.

14 - Conserve and sustainably use the oceans, seas and marine resources for sustainable development.

15 - Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

Resource Use

The supplier reporting on Resource Use collects supplier data on their policies, procedures and management systems surrounding waste, wastewater management and hazardous materials as part of their operations. This reporting request is aligned with the Global Reporting Initiative (GRI) standards 303, 306, and 308 as above, as well as the United Nations Sustainable Development Goals (SDG) standards 3, 6, 12, 14, 15.

○ As of December 15th, 2022, **95.38%** of Corsair suppliers have responded to this Resource Use reporting request.

The GRI standards referenced in this reporting request include 308, as above, and:

303, which includes reporting requirements on the topic of water and effluents.

306, which includes reporting requirements on waste.

The United Nations Sustainable Development Goals (SDG) standards in this reporting request include, as above: 3, 12, 13, 14, 15, and:

6 - Ensure availability and sustainable management of water and sanitation for all.

Biodiversity

The reporting request on Biodiversity collects supplier data on their policies, procedures and management systems surrounding the sourcing of cotton, natural rubber and forestry. This survey is aligned with the Global Reporting Initiative (GRI) standards 301, 304 and 308, as above, as well as the United Nations Sustainable Development Goals (SDG) standards 6, 8, 12, 14, and 15, as above.

○ As of December 15th, 2022, **96.92%** of Corsair suppliers have responded to the Biodiversity reporting request.

The GRI standards referenced in this reporting request include 308, as above and:

301, which sets out reporting requirements on the topic of materials.

304, which sets out reporting requirements on the topic of biodiversity.

The United Nations Sustainable Development Goals (SDG) standards in this reporting request include, as above: 6, 8, 12, 14, and 15.

ISO 14001 Reporting for Suppliers

ISO 14001 (2015) certification specifies the requirements for an environmental management system that an organization can use to enhance its environmental performance. ISO 14001 is intended for use by an organization seeking to manage its environmental responsibilities in a systematic manner that contributes to the environmental pillar of sustainability.

As stated in the ISO 14001 introduction:

"Achieving a balance between the environment, society and the economy is considered essential to meet the needs of the present without compromising the ability of future generations to meet their needs. Sustainable development as a goal is achieved by balancing the three pillars of sustainability.

Societal expectations for sustainable development, transparency and accountability have evolved with increasingly stringent legislation, growing pressures on the environment from pollution, inefficient use of resources, improper waste management, climate change, degradation of ecosystems and loss of biodiversity.

This has led organizations to adopt a systematic approach to environmental management by implementing environmental management systems with the aim of contributing to the environmental pillar of sustainability."

Beginning **November 1st, 2022**, Corsair initiated annual requests to all suppliers requiring their attestation for whether their organization is certified with the **ISO 14001** standard. Further, Corsair requested that any suppliers who do not answer affirmatively to this question provide an implementation timeline for when they can undergo the certification process.

○ The current results of supplier reporting on 14001 as of December 15, 2022:

Production suppliers having completed the 14001 reporting requests **61.54%.**

Production suppliers completing the reporting request and affirming an ISO 14001 Certification: **78.56%**

It is the goal of this ISO 14001 initiative to have **100% of Corsair suppliers ISO 14001 certified by December 31, 2023**.

Clarification and Corrective Action (C&C)

No company supplier for 2022 reported any violations of any statute or ESG obligation under contract. Based on preliminary assessments of responses and our response rates as of Dec 15, 2022, Corsair estimates that **approximately 25%** of our production suppliers will be engaged in the 2023 ESG "Clarification and Corrective Action" process with regards to the Environmental Impact reporting requests. These engagements do not reflect violations or any suspect part in scope for 2022, but reflect non-responsive or incomplete data provided by suppliers against voluntary disclosures as described above. This process exists to address any incomplete data or any point of clarification needed between the company and the supplier not yet addressed, and includes onboarding new suppliers and removing inactive suppliers.

Regardless of responses to the above Environmental Impact reporting, suppliers may also be engaged for "Clarification and Corrective action" on other ESG campaigns, and Product Compliance.

2023 Goals and Beyond

From January 15 through March 15, 2023, Corsair will complete its first "Clarification and Corrective Action" process with all production suppliers. On April 1, 2023, the 2023 reporting period process will begin anew, with additional suppliers onboarded and suppliers no longer under contract removed. Corsair will publish comprehensive supplier reporting data and data concerning C&C actions and results in the first annual **Sustainability Report**, scheduled for **June of 2023**.

With increasing engagement with our suppliers and raised awareness of this annual reporting schedule, Corsair hopes to better our 2022 Environmental Impact reporting response rates in 2023. Our goals are **65%** by June 30, 2023, **85%** by September 30, 2023, and **98%** across all Environmental Impact campaigns by December 15, 2023. We intend to meet this response rates with all Environmental Impact campaigns.

It is our goal **in 2024 to have less than 20%** of suppliers in "Clarification and Corrective Action" for Environmental Impact reporting, and

It is our goal **in 2025 and beyond to have less than 10%** of suppliers in "Clarification and Corrective Action" for Environmental Impact reporting.

This 10% threshold allows for normal supplier onboarding and offboarding, as well as normal issues of clarification, translation, and training on topics of environmental impact.

Supplier Evaluations

Corsair continuously evaluates declarations submitted by suppliers on the regulations above against its established Code of Conduct and Ethics, as well as external statutes, industry guidelines, and best practices, all with the long-term objective of designing hardware products without chemicals that are identified as hazardous to the environment and human health.

Corsair is committed to designing for the environment, creating products that reduce and mitigate our environment impact, emphasizing full compliance with all relevant statutes, increasing sustainability, the use of recyclable materials, and the use of post-consumer recycled materials wherever possible.

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