



**ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT 2022**

RAZER INC

Contents

Chairman's Statement	02	Chief of Staff's Message	09
About Razer	03	About this Report	10
FY2022 Highlight	08	Reporting Period and Scope	
		Reporting Frameworks	
		Endorsement and Approval	
		Sustainability at Razer	12
		Approach to ESG Strategy	
		Razer and the UN SDGs	
		ESG Governance	
		Corporate Governance Principles and Structures	
		Ethics and Integrity	
		Materiality and Stakeholder Engagement	19
		Stakeholder Engagement	
		Materiality Assessment	
		Building a Green Organization	23
		#GoGreenWithRazer Roadmap	
		Environmental Management	
		Nurturing a Greener Mindset	
		Climate Change	
		Waste	
		Product End-of-Life Management	
		Water	
		Enhancing Product Sustainability	41
		Design-for-Sustainability Program	
		Sustainable Packaging	
		Product Responsibility	
		Empowering Our People	49
		Employment and Labor Practices	
		Diversity and Inclusion	
		Learning and Development	
		Health and Safety	
		Partnering to Build a Greener Supply Chain	63
		Supply Chain Process Overview	
		Product Materials	
		Creating Sustainable Value in Communities	67
		Esports	
		Community Engagement	
		Educating young fans on Sustainability with new animated series	
		Razer's Sneki Snek celebrates saving 1 million trees and announces new forest protection target	
		#GoGreenWithRazer: Beach Cleanup	
		Razer Green Fund	
		Appendix	73
		GRI Content Index	

Building a Sustainable Future for Gamers, by Gamers

At Razer, we are driven by our core mission: For Gamers, By Gamers. This mission extends beyond creating exceptional gaming products; it encompasses our commitment to foster a sustainable future not only for the gaming community but the industry as a whole.

Over the last several years, the gaming industry has exploded in size and influence, captivating the hearts and minds of more than 3.2 billion gamers worldwide in 2022. As the leading lifestyle brand for gamers, at Razer we tap into and influence the gaming industry and we have a responsibility to drive positive change, to lead by example and set new standards not only in technology but also in sustainability. We believe that as leaders in gaming, it is our duty to harness the power of our community and our technological advancements to pave the way for a more sustainable future.

In this report, our second #GoGreenWithRazer update, we outline our unwavering commitment to sustainability within the gaming industry and share an update on our progress. Our actions today will shape the experiences of future gamers and we take this commitment seriously. That's why we are taking significant strides to reduce our environmental impact throughout our operations, implementing recycled materials into our products, embracing renewable energy sources, and optimizing our supply chain. We are working towards a more sustainable gaming ecosystem end to end.

The gaming industry thrives on innovation and cutting-edge technology, but this progress should not come at the expense of the environment. We are committed to going above and beyond in our efforts to integrate sustainability into our operations, products, and community.

Social sustainability is a critical aspect of our mission. The gaming community is diverse, vibrant, and inclusive. We embrace and celebrate the richness of this diversity and are committed to fostering an inclusive environment within our organization and beyond. We firmly believe that every individual, regardless of their background, should have equal opportunities to participate, thrive, and succeed in the gaming industry. Starting from within our walls and expanding into the community in which we game, we are dedicated to promoting diversity, ensuring fair practices, and upholding human rights throughout our supply chain and beyond.

We believe that our greatest asset is the Razer community—the gamers who have supported us throughout our journey. It is your passion, feedback, and enthusiasm that inspire us to push boundaries and do better. We are committed to empowering the growing gaming community to make a positive impact. Through our platform, we aim to amplify climate action through our sustainability mascot Sneki Sneki, rallying the gaming industry to be more transparent, and mobilize gamers to be agents of change. Together, we can redefine what it means to be gamers and leave a lasting legacy.

I would like to express my sincere gratitude to the entire Razer team for their unwavering dedication to sustainability and their commitment to serving the gaming community. Our achievements thus far would not have been possible without our team's relentless passion. I also extend my appreciation to our partners, customers, and stakeholders for their continued support and trust in our sustainability journey.

As we present our latest progress report, we invite all stakeholders in the industry to join us on this exciting endeavour. Together, let's create a more sustainable gaming ecosystem that not only enhances our experiences in game but also leaves a positive impact on the world around us. Your feedback and collaboration are invaluable as we shape the future.

Thank you for being a part of this incredible journey. Together, as gamers, we can set new standards, inspire change, and forge a sustainable future for all.



Min-Liang Tan
Co-Founder, Chairman and CEO

ABOUT RAZER



About Razer

Razer is the world's leading lifestyle brand for gamers.

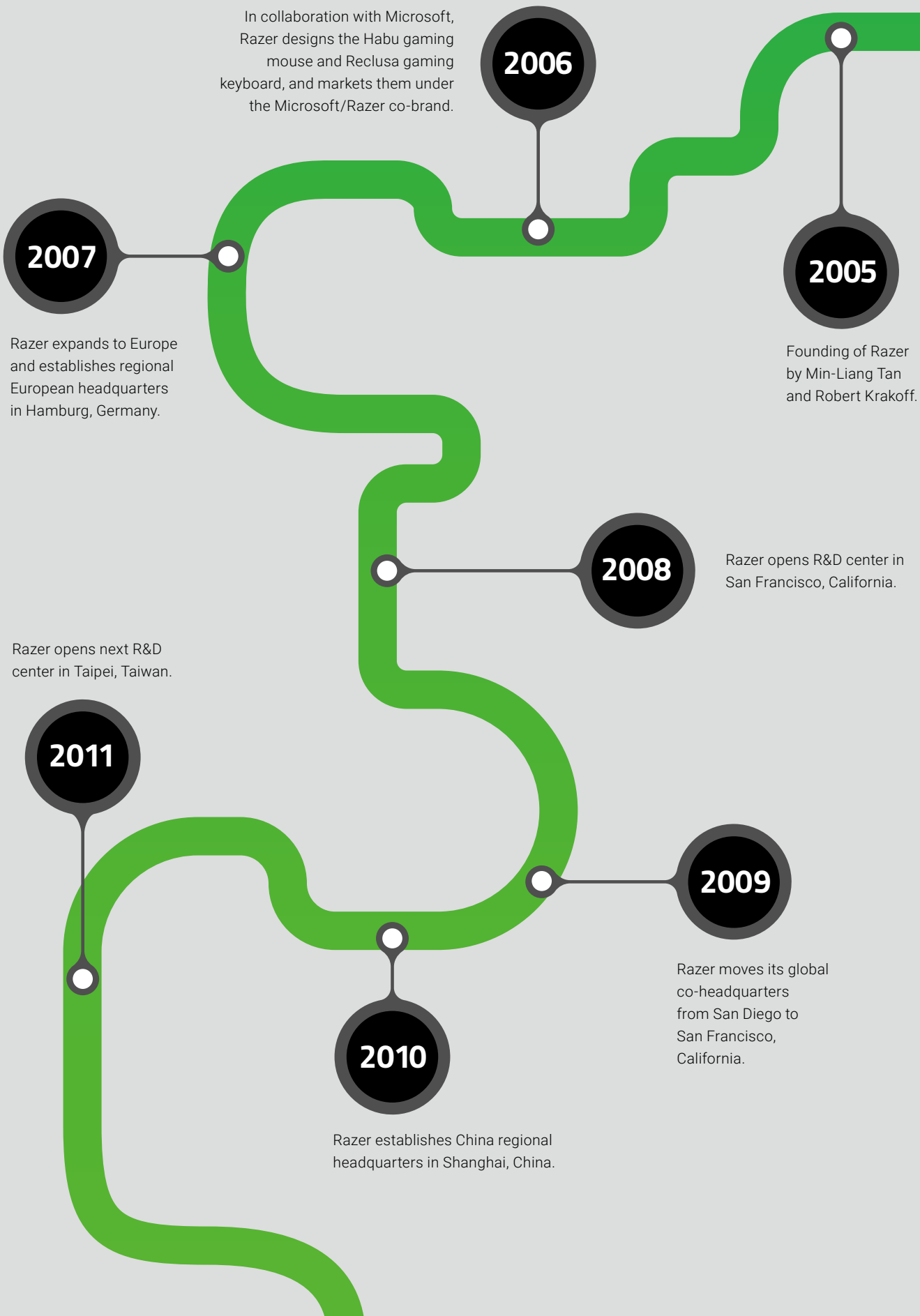
At Razer, we take immense pride in resonating with a fan base that spans every continent. Our triple-headed snake trademark is one of the most recognized logos in the global gaming and esports communities. Our Group has meticulously designed and built the world's largest gamer-focused ecosystem of hardware, software and services, and is committed to continuously raising the bar for ourselves.

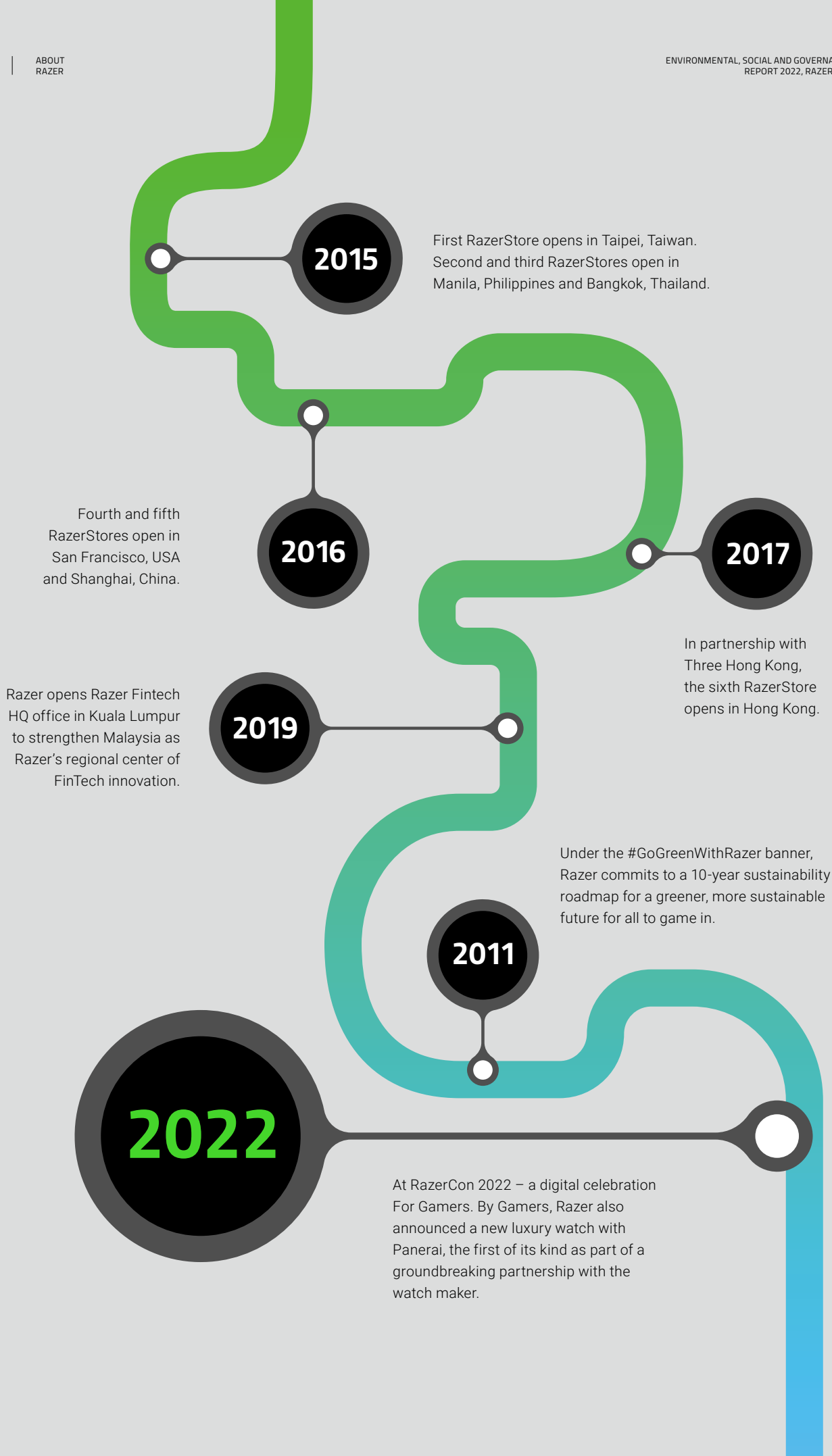
Razer's award-winning hardware includes high-performance gaming peripherals such as the Razer DeathAdder V3 Pro esports gaming mouse and the Razer Blade gaming laptops.

Razer's software platform, with over 200 million users, includes Razer Synapse (an Internet of Things platform), Razer Chroma™ RGB (a proprietary RGB lighting technology system supporting thousands of devices and hundreds of games/apps), and Razer Cortex (a game optimizer and launcher).

Razer also offers payment services for gamers, youth, millennials and Generation Z. Razer Gold is one of the world's largest game payment services, and Razer Fintech provides fintech services in emerging markets. In September of 2022, Razer Fintech was named a winner of Singapore's Best Managed Companies by Deloitte for its contributions to the financial technology industry and Southeast Asian economy.

Founded in 2005, Razer is dual headquartered in Irvine, California and Singapore, with regional headquarters in Hamburg, Shanghai with 19 offices worldwide. Razer is recognized as the leading brand for gamers in the USA, Europe and China.





2015

First RazerStore opens in Taipei, Taiwan. Second and third RazerStores open in Manila, Philippines and Bangkok, Thailand.

2016

Fourth and fifth RazerStores open in San Francisco, USA and Shanghai, China.

2017

In partnership with Three Hong Kong, the sixth RazerStore opens in Hong Kong.

2019

Razer opens Razer Fintech HQ office in Kuala Lumpur to strengthen Malaysia as Razer's regional center of FinTech innovation.

2011

Under the #GoGreenWithRazer banner, Razer commits to a 10-year sustainability roadmap for a greener, more sustainable future for all to game in.

2022

At RazerCon 2022 – a digital celebration For Gamers. By Gamers, Razer also announced a new luxury watch with Panerai, the first of its kind as part of a groundbreaking partnership with the watch maker.

About Razer



Console

Console gamers expect the highest quality from their devices, which is why Razer continues to bring the latest technology and customization options to these millions of gamers around the world. From our award-winning lines of Razer Kraken, Razer Thresher and Razer Kaira headsets that received critical acclaim from PCGamer to our award-winning Razer Wolverine Ultimate controllers, we're developing console-specific gear and accessories based on industry-leading technology, to provide crystal clear comms and deadly accurate reflexes to outperform and outlast the competition.

Mobile

The luxury of playing your favorite game is no longer confined to the domain of PC or Console, thanks to Razer's award winning universal mobile controller, Razer Kishi – now compatible with Xbox Game Pass on mobile devices. Designed to bring console-level precision control and comfort to your on-the-go gaming, Razer Kishi has been awarded Windows Central's 'The Best' as well as 'Best of CES' in 2020 and Winner of the CES 'Innovation Award' in 2021. Razer also brings award-winning audio precision technology to the gamer on the move. With the ultra-low latency 60ms gaming mode of the Opus and Hammerhead True Wireless families of products, gamers can play on-the-go without compromising immersion.

PC

Build your battle station with Razer's suite of award-winning peripherals, Razer Blade laptops, software platforms, and streaming products. The Razer Blade continues to be the pinnacle of gaming laptops, and the Editor's Choice of PCMag and the Best Laptop among others – but the most powerful rigs mean nothing without the high-performance gear to match. Whether it's TechRadar's 'Editor's Choice' for gaming keyboards, the Razer Huntsman V2 Analog, or the Razer DeathAdder V2, winner of the 'Best Gaming Mouse' at the T3 Awards, or The Independent's 'Indy Best Award' winner, the much-lauded Razer BlackShark V2 Pro gaming headset – experience what it means to wield the unfair advantage as you experience industry-leading levels of precision, control, and immersion.

Lifestyle

Razer's assortment of lifestyle products will elevate your routine to a whole new level. Take for instance the T3.com Platinum Award winning Iskur, Razer's gaming chair with a built-in, independent, ergonomic lumbar support system. Yes, it's great for gaming, but also for any professional sitting at their computer for hours on end. Speaking of professionals, imagine powering your productivity with the kind of high-performance hardware that Razer is known for. Well, you can with the Razer Book, the Tech Radar recommended and Best Ultrabook awarded laptop for professionals, that was designed with productivity users in mind. If getting things done makes you feel good, then you'll want to look good too, so take Newsweek's advice in recommending the Razer Anzu – open-ear audio glasses that protect your eyes, and immerse your ears, or sport one of our fashion capsule collections, if you can get your hands on them. Our collaboration with streetwear brand BAPE to create an exclusive collection of apparel and peripherals called A Gaming Ape, sold out within minutes!

Services

Razer Gold continues to be the leading virtual credit for gamers worldwide, with over 28 million registered users. With a network of close to 6 million channel touchpoints, users can easily buy and use Razer Gold in over 42,000 games and entertainment titles. Furthermore, with every spend of Razer Gold, users earn Razer Silver, the only loyalty rewards program designed for gamers. With the expansion of the Razer Silver rewards program, users now enjoy more ways to earn and redeem Silver across categories such as Razer hardware, games, and entertainment.

FY2022 Highlights

Organization



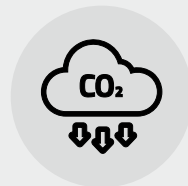
100%

Razer's offices are powered by renewable energy sources (Market-based), achieved in 2022 ahead of 2025 goals



56%

Lowered digital emissions



>90%

Reduction in fuel consumption and Scope 1 Carbon Emissions



-29%

Reduction in Scope 3 emissions



-23%

Reduction in Electricity consumption compared to FY2021



2030

Achieve net zero organization

Products



100%

manufactured at facilities with ISO 9001 and ISO 14001 certifications



2022

Introduced World's first gaming mice to be certified with UL ECOLOGO*



2025

Set up more recycling points through partners around the World



2030

100% of Razer products will incorporate recycled or recyclable materials

People



A Great Place to Work-Certified™ company



72%

Employees say this is a great place to work



>32%

Female managers within Senior and Middle Management



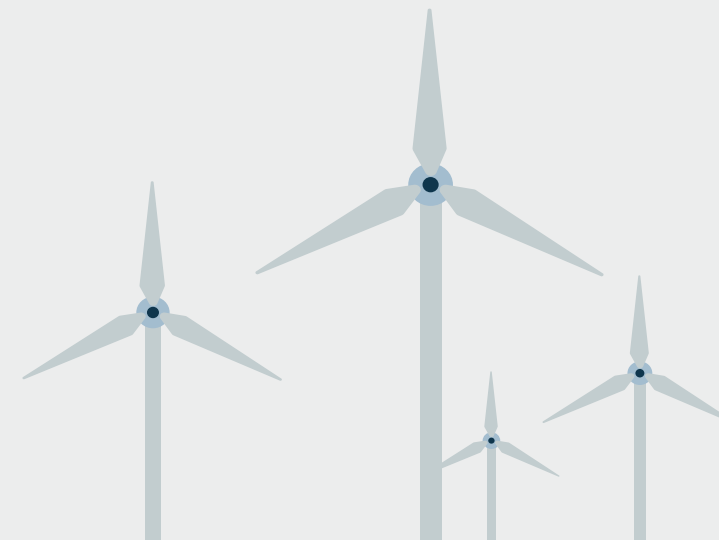
1,614 hrs

of anti-corruption and compliance training provided in 2022



6,166 hrs

of training recorded in 2022



*UL ECOLOGO Certifications are voluntary, multi-attribute, life cycle-based environmental certifications that indicate a product has undergone rigorous scientific testing and exhaustive auditing to prove its compliance with stringent, third-party environmental standards.

Embracing Sustainability for a Better Tomorrow

This latest ESG Report marks a significant milestone in our journey toward a more sustainable future as we reflect on our progress, challenges, and commitments. At Razer, we have always been at the forefront of innovation pushing the boundaries of what is possible in gaming technology. Today, I am delighted to share that our commitment to sustainability has been met with another remarkable achievement – we have just introduced the world's first gaming mice that has been awarded the prestigious UL ECOLOGO certification.

This represents our dedication to producing high-quality gaming peripherals while minimizing our environmental impact. The UL ECOLOGO certification is a testament to our sustainable manufacturing practices, corporate governance, optimized design and better repairability. We have ensured that our gaming mice not only deliver exceptional performance but also adhere to the highest environmental standards.

We are also proud to share that Razer has taken a stand as the world's first consumer electronics company to protest against deep sea mining of minerals. Deep sea mining raises concerns about its potential impact on marine life and the release of carbon dioxide into the atmosphere.

We believe that until we fully understand these potential consequences, it is our responsibility to act with caution and prioritize the protection of our oceans. In line with this commitment, Razer has made the conscious decision to abstain from using minerals sourced from the deep seabed in our manufacturing facilities. By taking this proactive approach, we aim to minimize any potential harm that deep sea mining may cause, while simultaneously promoting sustainable alternatives.

Our commitment extends beyond certifications and accolades. We are actively exploring innovative solutions and forging partnerships to further reduce our ecological footprint, promote responsible consumption, and contribute positively to the communities we serve. We believe that sustainability is a shared responsibility, and together, we can make a lasting impact.

I extend my deepest appreciation to the entire Razer team for their unwavering dedication and passion in driving our sustainability initiatives. It is through our collective effort that we have achieved significant milestones and continue to make progress in our sustainability journey. I also want to express my gratitude to our partners, suppliers, customers, and the wider gaming community for their ongoing support and collaboration. Your commitment to sustainability enables us to push the boundaries of what is possible and create a more sustainable future for the generations to come.

I invite you to explore this report and join us in our commitment to sustainability. This report provides an overview of our sustainability initiatives, showcasing our efforts to integrate sustainability into our product design, manufacturing, supply chain, and more. Together, let us pave the way for a better tomorrow, where gaming and sustainability harmoniously coexist, and where Razer leads not only in performance but also in making a meaningful difference in the world.

Patricia Liu
Chief of Staff



ABOUT THIS REPORT



About This Report

Reporting Period and Scope

This report covers the environmental, social and governance (ESG) performance of Razer and its subsidiaries (the "Group") for the period from January 1, 2022, to December 31, 2022 (the "reporting period").

The purpose of this report is to provide our stakeholders with an accurate and transparent account of the Group's performance and progress against our identified material topics', surrounding sustainability. The scope of this report includes activities and data from all our offices and that of the top five contract manufacturers, in terms of expenditure, in our supply chain, which make up 80% of our spending. No restatements have been made for the reporting periods prior to 2022.

Reporting Frameworks

As a Group, we have taken reference from our peers and industry best-practices to enhance the comparability of our ESG reports. This report, has as such, been prepared in accordance with the Global Reporting Initiative (GRI) Standards: 2021.

In FY2022, we began integrating climate risks into our reporting by aligning to the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations and disclosures. As we advance in our sustainability journey, Razer will look toward adopting TCFD climate scenario analysis and the quantification of climate-related risks in subsequent ESG reports.

Endorsement and Approval

Razer's Board of Directors ("Board") holds ultimate responsibility for overseeing statutory compliance, stakeholder engagement, ESG performance and risk management. The Board also reviews the organisation's purpose, values, strategies, policies, and goals related to sustainable development of Razer on an annual basis. The most recent review by the Board took place on the 9th of June 2023.

SUSTAINABILITY AT RAZER



Sustainability at Razer















Approach to ESG Strategy

The Group’s ESG strategy anchors on creating long-term value for our stakeholders. Razer’s ESG policy embeds ESG considerations into our daily operations and applies the precautionary principle by taking early action to prevent and mitigate potential negative impacts on the environment, society, and our business. This report will take a deep dive into each of the three ESG pillars, particularly those environmental and social issues that could have a material impact on the sustainability of our operations and are of interest to stakeholders.

Razer and the United Nations Sustainable Development Goals

As a group, Razer is committed to the aims of the United Nations Sustainable Development Goals (UN SDGs) in promoting sustainable development within and beyond our organizational walls. With 17 SDGs and 169 specific targets, the SDGs cover the global challenges faced by societies today, including challenges relating to poverty, inequality, climate, environmental degradation, prosperity, and peace and justice.

In line with industry best-practices, we have mapped our sustainability initiatives to the respective UN SDGs. The following goals are relevant to our operations in various capacities, and we are committed to achieving these by leveraging on our scale and engaging in partnerships to drive meaningful positive changes.

UN SDGs	UN SDGs
 <p>3 GOOD HEALTH AND WELL-BEING</p> <p>Ensure healthy lives and promote well-being for all at all ages</p>	 <p>10 REDUCED INEQUALITIES</p> <p>Reduce inequality within and among countries</p>
 <p>4 QUALITY EDUCATION</p> <p>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p>	 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> <p>Ensure sustainable consumption and production patterns</p>
 <p>5 GENDER EQUALITY</p> <p>Achieve gender equality and empower all women and girls</p>	 <p>13 CLIMATE ACTION</p> <p>Take urgent action to combat climate change and its impacts</p>
 <p>6 CLEAN WATER AND SANITATION</p> <p>Ensure availability and sustainable management of water and sanitation for all</p>	 <p>14 LIFE BELOW WATER</p> <p>Conserve and sustainably use the oceans, seas and marine resources for sustainable development</p>
 <p>7 AFFORDABLE AND CLEAN ENERGY</p> <p>Ensure access to affordable, reliable, sustainable and modern energy for all</p>	 <p>15 LIFE ON LAND</p> <p>Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss</p>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p> <p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> <p>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</p>
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> <p>Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</p>	 <p>17 PARTNERSHIPS FOR THE GOALS</p> <p>Strengthen the means of implementation and revitalize the global partnership for sustainable development</p>

Sustainability at Razer

ESG Governance

Responsible and ethical governance acts as the foundation of our ESG strategy, ensuring the effective assessment and management of ESG-related risks and opportunities. The Board and Management are committed to enhancing Razer's value to stakeholders through a robust corporate governance framework.

The Board considers ESG-related risks and opportunities as part of the Group's overall strategic formulation, and the significant ESG impacts caused by day-to-day operations and businesses. The Board holds ultimate responsibility for the Group's sustainability direction and due diligence process by reviewing and assessing Razer's ESG programs, issues, and risks quarterly; whereas the CEO reviews the ESG programs monthly. We have also integrated ESG performance into our incentive and bonus programs through KPIs and corporate Balanced Scorecard.

Razer has established internal control systems and risk management processes to govern sustainability-related practices and provide reasonable assurance of effective ESG management to the Board and key stakeholders. While the group does not currently seek external assurance on our ESG reports, we do have our data audited annually and overseen at the highest level by Chairman and CEO of the group. As we evolve in our sustainability journey, we will aim to seek out external assurance in future ESG reports.

Razer's Sustainability Workgroup is led by senior managers working together across departments and chaired by Mr. Min-Liang Tan, the Chairman of the Board and CEO. The Chairman of the Sustainability Workgroup is responsible for setting the Group's sustainability vision, objectives and strategies; identifying, monitoring and evaluating key ESG issues that may affect business operations and performance; as well as reviewing the sustainability progress of respective departments. Members of the Sustainability Workgroup comprise heads of Business Units (BUs) and senior management involved with the Group's ESG governance, including Financial Management, Marketing, Engineering, Supply Chain Management, Logistics, Customer Service and Investor Relations.

In FY2022, the Sustainability Workgroup ramped up its efforts on product sustainability by focusing on the delivery of World's first UL ECOLOGO for gaming mice under UL's standard UL2710; rolled out Razer's 1st range of recycled plastic gaming products – Razer DeathAdder V2X Hyperspeed and Razer Ornata V3; as well as to expand life cycle assessment across more product lines, actively reviewing ways to cut emissions. At the corporate level, the Workgroup also pledged to achieve the goal of tapping on 100% renewable energy ahead of its 2025 goal while actively preparing to have its Science Based Targets validated no later than 2023.

The Sustainability Workgroup holds monthly meetings to review its work, implements strategies and specific ESG measures across the Group, and reports to the Board on the progress of implementation. Topics of their discussions include the latest developments in the sustainability field, choice of material referencing life cycle assessments, campaigns to galvanize the community and climate-related risks.

The Sustainability Workgroup maintains close communication with external consultants to continuously promote capacity-building in sustainable development, as well as deepen the understanding of developing industry trends, regulatory requirements, and the demands of capital markets.

Sustainability at Razer

The roles and responsibilities of our ESG Governance Structure are listed below:

Responsibilities

Decision-Making

- | | |
|--------------------|---|
| Board of Directors | <ul style="list-style-type: none"> ▪ Approve the Group's overall ESG strategy and report, take ultimate responsibility for the overall direction, strategy, objectives, performance and reporting of the Group's sustainable development |
|--------------------|---|

Management

- | | |
|--------------------------|---|
| Sustainability Workgroup | <ul style="list-style-type: none"> ▪ Formulate the Group's ESG objectives, strategy, work plans for the Board's approval ▪ Identify, monitor and examine important ESG issues, risks and opportunities that may affect business operations and performance for the Board's approval ▪ Supervise and review the Group's ESG policies, practices, framework and management and propose improvements to the Board ▪ Review the Group's annual sustainability report and other ESG-related disclosures ▪ Perform other related functions not limited to reviewing corporate activities and products' life cycle assessments to reduce carbon footprint, forge strategic partnership with key NGOs & relevant stakeholders, as well as work on sustainability campaigns to increase awareness on material topics ▪ Review appropriate KPIs for staff performance and rewards |
|--------------------------|---|

Implementation

- | | |
|-----------------|--|
| All Departments | <ul style="list-style-type: none"> ▪ Collect data required for the annual sustainability report ▪ Improve ESG awareness of department staff ▪ Promote effective implementation of the Group's sustainable development strategy and action plan within the department ▪ Integrate and evaluate ESG risks or opportunities identified by employees in the course of their work |
|-----------------|--|
-

Sustainability at Razer

Corporate Governance Principles and Structures

Razer's Board is committed to ensuring the Group adheres to the highest standards of corporate governance in order to safeguard the interests of shareholders, enhance corporate value, formulate its business strategies and policies, and enhance transparency and accountability.

Ethics and Integrity

The key tenet in Razer's ethos is – "Play Hard. Play Fair". This outlines our vision to facilitate a gamer-focused business with high standards of ethical behavior.

"Play Hard, Play Fair", "One Razer" and "Be Phenomenal" are our three core values. We strive to foster a corporate culture where staff, customers, and gamers collaborate to fulfill this vision without prejudice, fear, or favor.

Our Legal & Compliance and Human Resources departments are responsible for overseeing compliance with our ethical standards, as well as ensuring appropriate whistleblowing channels are available for any suspected misconduct in contravention of our policies.

Code of Conduct

The guiding principles and responsibilities to work ethically and with integrity, comply with relevant laws, and the fair treatment of others within and outside Razer are set out in our Code of Ethics and Professional Conduct ("Code of Conduct"). All Razer employees are orientated to our Code of Conduct during onboarding and annual training sessions, with suppliers and contract manufacturers expected to adhere to our Code of Conduct in good faith.

Razer's Code of Conduct is accessible to all employees via our intranet and is routinely reassessed to ensure it reflects best practices and meets the expectations of all stakeholders.

This Code of Conduct includes the following ethical principles:

-
- Managing gifts and invitations, and political contributions
 - Insider information and insider trading
 - Anti-bribery/anti-corruption, avoiding conflicts of interest
 - Client confidentiality
 - Compliance with laws, regulations and Group policies
 - Competition and fair dealing
 - Equal opportunities, discrimination and harassment, workplace bullying, retaliation
 - Professional conduct
-

The Code of Conduct also includes the procedures to deal with workplace-related grievances and the avenues for remediation. This is to foster a culture of transparency in ensuring open communication between all Razer subsidiaries, as well as non-permanent staff, consultants, and interns.

Sustainability at Razer

Ethics and Integrity

Whistleblowing

At Razer, we foster a working environment where all our employees can work together harmoniously. However, we recognize that conflicts may arise in the workplace. Going above and beyond the grievance mechanisms laid out in our Code of Conduct, Razer provides a Whistleblower and Complaint Policy that outlines confidential and anonymous channels for employees to voice their concerns, as well as outlining how records will be maintained and stored.

This policy encourages employees to report all suspected improper behavior, for example, falsifying records, misappropriation of user data, sexual harassment or other discrimination, fraud, or other criminal activity. Moreover, the process covers any suspected violations of laws, government rules, and regulations, as well as any breaches of internal accounting controls or accounting and auditing practices and policies or any other Group policies.



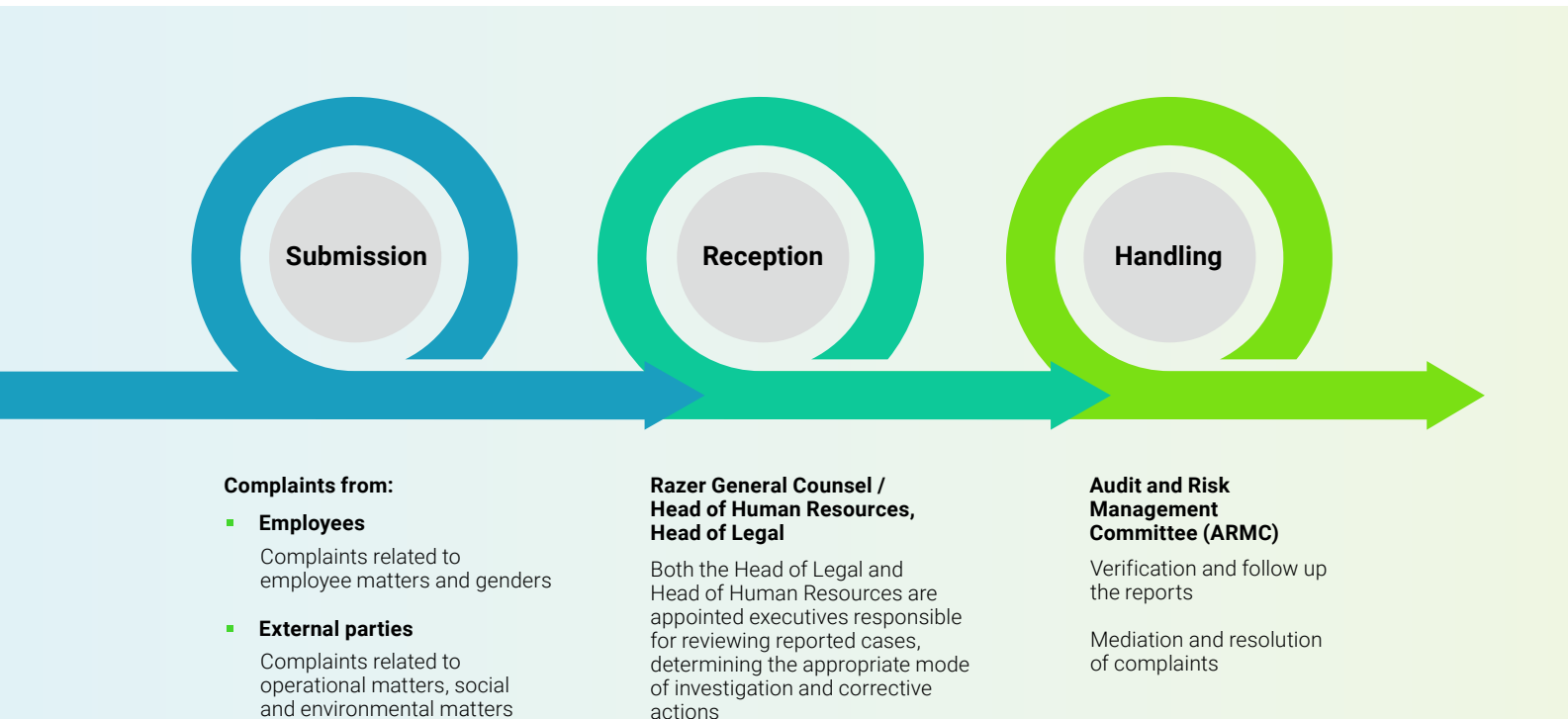
1,614 hrs

training of anti bribery & corruption, anti-money laundering, countering the financing of terrorism and incident reporting and compliance.

Whistleblowing channels:

- Email: play.fair@razer.com
- Letter: Razer SEA HQ, 1 one-north Crescent, #02-01, Singapore 138538, marked "Attention: Head of Legal" or "Attention: Head of Human Resources"
- The Audit and Risk Management Committee: armc.ww@razer.com

Whistleblowing & compliant procedure:



Sustainability at Razer

Ethics and Integrity

Anti-Corruption and Business Integrity

At Razer, we adopt a zero-tolerance approach to any form of bribery and corruption. In line with our values, we are committed to conducting our business and operations in a responsible and ethical manner. The Anti-Bribery and Anti-Corruption Policy sets out the guidelines for acting professionally, fairly and with integrity in all business dealings and relationships. Staff members and people doing business with Razer are expected to be vigilant around any potential conflicts of interest arising from their relationships in both their personal and professional networks.

In our efforts to further educate and enrich staff, the following training modules have been rolled out for all Razer employees during the reporting period: Anti-Bribery and Anti-Corruption, Anti-Money Laundering, Combating the Financing of Terrorism and Incident Reporting. Related training sessions have also been carried out for employees within specific divisions, such as a Compliance refresher training for the Regulatory Compliance team, or Malaysia-specific CFT training for the Malaysian Compliance team. The number of staff trained on anti-corruption practices at Razer is as follows:

Geographical Region	Number of Staff Trained
Americas	69
APAC	334
AMEA	19

Employment Category	Number of Staff Trained
Senior Management	4
Middle Management	35
General Staff	383

We uphold all laws relevant to countering bribery and corruption in all jurisdictions Razer operates in. To ensure transparency, the Group does not make contributions or payments that could be considered a contribution to a political party or candidate. However, we do not restrict employees from doing so in their personal capacity, provided there is no conflict of interest in their role as an employee at Razer. During the reporting period, 100% of Razer's operations were assessed for corruption-related risks. While there were no confirmed instances of corruption, two of our business units have been identified for such related risks and relevant personnel were provided trainings to ensure compliance.

Anti-Money Laundering

Razer complies with all applicable laws and regulations on anti-money laundering and anti-terrorism financing and fulfills its social responsibilities and legal obligations on anti-money laundering, including conducting due diligence. During the reporting period, there were no confirmed legal cases relating to non-compliance with applicable laws and regulations on anti-money laundering and anti-terrorism financing.

Regulatory Compliance

During the reporting period, the Group is not aware of any material non-compliance with the relevant laws and regulations that have a significant impact on the Group. There were also no confirmed legal cases regarding corrupt practices brought against Razer or its employees. The Group is not aware of any non-compliance of laws and regulations relating to bribery, extortion, fraud and money laundering that have a significant impact on the Group.

MATERIALITY AND STAKEHOLDER ENGAGEMENT



Materiality and Stakeholder Engagement

We recognize that buy-in and engagement from our stakeholders play a critical role in defining Razer's sustainability strategy and reporting. We strive to continually build up relationships with both our internal and external stakeholders to ensure we are responsive and inclusive in our approach to stakeholder engagement.

Stakeholder Engagement

In 2021, we commissioned an independent consultant to conduct a stakeholder engagement exercise to identify the Group's material sustainability issues. This exercise identified 9 sustainability issues that our stakeholders were most concerned about.

In 2022, we conducted an internal review of our material topics and have retained the list of 9 material issues on the basis of their continuing relevance and significance to our operations.

As Razer progresses in embedding sustainability, we will continue to review our stakeholder engagement practice and improve by including a broader range of stakeholders for a more holistic view on topics material to the Group's ESG performance. We plan to reach out to our stakeholders in the next year to refresh our material issues based on our current business operations and the expectations of different stakeholders.

Materiality and Stakeholder Engagement

Stakeholder Engagement

In the table below, we have presented the mapping of our material topics to their respective stakeholder groups, and the key methods of engagement used to derive insights and feedback.

Stakeholder Group and Relevant Material Topics	Key Methods of Engagement
Investor	
<ul style="list-style-type: none"> ■ Climate Change ■ Business Ethics ■ Data Privacy and Security 	<ul style="list-style-type: none"> ■ Annual general meetings ■ Annual and interim reports ■ Press releases, announcements and circulars
Employees	
<ul style="list-style-type: none"> ■ Employee Rights and Benefits ■ Diversity and Inclusion ■ Occupational Health and Safety 	<ul style="list-style-type: none"> ■ Training and employee-caring activities ■ New hire orientation ■ Quarterly global townhalls where CEO takes questions directly from employees ■ Grievance mechanism ■ Intranet
Gamers	
<ul style="list-style-type: none"> ■ Responsible Product ■ Data Privacy and Security 	<ul style="list-style-type: none"> ■ Contact centres ■ Feedback surveys ■ Website ■ Social media platforms
Partners*	
<ul style="list-style-type: none"> ■ Supply Chain Management ■ Occupational Health and Safety 	<ul style="list-style-type: none"> ■ Tendering process ■ Supplier rating system ■ Meetings and conferences ■ Site visits
Media	
<ul style="list-style-type: none"> ■ Climate Change ■ Business Ethics 	<ul style="list-style-type: none"> ■ Media briefings and conferences ■ Press releases ■ Website ■ Social media platforms
Community	
<ul style="list-style-type: none"> ■ Climate Change ■ Waste 	<ul style="list-style-type: none"> ■ Volunteering opportunities ■ Charitable events ■ Joint activities

*(Contractors and suppliers, academia and governmental organizations)

Materiality and Stakeholder Engagement

Materiality Assessment

Materiality Assessment Process

In defining our material topics, we reflect on an issue’s importance to stakeholders and significance to Razer, relative to the Group’s ESG impacts.

Our 2022 materiality assessment consists of three stages: Identification of Key Sustainability Issues, Engagement with Key Stakeholders, and Validation and Review, and is summarized as follows:

Identification of Key Sustainability Issues	Engagement with Key Stakeholders	Validation and Review
A list of sustainability issues relevant to the Group was identified with reference to the GRI Standards: 2021, material sustainability issues of peers and industry trends	Stakeholders were invited to prioritize the identified sustainability issues. One-on-one in-depth interviews with the Group’s management were conducted to share views on what issues are material to the Group’s sustainable development	The findings from the interviews were consolidated, analyzed and presented in the table below. The prioritization of the sustainability issues was adjusted based on findings from the management interviews. Going forward, the Group will perform a regular review of the material topics by collecting stakeholder feedback and ensuring the topics align with our organization strategy

Materiality Assessment Results

Our materiality assessment, initially conducted in 2021, identified sustainability issues that are the most important to our stakeholders for the foundations of our sustainability approach, strategy and reporting.

Value Chain Boundaries for Material Topics

	Impact Inside		Impact Outside		
	Product Design	Supply Chain	Sales & Distribution Use	Product Use	Product End-of-Life
Climate Change	✓	✓	✓	✓	✓
Waste	✓	✓	✓		✓
Responsible Products	✓	✓	✓	✓	✓
Employee Rights and Benefits	✓	✓	✓		
Diversity and Inclusion	✓	✓	✓	✓	
Occupational Health and Safety		✓	✓		
Supply Chain Management	✓	✓	✓		
Data Privacy and Security	✓	✓	✓		✓
Business Ethics	✓	✓			✓

BUILDING A GREEN ORGANIZATION



Building a Green Organization



2022



Achieve consumer transparency with independently verified ecolabels

As we evolve in our sustainability journey, Razer aims to embed sustainability considerations into our corporate culture and employee mindset. We strive to shape a culture of care for the planet, with concrete commitments to reduce our carbon footprint, shift to renewable energy sources, and preserve bio-habitats. In line with the UN Agenda for Sustainable Development and Singapore Green Plan, we are committed to achieving Net Zero across our operations by 2030.

2025



Transfer our entire operations to **100%** renewable energy to power all our global offices

#GoGreenWithRazer Roadmap

At Razer, we have a part to play in shaping a sustainable future. Our ethos to “Play hard. Play fair” drives our #GoGreenWithRazer movement by upholding our commitment to preserve the world as a shared arena for all to enjoy.



100% of Razer products can be recycled with Razer

In 2021, we announced a 10-year environmental roadmap as part of our #GoGreenWithRazer initiative. The program outlines our key initiatives that will help Razer preserve nature and protect the environment, ensuring a cleaner, greener world for future generations. In 2022, we have included interim targets that will set us on a path to achieving our roadmap by 2030.

2030



100% of Razer products will utilize recycled or recyclable materials

We have laid milestones in our roadmap to chart our progress to 2030. These include the use of 100% renewable energy by 2025, and for all products to use recycled or recyclable materials as well as being Net Zero by 2030. As part of this movement, Razer is also galvanizing the community – youth, millennials and Gen Z to make a difference through several green initiatives. This includes recycling and raising awareness of environmental footprints.

Significantly reduce air travel for business purposes to further lower carbon footprint throughout the years



Achieve **100%** Net Zero across our operations

Building a Green Organization

“Through our #GoGreenWithRazer campaign led by our Sneki Snek mascot, the Razer community has been insanely supportive and passionate. Hence, Razer has planned out a sustainability roadmap to continue fighting environmental and climate changes. We’re determined to make the world a better place for all of its citizens to game and live in.”

Min-Liang Tan
Co-Founder, Chairman and CEO

Environmental Management

A focal point of Razer’s sustainability efforts is enhancing our environmental performance. Our priority areas include climate action and energy saving, along with managing our resources and waste efficiently and effectively. In line with our #GoGreenWithRazer roadmap, we have set quantifiable targets and implemented a range of green innovations in the provision of our products and services.

The Group’s environmental approach is set by the Sustainability Workgroup and overseen by the Board. This Sustainability Workgroup actively sets objectives and targets, reviews and evaluates our initiatives pertaining to environmental protection and identifies areas for improvement. Our Sustainability Workgroup also established the Environmental Policy, which outlines our commitment to environmental management, and provides principles for identifying and reducing significant environmental impacts.

The Group is not aware of any non-compliance of laws and regulations relating to air and greenhouse gas (GHG) emissions, discharges into water and land, and generation of hazardous and non-hazardous waste during the reporting period that has a significant impact on the Group.

Nurturing a Greener Mindset

We recognise that making a positive outward impact often starts from within. We take pride in instilling a greener mindset by empowering, engaging and doing our part for the community. Through such initiatives, we hope to foster a culture of sustainability champions and passionate advocates at Razer.

Empowering Employees Razer is empowering employees to contribute to green causes by granting additional give-back hours and paid time-off annually. This facilitates and encourages employees to volunteer with a conservationist group of their choice.

Employee Engagement Razer will hold quarterly employee engagement and training programs to enable employees to commence their green adventure with Razer, and inculcate a green mindset and behavior.

Corporate Social Responsibility (CSR) Razer will hold quarterly CSR initiatives to contribute to the global fight against climate change. Razer has also established a global donation matching program to support employee donations to environmental causes.

We encourage all employees to conserve energy and incorporate environmentally-friendly practices into daily habits at the workplace, for instance, by adopting paperless communication. We will continue to roll out more initiatives and awareness training in the future to reduce our resource consumption and environmental impact.

Building a Green Organization

Climate Change

Climate change is the defining issue of our time and requires urgent collective action. According to the Sixth Assessment Report issued by the United Nations (UN) Intergovernmental Panel on Climate Change, it is apparent that carbon dioxide (CO₂) and other GHG emissions arising from human activity are driving detrimental changes to the global climate.

The Group recognises the importance of addressing climate change in its operations and in its supply chain. To reduce energy consumption and GHG emissions, Razer has initiated various measures across our stores, offices, logistics hubs and production sites.

We have rolled out various initiatives to encourage energy conservation at all Razer offices, globally. These include gradually replacing traditional lighting systems with more efficient LED lights, leveraging on green technologies, and significantly reducing employees' air travel for business purposes to further lower our carbon footprint. To mitigate unnecessary energy consumption, we have installed motion sensors alongside lights, and filters on window panels to block off excess heat.

Razer takes pride in going above and beyond industry best practices by measuring the carbon emissions of our employees, resulting from their commute to work, and incorporating designs into new office locations to help them lower their emissions. As part of our "from-bean-to-brew" life cycle assessment, every cup of coffee purchased from RazerCafe will be made Net Zero through quality carbon credit offsets from Verra or Gold Standards registries.

Targets: Energy

2022



Transfer our entire operations to **100%** renewable energy to power all our global offices

2030



Achieve **100%** Net Zero across our operations

In 2022, the total electricity consumption across our offices and Electric Vehicle (EV) fleet decreased by 23.5% as compared to 2021, and 39.1% as compared to our 2019 baseline.¹ This was attributed to a range of energy-saving initiatives that we launched, as mentioned above.

Besides electricity, petrol fuel is another main source that contributes to our total energy consumption at Razer. In 2021, we began collecting and reporting on petrol fuel used by our company vehicles. This year, we reduced fuel consumption for our company vehicles significantly by 96.4% as compared to 2021 due to reduced mileage.

¹ The rationale for the selected base year was to accurately represent Razer's performance in the course of normal business operations and external environment.

Building a Green Organization

Targets: Energy

Energy consumption at corporate offices during the reporting period is as follows:

Total Fuel Consumption Across Vehicle Fleet (L)



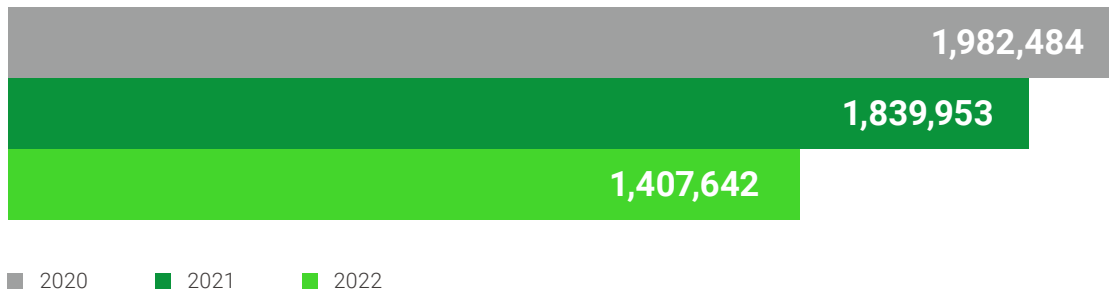
Offices	Fuel used in 2022 (L)	Fuel used in 2021 (L)
Singapore - Razer	5,400	36,856
U.S. - Razer	100	407
U.S. - THX	N/A	N/A
Europe - Razer	7,128	33,687
China - Razer	58,210 km ²	N/A
China - THX	N/A	N/A
Taiwan - Razer	N/A	N/A
Hong Kong - Razer	N/A	N/A
Malaysia - MOL Global	2,699	326,265
Indonesia - MOL Global	N/A	N/A
Philippines - MOL Global	N/A	N/A
Thailand - MOL Global	N/A	N/A
Turkey - MOL Global	N/A	24,102
Total	15,327	421,318

² We adopt the use of electric vehicles at our office in China and report on electricity consumption across our fleet annually.

Building a Green Organization

Targets: Energy

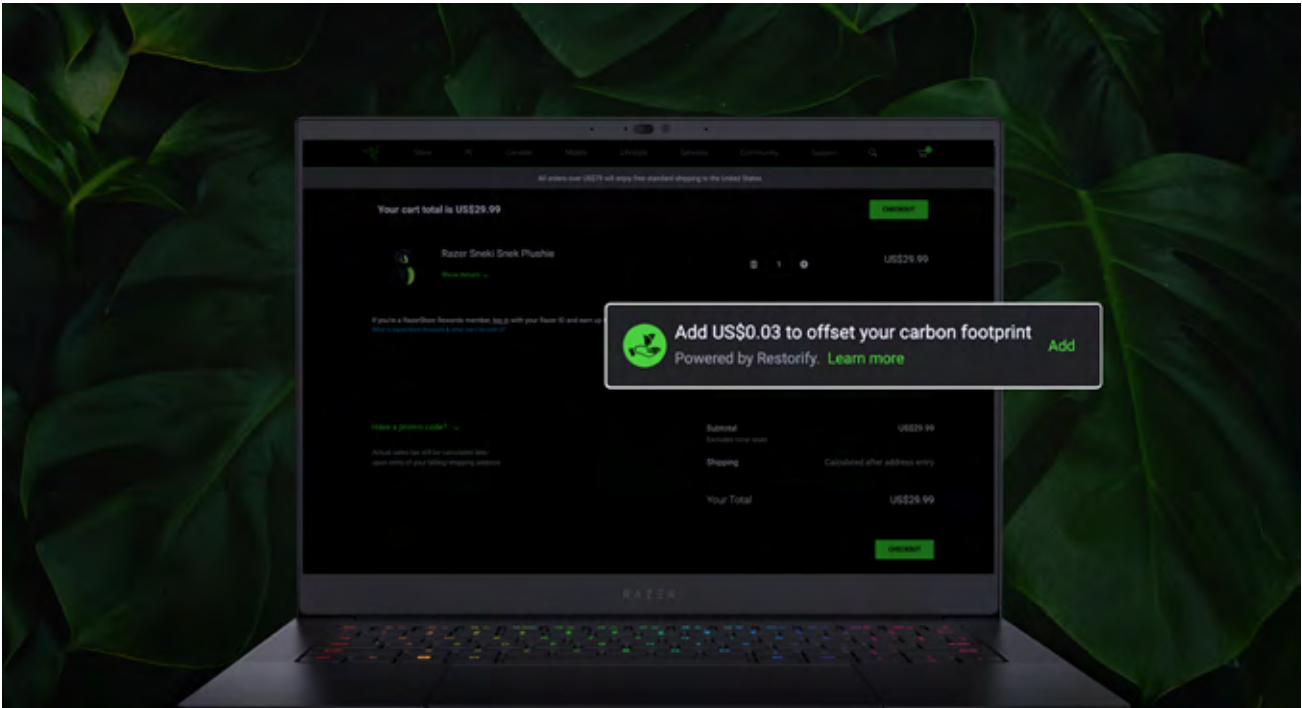
Total electric consumption for offices and EVs (kWh)



Offices	Electricity consumption and intensity					
	2022		2021		2020	
	Total usage (kWh)	Intensity (per sq meter)	Total usage (kWh)	Intensity (per sq meter)	Total usage (kWh)	Intensity (per sq meter)
Singapore - Razer	425,486	59.1	758,330	147.0	853,091	172.3
U.S. - Razer	161,445	32.4	258,796	59.9	253,895	76.4
U.S. - THX	N/A	N/A	7,697	34.6	30,786	48.4
Europe - Razer	11,283	13.8	53,081	23.0	17,218	37.2
China - Razer	96,429	41.9	91,656	34.3	78,829	32.7
China - THX	N/A	N/A	1,400	35.6	1,600	35.6
Taiwan - Razer	322,234	223.2	313,975	225.4	325,339	198.1
Hong Kong - Razer	31,963	182.7	38,089	357.0	42,834	303.3
Malaysia - MOL Global	271,508	67.8	214,461	80.2	243,899	75.9
Indonesia - MOL Global	8,654	86.6	14,804	190.4	19,042	234.8
Philippines - MOL Global	21,744	50.6	29,280	101.4	43,552	162.5
Thailand - MOL Global	36,896	79.3	38,176	108.6	50,537	129.5
Turkey - MOL Global	20,000	33.3	20,209	36.4	21,862	26.7
Total	1,407,642		1,839,953		1,982,484	

Building a Green Organization

Razer launches Restorify, a traceable carbon neutral checkout solution



Restorify, a traceable carbon neutral checkout solution, was launched at COP27, the 27th Conference of the Parties to the United Nations Framework Convention on Climate Change. Carbon offsetting has the potential to be one of the effective interventions used to lower carbon emissions in the atmosphere. By providing divisible carbon credits, Razer support OECD's vision to reach \$147/tonne by 2030 if the World hopes to reach net-zero emissions by 2050.

The key drivers for Restorify are to promote more transparency and accountability in the carbon market, and to make it easier for businesses to offset their emissions while empowering consumers to be a part of the solution.

We have been working towards becoming net zero by 2030 and have prioritized emissions reduction and recycling in its decarbonization journey. The Group has adopted 'Life Cycle Thinking', meaning it follows best practices to reduce emissions across the key stages of its products' lifecycles, from mineral sourcing to manufacturing, transportation to end of life.

Restorify fractionalizes carbon credits in its reimbursement process so they can be made available in smaller denominations, empowering consumers to make offsets a part of their daily lives. Restorify aims to rebuild trust around carbon offsets by only allowing traceable offsets with realized decarbonization effects to be used by consumers.

Razer has started to curate a diverse portfolio of carbon credit projects which aspire towards UN's Sustainable Development Goals. To do so, Razer is working closely with partners such as leading energy and urban solutions provider, GoNetZero, as well as ESGpedia, which can aggregate the end-to-end traceable data of high-quality carbon credits from origination to retirement, and cloud computing platform, Amazon Web Services (AWS).

Building a Green Organization

Razer launches Restorify, a traceable carbon neutral checkout solution

The traceable carbon neutral shopping cart offered by Restorify will enable consumers to view the estimated carbon footprint of a product, so they can make informed decisions. Furthermore, as they check out, they will also be empowered to offset the products they buy with carbon credits already retired from verified carbon registries. Upon purchasing the carbon credits, consumers will receive a certificate detailing the total amount of carbon emissions that have been offset by their purchase, what kind of project the retired credits have supported and in which country, as well as the certification standard. These individual fractionalized transactions are digitally recorded onto the ESGpedia registry where consumers can track their carbon offset efforts. This addresses the need for transparent consumer carbon offset market.

Restorify will also encourage and provide businesses with a pathway to evaluate the environmental impact of their products through the ECOLOGO Certification, Environmental Product Declaration Certification, or Product Carbon Footprint Verification using Razer's ecolabel partner, global safety science leader, UL Solutions.

Finally, Restorify's carbon neutral checkout is available for businesses to integrate into their existing platform. Razer will be working with partners from its supply chain as well as more than 50,000 merchants under Razer Fintech's network to support their transition to net zero at no additional cost. AWS will also be supporting Razer to make Restorify available to more than 100,000 partners from 150 countries.

Building a Green Organization

GHG Emissions

As part of our ESG strategy, Razer actively measures and monitors the consumption of electricity at our corporate offices globally, as well as that of our contract manufacturers. Whilst utilizing electricity in the natural course of Razer's operations, we also recognise the need to address avoidable consumption at all levels of our value chain.

The GHG emissions of both our organization and contract manufacturers' during the reporting period are set out below. Global Warming Potential rates from the Fifth Assessment Report (AR5) of the Intergovernmental Panel on Climate Change (IPCC) were used as the basis for computing and disclosing GHG data. In 2022, we broadened our reporting of Scope 3 emissions to also include Category 9: Downstream transportation and distribution, Category 11: Use of sold products, and Category 12: End-of-life treatment of sold products. As we mature in our sustainability journey, we will strive to further monitor and disclose on other Scope 3 emissions in our value chain.

Offices	Unit	2022	2021
Direct GHG emissions (Scope 1)³			
Petrol	tCO2	35.1	115.6
Indirect GHG emissions (Scope 2)⁴			
Electricity consumption	tCO2	939.3	896.1
Indirect GHG emissions (Scope 1 and 2)			
Total GHG emissions (Scope 1 and 2)	tCO2	974.4	1,011.7
GHG intensity (Scope 1 and 2)	tCO2/square metre	0.037	0.045
Other indirect GHG emissions (Scope 3)⁵			
Cat 1: Purchased goods and services ⁶	tCO2	171,094.8	239,572.8
Cat 7: Employees' commute	tCO2	2,478.8	1,529.9
Cat 9: Downstream transportation	tCO2	34,690.8	50,017.1
Cat 11: Use of sold products	tCO2	2,868.5	6,392.8
Cat 12: End-of-life treatment	tCO2	4,360.3	4,567.5
Digital Emissions	tCO2	57.5	132.1
Total Other Indirect GHG Emissions (Scope 3)	tCO2	215,550.5	302,212.2

³ Scope 1 emissions included direct GHG emissions from fuel consumption, including petrol fuel used by company cars.

⁴ Scope 2 emissions included indirect GHG emissions from purchased electricity at our offices.

⁵ We assigned emission factors at each of the product's life cycle stages, namely: material and manufacturing, transportation, usage of device and product's end-of-life to derive our Scope 3 emissions arising through our contract manufacturers.

⁶ Purchased goods and services include our top 5 contract manufacturers' emissions from their electricity consumption. Our top 5 contract manufacturers cover more than 80% of orders during the reporting period.

Building a Green Organization

Razer is Committed to the Science Based Targets initiatives (SBTi) and Adoption of Climate Risk Scenarios

The IPCC special report on Global Warming of 1.5°C stated in 2018 that to avoid the worst effects of climate breakdown, global temperature increase must be capped at 1.5°C. To achieve this, global emissions must be halved before 2030 and reach net-zero before 2050. At Razer, we like to play our part toward a greener future. Razer will be sending its targets for SBTi's validation no later than July 2023.

Building on our commitment to science-based emissions reductions, Razer will be integrating climate risk scenarios into our strategy and reporting for FY2023. Taking reference from the TCFD recommendations, we seek to understand the potential financial and operational impacts of climate risks on our governance, strategy, risk management, metrics and targets.



The Science Based Targets initiative (SBTi) drives ambitious climate action in the private sector by enabling companies to set science-based emissions reduction targets. The SBTi is a partnership between CDP, the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF).



The Task Force on Climate-related Financial Disclosures (TCFD) recommends the adoption of financial risks and opportunities related to climate change as part of companies' risk management and strategic planning process. The Financial Stability Board created the TCFD to improve and increase reporting of climate-related financial information.

Climate Risks and Opportunities Management

In FY2021, Razer began integrating a high-level assessment of climate related risks and opportunities that are most material to the business into our reporting. For more details, please refer to Environmental, Social and Governance Report 2021.

Under our Enterprise Risk Management (ERM) process, we will take reference from TCFD's recommendations to strengthen climate risk scenarios by involving the Board's oversight of Razer's climate-related goals and targets. Razer's Board holds ultimate responsibility over the organisation's risk management, internal control systems, and the reviewing of its effectiveness.

The conduct of climate risk scenario analysis will enable the Group to identify financial impacts stemming from transition risks, such as changes in consumer behavior, and financial impacts from physical risks, such as extreme weather events and disasters. From a risk management perspective, such analysis aims to better inform the process for prioritization of climate-related risks and enable Razer to focus our efforts more strategically.

Building a Green Organization

Climate Risks and Opportunities Management

Recommended Disclosures	Razer's Response
Governance	
<ul style="list-style-type: none"> ■ The Board's oversight of climate-related risks and opportunities ■ Management's role in assessing and managing climate-related risks and opportunities 	<ul style="list-style-type: none"> ■ Razer has a formal structure in place to support proper management of climate-related risks and sustainability issues ■ The Board holds ultimate responsibility for the Group's sustainability direction, strategy, objectives, performance, and reporting. The Board is supported by the Sustainability Workgroup, who implements the ESG strategy and initiatives, as well as reporting to the Board through bi-weekly meetings. The topics covered by these meetings include the latest sustainability developments, life-cycle assessment of products, and initiatives to integrate climate-related risk management into our strategy. <p>The Board reviews and assesses Razer's ESG programs, issues and risks semiannually starting in June 2021.</p> <p>Please refer to ESG Governance on pages 14 to 15 for more details.</p>
Strategy	
<ul style="list-style-type: none"> ■ Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term ■ Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning ■ Describe the resilience of the organization' strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario 	<ul style="list-style-type: none"> ■ Razer has included climate-related risks under its Enterprise Risk Management process to assess and highlight risks as well as opportunities related to climate change. In the 2021 Sustainability Report, Razer conducted a high-level assessment of the physical and transition climate-related risks and opportunities, and their impacts on the business. Through the assessment, Razer has identified that climate-related risks were considered to remain low to the Group, whereas the opportunities were prominent for business growth. <p>To further understand the impact of relevant climate risks and opportunities, Razer intends to engage a third party consultant in 2023 or 2024 to conduct climate scenario analysis.</p>

Building a Green Organization

Climate Risks and Opportunities Management

Recommended Disclosures	Razer's Response
Risk Management	
<ul style="list-style-type: none"> ▪ Describe the organization's processes for identifying and assessing climate-related risks ▪ Describe the organization's processes for managing climate-related risks ▪ Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management 	<ul style="list-style-type: none"> ▪ Razer has a rigorous risk identification process as part of its Enterprise Risk Management (ERM) framework, whereby climate-related risks have been considered and assessed. In the current Risk Register, Razer has not included climate-related risks as they have been assessed to be of low significance to the business operations. However, Razer is building on its TCFD work in 2021 and will be engaging a third-party consultant in 2023 or 2024 to conduct climate scenario analysis and incorporate its findings to refine our existing ERM framework
Metrics and Targets	
<ul style="list-style-type: none"> ▪ Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process ▪ Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks ▪ Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets 	<ul style="list-style-type: none"> ▪ Razer monitors and assess climate-related risks with metrics including fuel consumption, electricity consumption, carbon emissions, hazardous waste generated, and water consumption. Razer currently discloses scope 1, 2 and 3 carbon emissions of both the organization's global corporate offices and top 5 contract manufacturers. The accounting methodology used was based on the GHG Protocol Corporate Accounting and Reporting Standard, an internationally recognised framework, to ensure that the emission figures reported were consistent and accurate. <p>Razer has set appropriate targets to track their progress and assess the effectiveness of policies and initiatives in mitigating climate-related risks. Annual, 2025 and 2030 absolute targets have been set for selected metrics such as all 3 Scopes of carbon emissions, renewable energy usage, and product end-of life management. Environmental data is reviewed annually, and Razer reports these metrics in their annual sustainability report for transparency.</p> <p>Apart from these environmental metrics, Razer has incorporated the organization's ESG performance into the executives' KPI, bonus plans, and the Corporate Balanced Scorecard since 2022.</p> <p>Please refer to Building a Green Organization on pages 23 to 40 for more details.</p>

Building a Green Organization

Waste

Razer maintains strict hazardous and non-hazardous waste disposal procedures across our global offices and repair centers. These are in compliance with relevant local and international environmental, safety, and health regulations, as well as in line with industry standards.

Hazardous Waste Management

Hazardous waste generated in our business operations comprise of lithium batteries from defective or returned laptops and mobile phones. The disposal of such hazardous waste is managed by government-authorized disposal companies. Through the UL2710 certification process, Razer demonstrates manufacturer’s responsibilities in accordance to the Waste Electrical and Electronic Equipment (WEEE) Directive through the provision of product take-back services. Take-back services are available at all RazerStores globally, with the option to mail in for those in United States. More information can be found on our recycling website.

Our recycling partners are certified with international electronic waste recycling standards such as Responsible Recycling (R2) Standards and e-Stewards initiative to ensure proper management of hazardous waste. The total disposal of hazardous waste from our repair centers is consolidated in the table below.

The Group is not aware of any non-compliance with environmental, health, and safety standards in the disposal of our hazardous waste that has a significant impact on the Group during the reporting period.

Repair Center	Hazardous Waste Disposed (kg)		
	2022	2021	2020
Australia	77	105	130
Hong Kong	52	73	70
Taiwan	33	53	115
Japan	39	80	33
Korea	50	35	34
Germany	435	624	486
China	254	315	166
Dubai	10	2	3
Singapore	213	100	152
U.S.	1,430	1,095	1,056
Canada	61	78	38
Malaysia	9	N/A	N/A
	2,660	2,558	2,283

Non-Hazardous Waste Management

The Group’s non-hazardous waste consists of returned, obsolete, defective peripheral products such as mice, headphones, wires, keyboards, and packaging materials such as cardboard boxes, paper, and plastics. These are all collected at our warehouses located in Hong Kong, Germany, and the United States, where sorting takes place and records are kept. The collection and disposal from our warehouses is managed by government-authorized waste disposal companies.

Waste Management from Offices

- Razer will scrap obsolete office IT products such as employee laptops and batteries responsibly
- Strict waste disposal procedures have been implemented across our global offices

Waste Management from Repair Centers

- Razer will scrap spare parts and/or packing materials responsibly with the issuance of a Certificate of Destruction
- Strict waste disposal procedures have been implemented across our repair centers

End-of-Life Waste Management from Contract Manufacturers

- Razer will treat hazardous materials responsibly by accredited suppliers in compliance with the legal requirements

Building a Green Organization

Non-Hazardous Waste Management

The total disposal of non-hazardous waste from our warehouses is consolidated in the table below.

Warehouse	Type of non-hazardous waste	Non-hazardous waste disposed (tonnes)		
		2022	2021	2020
Hong Kong	Peripheral products (Mice, Headphones, Keyboards, Wires)	40.32	38.19	11.49
	Packaging Materials (Card box, Plastics, Paper, Foam)	7.16	12.74	3.83
U.S.	Peripheral products (Mice, Headphones, Keyboards, Wires)	36.37	38.03	0.95
	Packaging Materials (Card box, Plastics, Paper, Foam)	12.13	12.68	N/A
Europe	Peripheral products (Mice, Headphones, Keyboards, Wires)	7.86	12.17	22.49
	Packaging Materials (Card box, Plastics, Paper, Foam)	14.79	18.39	32.23
Total		119	132.2	70.9

Building a Green Organization

Product End-of-Life Management

Targets:

2025



100% of Razer products can be disposed of and recycled with Razer

We have implemented a Design-for-Sustainability Program that incorporates environmental targets into the design and manufacturing process of our products, from raw material sourcing to end-of-life stages. The Group will continue to innovate with more efficient packaging design to reduce wasted space in packaging material, shipping volume and its resultant environmental impact in the logistics process.

Our product designers are trained on and equipped with Life Cycle Assessment tools to make design decisions that are directly linked to lowering environmental impacts. We enable recycling of our products through accessible point-of-recycling at RazerStores globally and in collaboration with distributors, retailers and e-tailers. We provide all our customers with the convenience of returning old Razer products to our RazerStore locations for responsible, free-of-charge recycling. For customers not located near a RazerStore, we have also partnered with the DNA Group to enable users to recycle Razer products free of charge.

By 2025, 100% of Razer products can be disposed of and recycled with Razer through collaboration with global distributors, retailers, and e-tailers. Our partners will then recycle the products through certified e-waste recyclers (such as e-Stewards certification in United States) which represents high standards for responsible electronics recycling and reuse.

Extend Product Longevity

A longer lifespan will contribute to a lower environmental footprint of our products. We provide various avenues including specific documents, online chat-bots, and other support channels for our customers to efficiently diagnose and troubleshoot. We also partner with local distributors and assist them in delivering quality repair services to our customers.

Razer's products are rated by the France's Repairability Index which comprise of indicators including – product documentation, disassembly, availability and price of spare parts, and product-specific aspects.

We are working to avoid unnecessary e-waste from unserviceable or broken products, under warranty and out of warranty by simplifying the construction and assembly processes. Razer is also currently exploring designs that are built to last using materials such as metals.

Another avenue for extending product lifespan is the provision of replacement parts now accessible to our customers through the Razer webstore. As certain parts of a product are more susceptible to wear down with time and frequent contact, users have the option to do quick replacements on their well-used products for a longer experience with their gears

Reuse and Recycle with Razer

For all the virtual worlds we've saved, Earth is our real home and all of us play a role in protecting it. As part of our #GoGreenWithRazer initiative, we are implementing a reverse logistics program that recycles used Razer gear to include more PCR plastics in the manufacturing of our latest products.

Building a Green Organization

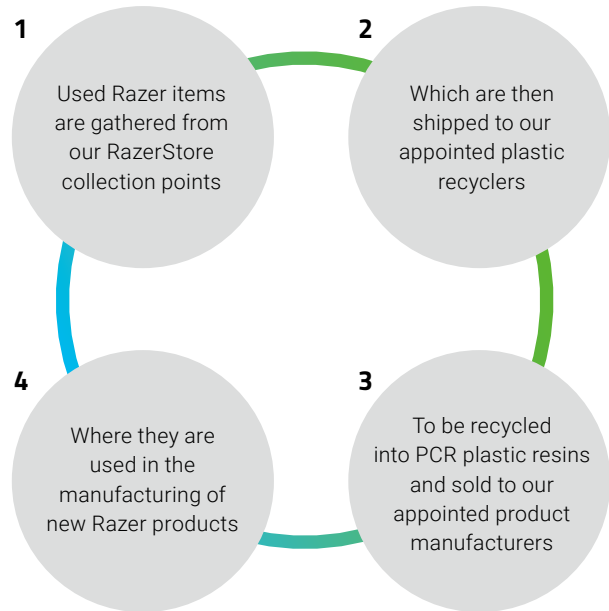
What is PCR Plastic and Why?

PCR plastic is made from plastic that has been broken down and repurposed from an item that is no longer used by a consumer. It is a more sustainable alternative to virgin (i.e., traditional) plastic that has two key benefits.

Benefits of Using PCR Plastic

- **Smaller Carbon Footprint**
 Up to 60% lower than virgin PET plastic due to more energy-efficient processes.
- **Reduces Plastic Waste**
 Gains a second lease of life rather than being dumped in a landfill.

How does the Process Work?



Get Rewarded When You Recycle

To incentivize our community to #GoGreenWithRazer, customers can drop off used Razer products at collection points located at any of our RazerStores and receive a voucher worth up to US\$10 for every item recycled.



Building a Green Organization

Water

The majority of the Group's water is supplied by third parties. During the reporting period, we have not experienced any issues with sourcing water that is fit for purpose.

Offices ⁷	Water consumption and intensity ⁸					
	2022		2021		2020	
	Total consumption (metric tonnes)	Intensity (tonnes/sq meter)	Total consumption (metric tonnes)	Intensity (tonnes/sq meter)	Total consumption (metric tonnes)	Intensity (tonnes/sq meter)
Singapore - Razer	449.5	0.06	184.3	0.03	141.9	0.02
U.S. - Razer	N/A	N/A	N/A	N/A	N/A	N/A
U.S. - THX	N/A	N/A	N/A	N/A	N/A	N/A
Europe - Razer	N/A	N/A	N/A	N/A	N/A	N/A
China - Razer	N/A	N/A	N/A	N/A	N/A	N/A
China - THX	N/A	N/A	N/A	N/A	N/A	N/A
Taiwan - Razer	708.8	0.49	680.5	0.47	659.6	0.46
Hong Kong - Razer	N/A	N/A	N/A	N/A	N/A	N/A
Malaysia - MOL Global	1,382.0	0.34	70.0	0.02	584.0	0.45
Indonesia - MOL Global	N/A	N/A	N/A	N/A	N/A	N/A
Philippines - MOL Global	183.0	0.43	4.5	0.01	174.0	0.41
Thailand - MOL Global	43.0	0.09	16.0	0.03	41.0	0.09
Turkey - MOL Global	150.0	0.25	166.0	0.28	255.9	0.43
	2,916.3		1,213.3		1,856.4	

As part of our efforts to provide transparency on the environmental impacts of our products, the Group has performed a Life Cycle Assessments on its key products and services, including the assessment and disclosure of the water footprint of our products.

Razer has started the modelling process of Life Cycle Assessments for key products in accordance with the frameworks and guidelines of ISO 14040, ISO 14044 standards and Product Category Rules. For a complete representation of the product, the scope of the Life Cycle Assessments covers "cradle-to-grave" categorized into four key stages: production, transportation, use phase and disposal.

⁷ Data from 2020 and 2021 have been restated due to a refinement in calculation methodology.

⁸ "N/A" refers to water consumption that has been covered by the landlord where data is unavailable.

Building a Green Organization

Panerai and Razer Partnership with Conservation International to support Manta Ray Conservation



Razer, alongside with Panerai, a global high-end watch brand rooted in Swiss watchmaking know-how and Italian design excellence, partnered with Conservation International, an environmental non-profit organisation, to support marine species research.

First mooted in October 2021 at RazerCon, we announced their commitment to enhancing ocean literacy by supporting a cause in the field of ocean preservation.

The partnership is focused on satellite tagging manta rays to gather data – including temperature, depth, and location – which, when paired with known hazards and other information, can be used to inform conservation management of the animals and their habitat.

The manta ray program is led by Conservation International's world-renowned coral reef ecologist and marine conservationist Dr. Mark Erdmann, as the data from our ongoing research on manta rays also led to the development of sustainable livelihood opportunities for local communities, supported the creation of new protected areas, and informed policy changes that protect these species and their ocean environment.

This initiative will contribute as well to the "Panerai Ocean Conservation Initiative" mission developed in partnership with IOC-UNESCO in the framework of the ocean literacy program of the UN Decade of Ocean Science for Sustainable Development. The "Panerai Ocean Conservation Initiative" is a worldwide educational campaign among 100 universities in the world to enlighten students on how a luxury brand, like Panerai, can be a force for good for the planet thanks to its serious commitment towards sustainability and to educate thousands of students on the importance of the ocean.

In addition, with Panerai, we unveiled a limited-edition series of an iconic watch bearing Razers' signature aesthetics and made with recycled materials.

ENHANCING PRODUCT SUSTAINABILITY



Enhancing Product Sustainability



As a leading brand in gaming, our business focuses on hardware and software. Razer understands that the design phase of a new product or solution will ultimately affect its efficiency, environmental and social impact, consumer market demand, compliance, as well as the organization's financial performance. Sustainable design takes into consideration maximising the environmental, social and economic benefits over a product's lifecycle, while minimizing associated costs. At Razer, we are constantly innovating our product design, considering the type of materials used, consumer transparency and responsibility.

Design-for-Sustainability Program

Targets:

2024



At least **15%** of Razer products will utilize recycled or recyclable materials

2030



100% of Razer products will utilize recycled or recyclable materials

Our journey to achieve product sustainability starts from our product designs. At Razer, we have assembled a special task force to assess the environmental impacts of our product designs and areas for innovation to improve our design processes. We are making a concerted effort to increase the sustainability and efficiency of our products, while still maintaining the high quality and performance that our valued customers and stakeholders can trust.

To further support product design efficiency in our operations, Razer has implemented a Design-for-Sustainability Program that aims to incorporate environmental considerations and targets into our design and manufacturing process from raw material sourcing to end-of-life stages. From the raw material and manufacturing stage, the program will cover the adoption of post-consumer recycled (PCR) plastics across all product categories, environmentally friendly colors, recyclable materials, and sustainable product finishes. Manufacturing products with PCR plastics significantly reduces energy consumption and associated carbon emissions.

Enhancing Product Sustainability

Design-for-Sustainability Program

Razer's Enhancing Repairability: Offering Spare Parts to Purchase



Since June 15, 2022, Razer has been enhancing reparability by offering customers the ability to purchase spare parts for a wide range of products, including mice, keyboards, headsets, and laptop power supplies. This initiative is part of Razer's Design-for-Sustainability program, aimed at reducing the environmental impact of their products throughout their lifecycle.

By providing spare parts, such as new ear cushions for their headsets, or backup HyperSpeed dongles for their peripherals, Razer has enhanced the reparability of their products, empowering consumers to perform simple repairs independently. This increased access to spare parts extends the lifespan of Razer's products, ultimately leading to lower carbon emissions.

Razer's spare parts offering is available across United States, Canada, EU region, Australia, Hong Kong and Singapore. Customers can access replacement parts through the support portal at support.razer.com or directly at razer.com/shop/replacement-parts. In addition, eligible customers in the United States can enjoy free shipping via postal service.

All Razer product pages also include an FAQ section with information about available replacement parts for individual products.

Razer's decision to sell spare parts is a testament to their ongoing dedication to supporting product design efficiency in our operations. By promoting reparability, Razer is not only prolonging the life of their products but also contributing to a greener, more responsible gaming experience for their customers worldwide.

When consumers invest in Razer products, they are not just purchasing high-quality gaming peripherals; they are also buying into an ecosystem that prioritizes reparability and exceptional customer service. By offering replacement parts, Razer sets itself apart from its competitors, positioning the brand as a frontrunner in driving positive change in the gaming industry.

Enhancing Product Sustainability

Sustainable Packaging

Targets:

2023



Enhance consumer transparency by communicating product footprint for ecolabel-certified products

100% of Razer gaming mice to be certified with independently verified ecolabels

Single-use packaging contributes to global plastic pollution due to insufficient proper waste management and recycling. As Razer is a leading brand in gaming peripherals and hardware, we strive to reduce the environmental impact of our product packaging. Razer has adopted an Efficiency Product Design philosophy across the group, whereby efficient packaging design will be considered, and space efficiency will be enhanced wherever possible, to reduce packaging materials and shipping volume. These design considerations will eventually feed into reducing environmental impacts when products reach their end-of-life and are disposed of.

As part of our commitment and philosophy, we have pledged that all our new products will use FSC-certified, biodegradable, and eco-friendly packaging. Razer has reduced the use of non-biodegradable polyethylene foam bags in our packaging for selected mouse models and replaced them with biodegradable bags instead. For our mice, system & system accessories, audio, streaming, controller products category, the expanded polyethylene cartons are also replaced with corrugated recyclable paperboard or cardboard boxes. Apart from packaging, Razer is aware that certain packaging ink can carry toxic chemicals that can leach into the environment or even create human health hazards. As such, we adopt soy ink printing on our products, which are chemical-resistant and non-toxic. We are also exploring new materials for our in-box accessories, as we strive to maintain the quality and unboxing experience.

2030

100% of Razer products to be certified with third-party ecolabels

Enhancing Product Sustainability

Sustainable Packaging

Example on Sustainable Packaging



Razer Leviathan V2 X

All of Razer's product packaging are made from biodegradable material. The Razer Leviathan V2 X is fully packaged in cardboard, with the handle made of nylon. We have also replaced the polyethylene (PE) foam product bags with biodegradable drawstring bags.



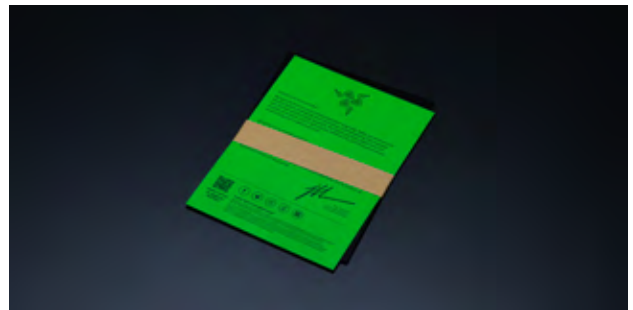
Razer Ornata V3 TKL

For our keyboards, the packaging is made from paperboards and the product bags have been replaced with 30% recycled polypropylene (PP) bags, from the previous oriented polypropylene (OPP) bags.



Razer DeathAdder V3

Our mice are packaged in paper material, and our product drawstring bags are also biodegradable. We have also replaced the plastic bands to paper bands that are used to secure the Quick Start Guide (QSG) + Localisation Manuals + Regulatory Compliance Information (RCI).



Headset & Mouse

We have removed the Polyethylene terephthalate (PET) plastic bands around our headsets and mice products and changed them to paper bands instead.

Enhancing Product Sustainability

Sustainable Packaging

Razer will also implement efficient packaging design to establish space efficiency, with the aim of reducing wasted space in packaging material, shipping volume and reducing environmental impact.

2020	2021	2022	2023
<p>Mice and system products launched with FSC-certified packaging</p> <ul style="list-style-type: none"> ▪ Mice: blister tray replaced by biodegradable drawstring bag; easy opening/access design; removed glue adhesive ▪ System: Reduced material use by replacing EPE foam with airbags ▪ Gear products such as Sneki Snek, reusable straw pack and hydrator packaging was made with biodegradable bags, FSC-certified paper and printed with soy ink 	<p>Audio and mouse mat products packaging to be FSC-certified</p> <ul style="list-style-type: none"> ▪ Replaced all the EPE foam cushioning in the carton pack with corrugated paperboard <i>(this was referred to audio & mouse product category only. In fact, we had applied to other product category such as system accessories, controller, streaming, etc.)</i> ▪ Optimise the pallet usage, a minimum of 80% of the pallet utilisation 	<p>Keyboard and broadcaster products packaging to be FSC-certified</p> <ul style="list-style-type: none"> ▪ Plain textured cardboard boxes with a minimalist design 	<p>Convert existing seal stickers to compostable seal stickers</p> <ul style="list-style-type: none"> ▪ Our plastic bags, blisters, EVA foam & XPE foam are made up of at least 30% recycled content

Enhancing Product Sustainability

Product Responsibility

Quality Assurance

Razer commits to building a robust quality management and quality assurance system. We aim to provide our customers with gaming software, hardware, and services of high-quality and reliability that they can use with peace of mind. Product quality is crucial to maintaining satisfaction and trust that we have built with our fanbase.

Our manufacturing process implements stringent control mechanisms, quality assurance, and compliance check processes to ensure that all our products are defect-free, compliant, and safe to use. We conduct material inspections, sampling checks during manufacturing, independent quality assessments, reliability testing, and compliance checking with relevant safety standards before delivery.

Apart from our own operations, we also strive to maintain a similar level of quality assurance standards among our vendors and maintain a durable and sustainable supply chain. We require all our suppliers to attain ISO 9001 and ISO 14001 certifications, and we also perform periodic on-site audits and inspections of our top five contract manufacturers to ensure that they are adhering to our specifications and guidelines. Please refer to the section on Partnering to Build a Greener Supply Chain on page 63 to 66 for further details.

Intellectual Property Rights

As a leading lifestyle brand for gamers and multinational technology company, we take the protection of our intellectual property (IP) very seriously. IP protection is critical to safeguarding the intellectual creativity of our people and our business assets. Protecting innovation within the business is therefore integral to our core services and long-term sustainability.

Razer adopts a comprehensive strategy to encourage, support, identify and reward innovation within our operations. We safeguard these innovations, proprietary rights, and interests through the use of patents, trademarks, designs, copyrights and/or other IP rights. We have registered, protected, and maintained registrable IP rights and assets in all of our locations of operation. We also employ a worldwide trademark watch service to monitor and oppose any third-party registrations of confusingly similar trademarks. We have a team of dedicated members to manage all legal matters relating to our IP rights.

Along our value chain, we have established confidentiality or non-disclosure agreements with our strategic partners and key stakeholders to ensure that our trade secrets and other sensitive business information are kept confidential.

Since its inception, Razer has had an unwavering focus of creating and bringing an immersive gaming experience through our suite of high-quality, trustable, and connected products and services. We will strive to pursue and enforce our IP rights against counterfeit and infringing products, so that we can sustain the trust among our customers that our products are genuine and made in accordance with the highest standards. We remain vigilant in protecting our IP rights against third-party infringements, and we will continue to enforce it through a variety of civil and/or administrative proceedings. We will also partner with enforcement agencies, customs authorities and/or other brand protection agencies to regularly monitor and act against dealers or sellers of counterfeit products.

Enhancing Product Sustainability

Product Responsibility

Service Responsibilities

CUSTOMER SUPPORT

The satisfaction of our customers forms the core of our business, and we are constantly improving and innovating, to provide products and services of the highest quality and standards. Our workforce is made up of talented individuals who are also users of our products, and the first-hand understanding of the user experience helps to identify areas of improvement and anticipate future needs so that we can continuously exceed our customers' expectations. This is also aligned with our organization's mission statement: "For Gamers, By Gamers", and this ethos manifests in the way we support our customers.

Razer provides multiple channels and platforms to engage with our customer base, including our contact centers, corporate website, social media platforms, as well as through our distributors and retailers. For customers who encounter issues with their Razer products or services, their first port of call would be our enthusiastic customer service, who can be reached via the channels above. As we want to continuously improve our products and services, we value the feedback and concerns from our customers. We leverage on chat technology, social media platforms, and online forums to proactively seek and address customers' concerns.

Any technical concerns and feedback received by our customer service team will be redirected to our engineering team, made up of reliable and talented individuals who work to resolve post-sale technical issues and address any technical feedback. Our engineering team usually conducts a thorough investigation into the issue and carries out a product evaluation if required. Follow-up actions will be taken if necessary to address the concerns.

At Razer, we ensure that our customers can always get connected with our team from the pre-sales to post-sales stages and that they have open avenues to provide feedback or concerns in real time. We also endeavor to resolve all customer issues in a timely manner.

Personal Data Privacy

The privacy of our customers and employees are very important to us, as we hold sensitive and confidential information such as personal details and card details. With cyber-attacks becoming more prevalent, targeted, and complex, it becomes even more crucial to protect our customers' data to ensure their continued assurance and security. Data breaches can result in very significant financial impacts and reputational damage and thus it is imperative that we are adequately prepared for potential attacks by adopting robust data protection and security policies and processes.

At Razer, we have our Data Classification Policy, made available to all employees via our intranet and provide guidelines on baseline security controls that need to be undertaken to protect data. All new employees are also required to acknowledge and comply with this Policy. Apart from our Policy, we provide regular and mandatory training for our employees to boost their knowledge and skills on proper management of data and risks. The training covers areas such as how to store and protect data, ways to avoid phishing and hacking, methods of sending data securely, and guidance to manage data breaches.

Before collecting any necessary data from our clients and employees, we make sure to transparently disclose the reasons why we are collecting it and how it will be used. All personal data collected is only accessible by authorized personnel and handled confidentially. Razer does not collect any health-related information from our employees, unless required by local laws, but we do accumulate some non-mandatory health data, such as COVID-19 vaccination status on a voluntary basis. In these instances, we are guided by the General Data Protection Regulation (GDPR) Data Protection Policy, whereby information collected are stored securely strict confidentiality with extremely limited access, and in accordance with local laws and regulations

There was one complaint about a data breach of customer privacy and/or loss of customer data received from a regulatory body that we are aware of during the reporting period.

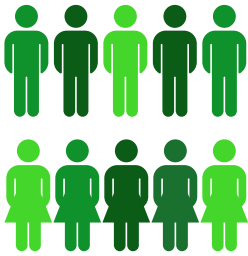
EMPOWERING OUR PEOPLE



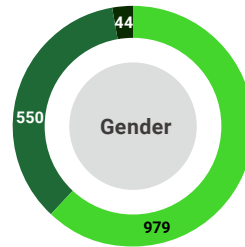
Empowering Our People



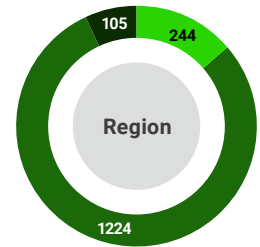
Employment and Labor Practices



1,573
TOTAL NUMBER OF EMPLOYEES

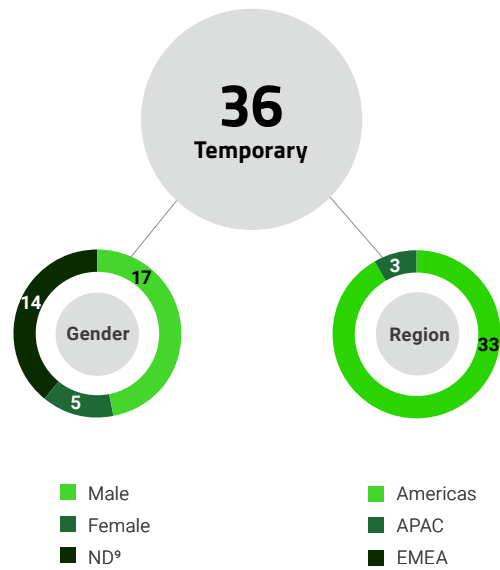
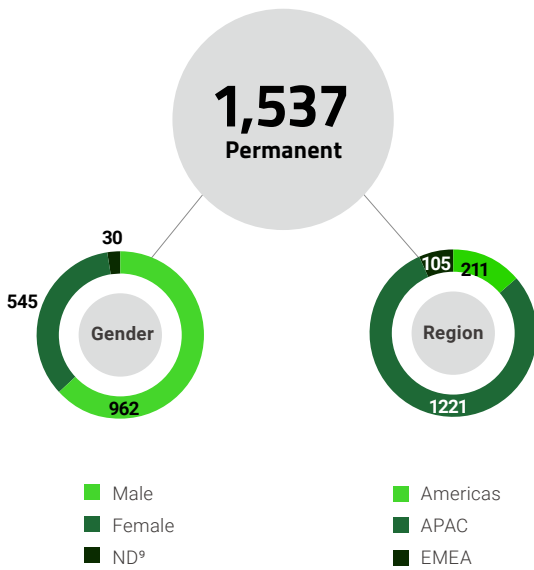


Male
Female
ND⁹



Americas
EMEA
APAC

Total Number of Employees by Employment Contract (Permanent and Temporary), Gender and Region



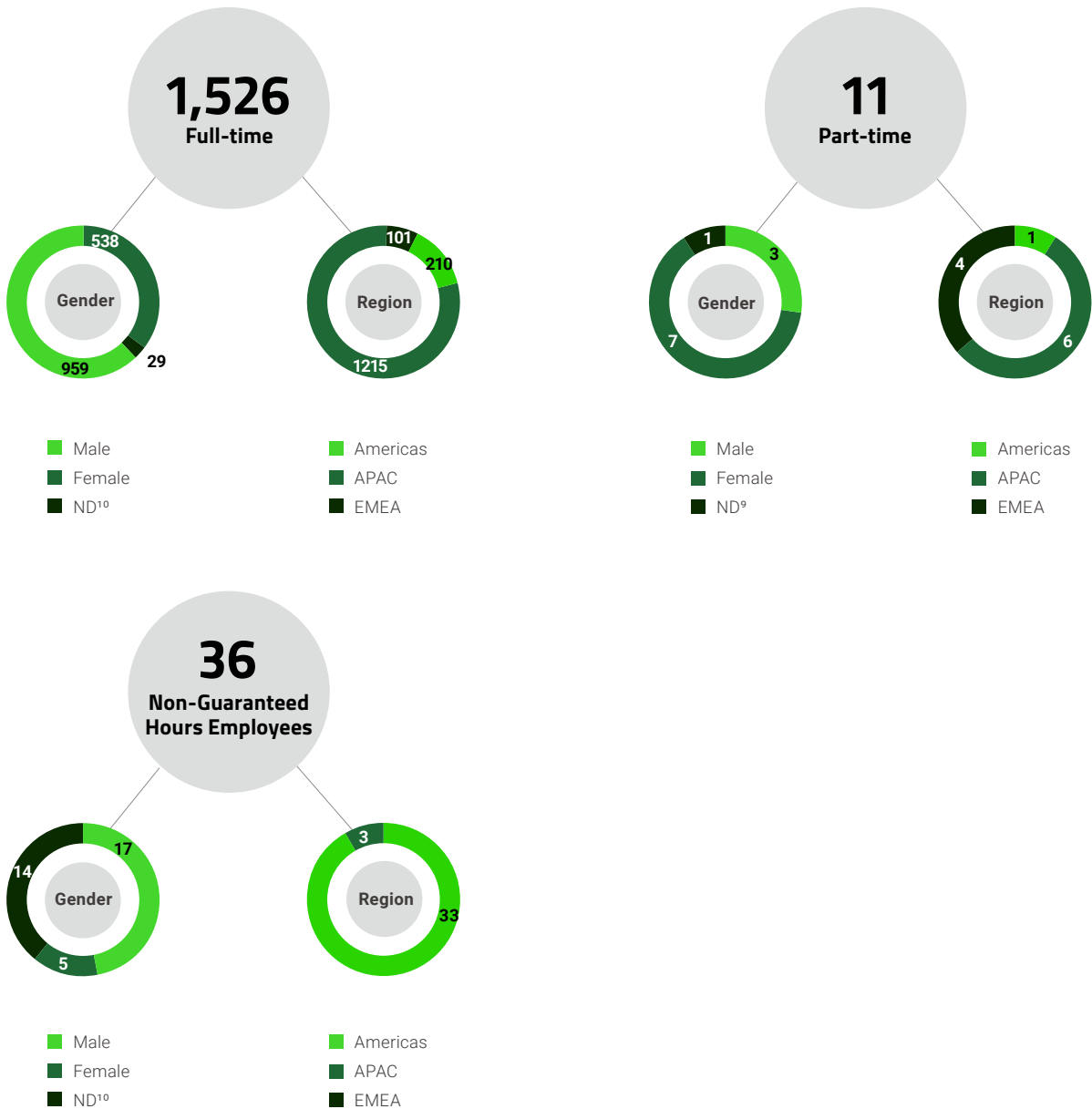
⁹ ND represents non-determined data points which are currently not available for reporting.

Empowering Our People



Employment and Labor Practices

Total Number of Employees by Employment Type (Full-time, Part-time & Non-guaranteed hours), Gender and Region



¹⁰ ND represents non-determined data points which are currently not available for reporting.

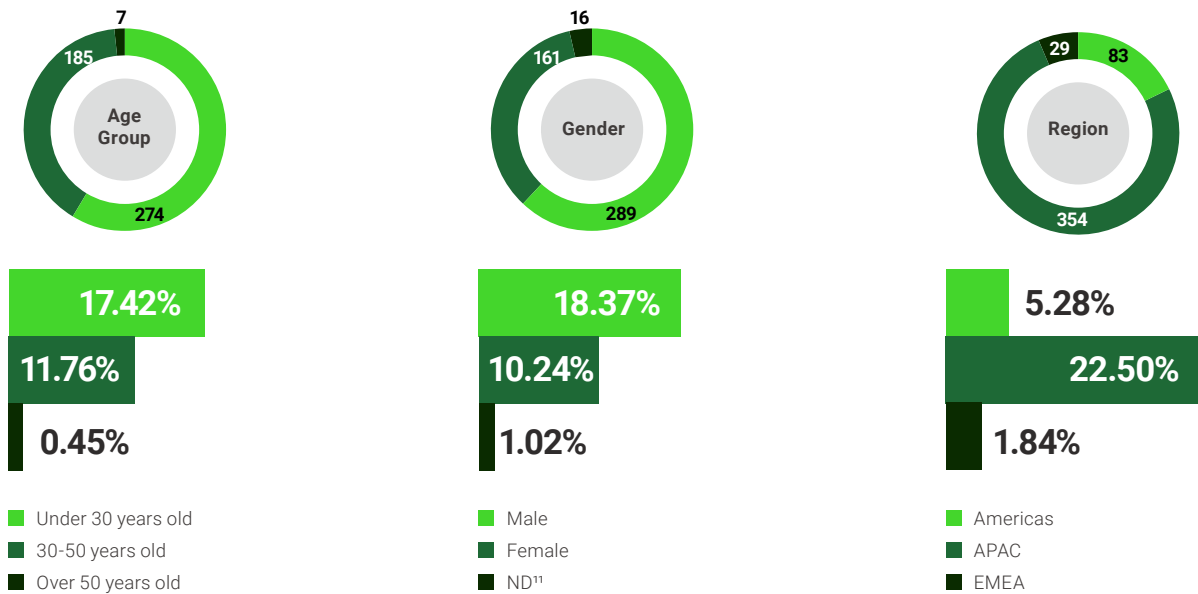
Empowering Our People



Employment and Labor Practices

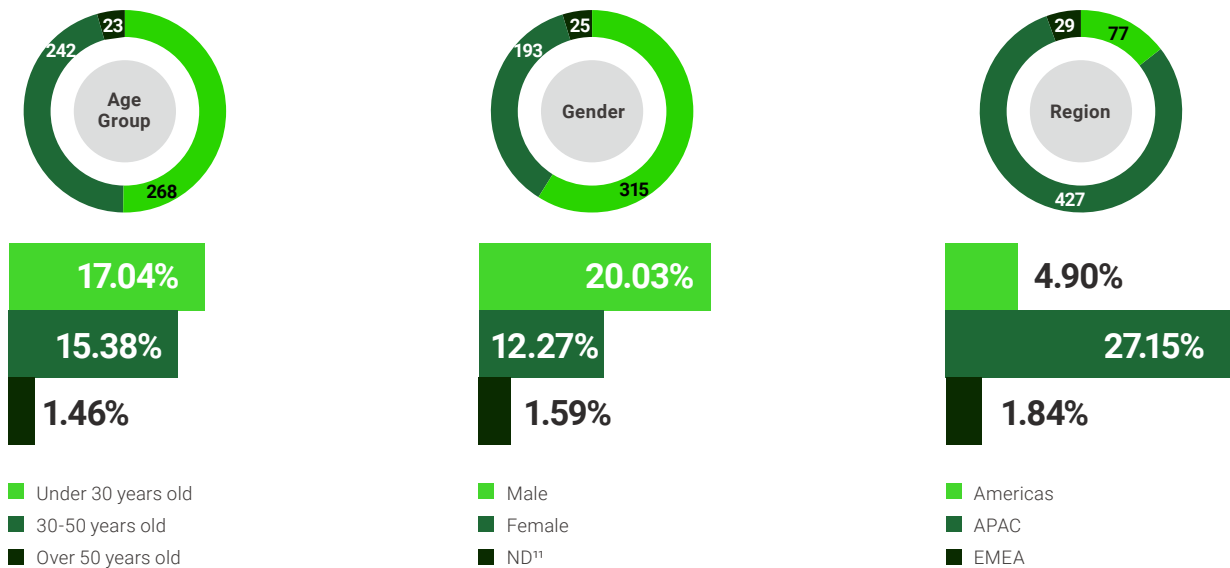
Total Number and Rate of New Employee Hires, by Age Group, Gender and Region

Total number of new employee hires: 466



Total Number and Rate of Employee Turnover, by Age Group, Gender and Region

Total number of employee Turnover: 533



¹¹ ND represents non-determined data points which are currently not available for reporting.

Empowering Our People

Employment and Labor Practices

Razer is committed to providing the best in-class gaming platform and staying ahead of the curve to produce cutting-edge gaming software and hardware to enhance the full gaming experience. The fast-paced and competitive nature of the gaming industry requires a motivated and productive workforce to drive the continued success of the business. Fair, inclusive, and transparent employment practices are vital to create a positive and collaborative work environment that attracts, retains, and develops a diverse pool of talents for our business. Poor employment practices would present a reputational risk for Razer amongst stakeholders and limit the potential of our employees.

Our talented employees are team players, collaborators, creative problem solvers, and ambitious goal seekers. Razer endeavors to maintain a safe and inclusive working culture that embraces and values open communication, transparency, diversity, and integrity. Our employment practices are aligned with all local labor laws and relevant local and international human rights standards in the locations that we operate in. Razer supports the Responsible Business Alliance (RBA) standards, which sets out a set of social, environment and ethical industry standards, taking reference from the ILO Declaration on Fundamental Principles and Rights at Work, as well as the UN Universal Declaration of Human Rights. We are also guided by our Code of Ethics and Professional Conduct, which outlines our human resource practices, employment standards, and values that we aim to uphold in the workplace. New employees are required to acknowledge the Code, and it is also made available to all employees through our intranet. The Group's non-tolerance of the violation of human rights in our operations extends to our supply chain. Prohibition of forced and child labor is clearly stipulated in our policies for all contractors and suppliers. We conduct regular risk assessments to ensure that new and existing suppliers adhere to these policies and remain committed to protecting human rights and following sustainable practices.

During the reporting period, there were no grievances in relation to, or incidents of non-compliance with, relevant laws and regulations relating to child and forced labor that have a significant impact on us.

Empowering Our People

Employment and Labor Practices

Compensation, Performance and Benefits

Razer adopts a fair remuneration system that is market competitive and adopts a performance-driven approach, consisting of a performance review and appraisal process. Our full-time employees identify and set personal goals and key performance indicators at the start of every financial year, which are then reviewed by their respective managers. These goals form the basis of the periodic performance reviews throughout the year, and the employee's aggregated performance throughout the year will be assessed in the annual performance appraisal held in the last quarter of every financial year. Employees are assessed on their achievements and competencies with established quality control mechanisms to ensure that the assessments are fair and accurate. The assessment process will conclude with appropriate merit and promotion decisions, in order to reward our deserving employees for their hard work and contributions. In FY2022, 100% of our full-time employees have undergone the yearly annual performance review, which was used to determine merit decisions and the quantum of variable bonus.

Our full-time employees are also entitled to annual leave, sick leave, maternity, and paternity leave, as part of our employment practices to care for their health and wellbeing.

Recruitment

We seek to attract, retain and develop a diverse pool of talent and high-performing staff through fair and inclusive recruitment practices. Our recruitment channels include our corporate website and various other public social media channels to communicate job openings to our fanbase and gaming community.

Razer adheres to the local and international guidelines and government employment legislation in the locations of our operation, to ensure that our recruitment processes are fair and compliant. We believe in equal opportunities for all, and we aim to employ qualified candidates based on their qualifications, competencies, attributes, experience and assessed potential to contribute to the business, without discrimination against age, gender, race, marital status, or religion. We have a zero-tolerance policy for discrimination and racism and strive to recruit a diverse and well-rounded workforce.

Employee Engagement

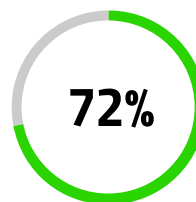
At Razer, we believe that our talents are our greatest asset, who will elevate Razer to greater heights. We continuously invest in our People & Culture practices to create an environment where they can thrive, both personally and professionally, and to fulfill our proposition as A Great Place to Work and A Place to do Great Work.

Our investment manifests in a slew of employee engagement activities designed to promote employees' well-being, foster camaraderie and collaboration, and inculcate greener mindset in alignment with our #GoGreenWith Razer commitment. Close to USD500,000 has been set aside to fund such activities for each region, and for managers to tap on the 'Morale Fund' to.

We take pride in our continuous endeavors to be both a Great Place to Work and a Place to do Great Work. To be a Great Place to Work, Razer is dedicated to investing in our employees. We continuously strive to create a unique #LifeAtRazer experience for all our employees, by ensuring that there is a safe space for growing and learning and an environment that recognises, rewards and cares. We also want to be known as a Place to Do Great Work, as we believe that every single team member of Razer should have the opportunity to create their own global impact and support their career aspirations.



**In FY2022,
Razer has successfully
obtained the Great Place
to Work certification
at our Singapore and
Germany offices.**



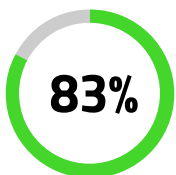
**Employees say
this is a great
place to work**

Empowering Our People

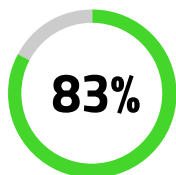
Employment and Labor Practices

Employee Engagement

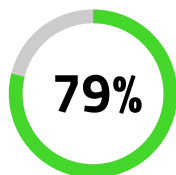
Razer offers employees a positive working experience and is a Great Place to Work-Certified™ company.



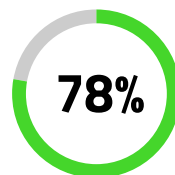
I'm proud to tell others I work here



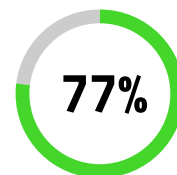
When I look at what we accomplish, I feel a sense of pride



I am treated as full member regardless of my position



I am able to take time off from work when I think it's necessary



I feel good about the ways we contribute to the community

INTERNAL COMMUNICATIONS AND FEEDBACK

Razer values transparency in communicating with our employees. A Quarterly Global Town Hall is held on annual basis to provide an overview of the organizational goals and strategic focus for the financial year as well as the recent quarter's business performance, and provide updates on the upcoming updates on both external and internal initiatives. Streamed live to all employees across the global offices, the town hall meeting also offers the opportunity for our employees to ask questions directly to the business leaders live.

Employees are also encouraged to communicate with each other via Yammer, our internal social media platform. From sharing key business updates and product launches to updating key activities in each office across the globe, employees are able to be kept abreast on the latest happenings at Razer. Groups and communities have also been created to foster idea exchanges and for employees to provide feedback. For example, Dumb Processes is intended for employees to highlight, discuss and improve internal processes and protocol that can be further optimized for productivity. Razer ThinkBox is a channel where employees can share their thoughts, ideas and inspiration that can lead to the development of new products, services and innovations. The CEO also has a dedicated group to share key thoughts and messages to rally our global employees.

Grievance Mechanism: We believe that our working environment should allow for open and effective communication between employees of all levels. Razer has established a grievance mechanism to ensure that any disputes or concerns are handled seriously, fairly and satisfactorily. Clear communication channels have been formalised via our internal social media platform which is communicated to all employees via the Employee Code of Conduct and overseen by the CEO and the leadership team. Should any employee be negatively impacted, such as through internal disputes or if their rights have been compromised, the grievance mechanism in place provides avenues for employees to raise concerns and seek remediation without the fear of reprisal. In doing so, we aim to ensure a working space that is open, safe and inclusive for all.

Empowering Our People

Employment and Labor Practices

Employee Engagement

RAZER TALKBACK – LETTING THE VOICES OF OUR EMPLOYEES HEARD

As part of Razer’s continual commitment to understand the concerns and needs of our employees, we conduct our bi-annual employee engagement and pulse surveys. Also coined as Razer Talkback Survey, employees have the opportunity to provide feedback on why they like working at Razer and which areas have room for improvement. This aligns with our endeavor to be A Great Place to Work and A Place to Do Great Work.

The latest Razer Talkback Survey conducted in September 2022 yielded a Satisfaction Index of 69, a 4-point decrease from the Razer Talkback Survey done in September 2021. The decrease is attributed to the unfavorable macro-economic climate that impacted the industry, which resulted in hard decisions made to tide the organization through the difficult period. Such decisions include a slow-down in hiring, which resulted in a significant dip in the Well-Being score, one of the key areas of opportunities highlighted from the survey. Collaboration and Culture were the other key areas that require significant improvement.

Razer Talkback Survey Edition	Employee Satisfaction Index	Respondents (% of total workforce)
September 2022	69	1,300 (86%)
September 2021	73	1,231 (85%)
April 2021 (Pulse Survey)	74	1,237 (86%)
September 2020	71	1,142 (87%)
April 2020 (Pulse Survey)	71	904 (70%)
October 2019	68	1,171 (87%)

FOCUSING ON OUR EMPLOYEES TO POWER OUTCOMES

Dovetailing the outcomes of the Razer Talkback Survey, key initiatives were launched to promote employee well-being, foster collaboration and reinforce workplace culture.

zActive: Earn As You Sweat: zActive is Razer’s flagship health and wellness program launched in October 2022, where employees can unlock exciting rewards as they clock in their zActive Hours. Designed ‘For Razer. By Razer’, the zActive sessions were initiated by our own employees for fellow employees to join, creating opportunities to foster camaraderie through active-lifestyle. A total of 124 sessions were organized across our global offices over the 6-week campaign period, clocking in close to 1,600 hours of staying active!

Fking Awesome Award:** The Award is the highest accolade Razer confers to phenomenal employees who have gone over-and-above their core duties to move the needles, in alignment with Razer’s Core Values. A new ‘Collaboration’ category was introduced to exemplify how Collaboration between individuals and teams can create a significant impact to the organizational success.

Razer Manager Enablement Series: We recognize the critical role Razer’s People Managers play in reinforcing key cultural work practices at Razer. The Razer Manager Enablement Series was introduced to equip People Managers with the fundamental know-hows in translating workplace culture into day-to-day actions.

To kick-off this off, a Manager Forum was held where people managers were invited to speak with the C-Suite leaders to better understand from their perspectives what Razer Culture is and how to promote collaboration within and between teams. Subsequently all people managers were required to attend People Manager 101 and Talent Acquisition 101 where they learn the fundamental Human Resources and recruiting practices that are aligned with Razer’s workplace culture proposition. This will be followed with another two mandatory modules on Talent Development 101 and Total Rewards 101, which are slated to be rolled-out in 2023.

Diversity and Inclusion

Razer recognises the importance of diversity and inclusion at both the employee and governance body level, to create a safe and conducive working environment. We are committed to fostering a diverse and inclusive culture where we employ qualified individuals without any discrimination relating to age, gender, race, marital status, or religion. All our staff, regardless of their background, identity or circumstance, employees will be valued, respected, and supported. We have a zero-tolerance policy for discrimination and harassment in our workplace, and employees are encouraged to report any harassment or inappropriate behavior at the workplace via our grievance mechanism.

During the reporting period, we received zero reports or complaints of discrimination.

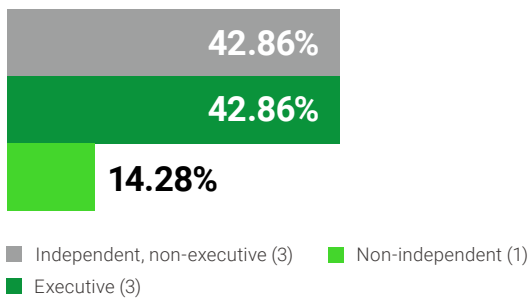
Empowering Our People

Diversity and Inclusion

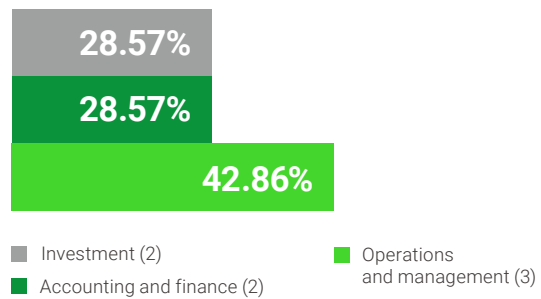
Board Diversity

Our Board has also adopted a Board Diversity Policy since 2019, whereby board appointments will continue to be based on attributes, merits and contributions that complement and elevate the skill set, experience, and competencies of the Board as a whole. The Board Diversity Policy sets out various factors, including but not limited to age, professional experience, qualifications, skills, cultural and educational background as well as other qualities that the Nomination Committee of the Group may consider relevant to the Group’s strategy, governance, and business and that contribute to the Board’s overall effectiveness.

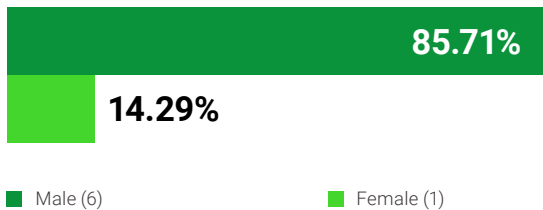
Independence



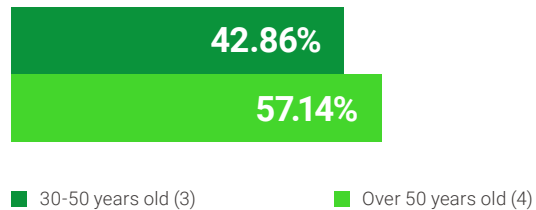
Skills and Experience



Gender



Age Group



The Nomination Committee monitors the implementation of the Board Diversity Policy and will regularly review the composition of the Board and its overall effectiveness against measurable objectives.

In FY2022, the Nomination Committee has monitored the progress of the Group against the following objectives, as set out below:

Category	Objectives
Independence	<ul style="list-style-type: none"> The Board should have a strong element of independence, and independent directors should be of sufficient stature and calibre
Gender	<ul style="list-style-type: none"> Selection of potential candidates for appointment as directors shall not be subject to discrimination on the basis of gender. The Board shall endeavor to identify and appoint female directors who possess suitable expertise, experience and qualifications
Age	<ul style="list-style-type: none"> The Board should comprise directors of different age ranges, reducing succession risk
Skills and experience	<ul style="list-style-type: none"> The Board should comprise directors with different professional and business backgrounds, with a wide range of skillsets and experiences, and varied areas of expertise

Empowering Our People

Diversity and Inclusion

Board Diversity

The Board recognises the importance and benefits of gender diversity at the Board level. In order to allow for a more significant female representation on the Board, The Group has been including females for consideration when identifying suitable candidates for the Board. In FY2022, we are pleased to report that we have successfully appointed a female with suitable expertise, experience and qualifications as a director of the Group.

Our Code of Ethics clearly states that Razer has zero tolerance towards unlawful discrimination and harassment based on race, color, religion, sexual orientation, sex, gender, nationality, age, disability, genetic information, medical condition, or military service. This principle of impartiality also applies to our recruitment practices and selection of our contractors to ensure fairness and non-discrimination in our business relationships and dealings. We are committed to recruiting a diverse and competent workforce from all walks of life, and this begins with a strict non-discrimination policy in every aspect of our human capital development. Employees are highly advised to report any cases of discrimination in the Group, and the remediation mechanisms are outlined as part of our non-discrimination policy. Reports on discrimination are handled seriously by Razer, via a similar process as for our grievance cases.

Attracting, Retaining and Developing Diversity

Apart from the governance body, gender diversity is equally crucial in our workforce as our employees are able to interact with and learn from a diverse group of individuals who share the same passion for gaming. We have set diversity targets and are constantly monitoring diversity metrics to identify risk areas and prioritising initiatives to meet these goals in our long-term business strategy.

Our remuneration policies, reward processes, and criteria also leverage on market trends and data analytics to ensure that they are transparent and fair. All of our salary adjustments and promotion decisions are purely based on merit, and we conduct Talent Review sessions to calibrate all nominations for promotion. We also encourage the members of our team to attend our development programmes to upskill themselves, which are open for all regardless of age and tenure.

As Razer has global operations and we employ workers from different backgrounds, our Project Managers are trained accordingly to make sure that they understand how to manage a team of different cultures. These training sessions are conducted for new managers, to raise awareness on how to manage unconscious bias, harassment and discriminatory behaviors. We want to make sure that our working environment brings a sense of security for all of our employees, and that everyone can stay true to themselves at work without fear of discrimination.

Razer has also embarked on specific initiatives on attracting, retaining and developing our talents, while also catering to the profiles of our workforce demographics. In Singapore, our employees with children are supported with parental leave so that they are able to care for their children, whereas other employees are entitled to family leave of 2 paid days off per year, such that they are also able to spend time with their loved ones. We have also included building design considerations into our regional headquarter office in Singapore, such as nursing rooms for nursing mothers and prayer rooms for our Muslim colleagues. We also designed our office space to be wheelchair accessible to facilitate individuals with special needs to move about easily.

At Razer, we are always aware of the diversity of our team and the differing needs and concerns of every individual, therefore we aim to be as inclusive as possible when developing programs.

Empowering Our People

Diversity and Inclusion

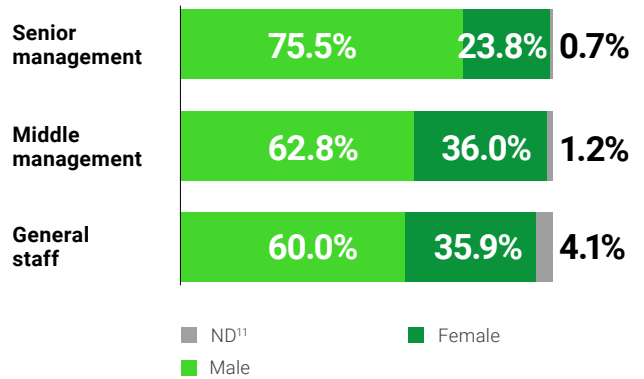
Attracting, Retaining and Developing Diversity

Razer is proud to be a part of SG Women in Tech (SGWiT) and SGTech's SGWiT Corporate Pledge Initiative since FY2021, solidifying our commitment to advancing the local tech industry by attracting, retaining and developing female talents. There was a brief hiatus of SGTech's SGWiT in FY2022, but Razer is looking to continue our support in FY2023.

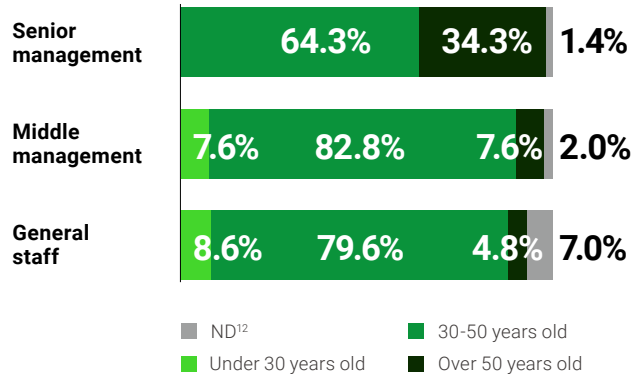
With the aim of addressing the key motivators for young women to take up a tech career, and for women tech professionals to continue to grow and thrive in the tech industry, we have pledged to undertake the following activities at Razer:

- Ensure that a minimum of one interviewable candidate for positions across senior role vacancies (i.e director and above) and fresh graduate/internship opportunities is female
- Conduct school outreach programs for secondary and tertiary students
- Conduct anti-bias training for all hiring managers
- To showcase success stories of the Women at Razer through internal communications channels and social amplification programs
- Execute regular women-only school outreach programs (secondary and tertiary level) in collaboration with other participating Women in Tech companies
- To facilitate networking opportunities for and with phenomenal women across the tech industry

Percentage of Individuals by Employee Category and Gender



Percentage of Individuals by Employee Category and Age Group



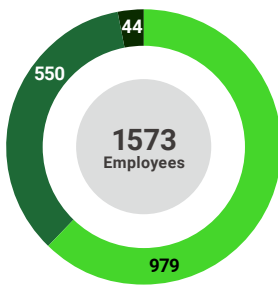
¹² ND represents non-determined data points which are currently not available for reporting.

Empowering Our People

Diversity and Inclusion

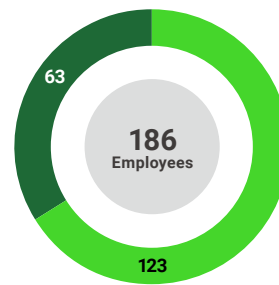
Breakdown of employees who are entitled to and taken parental leave, as well as those who have returned to work, by gender

Total Number of Employees Entitled to Parental Leave in the Reporting Period: 1573



Male Female ND¹³

Total Number of Employees that took Parental Leave in the Reporting Period: 186



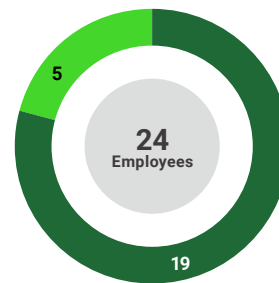
Male Female

Total Number of Employees That Returned to Work in the Reporting Period After Parental Leave Ended: 31



Male Female

Total Number of Employees That Returned to Work After Parental Leave Ended That Were Still Employed 12 Months After Their Return to Work: 24



Male Female

¹³ ND represents non-determined data points which are currently not available for reporting.

Empowering Our People

Learning and Development

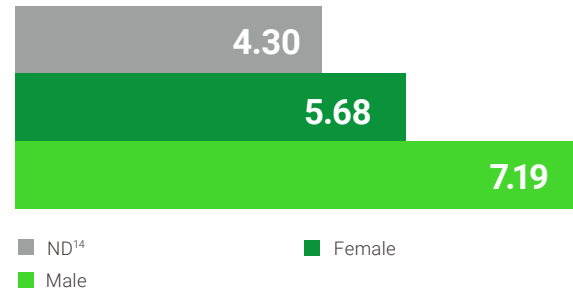
At Razer, we want to build a workforce that is motivated, competent, and eager to learn as they grow together with the Group. Great emphasis is placed on learning and development for Team Razer to enhance our knowledge and competencies to always be phenomenal and drive results. In 2018, we formalised Razer Academy to empower our employees to take charge of their own development to level up. The diverse offerings within the Razer Academy cover a gamut of topics, ranging from soft skills, such as communications, personal effectiveness, leadership and management, to functional/technical training. As part of our Manager enablement efforts, a brand new Razer Academy series was introduced to empower People Managers in leading their teams effectively through attracting, retaining and developing our talents. To-date, we have rolled out People Manager 101 and Talent Acquisition 101 where participants learn the fundamental Human Resources and recruiting practices that are aligned with Razer’s workplace culture proposition. This will be followed with another two mandatory modules on Talent Development 101 and Total Rewards 101, which are slated to be rolled-out in 2023.

When developing global training programs for Razer, we do not depend only on generic information but we also integrate the perspectives of global counterparts and make them come alive for learners through customization of materials. An example would be SkillTree by Razer Academy, a series of e-Learning courses designed to equip employees with the knowledge on Razer’s Core Competencies, and the know-hows to hone each of those competencies as they progress their career within Razer.

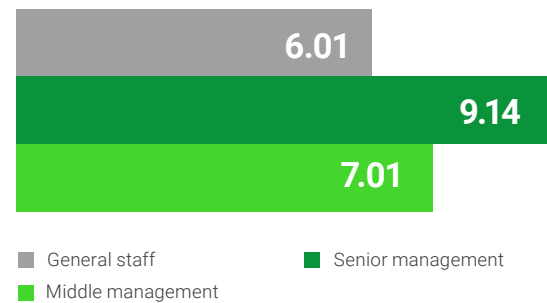


6,166 hours of training recorded in 2022

Average hours of training by gender



Average hours of training by employee category



¹⁴ ND represents non-determined data points which are currently not available for reporting.

Empowering Our People

Health and Safety

At Razer, we take the health and safety of our employees and stakeholders very seriously. We strive to provide a safe and secure working environment at all our locations of operation and ensure that the physical and mental well-being of our employees are taken care of.

Health and safety considerations are translated into concrete practices within our employment and HR policies, that are communicated to our employees. We offer comprehensive life and health insurance that covers medical screening, access to both general practitioners and any other types of medical specialists, inpatient and outpatient medical treatment. As mental health is as important as our physical health, mental health and wellness services are also covered under the scope of the health insurance. An annual health-screening is conducted on-site at our Singapore headquarters, and employees are also entitled to a corporate rate for their health check-ups all-year long. Regular fire drills are conducted to ensure that all employees are aware of the safety and evacuation plans. Together with these health and safety practices, we aspire to achieve ISO 45001 Occupational Health and Safety Management System at both our Irvine and Singapore headquarters in 2023. During the reporting period, there were no instances of work-related fatalities or ill-health incidents.

As our production is outsourced to contract manufacturers, we make sure that their health and safety is being cared for. We encourage our suppliers to be certified to ISO 45001, and we will be collecting their occupational health and safety data for inclusion in our FY2023 sustainability report. Please refer to the chapter on Partnering to Build a Greener Supply Chain on page 63 to 66 for more details on how we manage occupational health and safety along our supply chain.

Number and Rate of Work-related Incidents¹⁵

	Employees
Number of injuries	2
Number of fatalities due to work-related injuries	0
Number of high-consequence injuries	0
Injury rate (per million man-hours worked)	0.65
High-consequence injury rate (per million man-hours worked)	0
Total man hours worked in the reporting year	3.09 million

Number and Rate of Work-related Ill-health

	Employees
Number of illnesses	0
Illness rate (per million man-hours worked)	0
Total man hours worked in the reporting year	3.09 million

The Group is not aware of any non-compliance of laws and regulations relating to providing a safe working environment and protecting employees from occupational hazards during the reporting period that have a significant impact on the Group.

We report zero high-consequence work-related injuries or fatalities, and there were also zero incidents of work-related ill-health among our employees.

There were two cases of work-related injuries reported in FY2022. One employee experienced a panic attack and leg muscle strain, while the other employee experienced a broken leg, hip, and wrist while on duty. Both employees had sufficient rest and have since fully recovered.

¹⁵ Razer currently does not have information on work-related injuries and ill-health cases for workers who are not employees. We will aim to report on their health and safety data in subsequent sustainability reports.

PARTNERING TO BUILD A GREENER SUPPLY CHAIN



Partnering to Build a Greener Supply Chain



Supply Chain Process Overview

Razer collaborates with global suppliers to support our operation and production requirements. Much like how we value our employees, we also believe in maintaining a sustainable supply chain to support resilience in our business operations and sustain long-term value creation for our stakeholders and fanbase. We engage with ethical and sustainable vendors and suppliers and develop appropriate strategies to ensure that our supply chain is managed responsibly. In 2022, we had engaged with one new supplier, who was screened through the ISO14001 environmental criteria and ISO45001 social responsibility criteria.

We have established a supply chain management protocol to support our commitment to maintaining a responsible and sustainable supply chain. This protocol outlines the guidelines for sourcing, on-boarding, performance evaluation, and quality checks of our suppliers. Necessary measures and checks are also in place to ensure that our suppliers and contract manufacturers comply with the regulations in their respective operating locations. Apart from ensuring compliance, Razer also continuously reviews and engages our top five contractors throughout the year, through biannual audits, regular factory visits, and sharing best practices such as conducting life cycle assessments.

Supplier Selection

Our contract manufacturers and partners comply with the highest industry standards and best practices, as validated by established certification bodies. We have a zero-tolerance policy for forced labor, child labor or inhumane work conditions in our supply chain. We do not work with any supplier who utilizes these unethical forms of labor or have poor working conditions for their workers. Our suppliers are required to undergo a strict audit and disclosure process prior to being onboarded, whereby they would have to provide evidence to support their quality of services, ethical practices, financial capabilities, and compliance history.

Our strict audit and disclosure process includes a ten-section survey that addresses different aspects of the potential supplier's business. Suppliers are required to answer questions such as working hours, compensation, wages, benefits, certifications and procedures on environmental management, health and safety, disaster recovering, data security, supplier rating records, internal audit plans, child labor and forced labor, waste management and communication procedures. With the survey, Razer can assess the associated environmental and social risks when engaging with potential suppliers.

100% of Razer's new suppliers have been screened using the criteria from Environmental Management System: ISO14001 and Health and Management Systems: ISO45001.

As a step further, the survey also includes questions on the suppliers that our potential suppliers engage with, to ensure that the highest standards of ethics are upheld through all stages of the supply chain and among our indirect suppliers.

We require all our suppliers to have selected sustainability certifications from internationally recognized certification bodies.

Partnering to Build a Greener Supply Chain

Supply Chain Process Overview

Supplier Selection

A list of certifications we require from our new contract manufacturers is summarized in the table below:

Certification	About the certification
Compulsary	
ISO 9001 (Quality Management Systems)	Sets out the criteria for a quality management system based on a number of quality management principles, including a strong customer focus, the motivation and implication of top management, the process approach and continual improvement.
ISO 14001 (Environmental Management System)	Specifies the requirements for an environmental management system that an organization can use to enhance its environmental performance.
At least one of the below	
ISO 45001 (Occupational Health and Safety Management System)	Specifies requirements for an occupational health and safety (OHS) management system, and gives guidance for its use, to enable organizations to provide safe and healthy workplaces by preventing work-related injury and ill health, as well as by proactively improving its OHS performance.
Social Accountability 8000 (SA8000)	Provides a framework for organizations of all types, in any industry, and in any country to conduct business in a way that is fair and decent for workers and to demonstrate their adherence to the highest social standards.
IECQ QC 080000 (Hazardous Substance Process Management System)	Introduces a cost-effective process approach to provide records of compliance with global hazardous substance control directives and customer-specific requirements.
Sedex Members Ethical Trade Audit (SMETA)	Aims to enable businesses to assess their suppliers, monitor health and safety for workers, and signal zero tolerance of human rights abuses such as child and forced labor.
BSCI (Business Social Compliance Initiative)	Provides a system that helps companies to gradually improve working conditions in their supply chain.
Selected suppliers only	
Responsible Business Alliance (RBA) Audit ¹⁶	In-depth evaluations of the social, ethical, OHS and environmental performance of suppliers as measured against the audit criteria. The audit criteria are based on the RBA Code of Conduct.

¹⁶ Selected suppliers are those who fall under the top 80% of our supplier contribution.

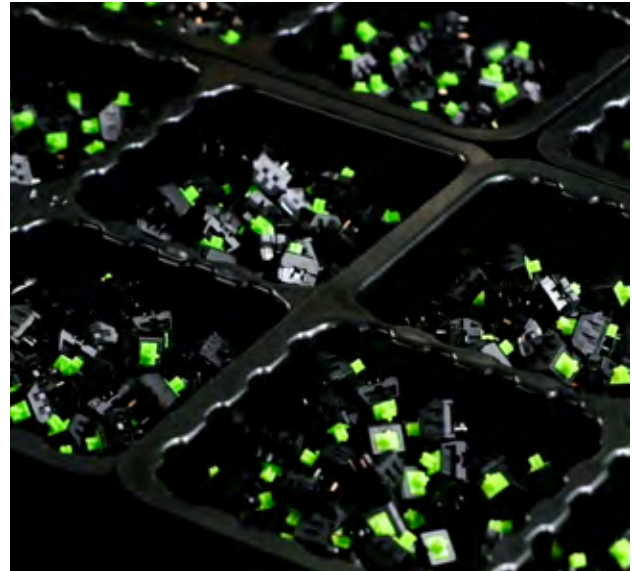
Partnering to Build a Greener Supply Chain

Supply Chain Process Overview

Performance Evaluation and Quality Checks

Our commitment to a sustainable supply chain extends to the expectations that we have on our suppliers, and we conduct monthly audits and visits to ensure that the high quality and ethical standards are continuously adhered to, even after engagement. We engage in frequent and active communication with our suppliers, such as through our monthly quality review and half-yearly business review on performance and product quality.

For the monthly quality review, we require our suppliers to submit their quality reports for the month and monthly meeting minutes. For the half-yearly business review, Razer conducts a more thorough review and evaluation of our key suppliers' performance.



Product Materials

Razer recognises the importance of responsible procurement and ensuring that our resources and raw materials, especially hazardous substances and conflict minerals, are managed properly. We require all our suppliers to be compliant with the applicable safety, health and quality requirement in the locations that they operate in, including the Restrictions of Hazardous Substances (RoHS2) and Registration, Evaluation, Authorization and Restriction of Chemicals (REACH). For our products sold in Europe and the United States, the components used to manufacture them are compliant with relevant regulations relating to RoHS2, REACH and Waste Electrical and Electronic Equipment (WEEE). Our raw materials and packaging materials also come from quality and reliable suppliers who are ISO 9001 and ISO 14001 certified.

Conflict minerals have been connected to armed conflicts and human rights violations in the regions of the world where they are extracted from. Razer understands the importance of responsible procurement of our minerals from conflict-affected and high-risk areas, in a way that respects human rights, protects human and environmental health, and combat unethical types of labor from being employed. Our Sustainability Workgroup is establishing a group-wide policy to guide our approach on the sourcing of conflict minerals, which outlines our expectations on our supply chain to procure minerals responsibly and sources that would indirectly or indirectly fund conflict.

In FY2022, none of Razer's products sold or shipped have been recalled for health and safety reasons. The Group is not aware of any material complaints or non-compliance relating to regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship of the economic, environmental, and social impacts of our products, that resulted in a fine, penalty or warning.

CREATING SUSTAINABLE VALUE IN COMMUNITIES



Creating Sustainable Value in Communities

Esports

Esports is a crucial vector in forming the social fabric among gamers and has the potential to positively impact the people who are a part of this community. Esports is not just a combination of sports and gaming, but it essentially develops real skills and strategies such as collaboration, problem-solving, creativity and teamwork. It builds camaraderie and strong bonds between teammates, fans, and friends, as they work together towards a common goal, and experience the wins and losses in the fight for victory.

Our esports journey began since the Group's founding in 2005, when we sponsored the Cyber Athlete Professional League. To support esports athletes worldwide, Razer created Team Razer – an elite group of gamers who compete professionally in esports tournaments worldwide. Members of Team Razer include Evil Geniuses, mousesports, Team Alliance, and others. Over the past two decades, we have vastly expanded our esports offering to include over 50 participating teams, and our team features some of the most elite esports athletes in the world.

Besides providing top of the line peripherals to our teams to ensure optimal training and victory, we also look to them as inspiration and feedback channels when developing new high-performance peripherals. Some notable examples include the Razer Viper line, the Razer DeathAdder line, and the Razer BlackShark V2 line.

30TH SOUTHEAST ASIAN GAMES

In 2019, Razer announced that it would be the official esports partner of the 2019 Southeast Asian Games (SEA Games 2019), an eleven-country international sporting event where esports will be recognized as a medal sport for the first time in history.

In the lead up to this announcement, Razer co-founder and CEO Min-Liang Tan led the rally to elevate esports to a recognized medal event at SEA Games 2019. A Razer delegation led by Tan met with the Philippine SEA Games Organizing Committee (PhilSGOC) and the Philippine Olympic Committee (POC) on multiple occasions to work towards this goal.

To prepare young athletes who have had limited experience on the global stage, Razer had also organized a series of professional training bootcamps leading up to the event. These bootcamps were led by esports professionals Sam 'Bulba' Sosale from top esports team, Evil Geniuses, and Kim "JDCR" Hyunjin, one of the most successful Tekken players to date.



Creating Sustainable Value in Communities

Esports

RAZER INVITATIONAL

With the professional leagues leading the esports ecosystem, we believe there is greater need for inclusiveness and equal opportunities to be given to the amateur level, where esports athletes at different levels can participate and gain regional experiences in a consistent and global platform.

Razer Invitational is built on fairness, diversity, and inclusivity. It seeks to empower the dreams of a new generation of esports athletes by bringing contenders of all levels, from amateurs to professionals, to gain valuable experience playing in large tournament settings, as well as feeling a sense of glory and honor that comes with representing their country.

Razer Invitational was established in 2020 and was held in Southeast Asia in July 2020, after our success with the debut of esports as a medaled esports event at the 30th SEA Games in 2019. The online tournament was subsequently held in North America, Middle East, Latin America and Europe.

“CHAMPIONS START FROM WITHIN” ESPORTS WELLNESS PROGRAM

In 2021, Razer also launched the “Champions Start from Within” esports wellness program, which seeks to promote healthy and sustainable gaming habits in the highly demanding and intense competitive gaming industry.

With a focus on four key verticals – physical activity, mental health, sleep, and nutrition, Razer has brought together esports wellness experts, professional athletes, thought leaders and leading esports teams to support this program.

Together with the community, the brand lined up multiple talks, events, and activations to educate aspiring athletes and ease them into the rigors of gaming, all of which were also provided through an online web portal.

Community Engagement

Razer strongly believes that we are able to make a positive impact on our fanbase and local communities, through meaningful and personal engagements in the areas where we operate in. We are supportive of local community initiatives and activities, such as corporate philanthropy, establishing community partnerships, and mobilising our employees to participate in volunteer work, that would contribute to building a sustainable community. Through our supporting projects and causes, Razer hopes to build long-term relationships with local communities and invest in the well-being of those around us.

Our commitment to our community and the environment is illustrated through the #GoGreenWithRazer which is an initiative led by our internal Sustainability Workgroup.

Educating Young Fans on Sustainability with New Animated Series

Children and youth are the most impacted by today’s global environmental crisis, but they also play a key role towards a sustainable future. Razer endeavors to do its part to create awareness and educate our young fans on sustainability and climate change, in hopes to inspire the next generation of gamers to join us in the frontier against climate change.

Razer’s animated series, Sneki Snek and friends, is a platform that aims to convey sustainability themes and key lessons into simpler and bite-sized content for viewers. Razer fans of all ages will be able to learn and understand the importance of sustainability, as each episode discusses environmental issues and eco-friendly habits that everyone can adopt in their daily lives.

In FY2022, we have released the Season 2 of the Sneki Snek animated series to teach the community about the environmental challenges, from melting ice caps to marine plastic pollution, which threaten our habitats and marine life, a cause that is very near to Sneki Snek’s heart. The Season 2 of Sneki Snek cartoon series was also featured on the Youth Day of United Nations Climate Change Conference, held at Sharm El Sheikh, Egypt on 6 November 2022, rallying the youths to take climate action.

Creating Sustainable Value in Communities



Razer's Sneki Snek Celebrates Saving 1 Million Trees and Announces New Forest Protection Target

Under the long-standing partnership with non-profit organization, Conservation International to save trees around the Globe, we have reached 1,000,000 trees saved. To mark the occasion, Razer has also released the highly anticipated Sneki Snek hoodie and announced its new even more ambitious target of saving ten million trees.

The partnership between Razer and Conservation International is a part of our ten-year sustainability plan #GoGreenWithRazer, which aims to preserve nature and protect the environment. Together with the Razer community, the organizations have helped protect around 4,000 acres of forest, roughly around the size of 3,000 American football fields. The campaign leverages the fandom of our sustainability mascot, Sneki Snek, to rally the community behind its tree saving efforts. What started off as a doodle by one of Razer's designers, Sneki Snek has since spawned into countless memes, has been featured in plenty of tattoos, and even got a dedicated fan page set up by the community. For every Sneki Snek merchandise sold, Razer has been donating a part of the proceeds to support Conservation International's work to protect forests globally.

In true Razer fashion, we set sights on an even bigger target of saving ten million trees and will keep working with Conservation International to realize that goal. We will also continue the tradition of celebrating milestones with exclusive Sneki Snek merchandise, so for every 250,000 trees saved, we will release a new merch and donate part of the proceeds to help Conservation International protect forests. The environmental impact of this new goal includes saving nearly 40,000 acres of forest and the endangered species that depend on that ecosystem for survival.

Creating Sustainable Value in Communities



#GoGreenWithRazer: Beach Cleanup

We recognise that nurturing a green and sustainable mindset amongst our employees is crucial to further amplify the impact that we can have to collectively contribute towards the #GoGreenWithRazer movement. In addition to gamified educational sessions to impart knowledge and actionable items our employees can partake to lead a greener lifestyle, the Group has regularly mobilized our employees, wherever government restrictions allow, to give back to Mother Nature and contribute to environmental conservation.

Make Time for Our Ocean is Razer's ongoing #GoGreenWithRazer initiative with Panerai towards marine and coastal conservation efforts in Singapore. Employees from both Razer and Panerai successfully collected 400kg of litter from the beaches of California and Singapore that posed threats to our precious marine life.

Creating Sustainable Value in Communities

Razer Green Fund

Razer has set aside a USD50 million war chest, known as Razer Green Fund, as part of its 10-year sustainability roadmap. The Fund is managed by zVentures, Razer's corporate venture arm, and aims to support and invest in Seed and Series A environmental and sustainability start-ups globally, that would bring strategic value to Razer's business, as well as to the start-ups that partner with us. In addition to providing the fundamental capital required, we can also provide our portfolio companies access to Razer's extensive global network of suppliers, original equipment manufacturers, customers and investors, as well as allow them to interface with in-house experts, like-minded founders, and influencers. Through these investments and funding, we hope to be able to support the growth of the next generation of companies across Gaming, Consumer, Deep Tech, and Sustainability.

The Razer Green Fund also seeks to foster a green mindset among our community via these very carefully considered strategic investments. They aim to accelerate sustainability commitments and progress among companies and start-ups, with a focus on utilising renewable energy, carbon and plastic management. With the capital and easier access to resources, start-ups can confidently explore innovative technology that would shape the world for future generations and join the fight against climate change.



Since the announcement of our 10-year sustainability roadmap, Razer has been inundated with requests on how start-ups can accelerate their own green initiatives. The Razer Green Fund was set up to empower start-ups with positive intentions to further their ambitions."

Patricia Liu
Chief of Staff

APPENDIX



Appendix

GRI Content Index

Statement of use: Razer Inc. has reported in accordance with the GRI Standards for the period 1 January 2022 to 31 December 2022.

GRI 1 used: GRI 1: Foundation 2021

Applicable GRI Sector Standard(s): Not Applicable

GRI Disclosures	References	Omission 2022		
		Requirement(s) Omitted	Reason	Explanation
GRI 2: General Disclosures				
The Organization and its reporting practices				
	About this Report, Page 11			
2-1 Organizational details	About Razer, Page 7 Organizational details			
2-2 Entities included in the organization's sustainability reporting	About this Report, Page 11			
2-3 Reporting period, frequency, and contact point	About this Report, Page 11			
2-4 Restatements of information	About this Report, Page 11			
2-5 External assurance	Sustainability at Razer > ESG Governance, Page 14			
Activities and workers				
2-6 Activities, value chain and other business relationships	About Razer, Page 7 Partnering to Build a Greener Supply Chain, Page 63-66			
2-7 Employees	Empowering Our People > Employment and Labor Practices, Page 56			
2-8 Workers who are not employees	About this Report, Page 11	a,b,c	Information unavailable/incomplete	Razer is working towards collecting data on workers who are not employees, and it will be reported in the subsequent sustainability report.

Appendix

GRI Content Index

GRI Disclosures	References	Omission 2022		
		Requirement(s) Omitted	Reason	Explanation
Governance				
2-9 Governance structure and composition	Sustainability at Razer, Page 15 Sustainability at Razer > ESG Governance, Page 14-18			
2-10 Nomination and selection of the highest governance body	Sustainability at Razer > ESG Governance, Page 14			
2-11 Chair of the highest governance body	Sustainability at Razer > ESG Governance, Page 14			
2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability at Razer > ESG Governance, Page 14 Sustainability at Razer > Ethics and Integrity, Page 18 Building a Green Organization > Climate Risks and Opportunities Management, Page 32			
2-13 Delegation of responsibility for managing impacts	Sustainability at Razer > ESG Governance, Page 14 Empowering Our People > Diversity and Inclusion > Board Diversity, Page 58			
2-14 Role of the highest governance body in sustainability reporting	Sustainability at Razer > ESG Governance, Page 14			

Appendix

GRI Content Index

GRI Disclosures	References	Omission 2022		
		Requirement(s) Omitted	Reason	Explanation
Governance				
2-15 Conflicts of interest	Sustainability at Razer > Ethics and Integrity, Page 16			
2-16 Communication of critical concerns	Sustainability at Razer > Ethics and Integrity, Page 16-18			
2-17 Collective knowledge of the highest governance body	About this Report, Page 11			
2-19 Remuneration policies	Empowering Our People > Employment and Labor Practices, Page 56 Building a Green Organization > Climate Risks and Opportunities Management, Page 33			
2-20 Process to determine remuneration	Empowering Our People > Employment and Labor Practices, Page 56			
2-21 Annual total compensation ratio		a,b,c	Confidentiality Constraints	

Appendix

GRI Content Index

GRI Disclosures	References	Omission 2022		
		Requirement(s) Omitted	Reason	Explanation
Strategy, policies, and practices				
2-22 Statement on sustainable development strategy	Chairman's Statement, Page 2			
2-23 Policy commitments	Disclosed throughout the sustainability report			
2-24 Embedding policy commitments	Disclosed throughout the sustainability report			
2-25 Processes to remediate negative impacts	Empowering Our People > Employment and Labor Practices, Page 56			
2-26 Mechanisms for seeking advice and raising concerns	Sustainability at Razer > Ethics and Integrity, Page 17			
2-27 Compliance with laws and regulations	Sustainability at Razer > Ethics and Integrity, Page 18			
2-28 Membership associations	Building a Green Organization, Page 32			

Appendix

GRI Content Index

GRI Disclosures	References	Omission 2022		
		Requirement(s) Omitted	Reason	Explanation
Stakeholder engagement				
2-29 Approach to stakeholder engagement	Materiality and Stakeholder Engagement > Stakeholder Engagement, Page 21			
2-30 Collective bargaining agreements		a,b	Not applicable	Razer do not enter into any collective bargaining agreements, as globally our workforce is not unionised. However, we have put in place robust employment practices and HR policies to ensure that our employees are treated fairly and non-discriminatory at the workplace.
GRI 3: Material Topics				
3-1 Process to determine material topics	Materiality and Stakeholder Engagement > Materiality Assessment Process, Page 22			
3-2 List of material topics	Materiality and Stakeholder Engagement > Materiality Assessment Results, Page 21			

Appendix

GRI Content Index

GRI Disclosures	References	Omission 2022		
		Requirement(s) Omitted	Reason	Explanation
GRI 205: Anti-corruption 2016				
3-3 Management of material topics	Ethics & Integrity > Anti-Corruption and Business Integrity, Page 18			
205-1 Operations assessed for risks related to corruption	Ethics & Integrity > Anti-Corruption and Business Integrity, Page 18			
205-2 Communication and training about anti-corruption policies and procedures	Ethics & Integrity > Anti-Corruption and Business Integrity, Page 18			
205-3 Confirmed incidents of corruption and actions taken	Ethics & Integrity > Anti-Corruption and Business Integrity, Page 18			
GRI 301: Materials 2016				
3-3 Management of material topics	Building a Green Organisation > Waste, Page 35-38 Enhancing Product Sustainability, Page 41-46			
301-1 Materials used by weight or volume	Building a Green Organisation > Waste, Page 35, 36			

Appendix

GRI Content Index

GRI Disclosures	References	Omission 2022		
		Requirement(s) Omitted	Reason	Explanation
GRI 302: Energy 2016				
3-3 Management of material topics	Building a Green Organization > Climate Change, Page 26			
302-1 Energy consumption within the organization	Climate Change > Energy, Page 27, 28			
302-3 Energy intensity	Climate Change > Energy, Page 28			
302-4 Reduction of energy consumption	Climate Change > Energy, Page 26-28			
GRI 303: Water and Effluents 2018				
3-3 Management of material topics	Building a Green Organization > Water, Page 39			
303-3 Water withdrawal	Building a Green Organization > Water, Page 39			

Appendix

GRI Content Index

GRI Disclosures	References	Omission 2022		
		Requirement(s) Omitted	Reason	Explanation
GRI 305: Emissions 2016				
3-3 Management of material topics	Building a Green Organization > Climate Change, Page 33			
305-1 Direct (Scope 1) GHG emissions	Climate change > GHG Emissions, Page 31			
305-2 Energy indirect (Scope 2) GHG emissions	Climate change > GHG Emissions, Page 31			
305-3 Other indirect (Scope 3) GHG emissions	Climate change > GHG Emissions, Page 31			
305-4 GHG emissions intensity	Climate change > GHG Emissions, Page 31			
GRI 306: Waste 2020				
3-3 Management of material topics	Building a Green Organization > Waste, Page 35			
306-1 Waste generation and significant waste-related impacts	Building a Green Organization > Waste, Page 35, 36			

Appendix

GRI Content Index

GRI Disclosures	References	Omission 2022		
		Requirement(s) Omitted	Reason	Explanation
GRI 306: Waste 2020				
306-2 Management of significant waste-related impacts	<p>Building a Green Organization > Waste, Page 35</p> <p>Building a Green Organization > Product End-of-Life Management, Page 37</p>			
306-3 Waste generated	<p>Waste > Hazardous Waste Management, Page 35</p> <p>Waste > Non-Hazardous Waste Management, Page 36</p>			
GRI 308: Supplier Environmental Assessment 2016				
3-3 Management of material topics	Partnering to Build a Greener Supply Chain, Page 64			
308-1 New suppliers that were screened using environmental criteria	Partnering to Build a Greener Supply Chain > Supply Chain Process Overview, Page 65, 66			

Appendix

GRI Content Index

GRI Disclosures	References	Omission 2022		
		Requirement(s) Omitted	Reason	Explanation
GRI 401: Employment 2016				
3-3 Management of material topics	Empowering Our People > Employment and Labor Practices, Page 53			
401-1 New employee hires and employee turnover	Empowering Our People > Employment and Labor Practices, Page 52			
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employment and Labor Practices > Compensation, Performance and Benefits, Page 54			
401-3 Parental leave	Empowering Our People > Diversity and Inclusion, Page 60			
GRI 403: Occupational Health and Safety 2018				
3-3 Management of material topics	Empowering Our People > Health and Safety, Page 62 Partnering to Build a Greener Supply Chain > Supplier Selection, Page 64, 65			
403-1 Occupational health and safety management system	While there is no formal occupational health and safety management system currently, health and safety considerations are incorporated into Razer's HR and employment policies.			

Appendix

GRI Content Index

GRI Disclosures	References	Omission 2022		
		Requirement(s) Omitted	Reason	Explanation
GRI 403: Occupational Health and Safety 2018				
403-3 Occupational health services	Empowering Our People > Health and Safety, Page 62			
403-5 Worker training on occupational health and safety	Empowering Our People > Health and Safety, Page 62			
403-6 Promotion of worker health	Empowering Our People > Health and Safety, Page 62			
403-6 Promotion of worker health	Empowering Our People > Health and Safety, Page 62			
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Partnering to Build a Greener Supply Chain > Supplier Selection, Page 65			
403-9 Work-related injuries	Empowering Our People > Health and Safety, Page 62			
403-10 Work-related ill health	Empowering Our People > Health and Safety, Page 62			

Appendix

GRI Content Index

GRI Disclosures	References	Omission 2022		
		Requirement(s) Omitted	Reason	Explanation
GRI 404: Training and Education 2016				
3-3 Management of material topics	Empowering Our People > Learning and Development, Page 61			
404-1 Average hours of training per year per employee	Empowering Our People > Learning and Development, Page 61			
404-2 Programs for upgrading employee skills and transition assistance programs	Empowering Our People > Learning and Development, Page 61			
404-3 Percentage of employees receiving regular performance and career development reviews	Empowering Our People > Learning and Development, Page 61			
GRI 405: Diversity and Equal Opportunity 2016				
3-3 Management of material topics	Empowering Our People > Diversity and Inclusion, Page 56-59			
405-1 Diversity of governance bodies and employees	Empowering Our People > Diversity and Inclusion, Page 57-59			
405-2 Ratio of basic salary and remuneration of women to men		a,b	Confidentiality constraints	As a core principle, our compensation systems and processes do not distinguish between women and men. The salaries we offer are predicated on the respective job description and are based on our Remuneration Policy which has fixed salary bands that are identical for men and women.

Appendix

GRI Content Index

GRI Disclosures	References	Omission 2022		
		Requirement(s) Omitted	Reason	Explanation
GRI 406: Non-discrimination 2016				
3-3 Management of material topics	Empowering Our People > Diversity and Inclusion, Page 56-59			
406-1 Incidents of discrimination and corrective actions taken	Empowering Our People > Diversity and Inclusion, Page 56			
GRI 408: Child Labour 2016				
3-3 Management of material topics	Empowering Our People > Employment and Labor Practices, Page 53 Partnering to Build a Greener Supply Chain, Page 64			
408-1 Operations and suppliers at significant risk for incidents of child labor	Empowering Our People > Employment and Labor Practices, Page 53			
GRI 409: Forced or Compulsory Labour 2016				
3-3 Management of material topics	Empowering Our People > Employment and Labor Practices, Page 53 Partnering to Build a Greener Supply Chain, Page 64			
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Empowering Our People > Employment and Labor Practices, Page 53			

Appendix

GRI Content Index

GRI Disclosures	References	Omission 2022		
		Requirement(s) Omitted	Reason	Explanation
GRI 414: Supplier Social Assessment 2016				
3-3 Management of material topics	Partnering to Build a Greener Supply Chain > Supplier Selection, Page 64			
414-1 New suppliers that were screened using social criteria	Partnering to Build a Greener Supply Chain > Supply Chain Process Overview, Page 65			
GRI 416: Customer Health and Safety 2016				
3-3 Management of material topics	Partnering to Build a Greener Supply Chain > Product Materials, Page 66			
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Partnering to Build a Greener Supply Chain > Product Materials, Page 66			
GRI 417: Marketing and Labeling 2016				
3-3 Management of material topics	Partnering to Build a Greener Supply Chain > Product Materials, Page 66			
417-2 Incidents of non-compliance concerning product and service information and labelling	Partnering to Build a Greener Supply Chain > Product Materials, Page 66			

Appendix

GRI Content Index

GRI Disclosures	References	Omission 2022		
		Requirement(s) Omitted	Reason	Explanation
GRI 418 Customer Privacy 2016				
3-3 Management of material topics	Enhancing Product Sustainability > Product Responsibility, Page 47, 48			
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Enhancing Product Sustainability > Product Responsibility, Page 48			

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