



SUSTAINABILITY REPORT

DECEMBER 2025

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MESSAGE FROM THE CEO

Thi La, Chief Executive Officer

In today's rapidly evolving technological landscape, sustainability is not just an option, it is a responsibility. At CORSAIR, we recognize that our leadership in the gaming and technology industries comes with a duty to drive meaningful environmental and social impact.

We are committed to embedding sustainability into every aspect of our operations, ensuring that innovation and responsibility go hand in hand.

A Commitment to Sustainable Innovation

The global demand for high-performance gaming and content creation products continues to grow, and with it, the responsibility to develop cutting-edge technology while minimizing environmental impact. At CORSAIR, we see this challenge as an opportunity to lead the industry by designing products that are not only powerful but also sustainable. Through material innovation, energy-efficient designs, and responsible manufacturing practices, we aim to set new standards for eco-friendly gaming and PC hardware.

Environmental Responsibility

As part of our sustainability roadmap, CORSAIR is committed to reducing our carbon footprint across our entire value chain. We are actively working towards more sustainable sourcing of materials, increasing the use of recycled and recyclable components, and optimizing our packaging to reduce waste. Our supply chain partners are an integral part of this mission, and we are fostering collaborations that prioritize environmental responsibility. Beyond our products, we are enhancing the sustainability of our operations by increasing energy efficiency in our offices, warehouses, and manufacturing facilities. Our goal is to transition to renewable energy sources wherever feasible, contributing to a lower overall environmental impact.

CORSAIR promotes low-emission commuting by offering free electric vehicle charging at its headquarters. The company also upgraded its HVAC systems to high-efficiency models, reducing power consumption while maintaining building comfort.

Transparency and Accountability

We believe that transparency is key to driving industry-wide change. To this end, CORSAIR is working towards aligning our sustainability reporting with globally recognized frameworks, including the International Sustainability Standards Board (ISSB) and the Task Force on Climate-Related Financial Disclosures (TCFD). By openly sharing our sustainability data, we aim to build trust with our customers, partners, and investors while continuously improving our environmental and social impact initiatives.

Community and Social Impact

Sustainability is not only about the environment, it's also about people. CORSAIR is committed to fostering an inclusive, diverse, and responsible corporate culture. We are investing in community initiatives that support education in STEM fields, gaming accessibility, and e-sports development, ensuring that technology remains a force for positive change.

Looking Ahead

The future of gaming and technology is shaped by the decisions we make today. CORSAIR is dedicated to pioneering a more sustainable industry, continually improving our products and practices to serve the needs of both gamers and the planet. As we move forward, we invite our global community to join us in this journey. Together, we can ensure that gaming and innovation remain powerful drivers of inspiration and progress for generations to come.

Together, we can build a more responsible and sustainable future; one powered by innovation, transparency, and a shared commitment to making a difference.



EXECUTIVE SUMMARY

CORSAIR is a global leader in high-performance gaming peripherals and PC components, operating worldwide through flagship brands including Elgato, SCUF Gaming, and Origin PC. As we continue advancing our position as an industry innovator, we recognize our responsibility to minimize environmental impact and contribute to a more sustainable future.

We are committed to building a comprehensive sustainability program grounded in transparent reporting and meaningful action. This report represents an important step in our public disclosure journey, providing stakeholders with clear visibility into what we've accomplished, how we're performing against our goals, and where we're headed next. Through candid assessment of both our progress and our challenges, we aim to demonstrate accountability and foster the trust necessary for long-term partnership with our customers, employees, investors, and communities.

KEY ACHIEVEMENTS

Climate Action

- > Achieved net-zero signatory status through The Climate Pledge commitment with a 2040 target (September 2023)
- > Completed rooftop solar installation at Milpitas headquarters (August 2024), generating 15-20 MWh monthly throughout 2025
- > Reduced total Scope 3 emissions by 36% year-over-year, from 47,122 tCO₂e (2023) to 30,319 tCO₂e (2024)

- > Since 2023, we have transitioned five energy-intensive global sites to 100% renewable electricity, including corporate headquarters, European logistics hub, and key facilities in Taiwan and the UK, through on-site generation and off-site Power Purchase Agreements (PPAs)

Product Innovation

- > Achieved 70-80% recyclability rate across Revival Series refurbished products (2024)
- > CORSAIR has achieved approximately 75% fully recyclable packaging across all brands.
- > Completed first-generation lifecycle assessments (LCAs) for keyboards, mice, and headsets (2025)
- > Launched approximately 50 Amazon Climate Pledge Friendly certified SKUs (2025)

Transparency and Governance

- > Submitted annual CDP climate response third consecutive year. (September 2025)
- > Maintained consistently high supplier response rates for conflict minerals reporting
- > Maintained ISO 14001 certification at primary manufacturing facility from 2022 onward.
- > Implemented quarterly sustainability briefings between the CEO and Head of Sustainability, with Board briefings as needed.

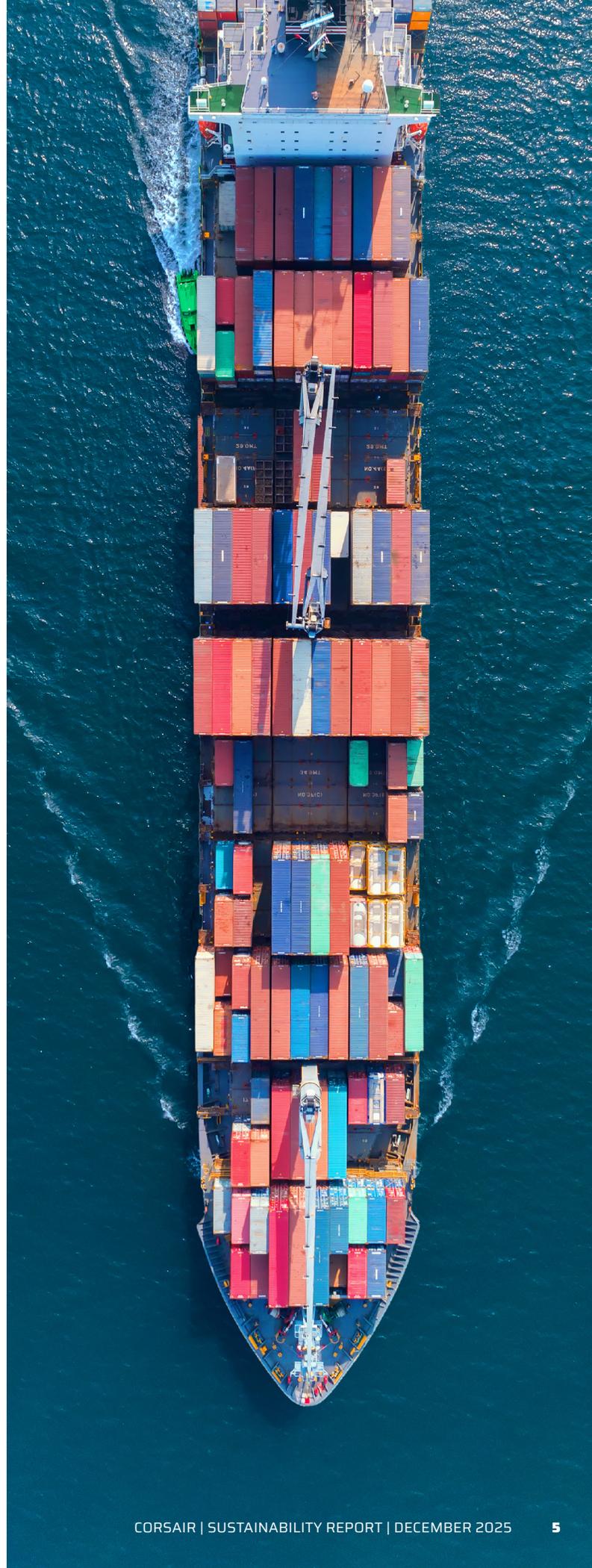


OUTLOOK AND PRIORITIES

CORSAIR's sustainability roadmap is anchored in measurable progress, scientific rigor, and operational transformation. As we advance toward our 2040 net-zero commitment, our near-term priorities focus on the areas where we can drive the most significant impact:

- > **Climate and Emissions:** We are preparing to submit science-based targets for SBTi validation in 2026, ensuring our reduction pathway aligns with limiting global warming to 1.5°C. This includes completing comprehensive Scope 3 screening, with particular focus on Purchased Goods and Services and Use of Sold Products, the estimated largest portions of our carbon footprint not yet fully measured.
- > **Energy and Operations:** Building on five facilities now operating on 100% renewable electricity and our Milpitas solar installation, we are targeting 70% or greater renewable energy utilization across all global facilities by 2030 through expanded on-site generation, new Power Purchase Agreements, and evaluation of emerging technologies.
- > **Circular Economy and Product Innovation:** We are scaling our Revival Series refurbishment program across Elgato and SCUF product lines and targeting net-zero labeling for one-third of our Amazon portfolio by 2030. Our packaging commitments include achieving 100% recyclable packaging, increasing post-consumer recycled content to 65%, and eliminating 95% of single-use plastics.
- > **Supply Chain and Transparency:** We are deepening supplier engagement on carbon reduction and environmental data transparency. Our ISO 14001 certification requirement and quarterly environmental data collection provide the foundation for comprehensive value chain accountability and informed sourcing decisions.
- > **Waste and Resource Management:** We are committed to achieving zero operational waste to landfill by 2040, with a near-term 2030 target of 80% or greater waste recycling rate across global operations, building on our current 66% baseline.

The gaming and technology industry is experiencing increasing climate-related risks, evolving regulatory requirements, and rising stakeholder expectations. At CORSAIR, our objective is to reduce environmental impacts while continuing to deliver the product performance our customers expect, demonstrating that technological innovation and environmental stewardship can advance together.



CORSAIR BRAND PORTFOLIO

CORSAIR

CORSAIR is a global leader in high-performance gear for gamers, creators, and PC enthusiasts. The company designs and manufactures a broad portfolio of components and peripherals—including memory, cooling, power supplies, cases, keyboards, mice, and headsets—trusted by both everyday users and professional esports competitors. Known for engineering excellence, performance reliability, and distinctive design, CORSAIR serves customers worldwide through a diverse ecosystem of enthusiast-focused brands.

DROP

Drop (Drop.com) is a community-driven commerce platform specializing in enthusiast-grade products, particularly mechanical keyboards, audio equipment, and desktop accessories. Through collaborations with leading designers and manufacturers, Drop offers limited-run and curated products that emphasize craftsmanship, performance, and customization. The platform connects passionate communities with thoughtfully designed products shaped by direct customer input.

elgato

Elgato develops innovative hardware and software solutions for content creators, streamers, and digital professionals. Its product portfolio includes capture cards, microphones, lighting, cameras, control surfaces, and creator-focused software that simplify professional-quality production. Elgato is widely recognized for enabling efficient, flexible, and high-quality content creation across gaming, education, and professional media environments.

FANATEC[®]

Fanatec is a leading brand in high-end sim racing hardware, offering professional-grade steering wheels, pedals, cockpits, and complete racing systems. Its products are used by serious sim racing enthusiasts and professional drivers alike, delivering precise force feedback and immersive realism. As the newest addition to the CORSAIR family, Fanatec expands the company's presence into the rapidly growing sim racing and motorsports simulation category. Sustainability data collection for Fanatec as part of CORSAIR will begin in 2026 and is not reflected in this report.

ORIGIN

Origin PC builds premium, custom-designed desktop and laptop systems for gamers, creators, and professionals demanding uncompromising performance. Each system is hand-assembled and tested, offering extensive customization across components, cooling solutions, and aesthetics. Origin PC is known for delivering bespoke, high-end computing solutions tailored to individual performance and design requirements.

SCUF

SCUF Gaming is a pioneer in high-performance, customizable game controllers designed for competitive and professional play. Widely adopted by esports athletes and elite gamers, SCUF controllers feature advanced ergonomics, remappable paddles, adjustable triggers, and modular components that allow players to tailor their equipment to their play style. SCUF has become a defining brand in competitive gaming, setting the standard for premium controller performance.

INTRODUCTION

ABOUT CORSAIR

CORSAIR, founded in 1994, is a global provider of high-performance gear for gamers, content creators, and PC enthusiasts. Headquartered in California, the company operates globally with development, sales, and distribution functions across North America, Europe, and Asia. CORSAIR's product portfolio includes gaming peripherals such as keyboards, mice, and headsets, as well as PC components including memory, power supplies, and cases. Through its brands—CORSAIR, Elgato, SCUF Gaming, Origin PC, and FANATEC—CORSAIR also offers streaming equipment, gaming controllers, and custom-built systems.

REPORT PURPOSE AND SCOPE

This Annual Sustainability Report provides a transparent account of CORSAIR's environmental and social performance for the 2024 reporting period. Aligned with frameworks including the Task Force on Climate-related Financial Disclosures (TCFD) and the International Sustainability Standards Board (ISSB), the report outlines progress to date and identifies areas requiring further advancement.

The objectives of this document are to:

- > Disclose measurable progress toward environmental targets and social commitments
- > Demonstrate how sustainability considerations are integrated into core business operations, product development, and supply chain management
- > Engage customers, employees, investors, and partners in CORSAIR's pathway toward a lower-carbon, more responsible future

The report reflects both achievements and ongoing challenges. Guided by transparency, scientific rigor, and long-term planning, CORSAIR continues to evolve its sustainability approach in line with stakeholder expectations and industry best practices.

SUSTAINABILITY VISION AND LEADERSHIP

Our Approach

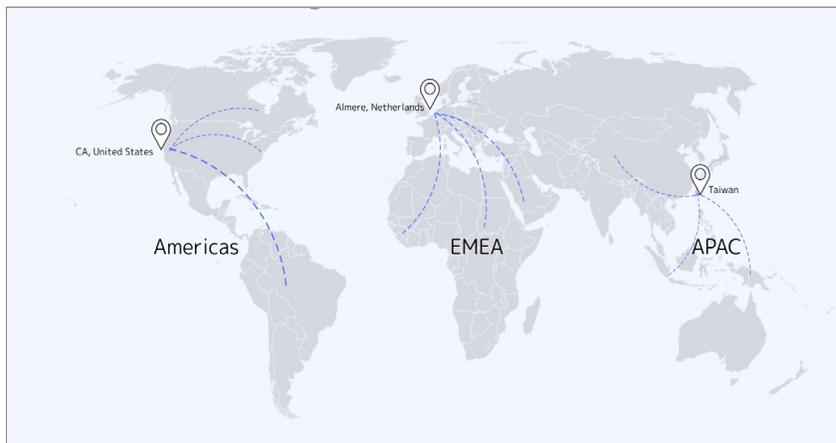
CORSAIR's sustainability strategy is built on the principle that technological innovation and environmental responsibility are mutually reinforcing. Our approach is grounded in business integrity, stakeholder well-being, and environmental stewardship, with standards established through our [Code of Conduct and Ethics](#) that apply across global operations and supply chains.

Our policies and reporting are aligned with leading international standards, including:

- > The Responsible Business Alliance (RBA) Code of Conduct
- > OECD Due Diligence Guidance for Responsible Business Conduct
- > Task Force on Climate-related Financial Disclosures (TCFD)
- > International Sustainability Standards Board (ISSB)

We work to minimize our ecological footprint through actions across our value chain:

- > **Energy-Efficient Product Design:** Completed first-generation lifecycle assessments for keyboards, mice, and headsets; achieved 70-80% recyclability in Revival Series products
- > **Supply Chain Accountability:** ISO 14001 certification at primary manufacturing facilities in Taiwan; supplier requirements for ISO 14001 or equivalent commitments
- > **Circular Economy Integration:** Expanding Revival Series and ECO refurbished refurbishment programs; incorporating recycled materials; optimizing packaging to reduce waste



Our Commitments

CORSAIR's sustainability commitments establish a clear, externally grounded framework for how we plan, invest, and operate. These commitments translate climate ambition into defined expectations, timelines, and accountability mechanisms. Together, they guide roadmap development, capital allocation, product design priorities, and operational planning, ensuring sustainability considerations are integrated into core business decisions rather than managed as a standalone initiative.

- > **The Climate Pledge:** CORSAIR became a signatory to The Climate Pledge in September 2023, committing to achieve net-zero greenhouse gas emissions by 2040—ten years ahead of the Paris Agreement goal. This commitment establishes a long-term decarbonization horizon that informs strategic planning, investment evaluation, and cross-functional alignment across the organization.
- > **Product Carbon Neutrality:** In late 2025, CORSAIR completed its first ClimeCo-certified product carbon neutrality pilot, resulting in approximately 50 SKUs receiving the Amazon Climate Pledge Friendly designation. These products underwent cradle-to-grave lifecycle assessments verified by SGS and ClimeCo, with emissions measured, reduced where feasible, and addressed through Amazon's Carbon Credit Initiative. Building on this foundation, CORSAIR is targeting net-zero labeling for approximately one-third of its Amazon product portfolio by 2030. This commitment directly informs product development time lines, material selection, supplier engagement, and RandD investment decisions.
- > **Science Based Targets initiative (SBTi):** CORSAIR is preparing to submit science-based targets for validation in 2026, aligned with limiting global warming to 1.5°C. SBTi provides a science-based methodology for defining emissions reduction pathways and interim milestones. These targets serve as quantitative guardrails for annual planning, helping prioritize emissions reduction actions and inform sustainability-related budgeting and resource allocation.

Taken together, these commitments provide a structured, science-aligned foundation for CORSAIR's sustainability strategy. They define how progress is measured, how tradeoffs are evaluated, and how climate considerations are incorporated into long-term business planning.

Our Vision

Our goal is to provide high-performance products to gamers and content creators while minimizing environmental impact, enhancing energy efficiency, and advancing responsible

innovation. Through transparency, data integrity, and collaboration with employees, suppliers, and customers, we are contributing to a technology industry that is more accountable to environmental challenges.

Governance Structure

As of September 2025, sustainability governance operates through quarterly and ad hoc meetings between Chief Executive Officer Thi La, SVP General Manager Matthew Hsu, and Jonathan Harris, Head of Sustainability and Environmental Affairs. Sustainability updates are presented to the Board at least annually, with additional briefings as needed to address material issues, climate-related matters, and regulatory requirements.

Through the CEO and CORSAIR's Sustainability team, the company's Board of Directors is regularly informed of the company's sustainability strategy and performance, reviewing and approving policies and long-term goals related to sustainable development.

A formal Sustainability Committee is under consideration for future implementation, which would centralize cross-functional Sustainability efforts and report directly to the Board.

SUSTAINABILITY TEAM AT CORSAIR



Thi La
Chief Executive Officer



Matthew Hsu
Senior Vice President and General Manager, Systems and R&D Group



Jonathan Harris
Head of Sustainability and Environmental Affairs



Delia Lee
Sr. Environmental Affairs Manager

Message from the Senior Vice President and General Manager

Matthew Hsu, Senior Vice President and General Manager, Systems and R&D Group

At CORSAIR, sustainability and performance inform our product development approach. We are working to reduce environmental impact through innovation, collaboration, and data-driven strategies embedded in product development, operations, and supply chain management.

One of our key initiatives is the development of lower-carbon products. We are increasing the use of recycled and responsibly sourced materials, improving energy efficiency in our designs, and optimizing packaging to reduce waste. CORSAIR is also working with suppliers to implement responsible sourcing practices and carbon reduction strategies.

Our commitment to environmental responsibility extends to our employees, customers, and community. By fostering awareness and engagement, we are supporting stakeholders in the transition toward a more sustainable future. Through transparency, data-driven decision-making, and continuous improvement, CORSAIR aims to contribute to positive change in the gaming and technology industry.



Message from the Head of Sustainability and Environmental Affairs

Jonathan Harris, Head of Sustainability and Environmental Affairs

As CORSAIR's Head of Sustainability and Environmental Affairs, I lead our sustainability initiatives and work to drive progress toward responsible operations. Sustainability is a continuous process, and CORSAIR is committed to evolving with industry practices and regulatory requirements to ensure positive environmental contribution.

In 2024, we expanded our focus on carbon footprint reduction, product sustainability, and supply chain transparency. We are preparing to align our goals with the Science Based Targets initiative (SBTi) and intend to pursue validation in 2026. Our roadmap includes reducing greenhouse gas emissions, increasing energy efficiency, and integrating more sustainable materials into our products. We recognize the importance of collaboration and are engaging with industry partners, sustainability organizations, and our community to drive collective impact.

Our approach to sustainability extends beyond compliance to leadership and accountability. By adhering to international standards and practices, CORSAIR is working to establish a benchmark for responsible business operations. We will continue to invest in sustainability-focused research, implement science-based targets, and develop solutions that support both our customers and environmental goals.

CORSAIR's objective is clear: to operate as a responsible participant in the gaming and technology industry, ensuring that innovation and sustainability progress together.



SUSTAINABILITY PERFORMANCE METRICS

Measuring our environmental impact is the foundation of meaningful progress. At CORSAIR, we track greenhouse gas emissions, energy consumption, waste generation, and resource use across our global operations using internationally recognized standards and frameworks. This transparency enables us to identify reduction opportunities, set evidence-based targets, and hold ourselves accountable to stakeholders including customers, investors, employees, and the communities where we operate. The metrics presented in this section reflect our latest available performance data across climate, energy, waste, water, and responsible sourcing, spanning our baseline year (2022) to current (2024).

Key Terms

- > tCO₂e (tons of carbon dioxide equivalent) - Standard unit for measuring greenhouse gas emissions, converting all gases to CO₂ equivalents
- > Scope 1 - Direct emissions from sources we own or control (e.g., company vehicles, on-site fuel combustion)
- > Scope 2 - Indirect emissions from purchased electricity, heating, and cooling
- > Scope 3 - All other indirect emissions in our value chain (e.g., supplier emissions, product transportation, employee commuting)
- > Market-based - Emissions calculated using the specific energy sources we purchase (e.g., renewable contracts)
- > Location-based - Emissions calculated using average grid electricity in each region

More at: Appendix D: Glossary and Acronyms

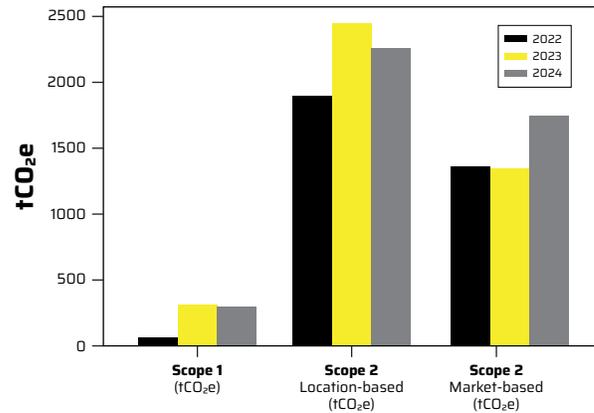
CLIMATE AND GREENHOUSE GAS EMISSIONS

CORSAIR measures and reports greenhouse gas (GHG) emissions in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. We report Scope 1 (direct emissions), Scope 2 (purchased electricity), and Scope 3 (value chain) emissions annually.

Table 1: Scope 1 and 2 Emissions (2022-2024)

Metric	2024	2023	2022
Scope 1 (tCO ₂ e)	312.2	335.7	116.8
Scope 2 Location-based (tCO ₂ e)	2,209.90	2,430.30	1,838.10
Scope 2 Market-based (tCO ₂ e)	1,733.80	1,250.40	1,271.00

GHG Emissions by Scope and Year



Scope 1 and 2 Analysis (2023-2024):

- > Scope 1 emissions decreased 7% year-over-year, reflecting improved fleet efficiency and reduced natural gas use.
- > Scope 2 market-based emissions increased in 2024 primarily due to higher electricity demand as facilities returned to full operational occupancy, combined with a deliberate shift toward renewable electricity sourcing across key locations. Increases in electricity consumption occurred largely at sites already operating on, or transitioning to, renewable energy—including our California headquarters and European facilities—resulting in higher market-based reporting volumes while overall emissions intensity declined. This transition reflects purposeful renewable energy procurement rather than a deterioration in operational efficiency.
- > The gap between location-based and market-based Scope 2 demonstrates the impact of renewable energy procurement, which reduced our emissions by approximately 21% in 2024.

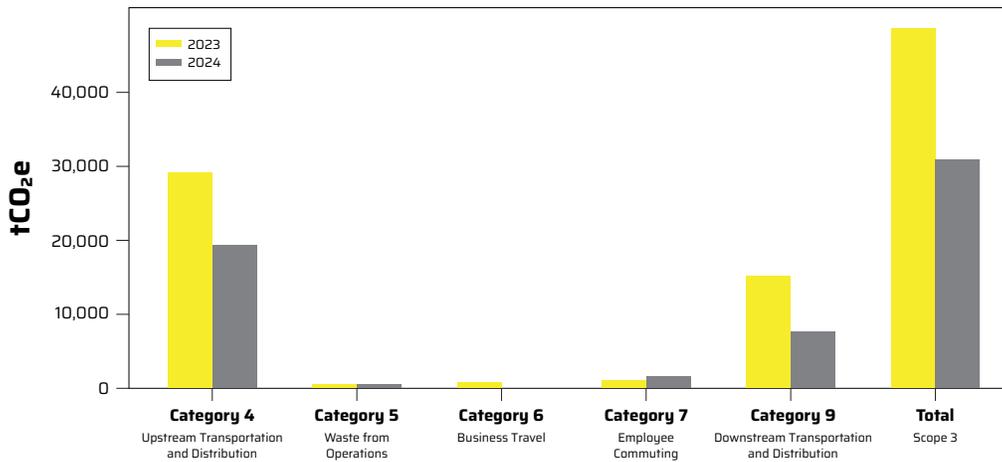
Scope 3 emissions occur throughout our value chain, from the products and services we purchase to how our products are transported and used. These emissions are categorized using the GHG Protocol’s 15 standard categories, of which we currently measure five.

Table 2: Scope 3 Emissions by Category (2023-2024)

Category	2024 (tCO ₂ e)	2023 (tCO ₂ e)	% Change
Category 4: Upstream Transportation and Distribution	19,623.30	28,983.80	-32%
Category 5: Waste from Operations	424.2	362.1	+17%
Category 6: Business Travel	32.2	882.3	-96%
Category 7: Employee Commuting	1,476.10	940.8	+57%
Category 9: Downstream Transportation and Distribution	8,763.60	15,952.80	-45%
Total Scope 3	30,319.30	47,121.80	-36%

Note: Scope 3 was not measured in 2022 due to insufficient data collection systems. This does not mean emissions were zero; rather, measurement infrastructure was not yet in place.

Scope 3 Emissions by Category



What These Categories Mean:

- > Category 4 (Upstream Transportation): Emissions from shipping products and materials to our facilities from suppliers
- > Category 5 (Waste): Emissions from disposal and treatment of waste generated in our operations
- > Category 6 (Business Travel): Emissions from employee air travel, rental cars, and hotels
- > Category 7 (Employee Commuting): Emissions from employees traveling between home and work
- > Category 9 (Downstream Transportation): Emissions from shipping our products to customers and distribution centers

Scope 3 Analysis:

- > Total Scope 3 emissions decreased 36% in 2024, driven primarily by logistics optimization and freight consolidation
- > The year-over-year reductions in upstream and downstream transportation emissions reflect both logistics optimization and a structural change in CORSAIR's global returns (RMA) handling model. In 2024, CORSAIR implemented a regionalized refurbishment and returns strategy, routing North American returns to Atlanta, EMEA returns to Almere (Netherlands), and Asia-Pacific returns to Taiwan. This shift significantly reduced long-haul intercontinental shipping, particularly air freight and ocean transport—associated with returns processing. Together with continued freight consolidation, these changes drove substantial reductions in distribution-related Scope 3 emissions.

While CORSAIR continues to pursue incremental logistics efficiencies, the magnitude of the 2024 reductions reflects a step-change from this enterprise-wide operational realignment and is not expected to repeat at the same scale in future reporting periods.

- > The sharp decline in business travel emissions reflects formal restrictions on corporate travel during much of 2024, alongside expanded use of virtual and remote collaboration tools.
- > Employee commuting emissions increased as more employees returned to office settings

KEY ACHIEVEMENT: 36% Scope 3 Reduction

Through strategic logistics optimization, we reduced our value chain emissions by nearly 17,000 tons of CO₂e in 2024—equivalent to removing approximately 3,965 gasoline-powered cars from the road for one year*. This was achieved through freight consolidation, mode shifting from air to sea transport, and expanded virtual meeting capabilities.

[*Greenhouse Gas Equivalencies Calculator | US EPA](#)

Scope 3 Data Limitations:

CORSAIR's 2024 Scope 3 inventory remains incomplete. Key categories not yet measured include:

- > Category 1: Purchased Goods and Services (product manufacturing emissions)
- > Category 11: Use of Sold Products (electricity consumption during product use)
- > Category 12: End-of-Life Treatment of Sold Products

We are actively expanding data collection for these categories through supplier engagement and product lifecycle assessment (LCA) work. Preliminary estimates for Categories 1 and 11 are expected to be included in future reporting cycles. Our goal is to improve Scope 3 coverage and explore the potential for limited assurance in the 2026 reporting cycle.

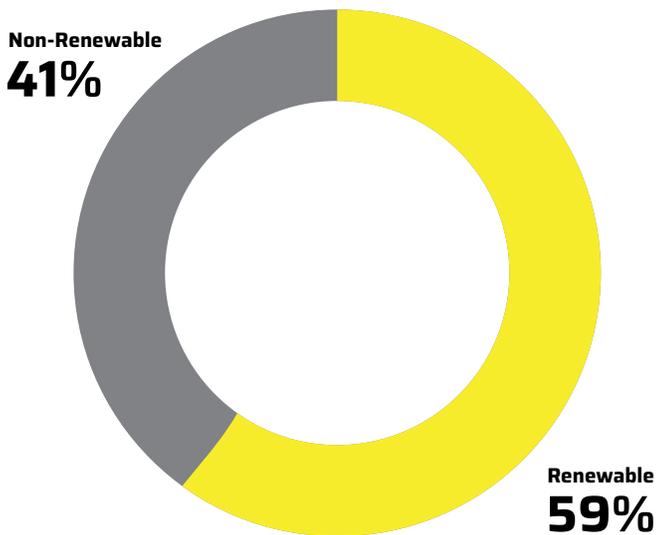
ENERGY CONSUMPTION AND RENEWABLE ENERGY STRATEGY

Energy consumption represents one of the most significant levers for reducing our operational carbon footprint and costs. CORSAIR's energy use is concentrated in our offices, warehouses, and manufacturing facilities, where we track

electricity, natural gas, and on-site renewable generation across 16 global locations. As energy demands continue to grow with business expansion, improving efficiency and transitioning to clean energy sources are critical to achieving our climate commitments while maintaining operational excellence.

We are committed to advancing energy efficiency and expanding renewable energy use across our operations. In FY2024, 59% of electricity consumed across global business sites came from renewable sources. A foundation we are building upon to significantly increase this share by 2030 as part of our broader decarbonization strategy.

FY2024 Global Electricity Consumption



Renewable Energy by Facility (2024)

- > California headquarters (Milpitas): 100% renewable + on-site solar
- > Netherlands distribution center (Almere): 100% renewable
- > UK offices (St. Albans, Wokingham): 100% renewable
- > Germany offices: 100% renewable
- > Slovenia office: 100% renewable
- > Taiwan facility: Partial renewable (expanding in 2025)

Milpitas Headquarters Solar Installation

Completed in August 2024, our rooftop solar system became fully operational and has been generating 15-20 MWh per month throughout 2025. This represents approximately 30% of the building's total electricity demand and reduces Scope 2 emissions by roughly 10 tCO₂e monthly. The installation demonstrates the viability of on-site renewable generation and serves as a model for future projects at other facilities.

SPOTLIGHT: 100% Renewable Electricity at Major Sites

Five of our largest facilities now operate on 100% renewable electricity, including our California headquarters, Netherlands distribution center, and UK offices. Combined with our new solar installation, these sites demonstrate our commitment to clean energy and serve as models for expanding renewable procurement across our global operations.

Energy Efficiency Initiatives

Beyond renewable procurement, CORSAIR's manufacturing and office sites are investing in energy-saving technologies and infrastructure upgrades that deliver immediate emissions reductions and long-term cost savings:

- > **LED Lighting Retrofits:** Our primary manufacturing facility in Taiwan completed a full transition to high-efficiency LED lighting in 2022, resulting in a 55% reduction in annual energy consumption—from 567 MWh to 255 MWh, a savings of 311 MWh annually. Similar LED retrofits have been completed at our Almere facility.
- > **HVAC System Upgrades:** High-efficiency HVAC systems installed at our California headquarters and Taiwan sites reduce power consumption while maintaining building comfort and air quality. These upgrades also lower maintenance overhead and extend equipment lifespan.
- > **Smart Building Systems:** Deployed at major warehouses, these systems enable real-time energy monitoring, automated load balancing, and predictive maintenance—optimizing energy use without compromising operational performance.
- > **Energy Performance Contracts (EPCs):** CORSAIR is piloting EPCs that create incentive structures where vendors share in the financial benefits of verified energy savings, aligning economic and environmental outcomes.
- > **Low-Emission Commuting Support:** Free electric vehicle charging stations at our headquarters encourage employees to transition to cleaner transportation options.

These infrastructure upgrades are part of a broader energy optimization roadmap aimed at reducing Scope 1 and 2 emissions while improving operational resilience and cost efficiency.

Emissions Impact

In 2024, CORSAIR's Scope 2 emissions under the market-based approach were 1,733.80 tCO₂e, compared to 2,209.90 tCO₂e using the location-based calculation. Approximately 22% reduction demonstrates the tangible impact of our renewable energy procurement efforts and validates our strategy of combining clean energy sourcing with operational efficiency improvements.

Looking Forward

Our goal is to significantly increase our renewable energy percentage by 2030 and achieve near-total reliance on clean energy through:

- > Expanded on-site solar installations at additional facilities where feasible, building on the success of our Milpitas project.
- > New Power Purchase Agreements (PPAs) for remaining high-consumption sites in North America and EMEA
- > Pilot energy storage systems to maximize solar utilization and provide grid flexibility
- > Evaluation of emerging technologies such as green hydrogen for long-term deep decarbonization of hard-to-abate operations

These initiatives collectively enhance operational resilience, reduce energy costs, align with evolving regulatory requirements, and meet stakeholder expectations around sustainable energy use. By treating energy efficiency and clean energy transition as strategic priorities rather than compliance exercises, we are building a more sustainable and economically robust operation.

WATER AND WASTE MANAGEMENT

Effective waste management and water stewardship are essential components of our operational environmental footprint. We have implemented structured recycling and waste diversion programs across our offices and manufacturing facilities, with materials from receiving, production, and day-to-day operations sorted and recycled to minimize landfill waste. Quarterly factory reviews track key performance metrics, including recovery rates, recycling performance, and refurbishment rates for returned products.

Waste Management Performance

CORSAIR's most recent comprehensive waste data from FY2024 shows that the company generated approximately 1,195 metric tons of total waste, a modest reduction from FY2023 levels. Of this total, approximately 29% was recycled, compared to a recycling rate of approximately 53% in FY2023. The year-over-year decline in recycling rate reflects changes in waste composition as facilities returned to full operational activity, with a higher proportion of manufacturing and mixed waste streams that are more difficult to divert than office-based materials. CORSAIR continues to evaluate site-level waste segregation practices and recycling infrastructure to improve diversion performance as operations stabilize.

Facility Performance Highlights

- > **Taiwan production site:** Achieved an 81% recycling rate, including recovery of more than 95% of paper, plastic,

trays, and packaging materials, and 90% of solder scrap.

- > **U.S. headquarters (Milpitas):** Achieved a 95% recycling rate.
- > **UK Offices (St. Albans and Wokingham):** Achieved a near-complete 99% diversion from landfill.
- > **SCUF Gaming facility (Georgia):** Recycled 186 tons (43%) of the 435 tons generated, with the remainder responsibly processed by certified providers.

Our facilities continue to maintain strict safety and compliance protocols, with no significant hazardous waste generation, reflecting our focus on material circularity and responsible operations.

Circular Economy Initiatives



Revival Series and ECOfurbished Process

Through our Revival Series program, CORSAIR refurbishes and resells returned merchandise, extending product lifecycles by 2–3 years. Products are restored using the ECOfurbished process at three regional refurbishment hubs:

- > **Atlanta** (North America)
- > **Almere** (Europe)
- > **Taiwan** (Asia)

Localized processing minimizes cross-regional shipping and reduces transportation-related emissions.

CIRCULAR ECONOMY IN ACTION

The Revival Series exemplifies our commitment to product longevity and waste reduction. By refurbishing and reselling products locally, we extend their useful life while reducing manufacturing emissions, transportation impact, and electronic waste. Each refurbished product represents avoided emissions from manufacturing a replacement unit—contributing meaningfully to our circularity goals.

ECOfurbished Quality Process:

1. Comprehensive functional testing by technical specialists
2. Performance verification to meet new-product standards
3. Sanitization and cleanliness validation
4. Packaging in 100% recycled and recyclable paper materials

- (no secondary overboxes)
- 5. Full warranty coverage equivalent to new products

Program Performance:

- > 70–80% overall product recyclability rate (significantly above company-wide average of 30–35%)
- > Extended product lifespan: 2–3 additional years of use
- > Reduces manufacturing-related emissions by keeping products in circulation

Impact Partnerships:

Revenue from Revival Series supports environmental nonprofits including:

- > **Veritree:** Through our collaboration initiated in 2023 and ongoing through 2024, CORSAIR has enabled the planting of 11,000 GPS-verified trees with transparent tracking and monitoring for measurable ecosystem benefits
- > **Sailors for the Sea (Powered by Oceana):** CORSAIR contributed over \$10,000 from Revival Series proceeds to support marine ecosystem protection



Packaging Sustainability

With over 20 million products shipped annually, packaging represents one of CORSAIR’s most significant environmental impacts. We’ve made it a priority to reduce weight, enhance recyclability, and incorporate more post-consumer recycled content across our brands.

PERFORMANCE BY BRAND

Our family of brands has achieved strong progress on sustainable packaging:

- > **CORSAIR Core Products:** 88% recyclable packaging
- > **Elgato:** 100% recyclable packaging
- > **ORIGIN PC:** 85% recyclable packaging
- > **Revival Series:** 100% recyclable packaging, 50% post-consumer content

By 2030, we are committed to reducing packaging weight by 5% from our 2022 baseline, eliminating 95% of single-use plastics, achieving 100% recyclable packaging across all product lines, and increase post-consumer recycled content in packaging to 50% across all brands.

Water Stewardship

While CORSAIR’s electronics manufacturing processes are not water-intensive, we recognize that sustainable resource use is critical to responsible operations. Our water consumption is primarily associated with office facilities—restrooms, kitchens, and landscaping—along with limited cooling requirements at warehouses. We disclose our total water use annually and publish updates on our website. We are committed to minimizing our water footprint and improving efficiency where consumption occurs. Our California headquarters uses reclaimed water for landscaping irrigation, reducing demand on potable water supplies. We are currently consolidating water usage data across our global facilities to enable comprehensive disclosure of withdrawal and discharge volumes in future reporting cycles.

Looking Forward

As we advance our water and waste management practices, CORSAIR is building on existing momentum to deepen our approach to resource stewardship. Our roadmap includes several interconnected initiatives:

- > Achieving zero waste operations across key facilities
- > Extending product lifecycles through circular economy principles
- > Launching employee-led campaigns to promote reduction, reuse, and recycling
- > Piloting AI-powered sorting systems to enhance recycling precision

These efforts are supported by ongoing enhancements to our data collection and reporting infrastructure. Improved measurement capabilities will enable us to provide more current and comprehensive waste metrics in future reports, increasing transparency into our progress. These initiatives support our goal to integrate resource stewardship as a core component of responsible technology manufacturing.

SUPPLY CHAIN: CONFLICT MINERALS

As a publicly traded company, CORSAIR complies with the Dodd-Frank Act and OECD Due Diligence Guidance for conflict minerals (tin, tungsten, tantalum, gold). We conduct annual supply chain due diligence to ensure responsible sourcing and maintain consistently high supplier response rates in our conflict minerals reporting program.

Key Performance Indicators:

- > Active participation in the Responsible Minerals Initiative (RMI)
- > Third-party smelter validation through RMI's Responsible Minerals Assurance Process (RMAP)
- > Zero confirmed instances of conflict minerals sourced from high-risk regions in 2024

CORSAIR's full Conflict Minerals Report for the 2024 reporting cycle is available on our website: [Conflict Minerals Report](#)

SUSTAINABILITY TARGETS AND METRICS

Achieving meaningful environmental progress requires clear goals, measurable milestones, and transparent accountability. CORSAIR has established a comprehensive framework of short-term and long-term targets that guide our sustainability strategy and provide stakeholders with visibility into our commitments and progress.

Our targets are anchored by two cornerstone commitments: The Climate Pledge, which establishes our 2040 net-zero goal, and our preparation for Science Based Targets initiative (SBTi) validation, which will ensure our emissions reduction pathway aligns with climate science. These commitments are supported by specific operational targets across energy, waste, and resource management that drive continuous improvement across our global operations.

CLIMATE COMMITMENTS

The Climate Pledge (2040 Net-Zero)



CORSAIR signed [The Climate Pledge](#) in September 2023, committing to achieve net-zero carbon emissions across all scopes by 2040—ten years ahead of the Paris Agreement timeline. This commitment includes:

- > Measuring and reporting GHG emissions annually
- > Implementing decarbonization strategies aligned with a 1.5°C pathway
- > Neutralizing residual emissions with credible, high-value carbon credits

Since signing, our emissions measurement, reduction

initiatives, and stakeholder engagement have all been strategically oriented toward delivering on this 2040 commitment. Each program outlined in this report—from renewable energy procurement to supply chain collaboration—represents a tangible step toward our net-zero target.

Science Based Targets Initiative (SBTi)

CORSAIR is preparing for alignment with the Science Based Targets initiative (SBTi) and intends to pursue validation in 2026. We are actively working with external climate advisory partner Asuene to develop near-term Scope 1, 2, and 3 targets in alignment with SBTi's criteria. This preparation process includes:

- > Scope 1 and 2 baselining using both location-based and market-based methods
- > Full Scope 3 category screening with focus on Category 1 (Purchased Goods), Category 11 (Use of Sold Products), and Category 3 (Fuel and Energy-Related Activities)
- > Target formulation and validation submission expected by Q2 2026
- > Alignment with leading frameworks



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

This process involves completing a comprehensive GHG inventory and developing target-setting methodology aligned with the SBTi Corporate Net-Zero Standard. SBTi alignment will ensure our emissions reduction targets are grounded in climate science and consistent with limiting global warming to 1.5°C.

Interim Targets and Long-Term Goals

In order to meet our commitments and guide our decision-making, CORSAIR has established a phased roadmap to achieve net-zero emissions by 2040, with measurable milestones at key intervals. These goals drive our strategy to combat climate change, improve resource efficiency, and advance sustainable innovation. Progress toward each target will be tracked using verifiable, quantitative metrics, and reported annually.

By 2030:

- > Achieve carbon neutrality across Scope 1 and 2 emissions

through a combination of deep emissions reductions and credible carbon offsets. Implementing decarbonization strategies aligned with a 1.5°C pathway

- > Further investment in energy efficiency, renewable energy procurement, and operational decarbonization
- > Reduce Scope 3 emissions intensity (specific target to be defined as part of SBTi 2026 alignment process)

By 2035:

- > Transition 100% of CORSAIR’s global operations to renewable electricity, eliminating reliance on fossil fuels across all business activities. Further investment in energy efficiency, renewable energy procurement, and operational decarbonization

By 2040:

- > Achieve net-zero emissions across all scopes (Scope 1, 2, and 3) fulfilling our Climate Pledge commitment
- > Achieve zero operational waste to landfill, minimizing waste generation across our value chain, enhancing recycling systems, and integrating circular economy principles throughout product design and lifecycle management

Near-Term Operational Targets (2025-2030)

Beyond our long-term climate commitments, CORSAIR has established specific near-term operational targets to drive continuous improvement across our facilities and operations. While our 2040 net-zero pledge sets the strategic direction, these operational targets translate that ambition into concrete actions—focusing on the areas where we have direct control and can deliver measurable progress in the immediate term. These targets guide capital investments, facility upgrades, procurement decisions, and day-to-day operational practices across our global footprint.

Table 3: Near-Term Operational Targets

Goal	Target 2025-2030	Current Status (2023-2024)
Renewable Energy Utilization	≥70% of electricity from renewable sources across all global facilities	<ul style="list-style-type: none"> > 59% of electricity from renewables (FY2024) > 5 facilities at 100% renewable electricity: California HQ, Netherlands DC, UK offices (St. Albans, Wokingham), Germany, Slovenia > California HQ includes on-site solar (operational August 2024, generating 15-20 MWh/month), EV charging, high-efficiency lighting, and reclaimed water systems
Waste Recycling Rate	≥80% of total facility waste recycled	<ul style="list-style-type: none"> > 53% recycling rate baseline (FY2023) > Programs for waste sorting and recycling being scaled globally
100% Renewable Energy Sites	Expand to at least 10 global sites	<ul style="list-style-type: none"> > 5 sites currently at 100% renewable (California HQ, Netherlands DC, UK St. Albans, UK Wokingham, Germany, Slovenia) > Taiwan facility: Partial renewable, expanding in 2025 > Several additional facilities have transitioned partially and are on track for full conversion

These operational targets demonstrate CORSAIR’s commitment to measurable, year-over-year improvement across environmental performance indicators.

PRODUCT SUSTAINABILITY AND INNOVATION

CORSAIR is committed to reducing the environmental impact of our products while delivering the high-performance technology our customers expect. This commitment extends across the entire product lifecycle—from the materials we select and the way we manufacture, to how our products perform during use and what happens when they reach end-of-life.

Our product sustainability strategy is built on three core pillars: transparent measurement through lifecycle assessments and climate certifications, integration of sustainable design principles into product development, and accountability throughout our global supply chain.

By combining environmental analysis with practical design improvements and supplier engagement, we are working to minimize our footprint while maintaining the quality and performance standards that define the CORSAIR brand. This section outlines our progress and approach across key areas of product sustainability, including our first climate-certified products, lifecycle assessment methodology, design innovation, and supply chain environmental standards.

Amazon Climate Pledge Friendly Certification

What is Climate Pledge Friendly?

Amazon’s Climate Pledge Friendly program certifies products that have achieved verified carbon neutrality or meet rigorous sustainability standards. To earn this designation, products must undergo third-party verified lifecycle assessments, demonstrate measurable emissions reductions, and offset remaining emissions through credible carbon credits. The program provides transparency to consumers seeking lower-impact purchasing options while incentivizing manufacturers to reduce product-level emissions.



CORSAIR's Climate-Certified Products:

In late Q3 2025, CORSAIR completed its first ClimeCo-certified product pilot, resulting in approximately 50 SKUs earning the Amazon Climate Pledge Friendly badge. These products have undergone:

- > Cradle-to-grave lifecycle assessments (LCAs)
- > Carbon footprint measurement and reduction
- > Verified carbon offset purchases through Amazon's Carbon Credit Initiative

This represents CORSAIR's first generation of climate-certified products and marks an important milestone in our commitment to transparent climate action. We are targeting net-zero labeling for one-third of our Amazon portfolio by 2030.

Lifecycle Assessments (LCAs)

What is a Lifecycle Assessment?

A Lifecycle Assessment (LCA) is a comprehensive analysis of a product's environmental impact across its entire lifespan—from raw material extraction through manufacturing, transportation, use, and end-of-life disposal or recycling. LCAs quantify emissions, energy consumption, water use, and other environmental impacts at each stage, enabling companies to identify "hotspots" where interventions can deliver the greatest emissions reductions. This methodology is governed by international standards (ISO 14040/14044) and provides the foundation for credible carbon accounting and product-



level climate certifications.

In mid-2025, CORSAIR completed its first-generation LCAs for gaming keyboards, mice, and headsets. These assessments, conducted in partnership with ISS Corporate Services, identified emissions hotspots across raw material extraction, manufacturing, transportation, use phase, and end-of-life. Insights from these assessments are being integrated into product design processes to:

- > Increase recycled material content (aluminum, steel, plastics)
- > Improve energy efficiency during use phase
- > Design for disassembly and recyclability
- > Reduce packaging weight and virgin material use

These foundational assessments provide the data-driven framework needed to make informed decisions about material selection, manufacturing processes, and design improvements that deliver measurable environmental benefits.

Sustainable Design Principles

CORSAIR's product development teams are integrating sustainability into core design decisions across the product lifecycle. Our approach focuses on four key areas:

- > **Material selection:** Prioritizing recycled and recyclable materials—including aluminum, steel, and post-consumer plastics—without compromising performance or durability.
- > **Modularity:** Designing products that can be repaired, upgraded, or have components replaced, extending useful life and reducing electronic waste.
- > **Energy Efficiency:** Meeting or exceeding regional energy efficiency benchmarks (ENERGY STAR®, EU Ecodesign) to minimize operational energy consumption.
- > **End-of-Life:** Creating disassembly guides and material documentation for recyclers to facilitate proper material recovery and circularity.

Current product recyclability rates range from 70-80% in high-volume categories, positioning CORSAIR ahead of anticipated Extended Producer Responsibility (EPR) regulatory thresholds. As we continue to refine our design processes, we are working to establish baseline metrics for product longevity, repairability scores, and material recovery rates to track progress and identify opportunities for further improvement.

Supply Chain Engagement and Accountability

CORSAIR recognizes that our environmental impact extends beyond our direct operations. The majority of our carbon footprint and resource consumption occurs within our supply chain, making supplier engagement critical to achieving our sustainability goals. We have established comprehensive requirements and monitoring programs to ensure our suppliers maintain high environmental and social standards.



ISO 14001 Supplier Requirement:

Since November 2022, CORSAIR has required all suppliers to either hold valid ISO 14001 Environmental Management System certification or provide a clear implementation timeline for achieving certification. This requirement remained in effect throughout the 2024 reporting period and ensures that robust environmental management systems are embedded across our supply chain. ISO 14001 certification demonstrates a supplier's commitment to systematic environmental risk management, regulatory compliance, and continuous improvement—principles that align with our own operational standards.

Environmental Data Collection:

Since April 2022, CORSAIR has required production suppliers to submit quarterly environmental impact data covering:

- > Energy consumption and GHG emissions
- > Water usage and waste generation
- > Labor practices and workplace safety
- > Conflict minerals sourcing

Throughout 2024, this data continued to be collected on a quarterly basis, reviewed internally by our procurement and sustainability teams, and made publicly accessible where appropriate. This regular reporting cadence enables us to identify trends, benchmark supplier performance, and engage proactively on improvement opportunities. Non-compliance with data submission requirements or material environmental violations may result in corrective action plans or, in severe cases, contract termination. This accountability framework ensures our suppliers understand that environmental and social responsibility are fundamental expectations of our partnership.

Chemical Compliance and IEC 63000

Beginning in March 2022, CORSAIR initiated bi-weekly supplier engagement to collect material composition data and assess compliance with global chemical safety regulations. This program continued throughout 2024, covering:

- > EU RoHS Directive (restriction of hazardous substances)
- > EU REACH Regulation (chemical safety)

- > California Proposition 65 (chemical exposure warnings)
- > US TSCA Section 6(h) (toxic substances control)

Advancing Product Sustainability

CORSAIR's product sustainability initiatives represent a comprehensive, multi-year commitment to reducing environmental impact across the entire product lifecycle. By combining lifecycle assessments, climate certifications, sustainable design principles, and robust supply chain accountability, we are building a foundation for continuous improvement.

As we advance toward our 2030 goals, we will continue to expand our climate-certified product portfolio, deepen our understanding of environmental hotspots through ongoing LCA work, and collaborate with suppliers and industry partners to drive innovation in sustainable technology manufacturing. These efforts position CORSAIR to meet evolving regulatory requirements while delivering products that align with our customers' values and expectations for environmental responsibility.

COMPLIANCE AND CERTIFICATIONS

ISO 14001 ENVIRONMENTAL MANAGEMENT



ISO 14001 is an internationally recognized standard for environmental management systems (EMS). It provides a framework for organizations to identify, manage, control, and continuously improve their environmental impacts through systematic monitoring, documentation, and performance evaluation.

CORSAIR's primary manufacturing facility in Taiwan operates under ISO 14001 certification, demonstrating a structured framework for identifying, managing, and reducing environmental impacts. This certification is renewed through regular third-party audits and reflects our commitment to continuous environmental improvement.

We also require suppliers to hold ISO 14001 certification or demonstrate a clear path to certification, strengthening environmental accountability across our value chain.

CALIFORNIA CLIMATE DISCLOSURE COMPLIANCE

CORSAIR complies with California's Voluntary Carbon Market Disclosures Act (VCMDDA) and is monitoring developments

related to SB 253 (Climate Corporate Data Accountability Act) and SB 261 (Climate-Related Financial Risk Act).

As a signatory to The Climate Pledge (September 2023), CORSAIR is committed to achieving net-zero emissions by 2040. As of September 2025, CORSAIR does not currently market, sell, or purchase voluntary carbon offsets as defined under the VCMDA. Any future offset use will occur only in connection with our long-term net-zero strategy, following deep emissions reductions across all scopes.

CORSAIR's 2024 GHG emissions data, decarbonization initiatives, and forward-looking climate commitments are detailed in Sustainability Performance Metrics and Sustainability Targets and Metrics of this report. Full California VCMDA legal disclosure is provided in Appendix C.

Product Certifications and Environmental Standards

CORSAIR is committed to meeting and exceeding environmental regulations across all markets where we operate. Our products are designed to comply with stringent international standards that govern chemical safety, energy efficiency, and end-of-life management.

Weee And Battery Directive Compliance

CORSAIR complies with international electronics waste regulations, including the EU Waste Electrical and Electronic Equipment (WEEE) Directive (2012) and the EU Battery Directive (2006). These frameworks guide our end-of-life management practices, ensuring responsible disposal and recycling pathways across global markets. We maintain producer registrations in all relevant jurisdictions and work with certified recycling partners to facilitate proper material recovery.

Energy Efficiency Standards

All new CORSAIR products are screened against regional energy efficiency benchmarks during the design phase, including ENERGY STAR® (North America), the EU Ecodesign Directive, and various energy labeling requirements. Products that fail to meet our internal energy performance thresholds are flagged for redesign before market release, ensuring that efficiency is built into our products from the outset rather than addressed retroactively. This proactive approach helps reduce operational emissions during the use phase—often the most significant portion of a product's lifecycle carbon footprint.

CHALLENGES AND OPPORTUNITIES

As the gaming and technology industries face accelerating climate urgency and regulatory transformation, CORSAIR recognizes that sustainability is a dynamic, long-term business

strategy. The following sections outline the key climate-related risks and opportunities that shape our strategic priorities.

CARBON PRICING AND TRADE POLICY

Challenge: Carbon tariffs and border adjustment mechanisms—particularly the EU Emissions Trading System (ETS) and Carbon Border Adjustment Mechanism (CBAM)—are increasing operational costs and compliance complexity in key international markets.

Opportunity: Our Almere facility in the Netherlands has evolved into a multifunctional regional hub with reverse logistics, remanufacturing, and repair capabilities. Localized refurbishment reduces long-distance transport emissions and positions us favorably under EU carbon regulations.

Exploring Solutions:

- > Establishing cross-functional monitoring of regulatory developments across jurisdictions
- > Conducting scenario-based stress testing to understand potential impacts of carbon pricing
- > Enhancing Almere's capabilities as a comprehensive EU operational hub
- > Investigating advanced packaging solutions that exceed current compliance standards

RENEWABLE ENERGY TRANSITION

Challenge: Purchased electricity is a major contributor to Scope 2 emissions and exposes us to price volatility and increasing grid carbon intensity.

Opportunity: Five of our most energy-intensive sites—including headquarters, European logistics hub, and facilities in Taiwan and the UK—now operate on 100% renewable electricity through on-site solar and Power Purchase Agreements (PPAs). This improves operational resilience and regulatory compliance while accelerating decarbonization.

Exploring Solutions:

- > Evaluating new long-term PPA opportunities across North America and EMEA
- > Assessing additional sites for on-site solar feasibility and renewable generation potential
- > Investigating real-time energy monitoring systems to identify optimization opportunities
- > Examining emerging technologies including battery storage and green hydrogen applications

SUSTAINABLE MATERIAL SOURCING

Challenge: The shift toward low-carbon and ethically sourced materials creates supply volatility and price inflation for recycled metals, bio-based polymers, and conflict-free rare earth elements.

Opportunity: Embedding sustainability into procurement and product development creates competitive advantage. Our updated supplier code of conduct requires disclosure of carbon intensity, material recyclability, and sourcing practices.

Exploring Solutions:

- > Developing tools to assess emissions intensity and embodied energy during design
- > Identifying potential partnerships with suppliers of regenerative and closed-loop materials
- > Modeling future scenarios for carbon pricing, material scarcity, and policy impacts
- > Strengthening supplier engagement around environmental data transparency and performance

EXTENDED PRODUCER RESPONSIBILITY (EPR)

Challenge: EPR regulations are expanding globally, imposing new obligations for product take-back, recyclability labeling, and restricted material use.

Opportunity: Our Revival Series exemplifies circular economy principles through product recovery, refurbishment, and resale. Current recyclability rates of 70-80% in high-volume products position us well for future compliance, while regional refurbishment hubs enable localized lifecycle management.

Exploring Solutions:

- > Mapping EPR requirements and compliance readiness across critical markets (EU, California, Japan, South Korea)
- > Developing comprehensive product documentation including material composition and end-of-life guidance
- > Evaluating modular, user-serviceable design approaches to extend product longevity
- > Optimizing regional refurbishment operations in Atlanta, Almere, and Taiwan

CONSUMER DEMAND FOR SUSTAINABLE PRODUCTS

Challenge: While demand for sustainable products grows, price sensitivity remains high in the gaming market where performance is the primary driver.

Opportunity: Independent third-party research indicates that Amazon Climate Pledge Friendly-certified products are achieving 13-17% higher sales, particularly in premium categories where environmental leadership influences purchasing decisions. The Revival Series extends product lifespans by 2-3 years, providing more affordable access to premium hardware while using 100% recycled and recyclable packaging.

Exploring Solutions:

- > Identifying opportunities to expand climate certification across high-visibility product lines
- > Evaluating pathways toward net-zero labeling for a significant portion of our portfolio by 2030
- > Assessing Revival Series expansion potential across Elgato and SCUF brands
- > Developing sustainability communication frameworks that resonate with our core audiences

DATA INFRASTRUCTURE AND ASSURANCE

Challenge: Rising stakeholder scrutiny demands accurate, auditable environmental data. Insufficient or non-transparent disclosures increase compliance costs and regulatory risk.

Opportunity: Robust environmental data infrastructure builds investor and regulator confidence, drives operational efficiencies through automation, and enables third-party assurance.

Exploring Solutions:

- > Evaluating centralized environmental data management platforms with enhanced controls and automation
- > Strengthening quarterly validation protocols aligned with industry best practices
- > Assessing readiness for independent limited assurance on future sustainability disclosures
- > Investigating ISSB-aligned reporting frameworks to meet evolving global standards
- > Considering stakeholder advisory mechanisms to incorporate diverse perspectives

RESPONSE STRATEGY

These challenges represent opportunities to differentiate CORSAIR as a sustainability leader. By addressing climate-related risks early and building capabilities ahead of regulatory and market shifts, we are safeguarding our competitive position while creating long-term value for customers, investors, and communities. Through strategic investments and deep engagement across our value chain, we are positioning CORSAIR not just to adapt to the evolving business landscape, but to lead within it.

SOCIAL RESPONSIBILITY

Sustainability extends beyond environmental stewardship to encompass the people and communities that make our business possible. At CORSAIR, we recognize that sustainability requires a holistic approach, one that integrates environmental responsibility with social impact, ethical governance, and respect for human rights throughout our value chain.

Our social responsibility efforts are interconnected with our environmental commitments. Just as we work to minimize our ecological footprint, we work to maximize our positive impact on society through community engagement, workforce development, and ethical standards. The same circular economy principles that guide our product design also inform our approach to social sustainability: creating systems that regenerate value, eliminate harm, and ensure dignity for all stakeholders.

This section outlines how CORSAIR advances social sustainability through community investment, alignment with the UN Sustainable Development Goals, workforce development, and ethical governance. Together, these initiatives form the social pillar of our integrated sustainability strategy, demonstrating that business success and positive societal impact are compatible and interconnected.

COMMUNITY ENGAGEMENT AND SOCIAL IMPACT

CORSAIR is committed to creating positive social impact through strategic partnerships, community investment, and employee involvement. Our efforts focus on education, technology accessibility, and youth development, particularly within gaming and STEM fields.

Our community engagement initiatives include:

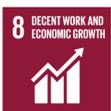
- > **Educational Partnerships:** Sponsorship of youth workshops in Silicon Valley focused on coding and game development, helping bridge the digital divide and foster technical skills among underserved populations.
- > **Accessibility Initiatives:** Development and donation of customizable peripherals designed for gamers with disabilities, and contributions to university esports programs that expand access to competitive gaming.
- > **CORSAIR Ambassador Program:** Collaboration with a diverse network of content creators to organize charitable campaigns supporting education access and gaming inclusion.
- > **Employee Giving:** A corporate matching gift program that amplifies employee charitable contributions, reinforcing our culture of giving back.

Through our “Game for Good” philosophy, CORSAIR continues to align business success with community benefit, creating lasting value beyond our products. CORSAIR tracks social initiative outcomes through measurable indicators including total donations, beneficiaries served, volunteer hours, and event participation. These key performance indicators are reviewed annually, ensuring accountability and continuous improvement in our social impact efforts.

U.N. SUSTAINABLE DEVELOPMENT GOALS ALIGNMENT

The United Nations Sustainable Development Goals (SDGs) provide a framework of 17 global objectives addressing social, economic, and environmental challenges. CORSAIR’s operations align with multiple SDGs through our environmental stewardship, human rights commitments, and circular economy practices. This framework enables us to measure and communicate how our initiatives contribute to global sustainable development.

Category	Goal	CORSAIR Contribution
Climate Action	 <p>SDG7</p>	<ul style="list-style-type: none"> > 5 facilities operate on 100% renewable electricity (California HQ, Netherlands DC, UK St. Albans, UK Wokingham, Germany Munich, Slovenia) > 59% of global electricity consumption from renewable sources (FY2024) > California HQ solar installation generating 15-20 MWh/month (operational August 2024)
	 <p>SDG13</p>	<ul style="list-style-type: none"> > Committed to net-zero emissions across Scopes 1, 2, and 3 by 2040 via The Climate Pledge > 36% reduction in Scope 3 emissions (FY2024) > Preparing for SBTi validation aligned with 1.5°C pathway
Circular Economy	 <p>SDG6</p>	<ul style="list-style-type: none"> > Reclaimed water systems for landscaping at California headquarters > High-efficiency fixtures reducing potable water consumption
	 <p>SDG12</p>	<ul style="list-style-type: none"> > Taiwan facility: 81% recycling rate > Milpitas HQ: 95% recycling rate > Revival Series achieving 70-80% product recyclability > Zero waste to landfill goal by 2040
	 <p>SDG14</p>	<ul style="list-style-type: none"> > Waste reduction and improved recyclability prevent marine pollution > Reduced packaging materials minimize ocean-bound plastic waste
	 <p>SDG15</p>	<ul style="list-style-type: none"> > Zero waste to landfill commitments reduce terrestrial ecosystem impacts > California HQ rooftop apiary (~50,000 bees) supports local pollinator health and biodiversity > Waste diversion programs (94% at CA HQ, 99% at UK offices)

Category	Goal	CORSAIR Contribution
Human Rights	 <p>SDG3</p>	<ul style="list-style-type: none"> > Zero serious occupational accidents achieved > Comprehensive safety training programs across global facilities > Mental health and employee wellness initiatives
	 <p>SDG5</p>	<ul style="list-style-type: none"> > 36% women in global workforce (exceeding industry average of 29%) > Anti-discrimination and anti-harassment policies enforced across supply chain > DEI training programs for employees
	 <p>SDG8</p>	<ul style="list-style-type: none"> > Fair labor practices enforced through Supplier Code of Conduct > Conflict minerals compliance (RMI participation, RMAP validation) > Regular supplier audits for labor standards > Comprehensive employee training (average 20 hours salaried, 50 hours hourly)
	 <p>SDG10</p>	<ul style="list-style-type: none"> > Anti-discrimination policies in global supply chains > Transparent performance appraisal and compensation systems > Inclusive recruitment and promotion processes
	 <p>SDG16</p>	<ul style="list-style-type: none"> > Conflict minerals due diligence (Dodd-Frank compliance) > Zero confirmed instances of conflict minerals from high-risk regions (2024) > Transparent sustainability reporting and stakeholder engagement > 24/7 ethics hotlines for anonymous reporting

WORKFORCE DEVELOPMENT AND TRAINING

CORSAIR is committed to continuous employee development through comprehensive training programs that build technical skills, leadership capacity, and environmental impact awareness.

2024-2025 Training Programs

In 2024 and throughout 2025, CORSAIR significantly expanded its employee training infrastructure, providing employees with access to diverse learning opportunities:

- > **Platform Access:** All employees have access to LinkedIn Learning, offering over 21,000+ courses across business, technology, and creative disciplines.
- > **Learning Culture:** Self-directed learning is encouraged across all levels, with employees empowered to pursue courses aligned with their professional development goals.
- > **Technical Upskilling:** Ongoing training in sustainability compliance, product development, supply chain management, and operational excellence.
- > **Leadership Development:** Programs designed to strengthen management capabilities and strategic thinking across the organization.

Training participation and hours are tracked as part of our broader workforce development metrics. CORSAIR views continuous learning as essential to both individual career growth and organizational innovation, ensuring our team remains at the forefront of industry knowledge and best practices. More information at: [Employee Training, Development and Safety](#)

ETHICS AND GOVERNANCE

CORSAIR maintains ethical standards and governance practices based on transparency, accountability, and respect for human rights across our global operations and supply chain.

Corporate Governance Framework

Our governance approach includes established policies and accountability structures:

- > **Code of Conduct and Ethics:** Updated regularly, our Code establishes expectations for lawful and ethical behavior by all employees, officers, directors, and business partners. It prohibits bribery, corruption, and improper payments in all business interactions.
- > **Anticorruption Policy:** A dedicated policy affirming our zero-tolerance approach to corruption, compliant with the U.S. Foreign Corrupt Practices Act (FCPA) and applicable international laws.

- > **Reporting Mechanisms:** Confidential channels for reporting ethical concerns include a 24/7 anonymous whistleblower hotline and web portal. All reports follow internal investigation protocols with protection against retaliation.

Supply Chain Ethics and Human Rights

CORSAIR applies its ethical commitments throughout the value chain through binding supplier requirements:

- > **Global Human Rights Policy:** Endorses the UN Guiding Principles on Business and Human Rights and the Universal Declaration of Human Rights, establishing expectations for labor rights, workplace safety, and worker dignity.
- > **Supplier Code of Conduct:** Requires all suppliers to comply with CORSAIR's standards for labor practices, environmental stewardship, health and safety, and business integrity. Aligned with the Responsible Business Alliance (RBA) Code of Conduct.
- > **Modern Slavery Statement:** Published annually, our statement affirms zero tolerance for forced labor and human trafficking. We require written employment contracts, prohibit retention of identity documents, and support workers' rights to freely leave employment.
- > **Compliance Monitoring:** Third-party audits and corrective action processes verify supplier adherence. Non-compliance may result in corrective action plans or contract termination.
- > **Conflict Minerals Due Diligence:** Annual audits of direct suppliers verify that materials are not sourced from conflict-affected regions, in compliance with the Dodd-Frank Act and OECD Guidance.

Our supply chain disclosure is publicly available [here](#). Our Board of Directors reviews and approves all major policies annually, while we monitor compliance metrics across both our operations and supply chain. These governance structures ensure accountability and reinforce our commitment to ethical business practices worldwide.

LOOKING AHEAD: Navigating the Future of Sustainable Technology

This report reflects CORSAIR's progress toward building a more sustainable, transparent, and accountable organization. In 2024, we achieved a 36 percent reduction in Scope 3 emissions, brought our headquarters solar installation online, and expanded renewable energy procurement across our global operations. In 2025, we completed our first lifecycle assessments and certified our first climate-friendly products, foundational milestones that position us for deeper portfolio transformation.

The data also reveals areas requiring focused attention. Our Scope 2 emissions increased despite renewable energy investments, and we have yet to comprehensively measure the largest categories of our Scope 3 footprint, purchased goods and use-phase emissions. Achieving our 2040 net zero commitment requires rigorous planning, sustained capital investment, and cross-functional execution.

STRATEGIC PRIORITIES

As we advance toward our long-term goals, our efforts focus on three interconnected priorities:

Climate Action and Emissions Reduction

We are preparing to submit science-based targets to SBTi for validation in 2026, ensuring our emissions reduction pathway aligns with limiting global warming to 1.5°C. This requires completing comprehensive Scope 3 screening across all 15 GHG Protocol categories, with particular focus on Category 1 (Purchased Goods and Services) and Category 11 (Use of Sold Products)—the largest portions of our carbon footprint not yet fully measured.

Our Scope 2 market-based emissions increased 39% from 2023 to 2024. We are conducting detailed analysis to identify root causes and implementing targeted energy efficiency measures and renewable energy procurement strategies to reverse this trend. Building on five facilities now operating on 100% renewable electricity, we are targeting 70% or greater renewable energy utilization across all global facilities by 2030 through expanded on-site generation, new Power Purchase Agreements, and emerging technologies.

Circular Economy and Product Innovation

We are scaling our climate certification efforts toward our 2030 goal of net-zero labeling for one-third of our Amazon portfolio. The Revival Series refurbishment program is expanding across Elgato and SCUF product lines, targeting 70-80% recyclability rates while incorporating design-for-circularity principles into product development.

By 2030, we are committed to achieving 100% recyclable packaging across all product lines, increasing post-consumer recycled content to 65%, and eliminating 95% of single-use plastics.

Supply Chain

We continue requiring suppliers to hold ISO 14001 Environmental Management System certification or provide clear implementation timelines, and we are deepening supplier engagement on carbon reduction and environmental impact data transparency through quarterly data collection and collaborative improvement initiatives.

COMMITMENTS AND ACCOUNTABILITY

The targets outlined below represent our commitments and guide our strategic planning, capital allocation, and operational priorities through 2040.

By 2030:

- > Achieve carbon neutrality across Scope 1 and 2 emissions
- > 70% or greater renewable energy utilization across all global facilities
- > 80% or greater waste recycling rate globally
- > Net-zero labeling for one-third of our Amazon portfolio
- > 100% recyclable packaging with 65% post-consumer recycled content

By 2035:

- > Transition 100% of CORSAIR's global operations to renewable electricity

By 2040:

- > Achieve net-zero emissions across all scopes (Scope 1, 2, and 3) through The Climate Pledge commitment
- > Achieve zero operational waste to landfill

These are our commitments. We will track progress, report transparently on both achievements and setbacks, and hold ourselves accountable to the standards we have established.

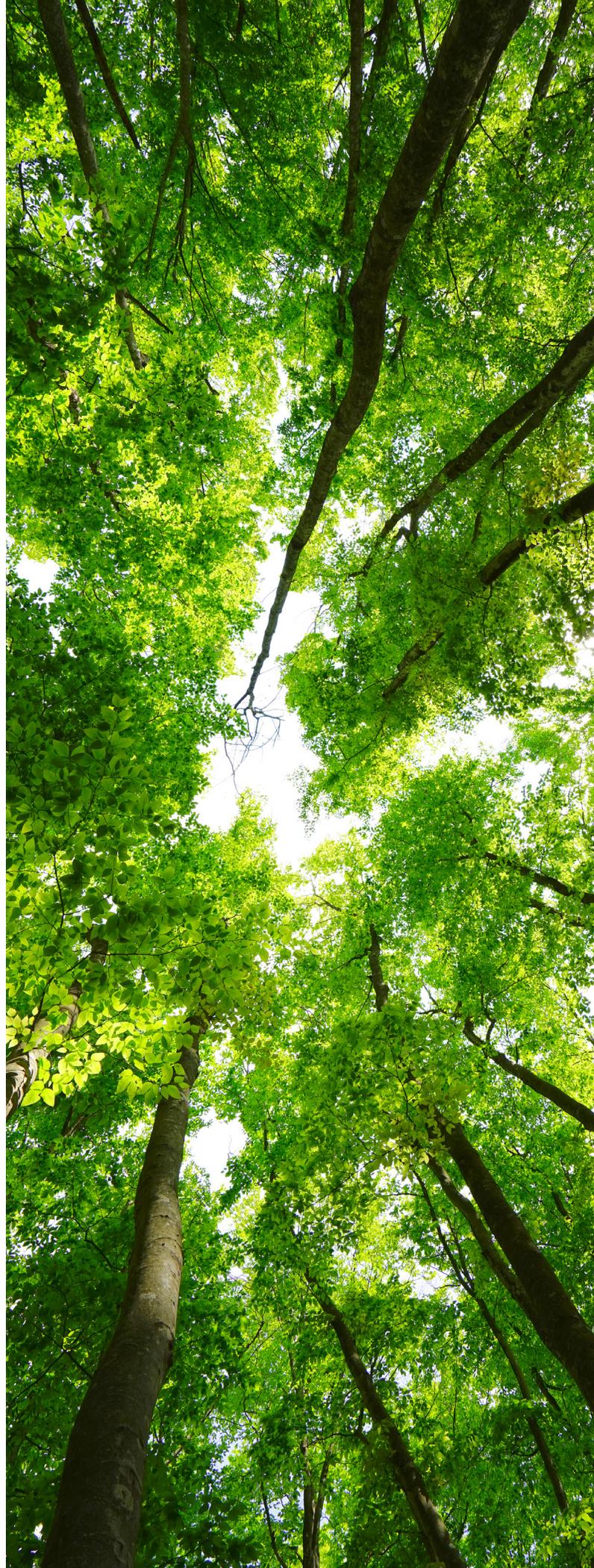
A NOTE TO OUR STAKEHOLDERS

Sustainability is the defining challenge and opportunity of our generation. For the gaming and technology industry, this means navigating accelerating climate urgency, tightening regulations, and rising stakeholder expectations. We are committed to leading through action, transparency, and measurable progress.

A NOTE FROM US TO YOU:

- > **To our customers:** Thank you for choosing products that reflect shared values. Your purchasing decisions drive meaningful change.
- > **To our employees:** Your ideas, dedication, and cross-functional collaboration make this work possible.
- > **To our investors:** The sustainability investments we are making today position CORSAIR for long-term competitiveness and resilience.
- > **To our suppliers:** We are committed to supporting your progress and building partnerships grounded in shared accountability.
- > **To our communities:** Your expectations hold us to a higher standard. We welcome that responsibility.

This report establishes our baseline and our commitment to continual improvement and measurable impact, marking the beginning of an ongoing journey defined by accountability, progress, and action.



APPENDIX

The following tables provide detailed year-over-year data supporting the metrics and narratives in this report. All emissions are reported in metric tons of carbon dioxide equivalent (tCO₂e) unless otherwise noted.

Appendix A: Three-Year GHG Emissions Summary

Emissions Category	2024	2023	2022
Scope 1 (tCO ₂ e)	312.2	335.7	116.8
Scope 2 Location-Based (tCO ₂ e)	2,209.9	2,430.3	1,838.1
Scope 2 Market-Based (tCO ₂ e)	1,733.8	1,250.4	1,271.0
Scope 3 Total (tCO ₂ e)	30,319.3	47,121.8	Not measured
Total Emissions (Market-Based, tCO ₂ e)	32,365.3	48,707.9	1,387.8*

*2022 total excludes Scope 3 due to lack of measurement infrastructure

Appendix B: Scope 3 Category Breakdown (2023-2024)

Category	Description	2024 (tCO ₂ e)	2023 (tCO ₂ e)
Cat 4	Upstream Transportation and Distribution	19,623.3	28,983.8
Cat 5	Waste from Operations	424.2	362.1
Cat 6	Business Travel	32.2	882.3
Cat 7	Employee Commuting	1,476.1	940.8
Cat 9	Downstream Transportation and Distribution	8,763.6	15,952.8
Total		30,319.3	47,121.8

Appendix C: California Voluntary Carbon Market Disclosures Act (VCMDBA) - Full Legal Disclosure

California VCMDBA Disclosure (as of December 31, 2024)
 CORSAIR Gaming, Inc. together with its subsidiaries, provides this information solely for compliance with the California Voluntary Carbon Market Disclosures Act (Section 44475, Division 26, Part 10, California Health and Safety Code). Disclosures reflect practices and data for the 2024 calendar year.

Participation in Voluntary Carbon Markets:

CORSAIR signed The Climate Pledge in September 2023, committing to net-zero emissions by 2040. Residual emissions will be neutralized through credible carbon offsets demonstrating permanence, quantifiable climate benefit, and social value. As of September 2025, CORSAIR does not currently market, sell, or purchase voluntary carbon credit offsets as defined under the VCMDBA. Future offset use will occur only in connection with our long-term net-zero strategy.

Climate-Related Claims and GHG Goals:

CORSAIR has publicly committed to:

- > Measuring and reporting GHG emissions regularly
- > Implementing decarbonization initiatives aligned with the Paris Agreement
- > Neutralizing unavoidable emissions with credible offsets meeting high environmental integrity standards

CORSAIR is developing a formal net-zero pathway to be published by 2026. We continue expanding Scope 1, 2, and 3 measurement processes in accordance with industry best practices.

2024 GHG Emissions (calendar year 2024):

- > Scope 1: 312.2 tCO₂
- > Scope 2 (location-based): 2,209.9 tCO₂e
- > Scope 2 (market-based): 1,733.8 tCO₂e
- > Scope 3: 30,319.3 tCO₂e

Scope 3 includes upstream and downstream logistics, business travel, employee commuting, operational waste, and packaging. Product carbon footprints are not yet included. No third-party verification has been conducted for 2024 data.

- > Ongoing Decarbonization Efforts (as of end of 2024 and early 2025):
- > Supplier engagement on value chain emissions
- > Rooftop solar at Milpitas headquarters (operational August 2024, generating 15-20 MWh monthly)
- > Revival Series program expansion with regional refurbishment hubs
- > Product carbon footprint assessments for keyboards, mice, and headsets (completed mid-2025)

Legal Disclaimer: These disclosures are provided solely for VCMDBA compliance. By making these disclosures, CORSAIR does not concede that specific items are required under VCMDBA, nor does it waive the right to interpret the Act differently in the future. Information is based on estimates and evolving methodologies. Actual results may differ materially due to economic, market, regulatory, and other factors. CORSAIR undertakes no obligation to update disclosures except as required by law.

Appendix D: Glossary and Acronyms

Term	Definition
TCFD	An international guidance for disclosing climate-related financial risks and opportunities.
ISSB	The global body that develops sustainability disclosure standards for capital markets.
CDP	An international initiative encouraging companies to disclose their environmental impacts and actions.
SBTi	A collaboration enabling companies to set greenhouse gas reduction targets in line with climate science.
Science Based Targets	Greenhouse gas reduction targets approved by SBTi, aligned with climate science pathways.
Greenhouse Gas Protocol	An international standard for accounting and reporting greenhouse gas emissions across Scopes 1-3.
GHG emissions	The total emissions of greenhouse gases such as CO ₂ and methane.
Scope 1	Direct GHG emissions from sources owned or controlled by the company.
Scope 2	Indirect GHG emissions from the generation of purchased electricity, steam, heat, or cooling.
Scope 3	All other indirect GHG emissions occurring in a company's value chain.
Carbon Footprint	The total amount of greenhouse gases emitted directly and indirectly by an activity or product.
Carbon Neutral	Achieving net-zero carbon emissions by balancing emitted and offset emissions.
Net-zero	The state of balancing GHG emissions with removal or offset so that net emissions are zero.
Carbon offset	A mechanism whereby a company invests in external emission reduction projects to compensate for its own emissions.
Verified Carbon Offset	Carbon offsets issued by projects that have been independently verified for genuine emission reductions.
Renewable Energy	Energy sourced from natural processes that are replenished constantly (e.g., solar, wind, hydro).
PPA	A long-term contract to purchase renewable electricity directly from a generator.
Circular Economy	An economic system aimed at eliminating waste and continually using resources through reuse and recycling.

APPENDIX D: Glossary and Acronyms

Term	Definition
Cradle-To-Grave Life Cycle Assessment	A method assessing a product's environmental impacts from raw material extraction through disposal.
LCA	An analysis technique to assess environmental impacts associated with all the stages of a product's life cycle.
Revival Series	CORSAIR's product line is designed to extend product life and promote material reuse.
ISO 14001	An international standard specifying requirements for effective environmental management systems.
Amazon Climate Pledge Friendly	An Amazon certification highlighting products that meet sustainability criteria verified by third parties.
Amazon's Carbon Credit Initiative	Amazon's program for purchasing high-quality carbon credits to offset emissions.
Market-Based Method	A GHG accounting approach using the emission factors associated with the electricity contract's energy mix.
Location-Based Method	A GHG accounting approach using average grid emission factors of the region.
CBAM	An EU mechanism imposing carbon costs on imported goods to align with internal climate policies.
Extended Producer Responsibility	A regulation requiring manufacturers to manage the full life cycle of their products, including take-back and recycling.
EPC	A contract model where energy savings from efficiency measures are shared between client and provider.
LED	A semiconductor light source that emits light when current flows through it, known for energy efficiency and longevity.
Activity-Based Modeling	A method of estimating Scope 3 emissions based on activity data (e.g., distance traveled, material quantities).
Energy Efficiency	The goal of reducing energy consumption while maintaining output or service levels.
HVAC	Systems used for heating and cooling buildings, as well as ventilating indoor air.

APPENDIX D: Glossary and Acronyms

Term	Definition
SGS	A global inspection, verification, testing, and certification company.
ClimeCo	A company providing services for carbon credit project development and certification.
Limited assurance	A level of external assurance where the scope is limited to inquiries and analytical procedures.
Reasonable Assurance	A higher level of external assurance involving detailed testing and evidence gathering.

ABOUT THIS REPORT

This Sustainability Report summarizes CORSAIR's environmental and social performance for the calendar year 2024, based on internal operational data and established greenhouse gas accounting methodologies.

This Sustainability Report includes greenhouse gas emissions estimates and operational metrics prepared in good faith using currently available data and methodologies consistent with the GHG Protocol. Certain disclosures are based on assumptions and third-party calculation tools and have not been independently verified through third-party assurance. The report also contains forward-looking statements regarding CORSAIR's sustainability goals and anticipated progress, which are subject to change based on evolving business conditions, regulatory developments, and methodological updates.

Emissions Accounting and Internal Review

Greenhouse gas emissions calculations, methodological interpretation, and internal validation were completed by CORSAIR's Sustainability & Environmental Affairs function in cooperation with third party carbon accounting advisors using recognized accounting approaches consistent with the GHG Protocol.

Data Collection and Initial Compilation

Initial data assembly and report composition completed by Isabelle Wilhelm, Senior Director of Sustainability services of Asuene, Inc.,

ASUENE

Final Report Authorship

The final report was authored and edited by Jonathan Harris, Head of Sustainability & Environmental Affairs for CORSAIR.

Consistency with External Disclosures

Key environmental metrics included in this report are also reflected in CORSAIR's annual CDP climate disclosure, available [here](#).