



Our Suppliers and Social Impact

December 16, 2022

We recognize that social awareness and community engagement are important parts of corporate citizenship and responsibility. We also understand that, as a company, we have a responsibility to know the social impact of our supply chain and how our production process is impacting our world. By working with our suppliers, we identify how our suppliers are interacting with their labor force, and how our suppliers address human rights and human trafficking within our manufacturing and production operations worldwide. We work to prevent illegal markets, promote social action and community, defend human freedoms, as well as promote the health and safety of all workers.

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 social impact 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 each year, Corsair requests reporting from all production suppliers on **Labor Rights, Human Rights, and Human Trafficking and Slavery**. All supplier survey data for each calendar year is compiled and published in the Annual Sustainability Report (ASR) each June.

The schedule of 2022 annual supplier Social 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 59%, a Q3 response rate of 81%, and Q4 of 92%, exceeding our initial estimates. On individual Social Impact topics, we met our goals with 2 of 3 campaigns, and missed Q4 goal with one.

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 social impact campaign.

Human Trafficking and Slavery

The reporting request on human trafficking and slavery collects supplier data on their policies, procedures, and management systems to prohibit human trafficking, forced labor, and modern slavery in their operations and supply chains. Further, this data is assessed to determine compliance with the following laws and regulations: the Uyghur Forced Labor Prevention Act (UFLPA), Title III of Section 321(b) of the Countering America's Adversaries Through Sanctions Act (CAATSA), and the Federal Acquisition Regulation (FAR) final rule 52.22250 Combating Trafficking in Persons. This reporting request is aligned with the Global Reporting Initiative (GRI) standards 408 and 409, as well as the United Nations Sustainable Development Goals (SDG) standards 8 and 16.

- o As of December 15th, 2022, **86.15%** of Corsair suppliers have responded to the Human Trafficking and Slavery reporting request.

The GRI standards referenced in this reporting request are:

408, which sets out reporting requirements on the topic of child labor.

409, which sets out reporting requirements on the topic of forced or compulsory labor.

Full GRI Standards are available here: [Global Reporting Initiative \(GRI\) standards](#)

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

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

16 - Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels.



Human Rights

This reporting request collects supplier data on their policies, procedures and management systems surrounding human rights, occupational health as well as safety and safe handling and use of products. This survey is aligned with the Global Reporting Initiative (GRI) standard 414, as well as the United Nations Sustainable Development Goals (SDG) standards 5, 8, and 16.”

- As of December 15, 2022, **95.38%** of Corsair suppliers have responded to the Human Rights reporting request.

The GRI Standard **414** sets out reporting requirements on the topic of supplier social assessment.

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

[5](#) - Achieve gender equality and empower all women and girls.

[8](#) - Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

[16](#) - Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels.

Labor Rights

This reporting request collects supplier data on their policies, procedures, and management systems surrounding labor rights and workplace conditions conducive to well-being. This survey is aligned with the Global Reporting Initiative (GRI) standards 401, 403, 407, and 408, as well as the United Nations Sustainable Development Goals (SDG) 3, 5, 8, 10, and 16.

- As of December 15th, 2022, **93.85%** of Corsair suppliers have responded to this Labor Rights reporting requirement.

The GRI standards referenced in this reporting request include 408, as above, and:

401, which sets out reporting requirements on the topic of employment.

403, which includes disclosures on the management approach and topic-specific disclosures.

407, which details reporting requirements on the topic of freedom of association and collective bargaining.

The United Nations Sustainable Development Goals (SDG) standards referenced in this reporting request include 5 and 8, as above, and:

[3](#) - Ensure healthy lives and promote well-being for all at all ages.

[10](#) - Reduce inequality within and among countries.

[16](#) - Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels.

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 30%** of our production suppliers will be engaged in the 2023 ESG “Clarification and Corrective Action” process with regards to the Social 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 Social 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 Social Impact reporting response rates in 2023. Our goals are **65%** by June 30, 2023, **85%** by September 30, 2023, and **98%** across all Social Impact campaigns by December 15, 2023. We intend to meet this response rates with **all** Social Impact campaigns.

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

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

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

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 environmental impact, while emphasizing full compliance with all relevant statutes, increasing sustainability, the use of recyclable materials, and the use of postconsumer recycled materials wherever possible.

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