



Employee Training, Development & Diversity:

December 1, 2023



Corsair represents excellence.

In our pursuit of equitable labor practices, Corsair places a strong emphasis on empowering our employees and cultivating a culture of continuous learning and ethical conduct. Through a comprehensive range of training initiatives and internship programs, we aim to not only enhance the professional development of our workforce but also foster a sustainable and inclusive environment.

Nurturing Talent and Accountability

Safety Training: Safety is paramount at Corsair. In 2022, we conducted safety training sessions three times, in February, May, and August, at our Georgia and Florida facilities. These sessions reached a total of 545 employees equipping them with essential knowledge about hazard communication, emergency action plans, fire safety, and more. Our commitment to safety extends beyond the training room, with unannounced fire drills ensuring swift and coordinated responses.

Anti-Harassment Training: In Q2 of 2022, 641 employees completed our anti-harassment training, contributing approximately 534.17 hours to fostering a respectful workplace. We recognize the importance of evolving understanding regarding harassment, and this training underscores our dedication to creating a workplace free from harassment.

Ethics Training: High ethical standards are the foundation of Corsair's growth. In Q4 of 2022, we extended ethics training to 363 employees, primarily from our Asia workforce. The training covered critical topics such as anti-bribery, trade regulation, cybersecurity, and confidentiality. This training was conducted again in 2023, with 343 employees completing 286 hours to date. In 2024, we plan to expand ethics training to reach our Europe and Americas employee populations, further strengthening our commitment to ethical conduct.

LinkedIn Learning: In June 2023, Corsair launched the LinkedIn Learning program, equipping our employees with valuable knowledge from a digital library of over 6,000 courses. Although this initiative falls under 2023 activities, it reinforces our commitment to continuous learning and professional development.

DEI Training: Diversity, Equity, and Inclusion (DEI) training, initiated in Q2 of 2023, exemplifies our commitment to fostering an inclusive workplace. With 524 employees completing this training, totaling approximately 351.08 hours, Corsair aims to create an atmosphere where all employees understand and appreciate diverse perspectives and experiences.

On the Job Training: Empowering through Practical Experience

At Corsair, we understand the immense value of hands-on experience in professional growth and skill development. Our On-the-Job Training is a cornerstone of our employee development strategy, specifically designed to ensure that every new hire or employee transitioning to a new role is equipped with the practical skills and knowledge necessary to succeed.

In alignment with our commitment to fostering a workforce proficient in their respective roles, Corsair's new hires or employees transferring positions in the U.S., EU, or Asia receive between 12-18 hours of job training and 5 hours of safety training. New work processes and new technology can necessitate additional hours to this. Training tailored for each specific role is structured to provide employees with rapid immersion into their work environment, offering a blend of theoretical knowledge and practical application.

Under the guidance of experienced mentors and supervisors, new employees engage in a series of structured tasks and projects that reflect real-world scenarios, ensuring a seamless transition into their roles. This approach not only accelerates the learning curve but also instills a deeper understanding of Corsair's operational dynamics and values. Our objective is to empower employees, not just in their current roles but also in their long-term career aspirations within the company.

In total, across all the above training programs, each Corsair salaried employee received an average of 2.5 hours of diversified training and education annually in 2022-23. Our hourly workforce in the US, EU, and Asia received an average of 5.5 hours of training and educational programming. We know from current plans these averages will increase in 2024.

Internship Programs

Cristo-Rey: Our partnership with Cristo-Rey San Jose Jesuit High School allows us to engage with students from underserved communities local to our headquarters, offering them valuable insights and career opportunities. This program exemplifies our commitment to creating pathways for talented youth to receive technical skills, real world STEM experiences and training.

Genesys Works: In 2023, we joined the Genesys Works program, aligning with our dedication to providing opportunities to high school seniors from underserved backgrounds. This initiative helps students access essential resources and gain workforce skills.

Corsair's Intern Program: Since its inception in 2017, our intern program has grown significantly. In 2022, we had 27 interns, and we expanded this program to encompass all our United States locations in 2023. This program reflects our commitment to nurturing young talent and fostering their professional development.

Employee Demographics and Diversity

A Transparent Reflection of Our Workforce

Corsair is committed to maintaining transparency in its workforce composition. This commitment extends to providing clear insights into the gender and ethnic diversity of our team. We believe that sharing this information is crucial for understanding our progress towards a more diverse and inclusive workplace.

Corsair is proud of its diverse and dynamic team. As part of our dedication to transparency and accountability in our workforce composition, we provide detailed demographics data. This data encompasses the gender makeup of our workforce and the ethnic diversity within our company. These metrics are not just numbers; they represent our ongoing efforts to cultivate an inclusive environment where every individual has equal opportunity to thrive. Our commitment to diversity, equity, and inclusion is a driving force behind our success, and we continuously strive to reflect these values in every aspect of our operations. Based on our most recent 2022 EEO1 filing with [Equal Opportunity Employment Commission](#), our U.S. workforce diversity is below, with global workforce data included where available.

Gender of U.S. Workforce: 71% Male, 29% Female; Global Workforce: 64% Male, 36% Female.

Diversity of U.S. Workforce:

- Caucasian: 40%
- Asian: 26.5%
- Hispanic: 23%
- Black: 6.5%
- Other: 4%

Employee Safety, OSHA Reporting, and ISO Certifications.

Corsair prides itself on maintaining all facilities at the highest level of safety. The company files all required safety and injury reporting with [Occupational Safety and Health Administration](#) (OSHA) annually in the US. We have no manufacturing or production facilities in the EU. As the company only conducts light assembly and packaging operations, lost-time injuries are very rare. Annual company filings are available from OSHA upon request. For 2022, Corsair reported 1 on-the-job work injury, at our facility in Florida, that resulted in zero days of time off. Our primary manufacturing facility in Taiwan is ISO 9001, 45001, and 14001 certified since 2021, renewed in 2023, and also received CPR and AED certification from the Taoyuan City Department of Public Health in 2023.

Integrating Sustainability into Corsair's Safety Practices

Corsair's comprehensive approach to employee training and diversity significantly contributes to our overarching sustainability goals. By prioritizing safety, ethical conduct, and diversity, we are not only enhancing our workplace environment but also setting a standard for sustainable business practices. Our training programs, which encompass a wide range of topics from safety to ethics, play a crucial role in fostering a responsible and informed workforce. This commitment

extends to nurturing young talent through our internship programs with Cristo-Rey and Genesys Works, where we actively invest in the future workforce, particularly from underserved communities.

These initiatives are pivotal in promoting a culture of inclusivity, safety, and ethical behavior, aligning perfectly with the principles of Environmental, Social, and Governance (ESG). By investing in the growth and well-being of our employees and interns, we are essentially investing in the sustainability of our business and society at large.

Our efforts in these areas demonstrate a deep understanding that a sustainable future depends not only on environmental stewardship but also on equitable labor practices and ethical corporate behavior. As such, these programs are integral to our sustainability report, illustrating our commitment to a future where business success and social responsibility go hand in hand.

As Corsair looks ahead, we remain steadfast in our commitment to employee training and internship programs, recognizing their pivotal role in nurturing talent, promoting sustainability, and contributing to our corporate responsibility and ethical conduct. Our ongoing efforts seek to create a workplace that empowers individuals, fosters growth, and embodies the values of a sustainable future.

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