



ENVIRONMENTAL, SOCIAL & GOVERNANCE REPORT 2024

About The Report

Timeframe Covered

This Sustainability Report outlines Razer Inc.'s environmental, social and governance (ESG) performance for the period spanning January 1 to December 31, 2024. The disclosures presented reflect key developments, initiatives and outcomes that have shaped the Company's sustainability journey during the year.

Organisational Boundary

The data and narratives in this report encompass the operations of Razer Inc., including activities from its offices and principal production partners, excluding Razer Fintech Holdings Pte. Ltd., Razer Merchant Services (SG) Pte. Ltd. and THX Ltd. Specifically, Razer has included ESG-related data from its top five contract manufacturers, which collectively represent 80% of the Company's procurement expenditure. There have been no material changes to the business operations, structure, or strategy during the reporting period. Unless otherwise indicated, figures from the previous year have not been adjusted or restated.

Reporting Approach

Razer's 2024 Sustainability Report marks a significant evolution in its disclosure practices, with the Corporate Sustainability Reporting Directive (CSRD) serving as the core framework guiding this year's reporting. The report covers the following ESRS sections:

1. General information ('ESRS 2 General information')
2. Environmental information ('E1 Climate change', 'E2 Pollution', 'E3 Water and marine resources', 'E5 Circular Economy')
3. Social information ('S1 Own workforce', 'S2 Workers in value chain').

As part of enhanced disclosure process in 2024, Razer undertook a formal Double Materiality Assessment (DMA) to reassess the most significant sustainability impacts and financial risks. The double materiality assessment – explained in 'ESRS 2 Double materiality assessment' – has determined the topic-specific ESRS standards as well as the underlying disclosure requirements that are material for Razer to report on.

The Company has also referenced and incorporated elements from a range of global standards to maintain consistency and comparability across markets. Certain disclosures have been prepared taking other sustainability reporting standards and guidelines into account, such as the Greenhouse Gas (GHG) Protocol, Science-Based Targets initiative (SBTi), Taskforce on Climate-related Financial Disclosures (TCFD), the Global Reporting Initiative Standards (GRI) and European Sustainability Reporting Standards (ESRS).

The scope of consolidation for the consolidated sustainability statement is aligned with the scope used for Razer's consolidated financial statements.

Endorsement and Approval

Razer's Board of Directors holds the highest level of accountability for the Group's sustainability direction and performance. The Board is actively involved in reviewing the organisation's long-term purpose, approving ESG-related strategies, stakeholder expectations and emerging risks and opportunities. The last Board review took place on the 28th of November 2024.

Restatement of Information

The misstatement originated from an incorrect unit conversion during the data collection phase, where floor area data for Razer's offices in US (Irvine) and Malaysia (Bangsar South) was entered in square feet instead of square metres. As floor area is a key input for some of models of emission calculations, this caused some errors in the calculations. Following the discovery of the error during the 2024 data validation cycle, the actions have been taken:

- Verified original building documentation and lease records to confirm correct floor area in m².
- Updated the original dataset to reflect the corrected measurements.
- Computed the relevant calculations for each affected indicator using the revised floor area values.

This process ensured that the restated figures are calculated using the same methodology as applied to other office locations and are therefore consistent and comparable across reporting periods.

Feedback

Razer recognises that open dialogue with the stakeholders is essential to improving its sustainability practices and reporting quality. Razer remains committed to transparency and continuous improvement and welcomes feedback that can help shape future disclosures and enhance the Company's ESG performance.

Content

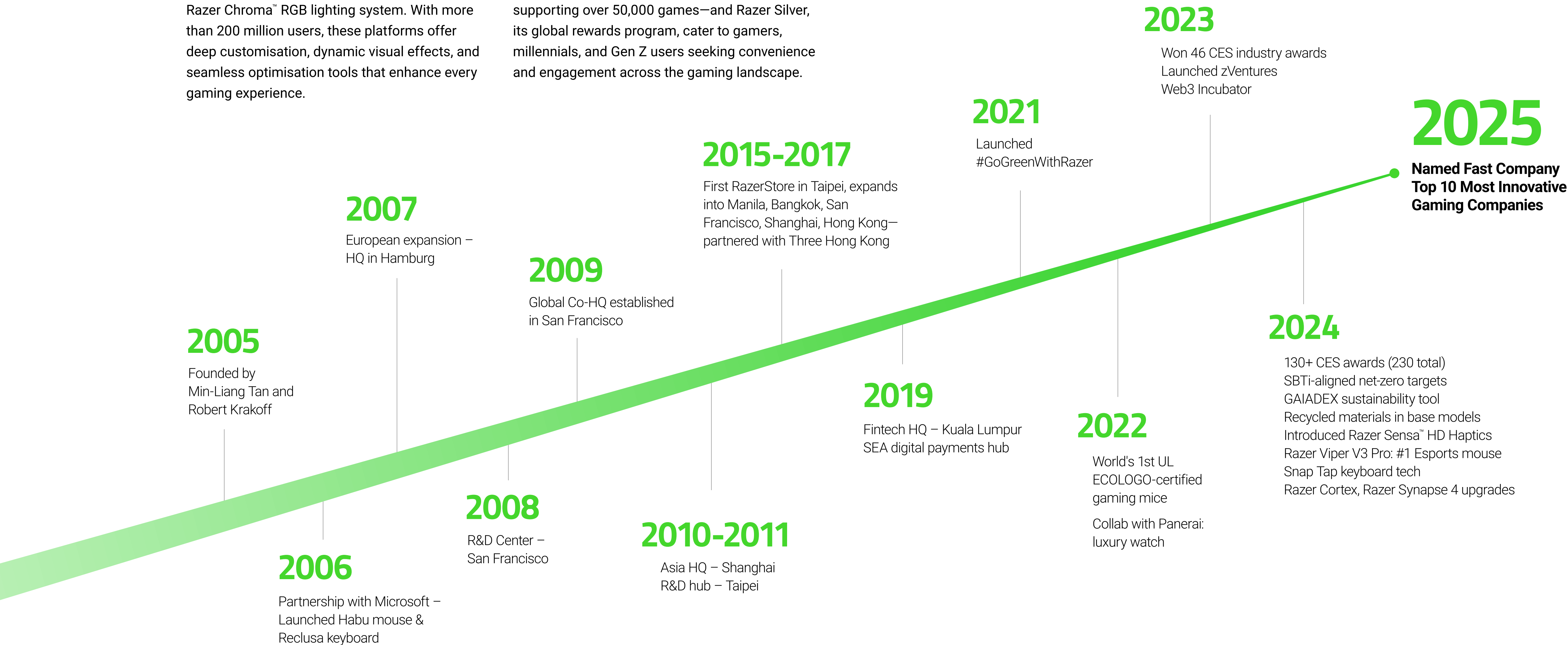
About Razer	04	Climate Adaption	31
The Company's Journey	05	Climate Risk Assessment	38
Razer's Value Chain	06	Energy and Emission Management	47
		Water Management	50
		Waste Management	51
		Data Sensitivity and Limitations	53
From the Desk of Chairman	07		
Chairman's Foreword	08	Designing for Sustainability	54
Message from Chief Financial Officer	09	Razer's Product and Service Portfolio	58
Message from Global Head of People & Organisation	10	Product Innovation	60
		Responsible Product Development	61
		Responsible Product Packaging	64
		Environmental Responsibility Across The Product Lifecycle	65
		Product Durability and Reliability	66
Razer's Vision And Strategic Direction	11		
Razer's Governance Framework	12	Empowering People and Communities	68
Razer's Data Privacy And Security Practices	15	Driving Diversity Across Razer	73
		Supporting Learning and Development	80
		Human Rights	81
		Employee Engagement and Well-Being	82
		Health and Safety	85
		Creating Value for The Community	86
		Ethnical Sourcing and Risk Oversight	89
		Responsible Value Chain Partners	90
2024 At A Glance	16		
		Appendix	93
Razer's Strategic Foresight And Risk Mitigation	17	GRI Content Index	94
Risk Assessment	18	ESRS Content Index	100
Double Materiality Assessment	19	Independent Third Party Limited Assurance Statement	108
Embedding Sustainability Into Razer's Core Strategy	25		
Razer's ESG Strategy	26		
Razer's Stakeholder Engagement	28		
Governance of Material Sustainability Matters	28		
Setting Goals for Sustainable Progress	29		
Razer and The UN SDG'S	30		

ABOUT RAZER

Since its founding in 2005, Razer has grown into a global force in gaming, with dual headquarters in Irvine, California and Singapore, and a presence in 19 offices around the world. Known for pioneering innovation, Razer has earned acclaim for its cutting-edge hardware, from high-performance gaming peripherals to the sleek and powerful Blade laptop series.

Over the years, the Company has cultivated a massive community through its software suite, which includes Razer Synapse and the vibrant Razer Chroma™ RGB lighting system. With more than 200 million users, these platforms offer deep customisation, dynamic visual effects, and seamless optimisation tools that enhance every gaming experience.

Razer’s influence extends into digital finance as well. The Company’s services like Razer Gold—one of the world’s largest virtual payment ecosystems, supporting over 50,000 games—and Razer Silver, its global rewards program, cater to gamers, millennials, and Gen Z users seeking convenience and engagement across the gaming landscape.



Razer’s Value Chain

Razer’s value chain is built on a diverse and interconnected network of upstream and downstream partners that support its innovation, production, and delivery capabilities. On the upstream side, the Company engages with a wide range of suppliers, from those providing raw materials and semi-finished components to specialised service providers such as software vendors, cloud infrastructure enablers, and financial institutions. These partners contribute to the foundational layers of Razer’s operations, enabling the integration of advanced technologies and ensuring access to critical resources.

Downstream, Razer’s ecosystem includes distributors, logistics partners, retailers, and digital platforms that facilitate the delivery of products and services to end users. This segment also encompasses service aggregators, financial advisors, and intermediaries who help extend Razer’s reach across markets and customer segments.

Together, these upstream and downstream relationships form a dynamic value chain that supports Razer’s ability to innovate, scale, and deliver high-performance experiences to consumers and businesses worldwide.

Risk Assessment

A risk assessment has been conducted on upstream value chain partners to identify potential areas of social and environmental risk. This assessment forms part of the organisation’s responsible sourcing programme. It draws upon sector-specific trends, emerging regulatory requirements, and peer benchmarks to evaluate supplier practices across a range of critical issues including forced and child labour, working conditions, freedom of association, and environmental compliance. The insights from this assessment inform risk-based prioritisation, supplier engagement strategies, and the development of internal compliance protocols. These efforts contribute to a more resilient and transparent value chain, while supporting ongoing due diligence obligations in line with international standards.

FROM THE DESK OF CHAIRMAN

This chapter provides a message from the company's leadership, setting the tone for the sustainability report. It outlines the organization's commitment to sustainability, linking long-term vision with practical actions and measurable progress.

Chairman's Foreword

2024 was a year of meaningful progress, reflection, and renewed commitment to our sustainability journey. As we navigate an increasingly complex global landscape, we remain deeply grateful for the continued support, collaboration, and trust of our employees, partners, customers, and communities. Your engagement has been instrumental in helping us shape a more responsible and resilient future.

Razer is a purpose-driven organization committed to creating long-term value through responsible innovation and sustainable practices. Our operations span the gaming, lifestyle, and technology sectors, and we are guided by a mission to empower youth, communities, and the planet. Sustainability is embedded in our corporate culture, with oversight provided by our ESG Steering Committee and cross-functional working groups. We engage regularly with stakeholders—including employees, investors, customers, and communities—to ensure our strategy reflects their expectations and contributes to shared value.

This report presents a comprehensive review of our environmental, social, and governance (ESG) performance and strategic developments over the calendar year. In 2024, we transitioned our reporting approach to align with the European Sustainability Reporting Standards (ESRS), reinforcing our commitment to transparency, materiality, and double materiality principles.

Among the year's most significant milestones, Razer received validation from the Science Based Targets initiative (SBTi), confirming that our near-term emissions reduction targets are aligned with the goals of the Paris Agreement. This validation affirms the scientific integrity of our climate strategy and reinforces our accountability in driving meaningful decarbonization.

We also achieved a four-tier improvement in our CDP rating, reflecting substantial enhancements in climate-related disclosures, governance, and risk management. This leap signals our growing ESG maturity and transparency, and positions Razer more competitively among global sustainability leaders.

Razer's ESG strategy is structured around a comprehensive 10-year sustainability roadmap under the #GoGreenWithRazer initiative. This roadmap focuses on four key areas: Green Organization, Green Products, Green Community, and Green Investments. While we made important strides in our product design, let's not lose focus in our ultimate goal which is to have 100% of our product line-ups to incorporate recycled materials by 2030. These efforts are designed not only to reduce our environmental footprint but also to inspire and empower the global gaming community to take part in building a more sustainable future.

Yours sincerely,



Min-Liang, Tan
Chairman and CEO
Razer Inc.



Message from Chief Financial Officer

As Chief Financial Officer, I am pleased to present Razer's 2024 Sustainability Report, which reflects our continued progress in embedding ESG principles into our operational and financial decision-making. This year, we've taken meaningful steps to ensure that sustainability is not just a strategic priority—but a core driver of operational excellence and long-term value creation.

In 2024, we achieved a 20% reduction in emissions directly under our operational control. This milestone is a testament to the effectiveness of our internal systems, cross-functional collaboration, and the discipline with which we manage our environmental footprint. We are constantly reviewing and refining our methodologies to improve the accuracy of our models and maximize emissions reductions—even as our business continues to grow.

For instance, achieving independently verified ecolabels ensures optimized traffic on key e-commerce portals. Our green software initiatives reduce energy consumption, which in turn lowers cloud service usage and improves cost efficiency. Incorporating a minimum threshold of recycled materials into our products

enables access to global markets without incurring additional taxation. These are just a few examples of how environmental goals are contributing to profitability across different functions.

In our latest Task Force on Climate-related Financial Disclosures (TCFD) exercise, we modeled the financial implications of climate-related risks and opportunities across our operations. This analysis has helped us better understand the potential impact of climate change on our cost structures, revenue streams, and long-term asset resilience—allowing us to integrate climate considerations into strategic planning and capital allocation.

Sustainability is a core engine of our Growth and Profitability. It is entrenched in how we operate, invest and innovate. Since the launch of the #GoGreenWithRazer movement in 2021, we have considered environmental performance as a direct driver of business outcomes, not merely a compliance obligation. Our TCFD analysis shows how extreme weather could pose significant impacts on our Cost of Goods Sold, further underscores the importance of reducing environmental impact across our value chain.

Acting on these insights, we have implemented targeted measures that have yielded both environmental and financial returns. Today, 65% of our products shipped use recycled materials. We have reduced plastics in our packaging and the launch of Design for Sustainability program helps to prioritize repairability and longevity. These efforts have earned independent verification through UL ECOLOGO and Environmental Product Declarations, which in turn optimize producer visibility on major e-commerce portals, directly contributing to revenue growth.

We have also developed green software initiatives that cut energy consumptions and lowering cloud service costs, bolstering our profitability. Together, these initiatives demonstrate the importance of Sustainability in accelerating our growth and profitability.

Looking ahead, our next strategic priority is to support our value chain partners in lowering their emissions. By collaborating closely with suppliers and logistics providers, we aim to drive reductions across Scope 3 emissions—an area that represents a significant portion of our overall footprint. This approach not only strengthens our climate impact but also builds resilience and shared accountability across the ecosystem.

As we continue to evolve our sustainability strategy under the ESRS framework, we remain committed to transparency, accountability, and innovation. I am confident that our integrated approach will not only deliver measurable impact but also strengthen our resilience and competitiveness in the years ahead.

Thank you for your continued support.

Chong Neng, Tan
Chief Financial Officer
Razer Inc.



Message from Global Head of People & Organisation

At Razer, sustainability is not just a business imperative—it's a reflection of our values, our culture, and our people. As Global Head of People & Organisation, I am proud to share how our teams have embraced sustainability as a shared responsibility and a source of innovation, purpose, and pride.

2024 was a year of deep engagement and transformation. Across our global workforce, we've seen a growing sense of ownership and accountability for environmental and social outcomes. From product design to logistics, from marketing to software development, our people are actively contributing to Razer's sustainability goals—driven by a belief that what we do today shapes the world of tomorrow.

We've continued to embed sustainability into our talent strategy, leadership development, and performance management systems. Key teams in Engineering, Design, Supply Chain, Operations and Sustainability, which represents one-third of our total workforce, has environmental considerations built into their performance indicators.

This focus ensures that individual contributions align with our broader agenda, including achieving net zero emissions by 2030 and reducing our carbon footprint. These will support long-term revenue growth and profitability. It reinforces a culture where doing good and doing well can go hand in hand.

Equity is also a cornerstone of our people strategy. In 2024, we deepened our commitment to fair and transparent compensation practices. We are actively working to ensure that pay is equitable across roles, regions, and demographics—guided by data, benchmarking, and a strong belief in equal opportunity. This is not just about compliance; it's about building a workplace where everyone feels valued, respected, and empowered to thrive.

We are also focused on ensuring that our culture of sustainability is embedded locally. Each of our offices plays a vital role in translating global goals into local action, and we've made significant progress in improving the quality and granularity of ESG data from our regional teams. This has enabled us to better understand local impacts, tailor initiatives to community needs, and strengthen our overall reporting and accountability.

In recognition of our efforts, Razer was honored as Asia's Top Employer in the Technology category for both 2023 and 2024. This achievement reflects the dedication of our people, the strength of our culture, and our commitment to creating a workplace that inspires and empowers.

As we look ahead, we will continue to invest in our people, foster inclusive growth, and build a workplace—and a world—that is sustainable by design.

Thank you to every Razer team member for your passion, creativity, and commitment. You are the heart of our sustainability journey.



April Wan

Global Head of People & Organisation
Razer Inc.



RAZER'S VISION AND STRATEGIC DIRECTION

Razer's Board remains committed to upholding the highest standards of corporate governance. This commitment safeguards shareholder interests, supports the enhancement of corporate value, and guides the formulation of strategic business policies. It also promotes a culture of transparency and accountability throughout the organisation.



Razer's Governance Framework

Ethics and Integrity


At the core of Razer’s values is the principle “Play Hard. Play Fair,” which embodies the company’s commitment to an ethical, gamer-focused approach to business. This principle is reinforced by the core values “One Razer” and “Be Phenomenal,” which foster a unified and high-performing culture. Together, these values encourage collaboration among employees, customers, and the gaming community, while driving the company’s vision forward in a workplace that promotes fairness, inclusivity, and respect.

Razer’s Legal & Compliance and Human Resources departments are responsible for upholding the company’s ethical standards across all operations. They also ensure the availability of robust whistleblowing channels, providing employees with a secure and transparent mechanism to report any suspected misconduct or breaches of internal policies.


Code of Conduct




Managing gifts and invitations, and political contributions




Anti-bribery/anti-corruption, avoiding conflicts of interest




Customer confidentiality




Compliance with laws, regulations and company policies



Competition and fair dealing



Equal opportunities, discrimination and harassment, workplace bullying, retaliation



Professional conduct

Razer’s Code of Ethics and Professional Conduct (“Code of Conduct”) outlines the principles and responsibilities that govern ethical behaviour, integrity, legal compliance, and the fair treatment of all individuals within and outside the organisation. All Razer employees receive orientation on the Code of Conduct during onboarding, followed by annual training sessions to reinforce these standards. The Company expects its suppliers and contract manufacturers to adhere to the Code in good faith. Razer Code of Conduct is accessible for all employees via Razer’s intranet, the Code undergoes regular reviews to ensure it remains aligned with evolving best practices and stakeholder expectations. It encompasses key ethical principles that guide the organisation’s conduct and culture.

The Code of Conduct also outlines procedures for addressing workplace grievances and provides avenues for remediation. This promotes transparency and facilitates open communication across all Razer subsidiaries, including non-permanent staff, consultants, and interns.

Razer's Governance Framework

Whistleblowing

Razer fosters a collaborative work environment where all employees are encouraged to grow and succeed together. Recognising the possibility of workplace conflicts, the company implements a comprehensive Whistleblower and Complaint Policy that extends beyond the scope of its Code of Conduct. This policy ensures that employees have access to secure, confidential, and anonymous channels for raising concerns. Clear procedures are established for maintaining and safeguarding all related records. The policy promotes the reporting of any suspected misconduct, including falsified records, data misuse, sexual harassment, discrimination, fraud, or other criminal activities. It also addresses potential breaches of laws, governmental regulations, internal accounting controls, auditing practices, and company policies or other regulatory requirements.

Razer’s policy also covers complaints submitted by third parties. These reports are initially directed to the Company’s Chief Corporate Officer or the Vice President of People & Organisation. Once the relevant individuals are informed, an investigation into the alleged violation is initiated, and necessary actions are taken based on the findings and updated to the Board of Directors on a quarterly basis.

Razer recognises that employees may experience considerable anxiety when reporting concerns. To support them, the Company provides anonymous and confidential reporting channels via email or post for those who may be uncomfortable approaching their direct supervisors or managers. The Chief Corporate Officer or the Vice President of People & Organisation are designated to review submitted cases, determine appropriate investigation procedures and corrective actions, and report relevant matters to the Board of Directors. This policy is communicated to all employees via the Company’s intranet. Notably, there are no confirmed whistleblowing incidents during the current reporting period.

1,111 Hours
of training in 2024

Covering anti-bribery & corruption, anti-money laundering, countering the financing of terrorism, incident reporting, and compliance – aimed at enhancing the understanding of compliance requirements and internal processes at Razer

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”

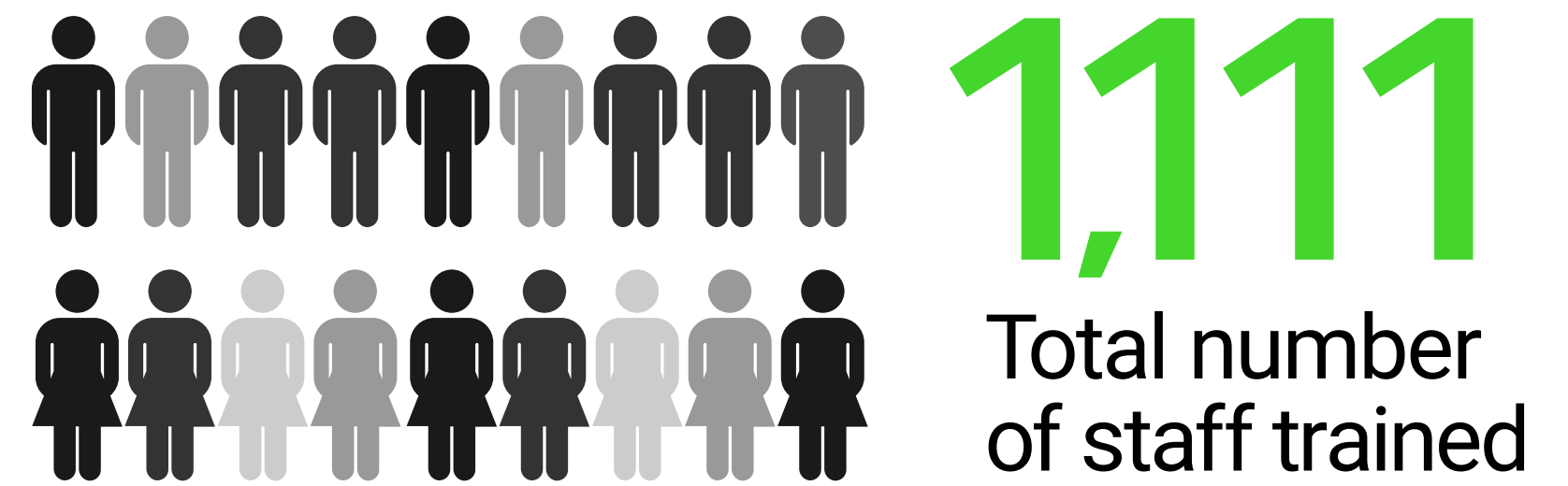
Razer's Governance Framework

Anti-Corruption and Business Integrity

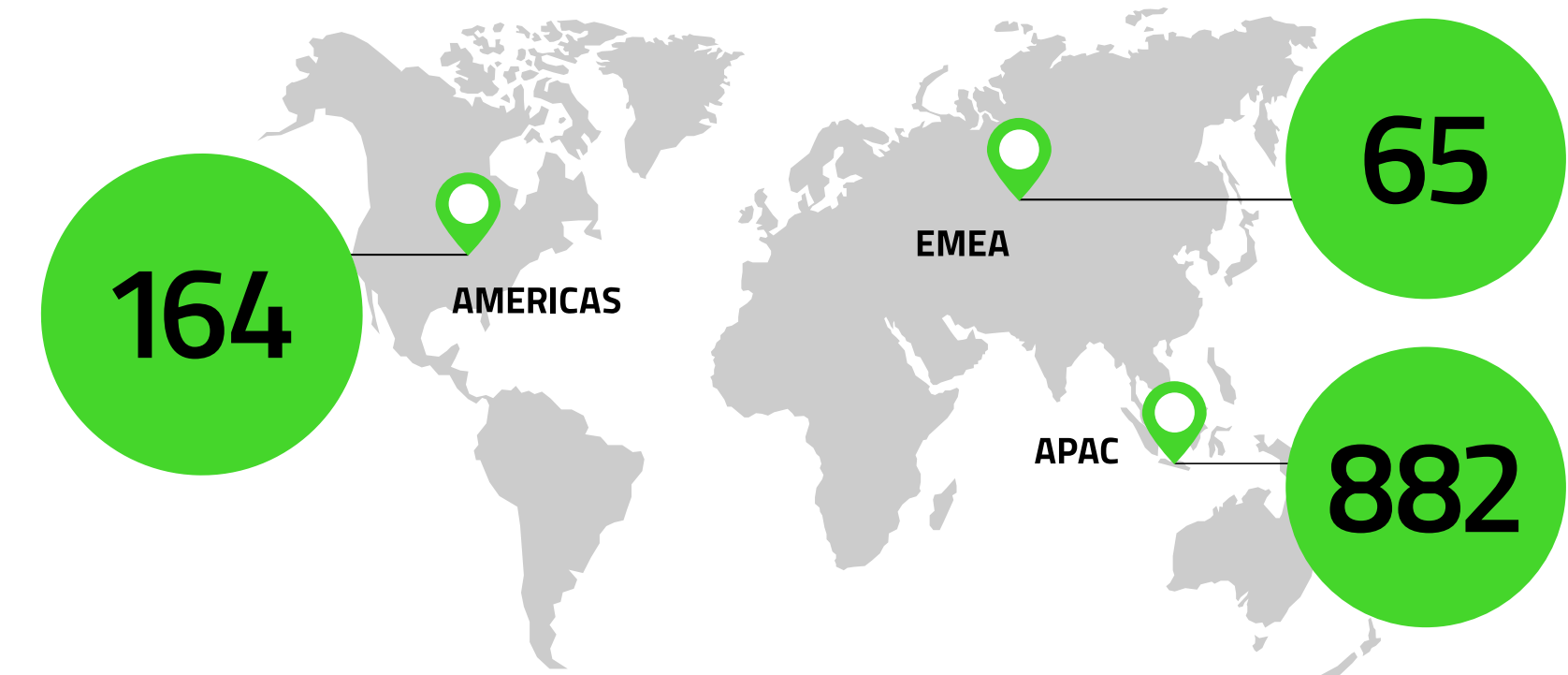
Razer maintains a firm zero-tolerance stance on bribery and corruption, in alignment with its core values and commitment to ethical and responsible business conduct. The Company’s Anti-Bribery and Anti-Corruption Policy outlines clear guidelines for conducting business with professionalism, fairness, and integrity across all interactions and partnerships. Razer also expects its employees and business partners to remain vigilant and aware of potential conflicts of interest that may arise from personal or professional relationships.

To strengthen employee education and development, Razer implements a comprehensive suite of training modules. These include sessions on Anti-Bribery and Anti-Corruption, Anti-Money Laundering, Workplace Health & Safety , and Incident Reporting. Additionally, specialised training is tailored for specific teams—such as a Compliance refresher for the Regulatory Compliance division and a Malaysia-specific module on Combating the Financing of Terrorism for the Malaysian Compliance team. The number of employees trained in anti-corruption practices during this period is outlined below.

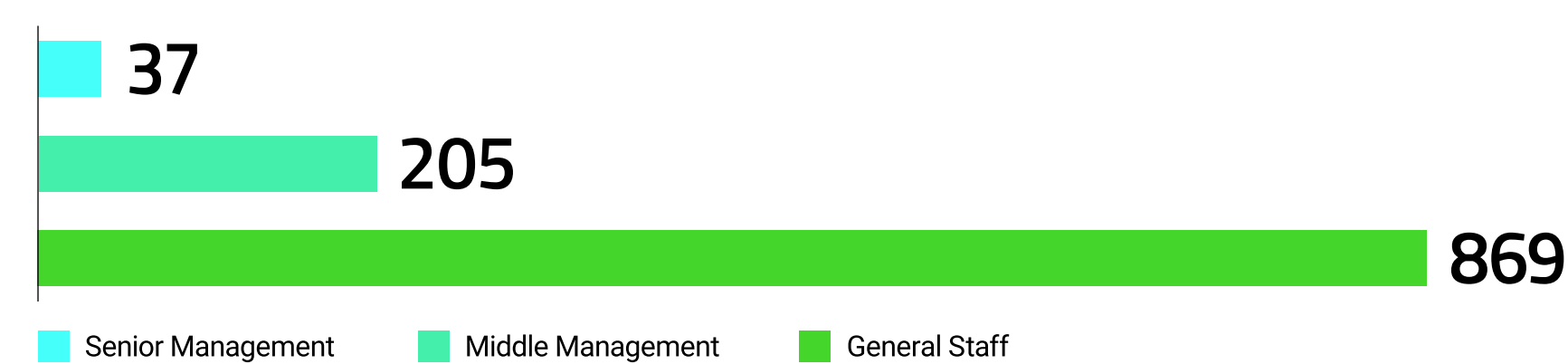
Razer complies fully with anti-bribery and corruption laws in all jurisdictions in which it operates. To uphold transparency, the Group refrains from making any contributions or payments that could be interpreted as political donations to parties or candidates.



BY GEOGRAPHICAL REGION



BY EMPLOYMENT CATEGORY



Anti-Money Laundering

Razer adheres to all applicable laws and regulations related to anti-money laundering and countering the financing of terrorism, fulfilling both its legal obligations and broader social responsibilities. This includes the implementation of due diligence measures across its operations. Notably, there were no confirmed instances of non-compliance with these regulatory requirements during the reporting period.

Regulatory Compliance

Razer demonstrates its commitment to regulatory compliance through a robust governance framework that spans its global operations. The Company adheres to all relevant laws and regulations, including those related to anti-corruption, anti-money laundering, and counter-terrorism financing.

There were no confirmed legal cases of corrupt practices against Razer or its employees. The Group is also unaware of any non-compliance with laws and regulations related to bribery, extortion, fraud, and money laundering that could materially impact the Group.

* Razer has an internal Workplace Health & Safety Policy that guides the management of health & safety issues across all corporate offices.

Razer's Data Privacy and Security Practices

In today’s digital age, a Company’s most valuable assets are often intangible. At Razer, customer trust and loyalty alongside the security of their data, including personal information and payment details are safeguarded with the highest priority and are never compromised.

Cyber threats are continually evolving, becoming more sophisticated, targeted, and potentially damaging. As a global leader in gaming hardware and software, Razer holds significant intellectual property and advanced technologies, making it a prime target for cybercriminals driven by financial motives. These growing risks place an immense responsibility on Razer to protect and secure its intangible assets. The company remains deeply committed to robust data protection and security protocols, constantly adapting and enhancing its defences to stay ahead of emerging cyber threats.

A strong defence begins from within. Razer’s comprehensive data protection strategy combines clearly defined policies with ongoing employee education, cultivating a culture of data security and ensuring the protection of sensitive information. At the core of this strategy is the Data Classification Policy, readily available on the Company intranet which sets out the essential security protocols necessary for data safeguarding. As part of their compliance obligations, all new employees are required to acknowledge and comply with this policy upon joining the organisation.

In addition to these formal policies, Razer delivers regular and mandatory training to equip employees with the knowledge and practical skills needed to manage data responsibly and minimise risks. These training sessions cover a range of topics, including techniques for secure data storage and protection, recognising and preventing phishing or hacking attempts, best practices for data transmission, and appropriate procedures for responding to and reporting data breaches.

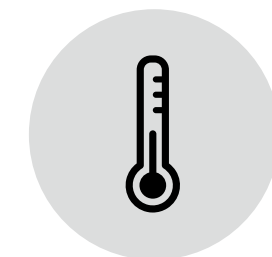
Before collecting any information from clients or employees, the Company clearly sets out the purpose of data collection and how the information will be used. Access to personal data is strictly restricted to authorised personnel, ensuring it is managed with the utmost confidentiality and in line with stringent security procedures. In all instances, the Company adheres to the principles of the General Data Protection Regulation (GDPR) Data Protection Policy, guaranteeing that collected data is securely stored, handled under strict confidentiality with highly restricted access, and processed in compliance with relevant local laws and regulations.

0 Complaints
relating to data breaches

In 2024, the Company received zero complaint regarding data breaches affecting customer privacy and/or the loss of customer data

2024 AT A GLANCE

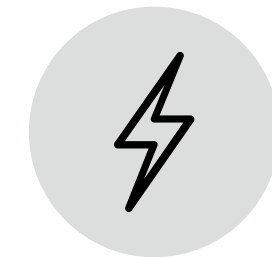
NET ZERO COMMITMENT



1.5°C Climate Pathway Aligned

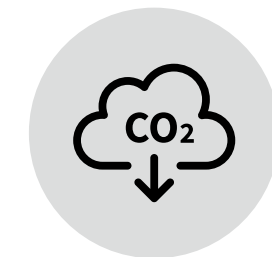
SBTi validated short-term net zero targets

CARBON & ENERGY



100% Clean Energy

Sourced via market-based approach



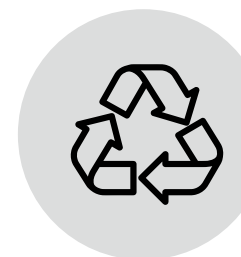
55% Emissions Intensity Reduction

for short-term net-zero targets across value chain



Motion-Sensor Lighting and Reduced Air Travel

CIRCULAR DESIGN & WASTE



Recycled Materials

Used in base mice, keyboards & headsets



FSC-Certified Packaging

With soy-based inks



32.83 t Waste Disposed

Hazardous category



76.18 t Waste Recycled

Non-hazardous category



8,388.80 t Water Withdrawn

Through efficient operations

DIVERSITY & INCLUSION



37% Female Workforce

Representation in general staff



0 Discrimination Cases

Reported across all regions



Board Diversity Policy

In place since 2019

EMPLOYEE ENGAGEMENT



15,086 Hours of Training

Recorded across global staff

HEALTH & SAFETY



ISO 45001 Certified

Across key HQs



0 High Consequences Injuries or Fatalities

Reported in 2024



Wellness Coverage

Includes parental leave & insurance



69 Satisfaction Score

From Razer's March Talkback survey

DATA SECURITY



GDPR Compliant

With enforced data protection policy



0 Data Breaches

Reported in 2024



Cybersecurity Training

Mandatory for all employees



70 Satisfaction Score

From Razer's September Talkback survey

ETHICAL GOVERNANCE



Quarterly ESG Reviews

By Board of Directors



0 Whistleblower Incidents

Reported or confirmed



1,111 Hours of Compliance Training

Covers bribery, AML, CFT and incident reporting

COMMUNITY IMPACT



400 kg Litter Removed

From Singapore beaches, in partnership with Panerai

SUPPLY CHAIN INTEGRITY



100% New Supplier Screening

Via RBA/SMETA, ISO 14001 & 45001



Zero Tolerance Policy

For child/forced labour and bribery



UL ECOLOGO-Certified

Gaming mouse



France's Repairability Index

Aligned



Reverse Logistics Program

For recycling and reuse of gear

RAZER'S STRATEGIC FORESIGHT AND RISK MITIGATION

This chapter outlines how the company identifies and manages sustainability-related risks and opportunities while ensuring resilience against challenges such as climate change, regulation, and supply chain pressures. It also introduces the double materiality assessment, which considers both how sustainability issues affect the business and how the business impacts society and the environment.



Risk Assessment

Razer views risk mitigation as a vital component of its strategic and operational discipline. In a global environment exposed to sudden shifts and disruptions, the Company has built a proactive and methodical risk management framework that empowers it to anticipate challenges, evaluate potential threats, and respond with precision and confidence.

To operationalise this framework, Razer has developed a detailed risk register that captures several key enterprise risks spanning hardware, software, services, and corporate (operational) domains. At the core of Razer’s risk assessment framework is a structured scale that measures both the probability of a risk occurring and the severity of its potential impact. The risks are assessed using a likelihood and impact matrix. Each risk is evaluated on a five-point scale, with likelihood ranging from rare (1) to almost certain (5), and impact ranging from negligible (1) to catastrophic (5). This dual-axis approach allows the Company to assess risks with clarity and consistency, ensuring that each identified threat is understood in terms of both its chance of materializing and the extent of disruption it could cause.

What distinguishes Razer’s approach is its emphasis on accountability and execution. Each risk is assigned a dedicated control owner, whose sign-off confirms responsibility for the effectiveness of mitigation measures. Where gaps are identified or risks evolve, action plans are developed with clear timelines and milestones. These plans are tracked to ensure timely implementation and continuous improvement, reinforcing a culture of ownership and responsiveness.

Beyond traditional risk categories, Razer has also embedded climate risk into its enterprise risk management framework. Recognising the growing materiality of environmental factors, Razer completed a climate scenario analysis in 2024, covering its three core business verticals: hardware, software, and services. This analysis spans short-, medium-, and long-term horizons, aligned with the Company’s decarbonization targets, capital planning cycles, and risk register.

The climate risk mitigation process is both strategic and adaptive. It begins with identifying climate-related risks, both physical and transitional, that could impact operations, supply chains, or market positioning. Mitigation strategies are developed through a combination of internal controls and external alignment.

Internally, this includes integrating climate considerations into product development, sourcing, and operational planning. Externally, Razer aligns its mitigation efforts with recognised climate and social taxonomies, ensuring that its risk response is not only effective but also aligned with global sustainability standards and stakeholder expectations.

By embedding risk thinking into its core processes and aligning it with long-term sustainability goals, Razer ensures that it is not only prepared for the challenges of today, but also resilient against the uncertainties of tomorrow.

Double Materiality Assessment

Against the backdrop of growing global complexity, the Double Materiality Assessment (DMA) has emerged as a critical framework for efficient sustainability management and reporting. Unlike traditional materiality assessments that focus solely on financial impacts, DMA recognises the importance of evaluating both how sustainability issues affect an organisation’s financial performance (outside-in) and how its operations impact the environment and society (inside-out).

In 2024, Razer undertook its first formal DMA in alignment with ESRS as part of its compliance preparations for European Union's Corporate Sustainability Reporting Directive (CSRD). By implementing this dual-lens approach, capturing both financial and non-financial materiality, Razer showcased its dedication to compliance amid evolving regulatory expectations requiring transparent and reliable sustainability disclosures.

This year’s DMA marks a significant step-up from the materiality assessment conducted in the previous reporting period. In 2023, Razer’s materiality process was primarily focused on identifying sustainability topics based on stakeholder relevance and strategic priorities, without a structured evaluation of financial risks and opportunities and formal alignment with CSRD framework. The 2024 DMA, by contrast, introduced:

- Structured analysis of impacts, risks, and opportunities, enabling a more comprehensive understanding of sustainability-related financial and non-financial implications.
- Broadened peer benchmarking, incorporating a wider array of frameworks, standards, and internal documentation to ensure alignment with best practices and regulatory expectations.
- Value chain mapping, to determine where material sustainability issues arise across Razer’s upstream and downstream activities.
- Defined materiality thresholds to support consistent and objective evaluation of significance
- Unchanged scope, maintaining continuity with the previous year’s assessment boundaries to ensure comparability and track progress over time.

Through the adoption of a double materiality approach, Razer not only enhances its transparency and accountability but also takes a major step in the direction of strengthening stakeholder trust, improvement in risk management processes, and alignment of the Company’s strategies with long term sustainability targets and goals. This DMA process enables Razer to identify and prioritise the most relevant environmental, social, and governance (ESG) issues, ensuring that sustainability was embedded at the core of business decision - positioning the Company to effectively navigate future challenges and capitalise on emerging opportunities.

Double Materiality Assessment

Methodology

Razer implemented a comprehensive process to ensure that the DMA was carried out in a thorough and systematic manner.

A. GAINING AN UNDERSTANDING OF THE SCOPE AND OPERATIONAL CONTEXT – VALUE CHAIN MAPPING AND STAKEHOLDER IDENTIFICATION

Before commencing the DMA, it was imperative to gain a comprehensive understanding of both the scope of the exercise and the broader context in which Razer operates. To establish this, the Company undertook a detailed analysis of its operational landscape by:

- Examining the full extent of its value chain and,
- Identifying key stakeholders.

The Company conducted a structured value chain analysis to map significant business relationships across upstream and downstream activities. This mapping exercise provided critical insights into where Razer’s operations intersect with environmental and social systems, ensuring that the materiality assessment was grounded in operational reality. It enabled the identification of high-impact areas.

B. IDENTIFYING POTENTIALLY RELEVANT ISSUES FOR RAZER – EMPLOYING DATA IDENTIFIED FROM INTERNAL DOCUMENTS, INTERNATIONAL STANDARDS, PEERS AND SECTOR TRENDS

As part of the next phase, the Company undertook a comprehensive review of various documents to identify key issues emerging from internal sources, international standards, peer benchmarks, and broader sectoral trends. These identified themes were then systematically aligned with the ESRS framework, resulting in a consolidated topic landscape. To refine this list, the Company assessed the frequency and prominence of each topic across the different sources—namely external frameworks, peer-reported material issues, and Razer’s internal documents. This analysis informed the creation of a prioritised shortlist, focusing on the most relevant and widely recognised topics.

C. EVALUATION OF IROS (IMPACTS, RISKS AND OPPORTUNITIES)

Following the development of the shortlist, Impacts, Risks and Opportunities were identified for each shortlisted ESRS topic. Further, IROs were assessed by considering the severity of their potential impact across three (3) time horizons: short term (within one year), medium term (one to five years), and long term (beyond five years). Notably, the time frames considered align with those used in scenario analysis, ensuring consistency across strategic foresight processes.

The assessment of impacts was based on four key dimensions: scale, scope, irremediability, and likelihood. Additionally, risks and opportunities were evaluated on the basis of their magnitude and likelihood.

Double Materiality Assessment

I C. EVALUATION OF IROS (IMPACTS, RISKS AND OPPORTUNITIES)

The IRO’s for Razer under each topic are mentioned as hereunder:

i	Climate Change (E1)	Climate change presents material risks and emerging opportunities for Razer. Without effective adaptation, stakeholders including employees, suppliers, and nearby communities face increasing threats from extreme weather events, which could disrupt operations and endanger wellbeing. Meanwhile, Razer’s environmental footprint remains substantial, with emissions from manufacturing, logistics, and product use drawing heightened scrutiny from investors and consumers alike. The Company’s analysis projects potential losses of \$1.9 million from climate-related disruptions to freight, even in low-risk scenarios. Additionally, transition risks such as regulatory shifts and rising carbon costs like a projected \$12.2 million increase in freight expenses tied to low-carbon fuels may further pressure margins. Customer demand could also shift sharply, with revenues potentially varying by \$55.2 million depending on Razer’s climate responsiveness. Still, the transition presents opportunities: investments in clean energy, energy efficiency, and sustainable innovation could enhance resilience, reduce costs, and strengthen brand value in a low-carbon economy.
ii	Pollution (E2)	Pollution across Razer’s value chain, particularly from manufacturing emissions, waste, and disposal poses tangible risks to ecosystems, local communities, and public health. As environmental impacts grow more material to stakeholders, robust management of value chain partners becomes essential to the business continuity. Like most manufacturers, Razer faces both regulatory and reputational risks from pollution, especially given rising global scrutiny. Despite not running factories, the Company remains responsible for the practices of its suppliers, and any serious incident could result in indirect financial penalties and brand damage. Proactively addressing pollution through supplier standards and audits presents an opportunity to reduce risk, protect brand equity, and demonstrate environmental leadership in a sustainability-conscious market.
iii	Water and Marine Sources (E3)	Water use and pollution within Razer’s supply chain create significant environmental and social risks. In regions facing water scarcity, high levels of water withdrawal by manufacturing partners can deplete local resources, affecting both communities and ecosystems. Discharging untreated wastewater containing harmful substances can further contaminate waterways, endangering aquatic life and human health. Although Razer does not operate its own factories, it remains accountable for the environmental practices of its suppliers. Inadequate water stewardship may result in regulatory penalties, operational delays, increased costs, and reputational harm, particularly as scrutiny from investors and regulators continues to grow. However, by promoting efficient water use, setting high standards, and monitoring supplier compliance, Razer can minimise risk, protect supply chain stability, and strengthen its environmental credibility with key stakeholders.

Double Materiality Assessment

| C. EVALUATION OF IROS (IMPACTS, RISKS AND OPPORTUNITIES)

iv	Circular Economy (E5)	Razer’s use of raw materials and the waste generated throughout its operations present important environmental and social concerns. The extraction of metals for electronics can lead to habitat degradation, pollution, and human rights challenges, while increasing demand contributes to the depletion of non-renewable resources. At the end of their life, Razer products add to global e-waste volumes, which, if not properly recycled, release hazardous substances and place pressure on landfill capacity. Waste from manufacturing and office activities can also harm local environments. Reducing waste and enhancing recycling are therefore vital to limiting Razer’s environmental footprint. Financially, the availability and cost of raw materials are crucial for Razer, particularly in the context of shifting global demand and Net Zero transitions. Supply disruptions or price volatility may affect production, while evolving regulations such as conflict mineral rules and EU due diligence legislation raise compliance expectations. In parallel, stakeholders increasingly expect transparent and resource-efficient sourcing practices. Improved waste management is equally important. With recycling mandates and product stewardship standards tightening worldwide, non-compliance may result in regulatory penalties or reputational harm. By adopting circular economy strategies, including increased recycling and material reuse, Razer can reduce long-term costs, enhance operational resilience, and uphold stakeholder trust.
v	Own Workforce (S1)	Razer’s employment practices play a key role in promoting employee well-being and social stability. By providing fair pay, secure roles, manageable workloads, and safe working conditions, the Company supports the health and financial security of its staff. It also encourages diversity, inclusion, and labour rights, while investing in employee development and engaging underrepresented groups. Although Razer does not operate manufacturing sites, it is accountable for labour standards across its supply chain. Risks such as child or forced labour may exist and require active due diligence and supplier oversight to uphold the Company’s social responsibilities. From a financial perspective, workforce stability and talent management are essential to performance. High turnover, poor working conditions, and limited training can raise costs and weaken innovation. In contrast, supporting employee engagement through strong pay, career growth, and inclusive practices strengthens Razer’s brand, compliance, and long-term resilience.

vi	Workers in the Value Chain (S2)	Ensuring safe and fair labour conditions across Razer’s supply chain is a core social responsibility. Poor factory safety standards may result in injury or illness, while upstream risks such as child or forced labour present serious human rights concerns. Promoting gender equity and fair wages contributes to stronger supplier performance and supports worker well-being. Failure to uphold these standards could lead to ethical scrutiny and reputational damage. Razer also relies on third-party vendors, introducing data privacy risks that must be carefully managed to avoid regulatory breaches and loss of customer trust. While these data-related risks are currently limited in financial scope, broader social and governance practices across the value chain are essential to maintaining stakeholder confidence. Serious safety incidents or human rights violations at supplier sites can disrupt operations, attract public criticism, and subject Razer to increased regulatory attention. As stakeholder expectations for ethical supply chain oversight continue to rise, Razer’s due diligence, supplier audits, and responsible sourcing practices are central to protecting business continuity and long-term brand value.
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Double Materiality Assessment

| C. EVALUATION OF IROS (IMPACTS, RISKS AND OPPORTUNITIES)

vii **Product and Services (non-ESRS)** Razer’s products and services contribute significantly to economic development through job creation, tax contributions, and support for the gaming and esports industries. Beyond commercial performance, Razer integrates ESG principles into its operations, recognising that long-term value creation depends on responsible innovation and sustainable business practices. By embedding environmental considerations, such as the use of recycled materials, energy efficient technologies, and low-impact manufacturing, into product design, Razer actively mitigates climate related risks while enhancing product appeal and market relevance. Sustained financial performance remains essential to Razer’s strategic objectives. Growth in sales not only drives investor confidence and organizational resilience but can also enable continued investment in research, development, and sustainability initiatives. Operating in regions with varying labour standards and security requirements requires careful management to uphold social responsibility and maintain positive community relations. As consumer expectations shift toward environmentally and socially conscious products, Razer’s commitment to ESG-aligned products and services presents ongoing opportunities to strengthen its brand, expand its customer base, and reinforce its leadership in sustainable technology. These efforts support the Company’s broader goals of inclusive growth, climate resilience, and long-term stakeholder value.

Gaining a thorough understanding of the IROs across the short, medium, and long term allowed the Company to determine which ESG topics were most aligned with its strategic objectives and stakeholder interests. This insight provided a clear foundation for advancing to the scoring phase of the materiality assessment.

viii **Innovation (non-ESRS)** Innovation is a strategic driver of Razer’s growth, with product design serving as a core differentiator. By integrating advanced engineering with purposeful aesthetics, Razer can deliver high performance solutions that meet the evolving expectations of users across gaming and technology sectors. The Company is actively investing in environmentally responsible materials and circular product strategies to reduce its ecological footprint. From a financial standpoint, innovation ensures Razer remains competitive in a fast paced industry. Razer should continue to focus on its design improvements and sustainable product development to maintain consumer engagement, strengthen investor confidence, and support long term revenue growth. Ongoing investment in research and development will allow Razer to expand into new markets, reinforce its brand identity, and anticipate industry trends. Gaining a thorough understanding of the IROs across the short, medium, and long term allowed the Company to determine which ESG topics were most aligned with its strategic objectives and stakeholder interests. This insight provided a clear foundation for advancing to the scoring phase of the materiality assessment.

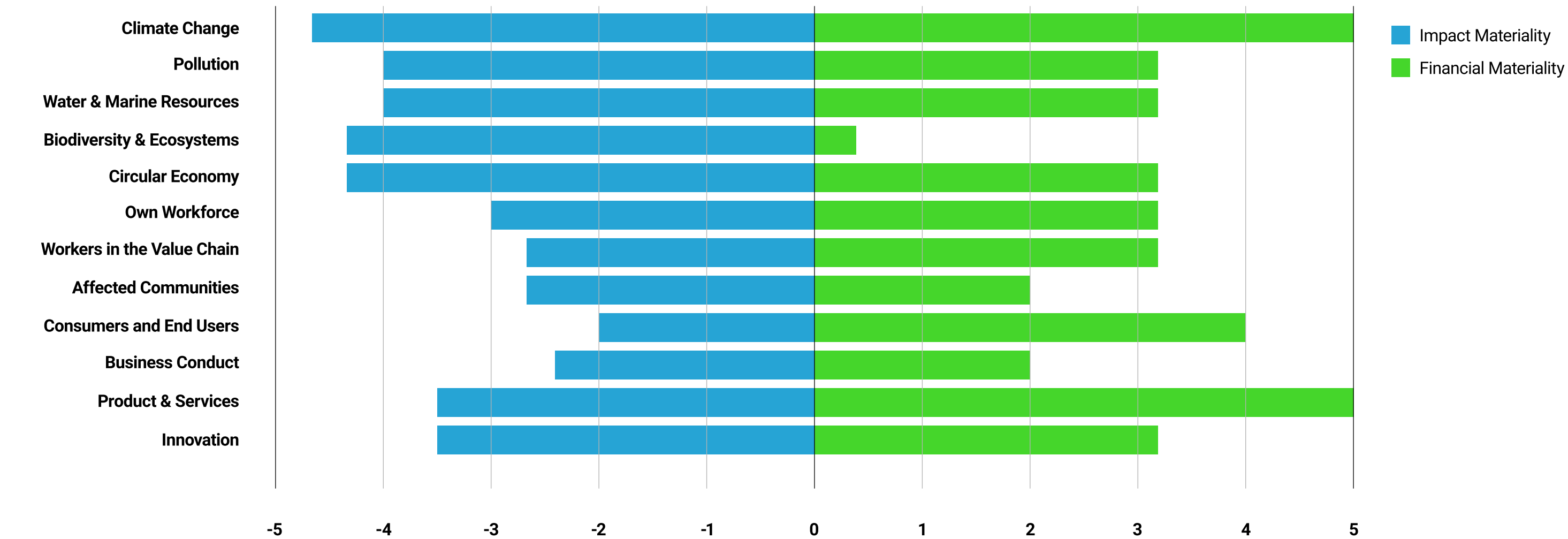
Double Materiality Assessment

D. IMPACT AND FINANCIAL MATERIALITY SCORING

Following the identification of IROs under each sustainability topic, the final list of material ESG topics was determined based on the materiality threshold established by the Company and the relevance of each topic to Razer’s operations, stakeholders, and strategic priorities.

E. MATERIAL TOPICS IDENTIFIED

Drawing on the scoring outcomes, seven topics were ultimately confirmed as Razer’s final material ESG priorities.



Razer’s Double Materiality Assessment highlights the interconnected nature of environmental, social, and governance factors in shaping its long-term strategy and stakeholder relationships. By systematically identifying and prioritising material topics based on both impact and financial relevance, Razer affirms its commitment

to sustainable growth, operational resilience, and transparent decision-making. This assessment not only informs ESG disclosures but also equips Razer to embed sustainability into core operations, driving informed decision-making and reinforcing its position as a responsible, future-focused enterprise.

EMBEDDING SUSTAINABILITY INTO RAZER'S CORE STRATEGY

This chapter presents the company's approach to environmental, social, and governance (ESG) priorities and how they are embedded into overall strategy. It describes how stakeholder engagement—through dialogue with investors, employees, customers, communities, and regulators—helps shape focus areas and ensures that actions reflect shared expectations.

Razer's ESG Strategy

Responsible corporate governance forms the cornerstone of Razer’s ESG strategy, enabling comprehensive evaluation and oversight of ESG-related risks and opportunities. Both the Board and Management remain committed to enhancing Razer’s enterprise and social value for its stakeholders by upholding a robust and effective governance framework.

This strong governance foundation serves as the basis for Razer’s strategic ESG ambitions, guiding the company’s efforts to embed sustainability into its core functions. Razer’s ESG strategy is anchored in the objective of generating long-term value for its stakeholders. The Company’s approach is underpinned by a comprehensive ESG policy, which informs the systematic integration of ESG considerations into its business operations. In line with the precautionary principle, Razer proactively identifies and manages potential environmental and social risks that could affect its business continuity and the well-being of the communities in which it operates.

This strategy reinforces Razer’s commitment to responsible and sustainable business practices. In its report, the Company provides a detailed exploration of each of the three ESG pillars environmental, social, and governance

highlighting the key issues most critical to the long-term sustainability of its operations and most relevant to its stakeholders.

As part of its broader strategic agenda, the Board has embedded ESG-related risks and opportunities—particularly those linked to climate change—into its governance framework to ensure effective oversight of the environmental, social, and operational impacts arising from Razer’s daily operations. The Board assumes full accountability for Razer’s sustainability agenda and due diligence processes, conducting quarterly assessments of ESG initiatives, challenges, and risks.

To support these efforts, the CEO carries out monthly reviews of ESG programmes under the #GoGreenWithRazer initiative, ensuring effective implementation and alignment with the Company’s long-term sustainability objectives.

To align executive and employee interests with its sustainability goals, Razer embeds ESG performance metrics into its incentive and bonus schemes. These metrics are monitored through Key Performance Indicators (KPIs) and the corporate Balanced Scorecard, reinforcing accountability and a long-term commitment to sustainable growth.

Some examples include:



Razer believes that this approach cultivates a culture of responsibility and innovation, while also promoting the proactive management of ESG factors across the entire company.

Razer's ESG Strategy

ESG Governance

Razer establishes strong internal control systems and risk management frameworks to oversee its sustainability efforts, ensuring transparency in ESG performance for both the Board and key stakeholders. The Company subjects its ESG data to comprehensive annual audits, overseen by the Chairman and CEO, reflecting a firm commitment to accountability. As part of its ongoing sustainability journey, Razer also seeks external validation through ISAE 3000 limited assurance to further enhance the credibility of its ESG disclosures. Leading these initiatives is Razer’s Sustainability Workgroup—an internal task force guided by senior managers from various departments and chaired by Mr Min-Liang Tan, Chairman of the Board and CEO. This leadership ensures that sustainability remains at the core of the Company’s strategic direction. Mr Tan plays a pivotal role in shaping Razer’s sustainability vision by setting clear objectives, monitoring critical ESG issues, and evaluating departmental progress across the organisation. The Workgroup comprises heads from key Business Units (BUs) and senior leaders bringing together a diverse range of expertise to drive the company’s integrated sustainability goals.

In addition to internal coordination, Razer’s Sustainability Workgroup actively collaborates with external consultants to enhance its expertise in sustainable development, ensuring the Company remains up to date with industry trends, evolving regulatory landscapes, and capital market expectations.

Roles	Governance Bodies	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, forging strategic partnership with key NGOs & relevant stakeholders, as well as working 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

ESG Competency

Razer’s Board of Directors demonstrates clear competency in managing key ESG issues. To ensure the Board remains equipped to provide strategic oversight on ESG matters, Razer has instituted a number of formal mechanisms. These include regular consultation with an internal, permanent subject matter expert working group that advises on environmental issues and supports informed decision-making. Additionally, the Board engages with external stakeholders and independent experts to stay on top of evolving sustainability standards and regulatory expectations.

Board members also undergo regular training on emerging environmental issues and industry best practices, including internationally recognised frameworks such as the Task Force on Climate-related Financial Disclosures (TCFD) and the Science Based Targets initiative (SBTi). These initiatives help reinforce Razer’s commitment to integrating sustainability into long-term corporate strategy.

Through these efforts, Razer ensures that ESG considerations are not only acknowledged at Board level, but actively shape the Company's policies, risk management, and innovation pathways. This alignment enables Razer to remain resilient, responsible, and forward-thinking in an increasingly sustainability-driven global landscape.

Razer's Stakeholder Engagement

Recognising that stakeholder perspectives are essential to sustainable business success, Razer has built a strong foundation of engagement across its global value chain.

Razer’s stakeholder ecosystem is broad, diverse, and deeply embedded in the Company’s strategic and operational fabric. Internally, stakeholders span across departments such as Supply Chain, Customer Advocacy, Design, Finance, Marketing, Legal, IT, Sales and Marketing, Business Units such as Hardware Division, Software Division, Services Division, Retail Experience, and People & Organisation, among others. These internal groups play a critical role in shaping Razer’s priorities, driving innovation, and ensuring operational excellence. Externally, Razer engages with a wide range of stakeholders including customers, clients, regulators, industry partners, suppliers, and customer advocacy groups. These external voices help Razer stay attuned to market expectations, enhance service delivery, and maintain product and brand integrity.

The Company primarily engages with its stakeholders through structured surveys, which serve as a key mechanism for gathering insights and aligning business strategies with stakeholder expectations; other channels include focus group discussions. For the Company’s double materiality assessment, major stakeholder groups participated across these internal and external categories, with additional input from specialized groups such as outsourced partners, regional sales teams, and service providers.

This inclusive and methodical approach ensures that Razer remains responsive, transparent, and aligned with the evolving needs of its stakeholder community.

Governance of Material Sustainability Matters

Razer has identified its material sustainability issues through a robust double materiality assessment. To ensure sustained focus and effective management of these topics, the Company has implemented targeted policies that guide its strategic and operational approach. These policies serve as a framework for embedding sustainability considerations into decision-making across the organisation.

Further information on these material topics, as well as the Company’s approach to managing them, is provided in the subsequent sections of this report.

Setting Goals for Sustainable Progress

Razer has established a series of time-bound sustainability targets designed to address its material impacts, risks, and opportunities. These targets are aligned with the disclosures mandated under the relevant ESRS standards and reflect the Company’s commitment to measurable progress. Each target is accompanied by clearly defined deadlines, enabling transparent monitoring and continuous improvement across environmental and social performance areas.

Further details on these sustainability targets and Razer’s progress against them are provided in the subsequent sections of this report.

Achieved Goals

Razer’s Sustainability Workgroup has worked towards reaching several key milestones. These include the launch of the world’s first UL ECOLOGO certification for gaming mice under UL’s standard UL2710. The Company also introduced its first range of gaming products made with recycled plastics in 2022 — the Razer DeathAdder V2 X Hyperspeed and Razer Ornata V3; while expanding life cycle assessments to a wider selection of products to identify opportunities for emissions reduction.













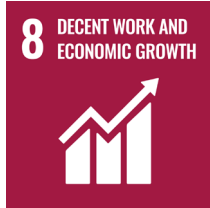



The first range of gaming products made with recycled plastics in 2022 — the Razer DeathAdder V2 X Hyperspeed and Razer Ornata V3

At the corporate level, the Workgroup achieved 100% renewable energy for all its corporate offices ahead of the original 2025 target. Additionally, Razer’s short-term net zero goals, set for 2025, receive validation from the Science Based Targets initiative (SBTi) in 2024, confirming their alignment with the 1.5°C climate pathway. The Workgroup convenes monthly to evaluate progress and execute ESG strategies across the organisation. Insights from these sessions inform quarterly Board meetings, offering updates on sustainability accomplishments and areas for development. Key topics discussed include emerging trends in sustainable practices, material selection guided by life cycle data, community-led environmental initiatives, and proactive management of climate-related risks.

Razer and the UN SDG'S

Razer recognises that complex global challenges such as poverty, inequality, and climate change demand collective action. In line with this belief, the Company commits to supporting the United Nations Sustainable Development Goals (UN SDGs) both within its own operations and across its broader sphere of influence. These 17 interconnected goals serve as a global framework for fostering a more sustainable future, addressing pressing issues such as social and economic inequality, environmental degradation, climate change, and the advancement of peace, justice, and prosperity.

In line with industry best practices, Razer has adopted a forward-looking strategy by aligning its ongoing sustainability initiatives with the UN SDGs most relevant to its business activities. This approach ensured that the Company’s contributions to global sustainability were meaningful and remained closely tied to its core operational priorities.

UN SDGs		UN SDGs	
	Ensure healthy lives and promote well-being for all at all ages		Reduce inequality within and among countries
	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all		Ensure sustainable consumption and production patterns
	Archieve gender equality and empower all women and girls		Take urgent action to combat climate change and its impacts
	Ensure availability and sustainable management of water and sanitation for all		Conserve and sustainably use the oceans, seas and marine resources for sustainable development
	Ensure access to affordable, reliable, sustainable and modern energy for all		Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reserve land degradation and halt biodiversity loss
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all		Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation		Strengthen the means of implementation and revitalize the global partnership for sustainable development

CLIMATE ADAPTION

For Razer, addressing climate change and championing environmental sustainability is integral to its long-term vision as a global leader in gaming and lifestyle technology. With a presence that spans continents and communities, Razer acknowledges the critical role it must play in protecting the planet and driving positive change.



Material Impacts, Risks and Opportunities (IROs)

Environmental stewardship is embedded in Razer’s values, not just as a response to global challenges, but as a foundation for innovation, resilience, and future-proofing. By investing in sustainable product design, reducing carbon emissions, and advocating for responsible sourcing and waste management, Razer consistently aligns its actions with the urgent need to safeguard ecological systems.

Identified IRO	Impact on Value Chain			
	Impact/Risk/Opportunity	Upstream	Own Operations	Downstream
Climate change and energy				
Transition to renewable energy in operations	Impact		✓	
GHG emissions from corporate and product lifecycle	Impact	✓	✓	✓
Environmental impact from energy consumption	Impact	✓	✓	✓
Physical disruption due to climate-related weather events	Risk	✓	✓	✓
Transition risk from carbon regulations and market shifts	Risk	✓	✓	✓
Energy supply volatility and cost inflation risk	Risk	✓	✓	
Pollution of air, land and water				
Pollution from value chain manufacturing and waste	Impact	✓		✓
Reputational and operational risk from supply chain pollution incidents	Risk	✓	✓	✓
Water use				
Unsustainable water withdrawals in supply chain	Impact	✓		
Water consumption pressure on local resources	Impact	✓		
Increased water withdrawal footprint	Impact	✓	✓	✓
Water pollution from untreated industrial discharge	Impact	✓		
Supply chain disruptions from excessive water withdrawals	Risk	✓	✓	
Water consumption risk affecting supply continuity and perception	Risk	✓	✓	
Broad financial risk from total value chain water usage	Risk	✓	✓	✓
Indirect financial liability from supplier water pollution	Risk	✓	✓	✓

Aligning Razer’s Targets with Impacts

Targets	Achievement so far
Razer targets to achieve Short-term Net Zero across all operations by 2030	Razer saw more than 90% reduction in its Scope 1 and 2 emissions as compared to SBTi baseline year – 2019, however it noted an increase in its Scope 3 emissions as effects from its reduction measures have yet taken effect in the value chain.
Razer targets to significantly reduce business air travel in order to further lower its carbon footprint	Razer recorded a 41% increase in emissions from air travel, primarily driven by the company’s exploration into possible expansion of business.

Please note that Razer currently does not have formal targets related to water usage or pollution, primarily due to its reliance on contract manufacturers for production activities. Nonetheless, the Company acknowledges the environmental significance of water stewardship and pollution control, and is actively exploring ways to establish relevant targets and frameworks. This includes assessing its indirect impact and identifying opportunities through life cycle assessments to influence responsible practices within its supply chain.

Razer has committed to eliminating single-use plastics from all its corporate offices by 2021; all products incorporate recycled or recyclable materials by 2030. This aligns with the company’s broader sustainability goals of reducing plastic waste and transitioning to a circular economy. In terms of water, Razer focuses on minimizing water usage across its supply chain, although the company does not own manufacturing facilities. It works closely with third-party manufacturers to manage water consumption and mitigate pollution risks, applying Life Cycle Assessments (LCA) to track the water impact throughout the product lifecycle. These efforts are part of Razer’s overall strategy to reduce environmental harm and achieve its net zero target by 2030.

As the Company progresses on its sustainability journey, it ensures to remain steadfast in integrating environmental responsibility into the corporate culture and the mindset of the employees. The Company aims to cultivate a culture of care for the planet through tangible actions, minimising its carbon footprint, shifting to renewable energy, and protecting biodiversity. In alignment with the United Nations Agenda for Sustainable Development and the Singapore Green Plan, Razer is committed to achieving Net Zero emissions across all its operations by 2030. Razer has transitioned entirely to renewable energy in all its global offices in 2022.

Aligning Razer’s Targets with Impacts

#GoGreenWithRazer Roadmap

As a prominent player in the gaming hardware and software industry, Razer recognises its responsibility to lead the charge toward a sustainable future for the technology sector. Guided by the ethos, "Play hard. Play fair," Razer has launched the #GoGreenWithRazer movement in 2021 to affirm the commitment to protecting the planet as a shared space for all.

Under this initiative, Razer introduced a comprehensive 10-year environmental roadmap in 2021, outlining its strategic efforts to create a cleaner and sustainable greener world for future generations. To accelerate progress, interim sustainability targets were established in 2022. Razer’s key milestones include achieving 100% renewable energy usage across all corporate offices in FY2022—three years ahead of the original 2025 target—ensuring that all products are composed of recycled or recyclable materials, and committing to reach Net Zero emissions by 2030.

Beyond internal goals, Razer actively engages the wider community, especially youth, millennials, and Gen Z—through impactful sustainable initiatives such as recycling programs and environmental awareness campaigns. These efforts aim to inspire collective action and foster a culture of sustainability across generations.

At the heart of Razer’s sustainability agenda is a commitment to enhancing environmental performance. The Company’s primary areas of focus include managing greenhouse gas emissions, water usage and effluents, and promoting sustainable product lifecycles across its portfolio. In alignment with the #GoGreenWithRazer roadmap, clear and measurable targets have been set, and innovative sustainable features have been introduced in its products and services.

Razer’s environmental strategy is overseen by the Sustainability Workgroup, operating under the guidance of the Board of Directors. This dedicated team is responsible for setting strategic objectives, assessing environmental initiatives, and identifying opportunities for continuous improvement. To reinforce its commitment to environmental stewardship, the Workgroup has developed an Environmental Policy that outlines key principles for recognising and mitigating significant environmental impacts.

The Group remained fully compliant with all applicable laws and regulations related to air and greenhouse gas (GHG) emissions, as well as water and effluent discharges during the reporting period. No instances of non-compliance with a material impact on the Group were identified.

Governing Actions Through Policies

Nurturing a Sustainable Mindset

At Razer, upholding a sustainable mindset is deeply embedded in the Company's operations and corporate culture. This mindset is further reinforced by a comprehensive set of environmental policies that guide the company's practices and decisions. These frameworks ensure that sustainability is consistently prioritized across all functions, from product innovation to supply chain management.

Group Environment Policy	<ul style="list-style-type: none">▪ Razer targets net-zero carbon emissions by 2030, prioritizing reduction over offsets.▪ All Razer products will be recyclable or made from recycled materials by 2030.▪ Razer eliminates single-use plastics and powers all offices with renewable energy by 2025.
Policy on Sourcing Minerals from Conflict Affected and High Risk Areas	<ul style="list-style-type: none">▪ Razer requires suppliers to perform OECD aligned due diligence to ensure tin, tantalum, tungsten, gold, and cobalt are not sourced from mines that fund armed groups▪ The policy mandates suppliers to submit data via the RBA Conflict Minerals Reporting Template and participate in industry initiatives like the RBA and WWF moratorium on deep-seabed mining.▪ Razer explicitly forbids any procurement that directly or indirectly benefits human rights abusers, and maintains a whistleblowing channel at play.fair@razer.com for reporting violations
Internal Compliance Manual	<ul style="list-style-type: none">▪ PROGRAM STRATEGY & COMMITMENT: Razer’s internal compliance manual establishes company-wide dedication to ethical sourcing, industry alignment, clear targets, and structured governance via documented policies, guidelines, and participation in initiatives.▪ SUPPLIER ONBOARDING & AUDIT FRAMEWORK: Suppliers are required to register using documented onboarding materials, are categorized by tier and audit scope, and undergo social compliance audits (e.g. RBA, SMETA) against zero tolerance criteria with defined grading, remediation, reporting, and exit mechanisms.▪ GOVERNANCE, RISK & INCIDENT MANAGEMENT: The manual outlines organisational roles, audit funding and quality assurance processes, a risk-based response to supply chain incidents and grievances, and performance tracking tied into governance machinery.

Razer has established a robust set of environmental and supply chain policies that reflect its commitment to sustainability, ethical sourcing, and responsible business practices. While these policies cover key environmental and social dimensions, Razer currently does not have a dedicated policy addressing water usage and pollution. As manufacturing is conducted through contract manufacturers, direct operational control is limited. However, Razer recognises the importance of these issues and is actively exploring the development of a formal policy to address water stewardship and pollution mitigation within its extended supply chain.

Governing Actions Through Policies

Pollution Impact and Mitigation Across Razer’s Product Lifecycle

As a company that operates primarily through contract manufacturing, Razer does not generate material pollution from its own direct operations. Instead, the potential environmental impacts associated with pollution originate almost entirely from its upstream supply chain—specifically, third-party component manufacturers and materials suppliers. To proactively identify and address these indirect environmental impacts, Razer undertakes detailed Life Cycle Assessments (LCA) and discloses results through third-party verified Environmental Product Declarations (EPDs). Recognizing the scale of its gaming mouse category—representing over millions of units sold annually—Razer selected the Basilisk V3 Pro as a representative product to assess potential environmental impact across the entire value chain.

The EPD for the Basilisk V3 Pro, conducted using a cradle-to-grave methodology, quantifies environmental impacts across multiple pollution-related categories aligned with the EU ESRS pollution indicators. These categories include photochemical ozone formation and acidification (air pollution), eutrophication (freshwater, marine, and terrestrial), water deprivation, and resource use tied to fossil fuels and critical minerals.

The results clearly indicate that upstream activities—encompassing raw material extraction, component manufacturing, and logistics—are responsible for the overwhelming share of pollution-related impacts. For example, upstream processes account for over half of the photochemical ozone formation potential (38.0 g NMVOC eq) and nearly two-thirds of the acidification potential (62.4 g SO₂ eq). These emissions are largely driven by energy-intensive production, chemical processing, and solvent use in printed circuit board and component fabrication. Upstream eutrophication effects are also significant, contributing to 90% of freshwater eutrophication (5.55 g PO₄³⁻ eq) and over half of marine eutrophication (13.8 g N eq), linked to nitrogen and phosphorous compounds in solder, adhesives, and plating.

Water deprivation potential—totaling 2.07 m³—is similarly dominated by upstream processes (1.84 m³), reflecting heavy water usage in cleaning, rinsing, and cooling within electronics manufacturing. In terms of resource extraction, fossil resource use stands at 139 MJ, with 87.3 MJ attributed to upstream activities. Mineral and metal resource use also skews heavily upstream, due to the use of virgin plastics, copper, and rare earth elements in high-performance components.

Razer’s core operations—including product assembly, configuration, and packaging—account for a minimal share of pollution-related impacts, typically under 5% across categories. However, the company actively works to mitigate upstream environmental risks through its Responsible Manufacturing program, which sets strict environmental and ethical standards for its supply chain partners. All contract manufacturers and suppliers are required to comply with ISO 14001 (environmental management), ISO 9001, ISO 45001, IECQ QC 080000 (hazardous substance process management), SMETA, and RBA audit protocols. These certifications ensure that pollution from hazardous chemicals, wastewater, and airborne emissions is managed to international best practice standards throughout Razer’s upstream value chain.

Downstream impacts—including logistics, product use, and end-of-life treatment—contribute modestly to total pollution, though remain relevant in categories such as fossil fuel consumption and photochemical ozone formation. Air freight and global distribution networks continue to exert an environmental footprint. To address this, Razer is shifting toward sea freight and expanding the use of regional distribution hubs to reduce transportation-related emissions. Moreover, its growing take-back and recycling programs are helping to divert end-of-life electronics from landfills, thereby reducing pollution risks from improper disposal.

Complementing these supply chain and logistics strategies is Razer’s internal Design-for-Sustainability initiative, which uses LCA data to inform product development. Engineers and designers are tasked with selecting low-impact materials, such as post-consumer recycled plastics, optimizing product durability, and minimizing packaging volume and waste. Each new generation of product is subjected to carbon and environmental footprint modeling as part of Razer’s commitment to circular design principles.

In summary, the environmental assessment of the Basilisk V3 Pro underscores that pollution-related impacts are concentrated almost entirely in the upstream stages of the life cycle. Razer addresses these challenges through a comprehensive, transparent, and data-driven sustainability strategy, working in close partnership with its manufacturing suppliers to ensure environmental compliance and continuous improvement. Through detailed product LCAs, rigorous supplier standards, sustainable design, and circular economy initiatives, Razer continues to reduce pollution across its entire value chain—aligning its efforts with EU ESRS environmental standards and its own commitment to net-zero by 2030.

Governing Actions Through Policies

Razer is actively addressing microplastic pollution through initiatives like Clearbot, AI-powered robots that clean ocean-bound plastics, and the Kawagawa Clean-Up, which mobilizes communities to remove plastic waste from waterways. To further mitigate plastic waste, Razer has established a recycling program at all RazerStore locations, encouraging customers to responsibly dispose of old Razer products in exchange for vouchers. This recycling initiative supports their broader sustainability efforts by reducing plastic pollution and promoting responsible product life cycles.

Over the past year, Razer has consistently integrated recyclable materials into the design and production of all new products, underscoring its commitment to sustainability from concept to completion. The Company has obtained World’s 1st Environmental Product Declarations (EPDs) for consumer electronic products to provide full transparency to its consumers while also introducing carbon offset options at online checkouts, empowering customers to make environmentally conscious choices.

Razer’s sustainability efforts extend well beyond its products. The Company offers Paid Time Off for employees to participate in volunteering and Corporate Social Responsibility (CSR) activities, such as beach clean-ups in celebration of World Oceans Day. Through initiatives like the Razer Giveback program which includes book donation drives during Christmas and by promoting reusable practices such as bringing personal cutlery to office events, Razer actively works to reduce single-use plastics.

Employees are also engaged in materiality assessments, recognising their essential role in shaping and advancing the company’s sustainability agenda. These collective actions have helped cultivate a workplace culture where sustainability is a shared responsibility which is embraced both professionally and personally.

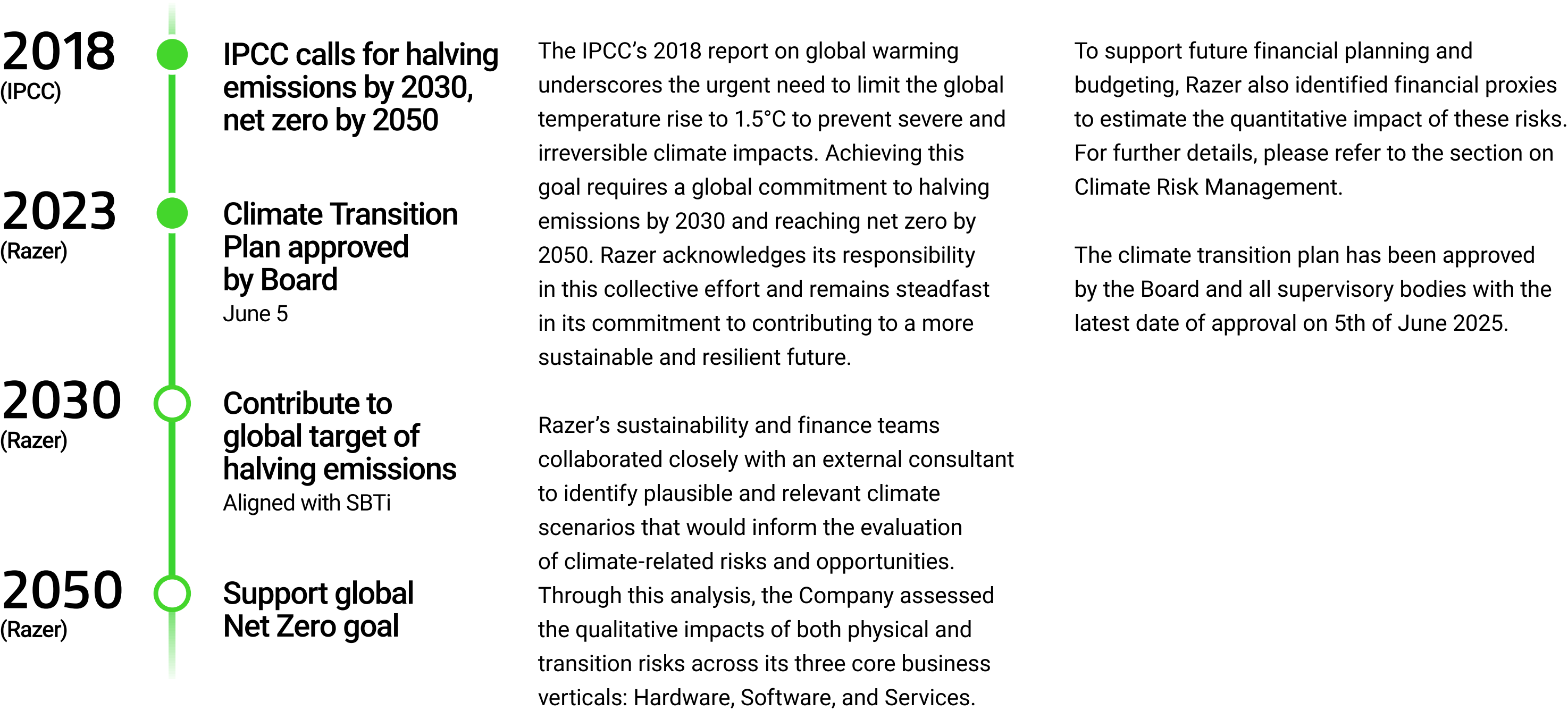
Razer’s commitment to creating a positive external impact begins from within. By empowering and actively engaging its employees, the company aims to spark a ripple effect—cultivating a network of sustainability champions within Razer and inspiring passionate advocates for the environment in the broader community.

Looking ahead, Razer plans to introduce additional initiatives and training programs to further mobilize its workforce in minimizing resource usage and reducing its environmental footprint.

Empowering Employees	Razer is committed to empowering its employees to make a meaningful impact by offering additional paid time off each year specifically for volunteering. This initiative encourages team members to support conservation efforts by partnering with environmental organisations of their choice, reinforcing the Company’s shared commitment to sustainability and community engagement.
Employee Engagement	As part of its monthly employee engagement initiatives, Razer will introduce activities designed to raise awareness about environmental stewardship and promote eco-conscious mindsets and behaviours among team members. In addition, the Company will conduct quarterly engagement and training programs to equip employees with the knowledge and tools to begin their sustainability journey with Razer, creating a workplace culture rooted in sustainable values and responsible practices.
Corporate Social Responsibility (CSR)	Razer is actively contributing to the global fight against climate change through dedicated Corporate Social Responsibility (CSR) initiatives. To further support environmental causes, the Company has established a global donation matching program, enabling employees to amplify their impact by matching their contributions to organisations focused on sustainability and conservation.

Climate Risk Assessment

Razer Commitment to the Science Based Targets initiatives (SBTi) and Adoption of Climate Risk Scenarios- Transition Plan



Climate Risk Assessment

Integration of Transition Plan with Business Strategy & Financial Planning

	Razer's Way	Details
Strategic Alignment	The transition plan is integrated into the Company’s long-term vision, focusing on sustainable growth, innovation, and resilience. Climate goals are treated as core business objectives that improve the company’s profitability, brand equity and mindshare.	Sustainability Workgroup, chaired by the CEO/Chairman, meets once a month to review strategies and operational details of various initiatives.
Decarbonisation Levers and Key Actions	The Company undertakes a holistic life cycle view of its products, upskill and uplift the standards of its following	<ul style="list-style-type: none">▪ 100% of capital goods to be recycled.▪ 100% of all products to comprise recycled materials.▪ At least 60% of all orders to be fulfilled by sea freights or other lower emissions transportation.▪ 80% of value chain partners to tap on renewable energy sources for the production.
Governance & Oversight	Climate-related targets and transition actions are overseen by the Board and embedded in executive KPIs, ensuring accountability and strategic coherence.	Quarterly presentation to the Board on ESG strategy and decarbonisation targets update.
Operational Planning	Business units incorporate climate targets into annual plans, including energy efficiency, emissions reduction, and sustainable sourcing.	
CapEx Planning	Capital investments prioritise low-carbon technologies, renewable energy, and infrastructure upgrades aligned with EU Taxonomy criteria.	Provision of USD 50 Million Green Fund to support startups with low carbon or renewable energy technologies or business initiatives.
OpEx Planning	Operational budgets include allocations for sustainability programs, training.	OpEX includes procurement of Renewable Energy Certificates, carbon offsets (as a last resort), ecolabelling, recycled materials, just to name a few.
Risk Management	Climate risks are integrated into enterprise risk management, influencing investment decisions and supply chain strategies.	Yearly review of climate-related risks as part of the Enterprise Risk Management Exercise.
Revenue Strategy	Product and service portfolios are being redesigned to support green revenue streams, including circular economy models and eco-certified offerings.	Service offering to provide better repairability, sale of spare sets to support longer product lifespan. Mandatory independent third party ecolabel programme for all applicable products which generate additional page traffic on e-commerce platforms.
Financial Forecasting	Climate scenarios and carbon pricing are factored into financial models to assess long-term viability and cost exposure.	Climate-related risks take in financial implications of various climate pathways. The Group looks to implement “shadow carbon pricing” across the mid-long term horizon.

Climate Risk Assessment

Climate Risk Management

In preparing this climate-related disclosure, Razer have aligned with the recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD) and referred to the Corporate Sustainability Reporting Directive (CSRD) under the broader framework of the European Union’s sustainability reporting requirements.

Recommended Disclosures	Razer’s Response
Governance	
<ul style="list-style-type: none">▪ The Board’s responsibility for overseeing climate-related risks and opportunities▪ The role of management in identifying, evaluating, and addressing climate-related risks and opportunities	<ul style="list-style-type: none">▪ Razer has established a formal governance framework to manage climate-related risks.▪ The Board holds ultimate accountability for overseeing climate-related risks and opportunities at Razer. This includes setting the Company’s sustainability strategy, objectives, direction, performance, and reporting.▪ The Sustainability Workgroup is responsible for executing ESG strategies and initiatives. It formulates climate-related objectives, strategies, and workplans for the Board’s approval, and recommends enhancements to Razer’s climate-related policies and practices.▪ Regular updates are provided to the Board through biweekly meetings, ensuring ongoing visibility into the workgroup’s progress and activities.▪ The CEO conducts monthly reviews of ESG programs to ensure effective implementation and monitor progress toward Razer’s climate targets.▪ Further details on Razer’s ESG governance approach can be found on page 27.
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 organisation’ strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	<ul style="list-style-type: none">▪ Since 2021, Razer has been actively identifying climate-related risks and opportunities, integrating them into its Enterprise Risk Management (ERM) framework.▪ In 2024, Razer conducted a climate scenario analysis to evaluate the organisation’s resilience under three distinct scenarios: Net Zero 2050, Middle of the Road, and Regional Rivalry, across short, medium, and long-term time horizons.▪ The outcomes of this analysis, including identified physical and transition risks, potential impacts on Razer’s operations, and related financial impact indicators are summarised on pages 45-46.

Climate Risk Assessment

Climate Risk Management

Recommended Disclosures	Razer’s Response
Risk Management	
<ul style="list-style-type: none">Describe the organisation’s processes for identifying and assessing climate-related risksDescribe the organisation’s processes for managing climate-related risksDescribe 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">As part of Razer’s Risk Management approach, a strong risk identification process has been established within the Enterprise Risk Management (ERM) framework. Following the climate scenario analysis, climate-related risks and opportunities have been incorporated into Razer’s Risk Register alongside other organisational risks.Climate-related risks are prioritised based on their assessed severity levels—categorised as High, Moderate, or Low. Financial impact indicators are derived using financial proxies, enabling a clearer understanding of potential implications.Risk management measures are mapped accordingly, detailing both existing mitigation actions and planned future strategies to address identified risks effectively.
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 processDisclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risksDescribe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets	<ul style="list-style-type: none">Razer continuously tracks its progress toward climate targets using key environmental metrics such as fuel and electricity consumption, Scope 1, 2, and 3 greenhouse gas (GHG) emissions, as well as waste and water usage. GHG emissions data from Razer’s global corporate offices and its top five contract manufacturers are disclosed in accordance with the GHG Protocol Corporate Accounting and Reporting Standards, ensuring consistency and accuracy.To guide the organisation’s climate strategy, Razer has established both near- and long-term emissions reduction targets. For operational emissions, it is aimed to reduce emissions by 90% by 2030, using 2019 as the baseline year. Additionally, the target of 55% reduction in emissions intensity (based on set goals) across the upstream and downstream value chain has been set. The set goals include 80% of contract manufacturers’ energy mix to be tapping on renewable energy only, all capital goods to be properly recycled, 40% of all orders to be fulfilled by sea freight, while factoring in business growth. These short-term net-zero targets have been validated by the Science Based Targets initiative (SBTi).Razer is committed to eliminating single-use plastics across all offices and has transitioned to using 100% recycled or recyclable plastics in its product packaging. Additionally, all global corporate offices are now fully powered by renewable electricity, placing Razer ahead of its goal to achieve 100% renewable energy across operations by 2025.To embed sustainability into the company’s culture and performance, Razer integrates ESG performance into its incentive and bonus structures through Key Performance Indicators (KPIs) and its corporate Balanced Scorecard.Further details on progress toward sustainability metrics and targets can be found in the Setting Goals for Sustainable Progress, Climate Adaption and Design for Sustainability sections.

Climate Risk Assessment

Climate Scenario Analysis

Razer’s climate scenario analysis is grounded in internationally recognised frameworks, including scenarios developed by the International Energy Agency (IEA) and the Intergovernmental Panel on Climate Change (IPCC), specifically the Representative Concentration Pathways (RCPs) and Shared Socioeconomic Pathways (SSPs). These scenarios encompass a wide range of climate-related, technological, geopolitical, regulatory, economic, and social assumptions.

To model potential futures, Razer has coupled IEA and IPCC scenarios to represent three distinct pathways:

- A best-case scenario aligned with ambitious climate action,
- A business-as-usual scenario reflecting current trends,
- A worst-case scenario characterised by limited mitigation efforts.

Each scenario is mapped to a relevant RCP to project emissions trajectories and paired with corresponding SSPs to forecast associated social and economic impacts. These integrated scenarios have been used to identify material climate-related risks and opportunities relevant to Razer’s operations and strategic planning.

Assessing Climate Related Risks- Resilience Analysis

Using these chosen climate scenarios and taking reference from the TCFD and CSRD disclosure recommendations, identified climate risks have been divided into two major categories: (1) risks related to the transition to a lower-carbon economy and (2) risks related to the physical impacts of climate change. Similarly, Razer has classified climate risks into physical risks, denoting likely physical impacts from the onset of global warming, and transition risks, denoting likely regulatory, market or social impacts that may arise as businesses and societies transition to a low-carbon economy.

Climate Risk Assessment

Selected Scenario	Scenario Description	Temperature Outcome
Net Zero by 2050	The best-case scenario is based on the International Energy Agency’s (IEA) Net Zero Emissions by 2050 (NZE) scenario. This represents a pathway aligned with the Paris Agreement, combining favourable socioeconomic conditions with a declining emissions trajectory to achieve net zero emissions by 2050.	1°C to 1.8°C by 2100
	This scenario envisions ambitious and coordinated global efforts to address climate change. It involves the implementation of comprehensive climate policies, rapid innovation in sustainable technologies and energy systems, the expansion of sustainable infrastructure, and widespread shifts in market and consumer preferences toward sustainable products.	
	As a result, the most severe impacts of climate change are avoided, thereby mitigating physical climate risks. However, the extensive transformations required by global climate initiatives are expected to introduce significant transition risks.	
Middle-of-the Road	The business-as-usual scenario is derived from the Intergovernmental Panel on Climate Change’s (IPCC) SSP2 Middle-of-the-Road scenario, which assumes a continuation of existing and historical trends. Efforts to address climate change persist, with some jurisdictions showing progress and consolidation, but overall, these efforts remain inconsistent and uneven.	2.1°C to 3.5°C by 2100
	For Razer, a company with global operations and markets, this scenario holds relevance. While climate change remains a key area of concern, it risks being overshadowed by other pressing issues such as inflation and geopolitical tensions. These factors contribute to rising input costs and increased pressure on operational expenses and the cost of goods sold.	
	This scenario is mapped to the Representative Concentration Pathway (RCP) 4.5, where global emissions are projected to rise until around 2050 before declining sharply. Under this pathway, both physical and transition climate risks are expected to materialize.	

Selected Scenario	Scenario Description	Temperature Outcome
Regional Rivalry	The worst-case scenario is based on the Intergovernmental Panel on Climate Change’s (IPCC) SSP3 Regional Rivalry scenario, which reflects deteriorating global conditions that hinder progress on climate action. In this scenario, rising nationalism, heightened concerns over security and competitiveness, and escalating regional tensions drive countries to prioritize domestic and local issues over international cooperation.	2.8°C to 4.6°C by 2100
	As a result, global efforts to combat climate change are significantly weakened, with fragmented policies and limited collaboration impeding meaningful progress. This scenario presents heightened risks, both physical and transitional, due to the lack of coordinated global response and the intensification of climate-related challenges.	
	This scenario is paired with the Representative Concentration Pathway (RCP) 7.0, where global emissions continue to rise and are projected to double by 2100. While the limited and fragmented efforts to address climate change reduce the scale of transition risks, the rapidly worsening global climate significantly amplifies the severity of physical risks. The lack of coordinated global response exacerbates vulnerabilities, making this scenario particularly concerning for long-term resilience and sustainability.	

Climate Risk Assessment

Razer has proactively screened its assets and business activities to assess exposure to transition events, such as regulatory shifts, carbon pricing, evolving consumer preferences, and technological disruptions associated with the global shift toward a climate-neutral economy.

The analysis revealed that certain business activities, particularly those involving energy-intensive manufacturing, global logistics, and legacy product lines are sensitive to transition risks. These include potential exposure to stricter emissions regulations, increased operational costs due to carbon pricing, and reputational risks if products do not meet evolving sustainability standards. Razer has also identified assets and activities that are incompatible or require significant transformation to align with a climate-neutral economy, such as facilities dependent on non-renewable energy sources or supply chain components with high carbon footprints.

To ensure consistency and credibility, the climate scenarios used in the analysis are aligned with the critical assumptions embedded in Razer’s financial statements, including long-term investment planning, asset valuation, and risk provisioning. This integration ensures that climate-related risks and opportunities are not only recognized but also reflected in the Company’s financial strategy and disclosures. The insights from this analysis are being used to guide capital allocation, product innovation, and strategic partnerships that support Razer’s transition to a low-carbon, resilient business model.

Physical and Transition Risks and Opportunities

Based on the three climate scenarios outlined earlier, Razer conducted a detailed analysis of climate-related risks and opportunities using the following methodology:

1. CATEGORISATION

Risks and opportunities were grouped into categories aligned with the Task Force on Climate-related Financial Disclosures (TCFD) guidance:

- Technology and Innovation
- Regulatory
- Market and Reputation
- Supply Chain

2. SPECIFICATION

Each risk and opportunity were further detailed by:

- Specific topics
- Relevant time horizons (short, medium, long term)
- Applicability to Razer’s business verticals

3. ASSESSMENT AND VALIDATION

- Key drivers and anticipated impacts on Razer were identified.
- Financial impact indicators were assigned using appropriate proxies.
- These findings were validated through stakeholder engagement, including in-depth content interviews.

The results of this analysis are summarised in the following table:

● Low Risk ● Moderate Risk ● High Risk

Time Horizon	
Short	Up to 2025
Medium	Up to 2030
Long	Up to 2050

Climate Risk Assessment

- Low Risk
- Moderate Risk
- High Risk

Anticipated Financial Effects from Pollution-related Impacts, Risks and Opportunities

Razer anticipates notable financial effects arising from pollution-related risks and opportunities across its operations and value chain. These include increased costs of goods due to the transition to recycled plastics, particularly impacting upstream suppliers in Asia Pacific region. Regulatory pressures—such as packaging mandates and e-waste directives—are expected to drive product redesigns and additional sustainability training, contributing to operational expenses. Emerging liabilities linked to greenwashing regulations, including potential fines under UK consumer laws, present short-term financial risks. Additionally, the projected rise in sustainable aviation fuel costs and volatility in renewable energy certificate (REC) markets are expected to significantly impact logistics and energy procurement. Collectively, these pollution-related factors are estimated to result in short-term financial impacts ranging from approximately USD 12 million to USD 28 million.

Category	Risk Topic	Time Horizon	Impact on Business Vertical	Impact on Razer’s Business Operations and Strategy	Risk Level	Financial Impact Indicator	Financial Impact (in USD)
Technology & Innovation	Access to renewable energy	Short to Long	All	Increasing demand and more stringent regulations may increase the price of RECs for Razer to meet net zero targets	●	Operating Expenses	\$21,657
Technology & Innovation	Low-carbon Fuels	Short to Medium	Hardware	Uptake of sustainable aviation fuels expected to significantly increase in net zero scenario for air freight of Razer’s products	●	Cost of Goods Sold	\$12,200,000
Regulatory	Carbon Pricing	Medium to Long	All	Increasing carbon taxes may mean costs from electricity suppliers may be passed on to Razer	●	Cost of Goods Sold	N/A
Regulatory	ESG and Emissions Reporting	Medium to Long	All	Increasing compliance costs resulting from requirements to disclose ESG and emission data	●	Operating Expenses	\$326,000
				Potential for fines or lawsuits over greenwashing or inadequate disclosures			\$290,000
Regulatory	Regulation on the Sales/Imports of Goods	Short to Medium	Hardware	Increase in tariffs on goods sold in certain markets	●	Revenue	N/A
Regulatory	Regulation on Product Design	Short to Medium	Hardware	Carbon border adjustment schemes may levelize carbon prices across different jurisdictions	●	Operating Expenses	\$3,522,893
				Product redesigns to comply with directives to reduce packaging or e-waste			
Market & Reputation	Shifting consumer demands	Medium to Long	All	Increased expenditure on upskilling to ensure that sustainability requirements can be met	●	Revenue	\$55.2 mil
				Increased demand and revenue from sustainable products / services			
Market & Reputation	Shifting consumer demands	Medium to Long	All	Reduced carbon emissions from the manufacturing and packaging of products e.g. recycled plastics	●	Revenue	\$55.2 mil
				Increased demand and revenue from sustainable products / services			

Climate Risk Assessment

- Low Risk
- Moderate Risk
- High Risk

Anticipated Financial Effects from Pollution-related Impacts, Risks and Opportunities

Category	Risk Topic	Time Horizon	Impact on Business Vertical	Impact on Razer’s Business Operations and Strategy	Risk Level	Financial Impact Indicator	Financial Impact (in USD)
Market & Reputation	Increasing Scrutiny on quality and credibility of RECs and carbon credits	Medium to Long	All	Increased expenditure on due-diligence checks and third-party verification for purchase of RECs / carbon offsets	●	Operating Expenses (Compliance)	N/A
Supply Chain	Procurement of Raw Materials	Medium to Long	Hardware	Global shift towards Net Zero will increase demand and price of green commodities and critical materials for manufacturing	●	Cost of Goods Sold	\$6,248,530
Supply Chain	Non-compliance arising from Supply Chain	Short to Medium	Hardware	Limited visibility across supply chains increases risk of non-compliance from contract manufacturers	●	Operating Expenses (Compliance)	N/A
Physical	Increased Temperatures	Medium to Long	All	Increased temperatures and erratic weather patterns leading to sea-freight / air-cargo disruptions and delays	●	Operating Expenses (Operations)	\$1,890,240

Please note that the assumptions and uncertainties in Climate Scenario Analysis, are critical components that shape how the Company interprets and responds to potential future climate-related risks and opportunities. The analysis involves several key assumptions, such as:

(1) Global Temperature Pathways: Razer models scenarios based on different temperature rise pathways, such as 1.5C, 2C, or higher, which align with global climate agreements. These pathways help assess the impact of climate change on Razer’s supply chain, manufacturing, and operations.

(2) Regulatory Changes: Assumptions around future regulations are another uncertainty. The analysis may consider stricter climate-related regulations, carbon taxes, and sustainability compliance requirements, which could influence operational costs and supply chain resilience.

(3) Market and Consumer Behavior: The analysis may assume shifts in market trends and consumer preferences toward more sustainable products, which could drive demand for eco-friendly gaming products like those designed with recycled materials.

(4) Technological Advancements: Assumptions related to advancements in technology that support emissions reduction or renewable energy transitions play a role. The pace of technological innovation could affect Razer’s ability to meet its decarbonization targets.

However, uncertainties remain, particularly around the speed and scale of regulatory changes, the accuracy of climate models predicting physical risks (e.g., extreme weather events), and the response of markets and consumers to climate-related disruptions.

Energy and Emission Management

Managing emissions and adapting to climate change are among the most pressing challenges of our time, requiring urgent and unified global action. The United Nations Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report has reported that carbon dioxide (CO₂) and other greenhouse gas (GHG) emissions from human activities are significantly altering the global climate.

Recognising the importance of addressing climate change within its operations and supply chain, Razer has implemented a range of initiatives across its stores, offices, logistics hubs, and production sites to reduce energy consumption and GHG emissions. These efforts include transitioning to energy-efficient LED lighting in all global offices, adopting sustainable technologies, and significantly cutting back on business air travel to lower the Company’s carbon footprint. Motion sensors have been installed in lighting systems, and window panel filters have been added to regulate indoor temperatures and reduce cooling demands.

Razer goes beyond industry norms by proactively managing emissions. This includes tracking carbon emissions from employee commutes and incorporating sustainable design principles into new office developments. As part of its “from-bean-to-brew” life cycle assessment, Razer ensures that every cup of coffee served at RazerCafe is carbon neutral through the use of high-quality carbon credit offsets.

Energy Management

In FY2024, the Company experienced a modest increase in energy and fuel consumption, primarily due to heightened operational activity. Additionally, the Company expanded its reporting boundaries to include fugitive refrigerant emissions, reinforcing its commitment to transparency and comprehensive environmental accountability. While these developments have led to a slight rise in Razer’s overall environmental footprint, the Company is proud to report that 100% of its purchased electricity is sourced from clean energy through a market-based approach. This milestone reflects Razer’s ongoing dedication to sustainability and responsible resource management. The energy consumption is in the form of electricity consumption; no nuclear energy consumption is involved. The Company has refrained to report energy intensity against revenue figures in high climate impact areas as it has been privatised since 2022.

Table: Fuel consumption across Razer’s corporate offices and vehicle fleet

	Total Fuel Consumption Across Offices & Vehicle Fleet		
	2024	2023	2022
Fuel consumption from coal and coal products	0	0	0
Fuel consumption from crude oil and petroleum products	8,439.19	11,670.95	15,328
Fuel consumption from natural gas	0	0	0
Fuel consumption from other fossil sources	0	0	0
Total (L)	8,439.19	11,670.95	15,328
Total (GJ)	288.62	399.15	524.22

Table: Energy consumption at corporate offices

	Electricity Consumption and Intensity		
	2024	2023	2022
Total Usage (MWh)*	1,619.26	1,820.16	1,465.85
Total Usage (GJ)	5,829.34	6,552.58	5,277.06
Intensity (MWh/m2)	0.062	0.058 ¹	0.054

¹ The data have been restated due to an incorrect unit conversion during data collection.

100% of Razer’s electricity is backed by renewable sources, achieved through the purchase of Renewable Energy Certificates (RECs) that verify and support clean energy generation.

Energy and Emission Management

GHG Emissions Management

As part of its ESG strategy, Razer systematically tracks and analyses electricity consumption across its global corporate offices and contract manufacturing partners. While electricity remains vital to operations, the Company recognises the importance of minimising avoidable consumption throughout its value chain. Although operational emissions (Scope 1 and 2) are significant, the majority of Razer’s environmental impact lies within Scope 3 emissions.

As previously reported in 2023, Razer made notable strides in improving the accuracy of its emissions reporting by refining the geographical scope and broadening the range of emission sources covered. This initiative continues to be a key element of the Company’s sustainability strategy, reinforcing its commitment to transparent and comprehensive environmental reporting as it advances its decarbonization efforts. This year’s report includes detailed insights into fugitive refrigerant emissions, well-to-tank emissions from fuel use, emissions from digital activities, and those associated with product usage. The Company believes this level of granularity is essential for accurately understanding its environmental footprint and holding itself accountable to ambitious sustainability goals.

Razer is actively pursuing decarbonisation through a multi-pronged approach. Key initiatives include enhancing energy efficiency by tracking electricity usage across operations and expanding emissions reporting to cover Scope 1, 2, and 3 categories. A strong emphasis is placed on engaging the value chain to address Scope 3 emissions, ensuring that suppliers and partners are aligned with Razer’s sustainability goals. These efforts collectively support a transparent and accountable emissions reduction strategy.

To build climate resilience, Razer leverages data-driven decision-making through comprehensive emissions analysis. This enables proactive energy use management and strengthens operational resilience. Furthermore, climate metrics are strategically integrated into ESG planning, ensuring that sustainability considerations are embedded into long-term business decisions. These adaptation measures position Razer to navigate climate-related risks while advancing its environmental commitments.

By deepening its understanding of emissions across the entire product lifecycle—from production and logistics to usage and end-of-life—Razer aims to identify opportunities for improvement throughout its ecosystem. The Company remains committed to expanding the monitoring and disclosure of additional Scope 3 categories as it advances on its sustainability journey.

Energy and Emission Management

Table: Razer’s GHG emissions, covering both the organisation and its contract manufacturers

GHG emissions	Unit	2024	2023	2022
Direct GHG emissions (Scope 1) ²				
Fuel Combustion – Mobile	tCO ₂ e	18.82	26.73	35.10
Fugitive Emissions – Refrigerants	tCO ₂ e	15.60	19.58 ³	NA
Indirect GHG emissions (Scope 2) ⁴				
Electricity consumption (Location-based)	tCO ₂ e	712.28	848.01	939.30
Total GHG emissions (Scope 1 and 2)				
Total GHG emissions (Scope 1 and 2)	tCO ₂ e	746.71	941.44	974.40
GHG intensity (Scope 1 and 2)	tCO ₂ e / square meter	0.0284	0.0301 ³	0.037

² Scope 1 emissions included direct GHG emissions from fuel consumption, including petrol fuel used by Company cars.
³ The data have been restated due to an incorrect unit conversion during data collection.
⁴ Scope 2 emissions included indirect GHG emissions from purchased electricity at its offices.
⁵ Purchased goods and services include Razer’s top 5 contract manufacturers’ emissions from their electricity consumption. The top 5 contract manufacturers cover more than 80% of orders during the reporting period.

GHG emissions	Unit	2024	2023	2022
Cat 1: Purchased goods and services ⁵	tCO ₂ e	177,894.38	153,343.56	171,094.80
Cat 2: Capital Goods	tCO ₂ e	198.92	252.00	NA
Cat 3: Fuel and Energy-related Activities	tCO ₂ e	50.77	9.18	NA
Cat 6: Business Travels	tCO ₂ e	1,483.28	1,034.36	NA
Cat 7: Employees’ commute	tCO ₂ e	1,588.50	1,920.06	2,478.80
Cat 9: Downstream transportation	tCO ₂ e	39,337.22	23,575.58	34,690.80
Cat 11: Use of sold products	tCO ₂ e	14,835.89	24,092.73	2,868.50
Cat 12: End-of-life treatment	tCO ₂ e	3,592.22	2,693.20	4,360.30
Digital Emissions	tCO ₂ e	Collapsed into Category 1 and 11		57.50
Total	tCO ₂ e	239,727.87	208,132.11	214,067.00

Please note that emissions are accounted for areas where Razer has operational control. As Razer’s manufacturing activities are conducted by contract manufacturers over whom it does not exercise direct operational control, the associated emissions are classified under Scope 3.

Note:

- Emissions calculations are based on Global Warming Potential (GWP) values from the IPCC’s Fifth Assessment Report (AR5).
- The baseline year was selected based on a period with stable operational activity and reliable data availability. It includes all significant emission sources across Scopes 1, 2, and 3, ensuring comprehensive coverage. External factors such as unusual weather events, economic disruptions, or temporary operational changes were analysed and adjusted for, to avoid skewing the baseline. This ensures the baseline reflects typical business operations and provides a fair reference point for future comparisons.

Water Management

Efficient water management is vital for Razer as it reduces operational costs, supports sustainability targets, and strengthens the Company’s environmental credentials. Demonstrating responsible resource usage helps Razer align with global ESG standards, which increasingly influence investor decisions and brand reputation in the tech and gaming sectors.

Company relies on third-party Contract Manufacturers (CMs) to manage water related usage during the manufacturing of its products as it does not have operational control on the manufacturing sites. During the high-level scan of possible issues of value chain partners, it appears its Contract Manufacturing partners do not operate under water stressed area. The Company maintains close communication with these partners to ensure a consistent supply of water that meets its quality standards. Effective wastewater treatment and disposal practices are in place to mitigate environmental risks and uphold Razer’s sustainability commitments. Details of value chain mitigation, third party certifications such as Responsible Business Alliance (RBA), SMETA, ISO 14001 certification are detailed in later chapters.

As the first consumer electronic company in the World to achieve UL Environment Product Declaration (EPD) ecolabel, the Company started disclosing the impact category – Water Deprivation on the product packaging of selected products. The Company endeavours to set water-related intensity targets in coming years.

Table: Razer’s water withdrawal and intensity metrics

Water Withdrawal and Intensity						
	2024		2023		2022	
	Total Withdrawn (tonnes)	Intensity (tonnes/sqm)	Total Withdrawn (tonnes)	Intensity (tonnes/sqm)	Total Withdrawn (tonnes)	Intensity (tonnes/sqm)
Total	8,388.8	0.3	8,313.70	0.2 ¹	2,916.30	0.2

¹ The data have been restated due to an incorrect unit conversion during data collection.

It’s important to note that Razer’s manufacturing is carried out through contract manufacturers, meaning Razer does not have direct operational control over facilities located in areas of high-water stress. However, Razer’s own corporate offices are not situated in regions identified as high-water stress zones.

Waste Management

For a technology and hardware company like Razer, effective waste management is more than an environmental responsibility – it is a strategic business priority. Poor controls expose the business to regulatory fines, inflated disposal costs, and reputational harm, while also driving unnecessary carbon and resource losses. By contrast, rigorous segregation, closed-loop recycling, and vendor take-back schemes preserve materials, lower emissions, and reassure stakeholders. Companies have saved millions on raw plastics by feeding recycled resin straight back into new devices, recovered precious metals worth tens of millions from returned gadgets, thus demonstrating the commercial logic of a circular approach. For Razer, embedding similar discipline offers both environmental sustainability and stable long-term margins.

Razer has strict disposal procedures in place for hazardous and non-hazardous waste across global offices and repair centres. Additionally, Razer is compliant with all relevant Extended Producer Responsibility (EPR) policies and regulations. These steps ensure that the Company remains compliant with all applicable local and international environmental, health, and safety regulations, while also aligning with established industry standards.

Waste Management from Office	<ul style="list-style-type: none">▪ Obsolete office IT equipment, including employee laptops and batteries, is responsibly disposed of in accordance with best environmental practices.▪ General waste generated from daily activities including used paper, packaging materials, disposable food containers, and other non-recyclable office supplies.▪ Strict waste disposal procedures are enforced across all global offices to ensure compliance with local and international environmental, health, and safety regulations.
Waste Management from Repair Centres	<ul style="list-style-type: none">▪ Spare parts and packaging materials are responsibly disposed, and a Certificate of Destruction is issued to ensure traceability and compliance with environmental standards.▪ Strict waste disposal procedures are enforced across all repair centres, aligning with local and international environmental, health, and safety regulations.
End-of-life Waste Management from Contract Manufacturers	<ul style="list-style-type: none">▪ Accredited suppliers manage hazardous waste in compliance with legal regulations and environmental responsibility.

Waste Management

Hazardous Waste Management

The hazardous waste generated from Razer’s operations primarily comprises lithium batteries from defective or returned electronic devices, including laptops and mobile phones. Razer partners with government-authorised disposal companies to ensure the responsible handling and disposal of such waste. In alignment with the Waste Electrical and Electronic Equipment (WEEE) Directive, Razer offers UL2710-certified product take-back services at all RazerStores under its global operational control.

Razer’s recycling partners are certified under internationally recognised electronic waste management standards, such as the Responsible Recycling (R2) Standard and the e-Stewards initiative, ensuring the proper treatment of hazardous materials. During the reporting period, Razer recorded no incidents of non-compliance with environmental, health, or safety regulations related to hazardous waste disposal.

Table: Hazardous waste disposed across global repair centres and warehouses

Location	Hazardous Waste Directed to Disposal (tonnes)		
	2024	2023	2022
Warehouse	31.16	66.41	43.02
Repair Centre	1.67		
Total	32.83	66.41	43.02

Non-Hazardous Waste Management

Razer’s non-hazardous waste primarily consists of general waste from global offices and recycled waste like packaging materials including cardboard, plastic, paper, and foam. Warehouses located in Hong Kong, Germany, China and the United States are responsible for collecting, sorting, and maintaining records of these waste materials. Disposal activities are carried out by government-authorised waste management companies to ensure compliance with local regulations.

Table: Non-hazardous waste disposed across warehouses

Location	Non-Hazardous Waste Directed to Disposal (tonnes)		
	2024	2023	2022
Total Recycled Waste	76.18	19.16	19.29
Warehouse Recycled Waste	73.82	19.16	19.29
Office Recycled Waste	2.36	ND ⁷	ND
Total General Office Waste	165.01	ND	ND
Total Non-hazardous Waste	241.19	19.16	19.29

Razer is actively working to minimise paper waste as part of its broader sustainability efforts. By transitioning towards a more digital-first approach, such as adopting electronic documentation, digital invoicing, and paperless internal workflows, the Company aims to significantly reduce its reliance on printed materials. This shift not only curbs paper consumption but also enhances overall operational efficiency and environmental responsibility.

Table: Paper consumption across Razer operations

Location	Paper Consumption (Tonnes)		
	2024	2023	2022
Total	3.42	2.31	3.96

⁷ ND represents non-determined data points which are not available for reporting

Razer currently reports on key waste metrics including hazardous waste from repair centres and warehouses, non-hazardous waste from warehouse packaging, office operations, and paper consumption. Razer’s current tracking focuses on waste directed to disposal rather than diversion and will work in the coming years to standardised recovery standards across different jurisdictions for more detailed reporting.

Data Sensitivity and Limitations

The Company calculates the greenhouse gas emissions of its global corporate offices and top contract manufacturers based on the GHG Protocol Corporate Accounting and relevant reporting standards to ensure consistency and accuracy in the reported emissions figures. The Company uses the operational control approach to account for its carbon emissions as well as emissions arising from its value chain partners.

For fugitive refrigerants, due to inaccessibility as a tenant, a 3% leakage rate and one metric tonnes of refrigerant per 100 square meters of office space were assumed. Most of our energy, water and waste data were derived from monthly or quarterly bills of the respective offices; where such data is unavailable, consumptions are modelled based on floor area and a weighted average consumption intensity from Razer’s other office locations, in order to ensure consistency across the Group.

It is important to ensure the Company takes a close look on its value chain emissions and to obtain as many levers as possible to maximise decarbonisation. As such, the Company adopted Life Cycle Assessments (LCAs), namely cradle-to-grave approach to model possible Scope 3 emissions. The life cycle stage-specific and activity-based calculation covers Scope 3 Categories 1 (Purchased Goods and Services), 9 (Downstream Transportation and Distribution), 11 (Use of Sold Products), and 12 (End-of-Life Treatment of Sold Products). This estimation is based on the average product mass across each category, total units sold in the reporting year, and relevant activity-based emission factors for each life cycle stage, from cradle-to-gate to the use phase and finally end-of-life.

While Razer has collected waste disposal data, the associated emissions are considered Scope 3 under Category 1, as the Company does not have operational control over these sites due to its 100% tenancy lease arrangements and waste management solutions were managed directly by the local landlords.

DESIGNING FOR SUSTAINABILITY

Razer approaches product design as a powerful enabler of sustainable innovation, influencing not only the functionality and visual appeal of its products but also its environmental and social impact.

Designing for Sustainability

The Company recognises that maintaining a business-as-usual approach to resource management and circular economy practices presents a range of risks and impacts to the business. Its products contribute to global e-waste, which can release hazardous substances and strain landfills if not properly recycled. Operational waste from manufacturing and offices may also harm local environments. With stricter global recycling standards and stewardship regulations, poor waste management could lead to penalties and reputational damage.

Improving recycling and reducing waste are essential for staying compliant and minimising environmental impact. In this regard, Razer also acknowledges that transitioning from a traditional linear model to a more circular approach involves significant operational shifts. This includes rethinking product design, adapting supply chains, and evolving how it engages with customers. The move also brings higher upfront costs, particularly for redesign and technology upgrades. Despite these challenges, Razer is actively pursuing this shift with commitment, working steadily to embed circular principles across its business and build long-term resilience.

Material Impacts, Risks and Opportunities (IRO)

Identified IRO	Impact on Value Chain			
	Impact/Risk/ Opportunity	Upstream	Own Operations	Downstream
Circular Economy and Waste				
Resource depletion and sourcing-related ecosystem harm	Impact	✓	✓	
E-waste and packaging pollution at product end-of-life	Impact		✓	✓
Upstream manufacturing and hazardous waste impacts	Impact	✓	✓	✓
Financial risk from critical material sourcing disruptions and price volatility	Risk	✓	✓	
Regulatory and brand risk from e-waste and circularity non-compliance	Risk	✓	✓	✓
Compliance and cost risk from improper waste disposal and circularity failure	Risk	✓	✓	✓
Product and Services				
Economic upliftment through jobs, taxes, and tech sector innovation	Impact	✓	✓	✓
Strong economic performance enables long-term business resilience and stakeholder confidence	Impact	✓	✓	✓
Innovation ⁸				
Consumer benefit and environmental gain from product innovation	Opportunity	✓	✓	✓
Innovation creates new revenue streams and strengthens market leadership	Opportunity	✓	✓	✓

⁸ Innovation has been identified as a material topic for Razer, reflecting its relevance to long-term value creation and stakeholder expectations. While Razer is known for its innovation and creativity in the gaming space, Razer does not have formal targets in place specifically related to innovation. However, the company acknowledges its strategic importance and is actively exploring opportunities to operationalise its innovation framework. Efforts are underway to assess potential focus areas and establish measurable objectives that align with Razer’s broader sustainability and business goals.

Designing for Sustainability

Aligning Razer’s Targets with Impacts

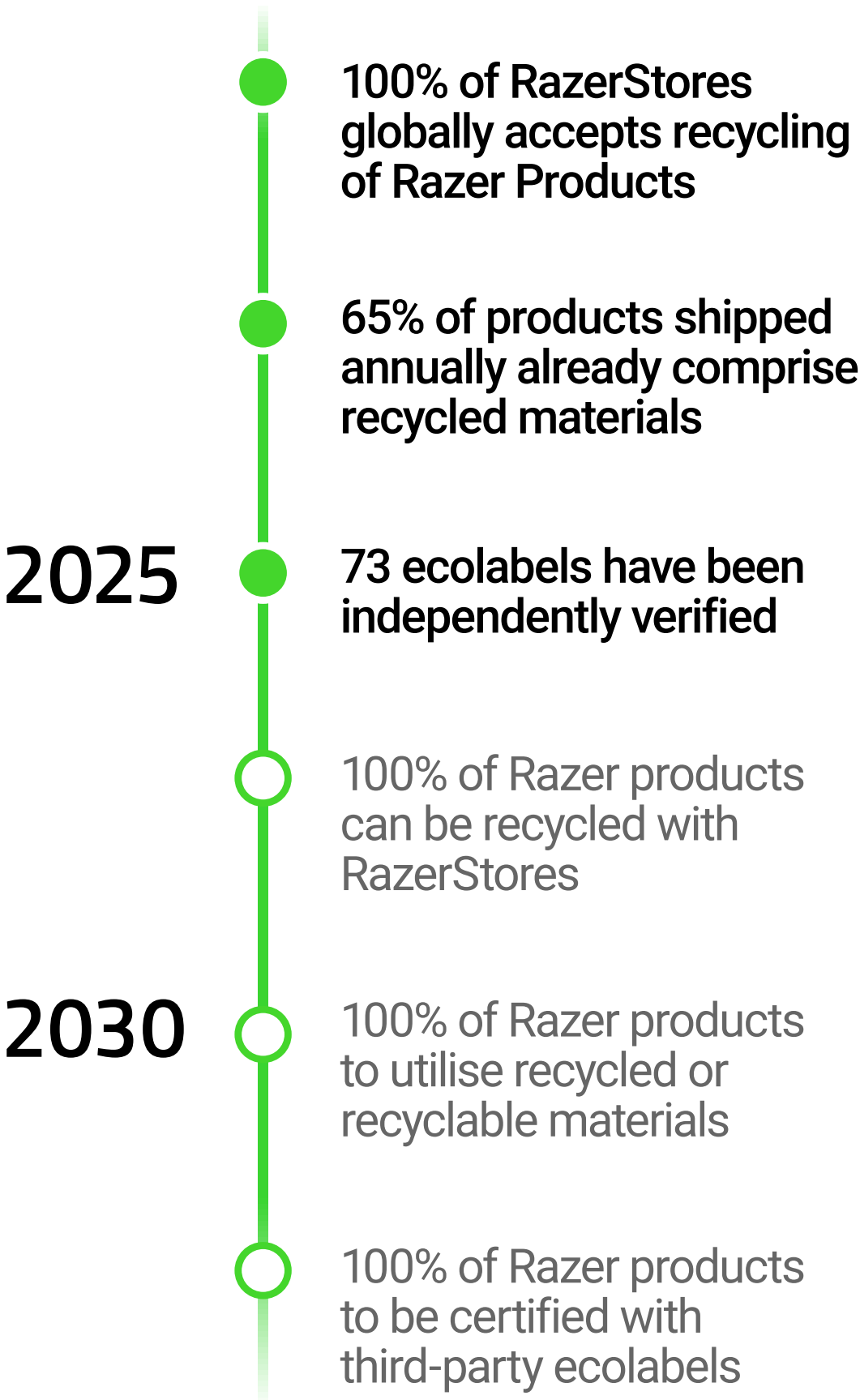
To spearhead decarbonisation and circular economy amongst its value chain partners, Razer has set its sights on 2030, when every product will comprise recycled materials. This bold target underpins clearer resource-use disclosures, embeds circular design standards, drives down virgin raw-material consumption, and delivers tangible waste-management gains through the same recycling lens.

Simultaneously, Razer will secure 100 percent third-party ecolabel certification by 2030, elevating its sustainability profile. It’s ecolabel strategy mostly centers around Type I and Type III ecolabels which focus on objective transparency of its product life cycle through life cycle assessments and auditing processes on material sourcing, energy efficiency, and product stewardship, this move deepens resource-use reporting and circular-materials transparency.

To close the loop, all RazerStores globally accept and recycle every Razer product since 2023, strengthening reverse-logistics infrastructure and reinforcing design-for-recycling principles. From 2023 onward, Razer has started disclosing life-cycle footprints for all ecolabel-certified items, meeting growing stakeholder demands for transparency.



World's first gaming mice to be certified with UL Ecologo – the Razer DeathAdder Essential and Razer Basilisk V3



Designing for Sustainability

Governing Actions Through Policies

Design for Sustainability Programme⁹	The programme aims to embed ecological efficiency and environmental responsibility throughout the product lifecycle. The programme targets improvements in sustainability, from ethical sourcing of raw materials to end-of-life management, while maintaining high standards of product quality and performance. A dedicated task force regularly evaluates design practices to identify opportunities for reducing environmental impact without compromising functionality.
Efficiency Product Design Framework	Razer’s sustainable packaging policy targets the reduction of environmental impact by minimizing material use, optimizing shipping efficiency, and transitioning to FSC-certified, biodegradable and recyclable packaging across all new products. The policy ensures packaging remains functional while supporting circularity and responsible end-of-life disposal.

⁹ Please note that Razer is in the process of evaluating potential policy frameworks and governance mechanisms to support innovation across its operations. This includes identifying focus areas, aligning innovation efforts with sustainability objectives, and establishing measurable targets to track progress over time.



Razer’s Product and Service Portfolio

PC Gaming

Razer leads in high-performance gaming with a comprehensive lineup of award-winning hardware and software.

BLADE SERIES (2024): The 2024 Blade 14, 16, and 18 laptops set new benchmarks in portable gaming. The Blade 18, a true powerhouse, delivered desktop-class performance and introduced Thunderbolt™ 5 for ultra-fast connectivity and expanded versatility.

AUDIO: Introduction of the Razer Kraken V4 line, delivering immersive sound with Razer Chroma™ RGB lighting, and the Seiren V3 Microphone, which introduced Stream and Game Reactive Lighting, setting a new benchmark for USB Microphones.

PERIPHERALS: Razer introduced the DeathAdder V3 HyperSpeed and the flagship esports mouse Viper V3 Pro, an ultra-lightweight esports mouse which has since gone on to be crowned the #1 most-used gaming mouse by esports pros, according to ProSettings.net (as of December 2024). This monumental achievement completes Razer’s pro peripherals trifecta of dominance, with the BlackShark V2 Pro reigning as the #1 most used esports headset as of December 2024 and the Huntsman V3 Pro TKL leading as the #1 most used esports keyboard as of December 2024. Snap Tap, initially introduced on the Razer Huntsman V3 Pro line, was extended across more devices including the BlackWidow V4 Pro 75%, which offered wireless, hot-swappable customization. The Viper Mini Signature Edition (White) combined elegance with elite performance, while the USB4 Dock for dual-display, high-speed data transfer, and the Aether Standing Light Bars feature a Reversible Front-and-Back Dual Lighting for PC setups, enabling orientation for direct user illumination or wall-projecting ambience.



Razer’s Product and Service Portfolio

Console Gaming

Razer continues to lead in console innovation, delivering precision engineered hardware and software for competitive play on Xbox and PlayStation.

BLACKSHARK V2 PRO FOR CONSOLE:

Expanded to Xbox and PlayStation, delivering tournament-grade audio fidelity, superior comfort, and crystal-clear communication for elite console players.

KITSUNE FIRMWARE 2.0: Introduced four customizable SOCD Cleaning modes for precise input behaviour with no external software required for enhanced control in fighting games.

STREET FIGHTER AKUMA EDITION KITSUNE & WOLVERINE V3 SERIES: Redefined competitive control with advanced responsiveness and deep customization, setting new standards for console esports performance.

Mobile Gaming

Seamless, console-quality gameplay on the go is a hallmark of Razer’s mobile portfolio, driven by innovation in control, connectivity, and remote access.

CONTROLLER INNOVATION: The Razer Kishi Ultra brings Sensa HD Haptics, Rapid Trigger technology, and ergonomic design to mobile and tablet gaming.

Lifestyle

Engineered for form, comfort, and function, Razer’s lifestyle range enhances the everyday routines of gamers and professionals through ergonomic innovation and creative collaborations.

ISKUR V2: Unveiled at CES 2024, building on the award-winning lumbar support of its predecessor to deliver long-session comfort and posture optimization.

FREYJA HD HAPTICS GAMING CUSHION:

The world’s first HD Haptics gaming cushion, powered by Sensa HD Haptics, delivers immersive, multi-directional feedback to elevate in-game sensory experiences.

KEITH HARING COLLECTION: A special-edition apparel and peripheral line inspired by the iconic artist’s work, blending bold expression with gaming culture.

Services

Razer Gold stands as one of the world’s largest game payment services, offering seamless transactions and rewarding engagements for gamers, youth, millennials, and Gen Z.

GLOBAL REACH: Supports payments across 68,000+ games and entertainment titles.

RAZER SILVER REWARDS: Accompanying rewards program where users earn Razer Silver with every transaction, redeemable for hardware, content, and exclusive perks.

With bold vision, relentless innovation, and a deep-rooted commitment to both its community and the planet, Razer continues to shape the future of gaming and technology.

As Razer pushes the boundaries of performance and design, it stands not just as a brand, but as a movement, empowering the next generation of gamers, creators, and changemakers worldwide.

Product Innovation

Innovation is central to Razer’s mission of shaping the future of gaming and technology. In an industry defined by rapid change and rising environmental expectations, Razer recognises that innovation must go beyond performance, it must also drive sustainability. By embedding advanced design thinking and eco-conscious engineering into its products and partnerships, Razer continues to lead with purpose and precision.

A prime example of this commitment is Razer’s collaboration with Clearbot, a startup developing solar-powered, AI-driven marine drones that autonomously collect ocean waste. Through this partnership, Razer applied its design and engineering expertise to enhance Clearbot’s scalability, efficiency, and market readiness. This initiative reflects Razer’s broader vision of using technology not only to elevate user experience but also to address global environmental challenges through smart, sustainable solutions.

On the product front, the Razer Viper V3 Pro exemplifies innovation through refined design and high-performance engineering. Developed with direct input from professional esports athletes, the mouse features a newly optimised shape and Razer’s most precise optical sensor to date, boasting 99.8% resolution accuracy and granular calibration capabilities. It also incorporates Razer™ HyperPolling technology, delivering polling rates beyond 1000 Hz for ultra-low latency and smoother gameplay. Despite its advanced specifications, the Viper V3 Pro is one of the lightest mice available and is constructed using recycled materials, demonstrating that sustainability and elite performance can coexist.

Together, these initiatives underscore Razer’s holistic approach to innovation, where cutting-edge design, user-centric functionality, and environmental responsibility converge to shape products and technologies that are not only future ready but future conscious.

Responsible Product Development

Razer places sustainability at the core of its product design strategy, recognising the lasting environmental implications of early-stage design decisions. A specialised task force conducts thorough evaluations of design practices to identify opportunities for improved ecological efficiency, ensuring that enhancements in sustainability do not compromise product quality or performance.

Through its Design for Sustainability (DfS) programme, Razer integrates environmental responsibility across the entire product lifecycle, from the ethical sourcing of raw materials to end-of-life considerations. This includes the use of post-consumer recycled (PCR) plastics, recyclable components, environmentally friendly colourants, and sustainable surface finishes. PCR materials, derived from previously used consumer plastics, significantly reduce the demand for virgin plastic production. Its use lowers energy consumption and greenhouse gas emissions by avoiding the extraction and processing of new raw materials. By diverting plastic waste from landfills and reintroducing it into the manufacturing cycle, PCR materials support a circular economy and help mitigate the environmental impact of plastic pollution.

World's First consumer electronics certified with Environmental Product Declaration Ecolabel

Razer Basilisk V3 Pro & Basilisk Ultimate, certified by UL Solutions



Environmental Product Declaration
certified by UL

Quality Assurance

At Razer, quality assurance is a strategic foundation, one that shapes the customer trust, brand strength and product reliability. In a fast-evolving market where precision and performance are non-negotiable, Razer consistently delivers gaming hardware, software, and services that meet the highest standards of excellence and safety.

To maintain this level of rigour, the Company implements an extensive quality assurance system that spans its global manufacturing footprint. Each product undergoes a series of precise inspections, real-time process checks, independent evaluations, durability testing, and detailed compliance reviews against international safety regulations. These layered safeguards help ensure that every unit reaching the customer meets expectations and performs reliably from the first use.

100% Suppliers expected to maintain ISO 9001 & ISO 14001 certifications

Regular audits uphold quality, resilience & sustainability

Responsible Product Development

Intellectual Property Rights

Innovation is the lifeblood of Razer’s identity fuelling its evolution from a gaming brand to a global technology powerhouse. To preserve the originality and ingenuity that define its products and services, Razer has embedded intellectual property (IP) protection into the core of its business strategy. Safeguarding creative output apart from being a legal necessity, is a vital component of Razer’s long-term brand integrity and competitive resilience.

As an organisation, Razer is taking several steps to enhance its IP protection mechanism:

Global Intellectual Property Strategy	The Company implements a comprehensive intellectual property framework to identify, secure, and enforce proprietary rights across all regions where it operates. This approach ensures robust protection of its innovations and brand identity worldwide.
Protection of Core Assets	The Company proactively acquires and maintains a global portfolio of patents, trademarks, industrial designs, and copyrights. These registrations safeguard Razer’s technological advancements and distinctive brand elements.
IP Governance and Oversight	A specialised legal team is responsible for managing intellectual property governance. Their efforts are supported by a global trademark watch service that continuously monitors for unauthorised or misleading registrations, enabling timely action when potential infringements arise.
Cultivating Internal Innovation	The Company cultivates a culture where innovation is both encouraged and rewarded. Internal contributions are formally recognised and protected to ensure the company’s creative output remains a strategic asset.
Confidentiality and Information Security	Strict confidentiality protocols are upheld in all engagements with strategic partners and stakeholders. Non-disclosure agreements are routinely implemented to safeguard trade secrets and protect sensitive commercial information.
Anti-Counterfeiting Measures	The Company enforces a zero-tolerance approach to counterfeiting. The Company actively pursues offenders through civil and administrative legal channels to disrupt unauthorised distribution and preserve product integrity.
Collaborative Enforcement Initiatives	Working in partnership with customs authorities, enforcement agencies, and brand protection experts, Razer continuously monitors the marketplace for infringing products. These efforts help ensure that only genuine, high-quality items reach consumers reinforcing the brand’s reputation for excellence.

Responsible Product Development

Service Responsibilities

Delivering an exceptional customer experience is integral to Razer’s brand ethos and long-term growth strategy. By aligning innovation with user needs and maintaining open channels of communication, Razer ensures that its products and services resonate with a global community of gamers. This customer-centric approach informs every aspect of the Company’s operations, from design to after-sales support.

Customer Satisfaction as a Strategic Priority	The Company continuously innovates and refines its offerings to ensure that its products and services reflect the highest standards of quality and reliability. Razer’s team comprises accomplished professionals who also use Razer products themselves, affording them a genuine understanding of the user experience. This dual perspective enables the organisation to identify areas for enhancement and stay ahead of emerging customer expectations.
A Mission Driven by Gamers	Aligned with its guiding philosophy, “For Gamers, By Gamers,” Razer maintains a close and dynamic connection with its global community. Engagement spans multiple touchpoints, including the official website, social media platforms, customer contact centres, and an international network of retailers and distribution partners. Customers in need of support benefit from a skilled and approachable service team, providing assistance through these accessible channels.
Integrating Customer Feedback into Innovation	Customer input is a vital element of Razer’s product development process. Feedback is actively gathered via live chat, social media interactions, and dedicated online forums, enabling timely responses to concerns. When necessary, technical feedback is referred directly to the engineering team, whose specialists investigate and address product-related issues with precision and care. This process helps ensure that insights from the community contribute meaningfully to ongoing innovation.
End-to-End Support	From first enquiry through to after-sales support, Razer maintains open lines of communication, providing users with timely assistance throughout their experience. The Company’s approach to support is built on responsiveness, technical expertise, and transparency ensuring seamless service and a consistently high standard of customer care.

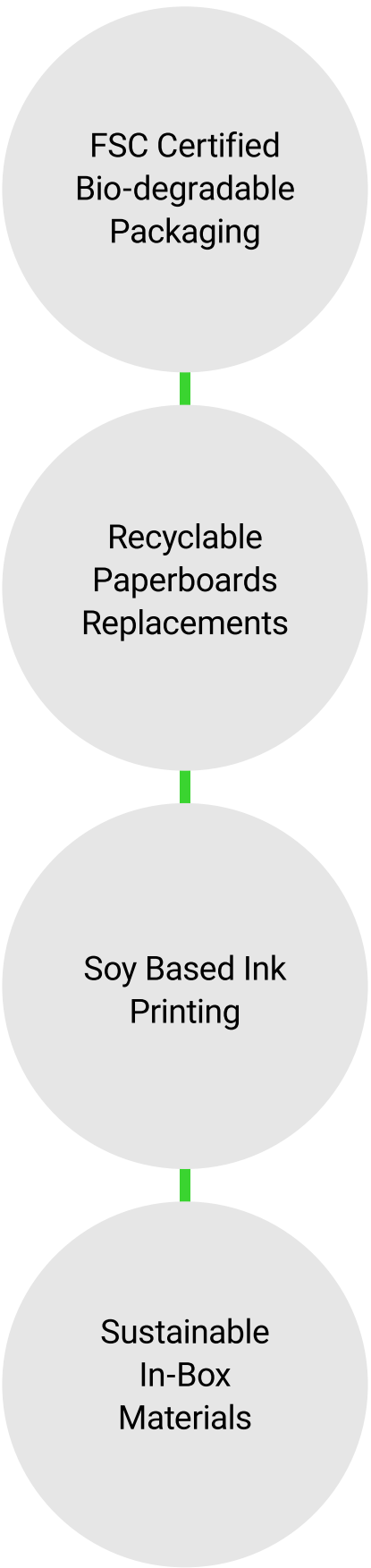
Responsible Product Packaging

In an era where environmental accountability is becoming integral to product innovation, Razer is reimagining packaging as a strategic lever for sustainability. Recognising the widespread impact of single-use packaging on global plastic pollution exacerbated by inadequate recycling and waste management systems the company has embedded sustainable design principles into its packaging strategy. Through its Design-for-Sustainability programme, Razer also focuses on reducing material usage and optimising space to minimise shipping volume, thereby lowering the environmental footprint across the entire product lifecycle, including end-of-life disposal.

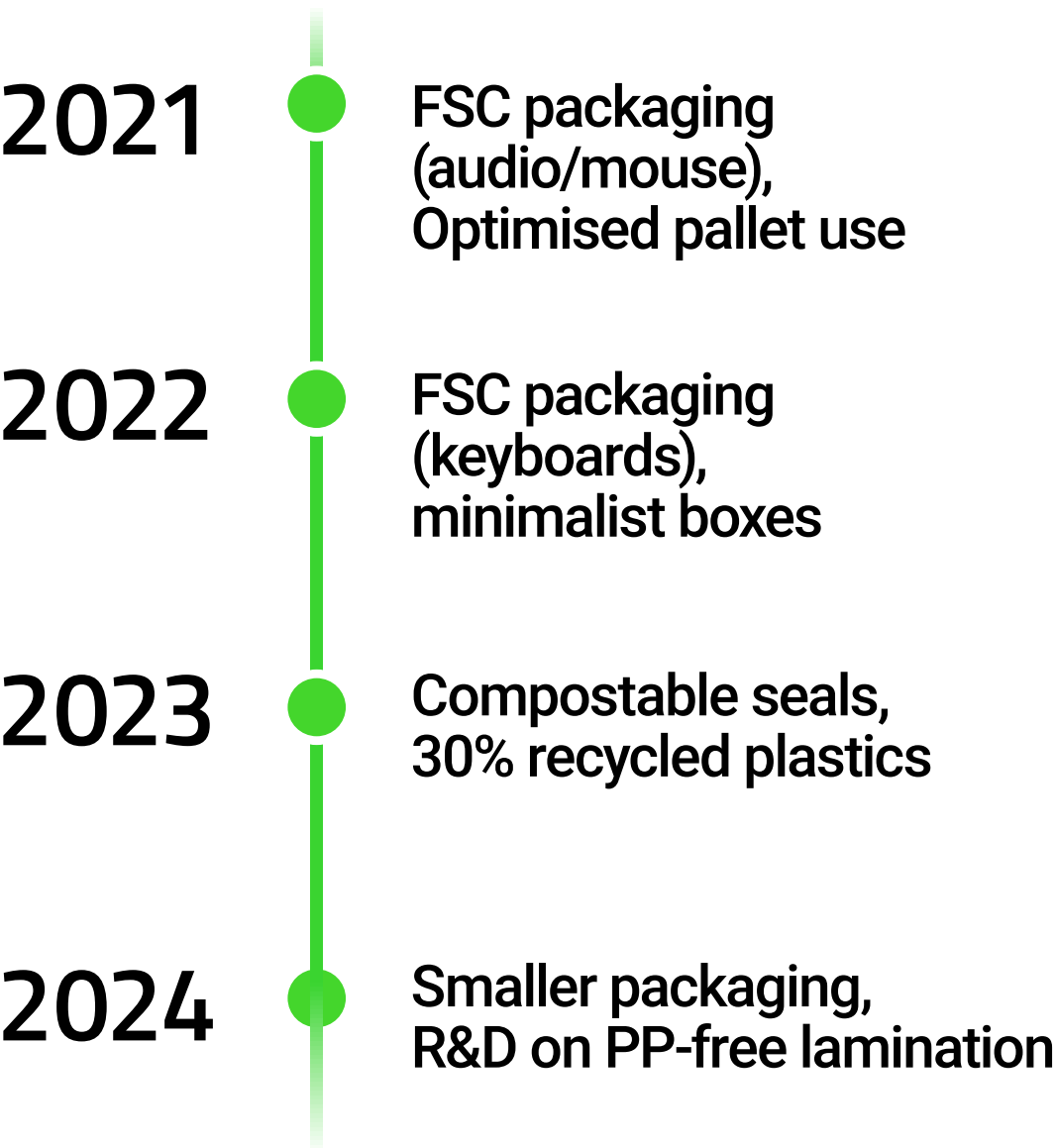
As part of this commitment, Razer has pledged that all new products will feature FSC-certified, biodegradable packaging. The transition is already underway, with non-biodegradable polyethylene foam bags being replaced by biodegradable or renewable alternatives across all product categories. In categories such as mice, systems and accessories, audio, streaming, and controllers, expanded polyethylene cartons have been substituted with recyclable corrugated paperboard or cardboard boxes ensuring that packaging is both functional and environmentally responsible. Currently, the Company employs Forest Stewardship Council certified paper for its packaging alongside with soy ink to improve its recyclability, as well as 30% recycled content for non-renewable material across its product packaging.

Beyond structural improvements, Razer also addresses the chemical safety of its packaging. Conventional inks, which may contain harmful substances, have been replaced with soy-based alternatives that are non-toxic and more recyclable as compared to their oil-based counterparts. The company continues to explore innovative materials for in-box accessories, ensuring that sustainability enhancements complement product quality and preserve the premium unboxing experience that customers expect.

Razer's Sustainable Packaging Initiatives



Progress Highlights



Environmental Responsibility Across The Product Lifecycle

Razer has implemented a comprehensive Design-for-Sustainability Programme, integrating environmental objectives throughout the product lifecycle, from raw material sourcing to end-of-life disposal. This initiative reflects the Group’s commitment to reducing its ecological footprint by embedding sustainability into the core of its design and manufacturing processes.

A key focus of the programme is the optimisation of packaging design. By innovating more efficient packaging solutions, Razer aims to minimise wasted space, reduce shipping volumes, and lower the environmental impact associated with logistics. These efforts contribute to a more sustainable supply chain and support broader environmental goals.

Product designers at Razer are equipped with Life Cycle Assessment (LCA) tools, enabling them to make informed design choices that directly contribute to reducing environmental impact. These tools allow for a holistic view of a product’s environmental footprint, guiding decisions that support sustainability from inception to disposal.

To facilitate responsible recycling, Razer has established accessible recycling points at RazerStores worldwide, in collaboration with distributors, retailers, and e-tailers.

Customers are encouraged to return their used Razer products to these locations, where they are accepted for free-of-charge recycling. For those unable to access a RazerStore, Razer has partnered with the DNA Group to provide alternative recycling options at no cost to the consumer.

Life Cycle Assessment

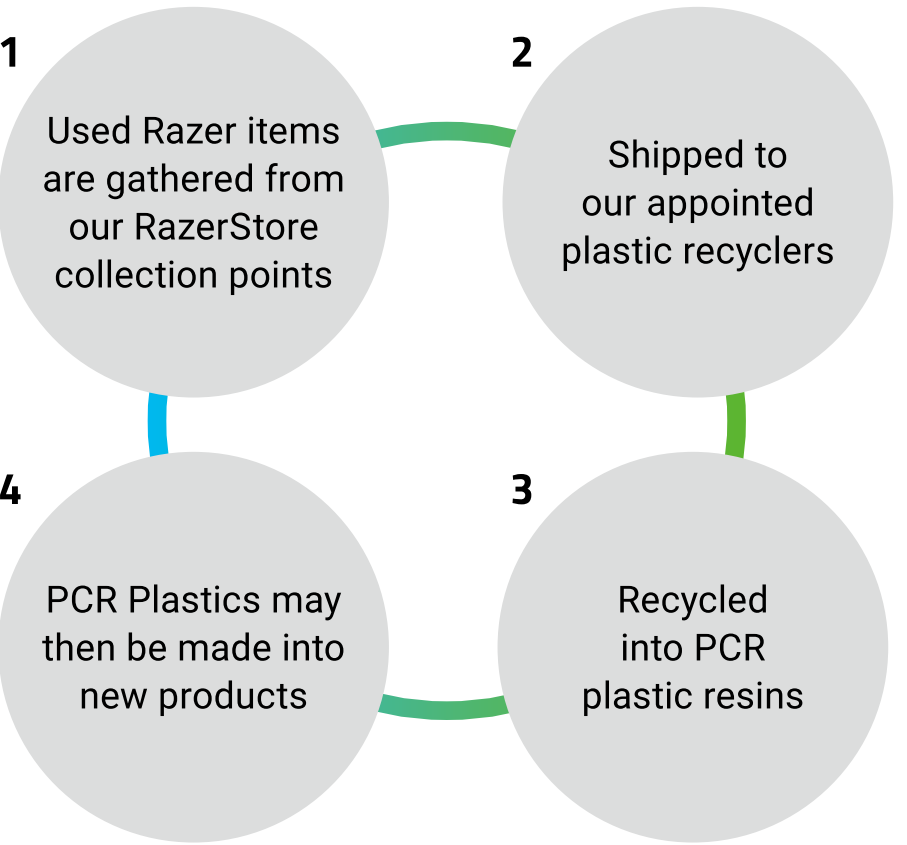
- **RAW MATERIAL:** Emissions from extracting raw materials (i.e., plastics, metals)
- **MANUFACTURING:** Emissions from assembly of the product
- **TRANSPORTATION:** Emissions from average global movement of finished product
- **USE PHASE:** Emissions across the estimated lifespan of product
- **DISPOSAL:** Assumption of worst-case disposal scenario of landfill

The carbon offsets indicated in the customer’s checkout cart cover the carbon footprint of a product category throughout its life cycle. The product’s carbon footprint is an estimate based on available emission factors or life cycle assessments.

RazerStores as Gamechanger in Recycling

Partner organisations now ensure that returned products are processed through certified e-waste recycles, such as those holding e-Stewards certification in the United States, which uphold rigorous standards for responsible electronics recycling and reuse.

Turning sustainability into action, Razer invites its community to be part of the change. Customers can return their used Razer products to designated collection points at any RazerStore and, in appreciation of their eco-conscious choice, receive a voucher valued at up to US \$10 for each item recycled. Through this initiative, Razer brings its #GoGreenWithRazer movement to life, rewarding responsible action and giving old gear a renewed purpose.



Global Product Recycling

enabled through RazerStores by 2025

Target achieved ahead of schedule via partnerships with distributors, retailers & e-tailers

Product Durability and Reliability

Today, innovation often outpaces responsibility, and Razer is redefining what it means to create high-performance technology with sustainability at its core.

Balancing Performance with Environmental Responsibility	The Company remains focused on delivering exceptional product performance while embedding sustainability into its operations. To this end, it has a dedicated 50 million Razer Green Fund that supports innovative ventures that share the Company’s vision of a greener future. Razer recognises that product longevity is not only a signifier of quality but also a key lever in reducing environmental impact. By extending the lifecycle of its devices, Razer actively reduces electronic waste and supports a lower carbon footprint.
Empowering Self-Sufficiency and Long-Term Use	To help customers maintain their devices over time, Razer offers a range of user-friendly tools for issue resolution. These include detailed support documentation, intelligent virtual assistants, and responsive service channels. Additionally, Razer works with regional distribution partners to ensure reliable repair services are readily available, allowing gamers to maximise the value and performance of their gear.
Designing for Circular Use	Razer’s sustainability approach reaches beyond the product itself, encouraging users to make informed, environmentally responsible choices. Through its online store, replacement parts such as keycaps and cables are made available, enabling users to repair and refurbish rather than replace. This practical solution promotes reuse, limits unnecessary consumption, and plays an important role in extending product life.

Product Repairability as a Design Principle	Aligned with France’s Repairability Index, Razer has integrated five core criteria into product design that facilitate ease of repair. These principles guide the development of simplified construction and assembly methods, making servicing more accessible and reducing waste across both in-warranty and out-of-warranty scenarios.
Materials Innovation and Product Take-Back	To support greater durability, Razer is advancing the use of robust materials, including metals, to reinforce the longevity of its products. As part of its broader #GoGreenWithRazer initiative, the Company has also introduced a reverse logistics programme, which enables the responsible recycling of used gear. This initiative aims to increase the use of post-consumer recycled plastics in future production, supporting a more circular and sustainable value chain.

Razer recognises that while gamers may triumph in virtual realms, the responsibility of safeguarding the real world lies with us all. Through its ongoing pursuit of sustainable design, rigorous quality standards, eco-conscious packaging, thoughtful product lifecycle management, and an emphasis on durability, the Company is continually strengthening its position as a responsible and future-ready organisation. These collective efforts reflect a broader vision, one where innovation and environmental stewardship go hand in hand.

Supply Chain Integrity

Razer recognises the importance of responsible procurement and the effective management of resources and raw materials, with particular focus on hazardous substances and conflict minerals. All suppliers are required to comply with the relevant safety, health, and quality standards applicable in their regions of operation, including the Restriction of Hazardous Substances (RoHS2) Directive and the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) regulation. For products distributed in Europe and the United States, all components used in manufacturing conform to regulations governing RoHS2, REACH, and Waste Electrical and Electronic Equipment (WEEE). In addition, raw materials and packaging are sourced from reputable suppliers certified under ISO 9001 and ISO 14001, ensuring adherence to high standards of quality and environmental sustainability.

Conflict minerals are often linked to armed conflicts and human rights violations in the regions where they are extracted. Razer recognises the importance of responsible sourcing, ensuring that any minerals obtained from conflict-affected and high-risk areas uphold human rights, safeguard both human and environmental health, and avoid unethical labour practices. The company’s Sustainability Workgroup is in the process of developing a comprehensive, organisation-wide policy to guide its approach to conflict mineral sourcing. This policy sets clear expectations for the supply chain, promotes ethical procurement practices, and prevents the sourcing of materials that may directly or indirectly contribute to conflict.

0 Cases
of Razer products sold or shipped in FY2024 were 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

EMPOWERING PEOPLE AND COMMUNITIES

At Razer, the belief is that the passion and creativity of the people are what truly drive the Company's success. As the gaming world continues to evolve, the understanding is that staying ahead means creating a workplace that is not just dynamic and innovative but also inclusive, supportive and inspiring.



Our People

The Company is focused on building a culture where every employee feels empowered to do their best work. Whether it is through fair pay, growth opportunities, wellbeing initiatives or simply creating space for open conversations and collaboration, the goal is for teams to feel motivated and valued. Everyone at Razer has a role to play in shaping the future and the Company is proud in the community that has been built, one made up of curious thinkers, team players, problem solvers and ambitious doers.

Razer holds itself to high standards when it comes to employment practices. Across all offices, the Company follows clear guidelines that promote fairness, transparency and inclusion. Hiring and workplace policies are designed to help people from all backgrounds thrive. And in line with local laws and practices, there is full respect for every employee’s right to be part of labour unions or other forms of collective representation.

In line with its employment practices, all of Razer’s employees are free to participate in recognised labour unions, collective bargaining agreements, or other bona fide representatives, within the framework of Company procedures, applicable local laws and regulations, and prevailing industrial relations and practices. This reinforces Razer’s commitment to respecting employee rights and supporting collective representation where applicable.

Creating a safe, respectful and engaging work environment is something Razer takes seriously and the Company recognizes that it is something that can always be improved. That is why Razer continues listening to its people, learning and taking steps to ensure that the workplace reflects the values the Company cares about.

Razer’s commitment does not stop at its internal teams. The Company also works closely with suppliers, contract manufacturers and other partners around the world who support its operations. Since the majority of manufacturing is carried out by contract partners, Razer extends its expectations and principles across this broader ecosystem, ensuring that worker wellbeing, fair treatment and responsible practices are equally prioritised throughout the supply chain. In FY 2024, Razer did not have any workers that is not directly employed by the company. Further details of Razer’s efforts to build a responsible and sustainable supply chain can be found in the section titled ‘Responsible Value Chain Partners’ on page 90-92.

Material Impacts, Risks and Opportunities (IROs)

Identified IRO	Impact on Value Chain		
	Impact/Risk/ Opportunity	Upstream	Own Operations Downstream
Own Workforce			
Improved worker well-being from secure employment	Impact		✓
Negative impact on employee health from overwork	Impact		✓
Enhanced well-being through fair and adequate wages	Impact		✓
Increased employee trust and job satisfaction from social dialogue	Impact		✓
Positive employee morale from freedom of association	Impact		✓
Improved working conditions through collective bargaining	Impact		✓
Reduced health and safety risks in office workplaces	Impact		✓
Reduction of gender disparities in tech employment	Impact		✓
Positive skill and career growth for employees from training access	Impact		✓
Greater workplace participation for people with disabilities	Impact		✓
Expanded opportunities for underrepresented groups via diverse hiring	Impact		✓
Risk of child labour exposure	Impact	✓	✓
Risk of forced labor in electronics and raw material supply chains	Impact	✓	✓
Operational risk from workforce attrition and unstable employment practices	Risk		✓

Identified IRO	Impact on Value Chain			
	Impact/Risk/ Opportunity	Upstream	Own Operations	Downstream
Own Workforce				
Productivity loss and legal risk from excessive working hours	Impact		✓	
Talent retention risk from uncompetitive or inequitable pay structures	Impact		✓	
Workforce disruption risk from lack of effective social dialogue	Impact		✓	
Legal and reputational risk from mishandled freedom of association	Impact		✓	✓
Labor cost volatility from collective bargaining outcomes	Impact		✓	✓
Productivity and liability risk from poor workplace health and safety	Impact	✓	✓	
Reputational and legal risk from potential internal child labour violations	Impact	✓	✓	✓
Legal and brand risk from internal forced labour policy failures	Impact		✓	✓
Talent attraction and brand value gains from gender-equitable workplace culture	Opportunity		✓	
Operational agility and innovation gains from workforce upskilling	Opportunity		✓	
Broadened talent access from inclusive hiring of people with disabilities	Opportunity		✓	
Enhanced innovation and brand value through workforce diversity and equity	Opportunity		✓	

Material Impacts, Risks and Opportunities (IROs)

Identified IRO	Impact on Value Chain			
	Impact/Risk/ Opportunity	Upstream	Own Operations	Downstream
Workers in the value chain				
Worker harm from unsafe practices at supplier manufacturing sites	Impact	✓		
Improved supplier outcomes through gender equity and fair pay	Impact	✓		
Risk of child labour exposure in sourcing and supplier operations	Impact	✓		✓
Risk of forced labour in electronics and raw material supply chains	Impact	✓		✓
Consumer and employee harm from supply chain data breaches	Impact	✓	✓	
Legal and reputational risk from unsafe working conditions in supply chain	Risk	✓	✓	
Reputational risk from supplier workforce discrimination	Risk	✓		
Legal and reputational risk from child labour in mineral sourcing or manufacturing	Risk	✓		
Market exclusion and brand damage from forced labour exposure	Risk	✓	✓	
Governance risk from worker data management	Risk	✓		✓

Aligning Razer’s Targets with Impacts

Razer has not yet established formal targets related to its own workforce or workers within its value chain. However, the company upholds high operational standards, emphasizing ethical practices, fair treatment, and safe working conditions across its business activities. Razer is currently exploring the development of specific targets to further strengthen its commitment to responsible labour practices throughout its operations and supply chain.

Governing Actions Through Policies

Code of Ethics and Professional Conduct	Razer’s Code of Ethics and Professional Conduct affirms the company’s commitment to fostering a respectful, inclusive, and safe workplace. It establishes Razer as an equal opportunity employer that provides reasonable accommodations for individuals with disabilities, victims of domestic violence, sexual assault or stalking, and those with differing religious beliefs. The Code strictly prohibits all forms of discrimination, harassment, and workplace bullying, encouraging employees to report any such incidents to Human Resources. Non-compliance with the Code may result in disciplinary action, reinforcing Razer’s zero-tolerance approach to unethical behaviour.
Occupational Safety and Health Policy	The policy underscores its commitment to providing a safe and healthy working environment for all employees. The policy aligns with internationally recognised OSH standards and reflects a proactive approach to risk management and workplace well-being. Razer continuously enhances its OSH management system through regular reviews and improvements, while fostering active engagement with employees and relevant stakeholders to ensure shared responsibility and sustained progress.
Human Rights Policy	Razer is committed to upholding and promoting human rights in accordance with international standards, including those set forth by the United Nations and other relevant governing bodies. Razer’s Human Rights Policy outlines its commitment to fostering a culture of respect, fairness, and ethical conduct throughout our organization.
Employee Wellbeing and Wellness	Razer implements workplace wellness programs to support and improve the overall health and well-being of the employees. These programs typically encompass a wide range of activities and resources designed to address physical, mental, and emotional health.

Driving Diversity Across Razer

Razer values the strength that comes from diverse perspectives and experiences across its globally distributed teams. Its diversity, equity and inclusivity (DEI) practices are designed to attract, support, and grow a workforce that reflects different cultures, identities and ideas, while ensuring teams remain sensitive to local contexts and contribute meaningfully to global goals.

The organisation maintains a zero-tolerance policy for discrimination, racism and harassment, as outlined in its Code of Ethics. Every employee is treated with respect and is supported regardless of race, gender, religion, nationality, disability, or any other personal attribute. This commitment extends to the supply chain, where the same impartiality and inclusivity are expected in all business dealings.

Employees are encouraged to report any concerns through established channels and all reports are addressed seriously and confidentially. The goal is to embed a culture of safety, respect and inclusion, where every individual can thrive.

0 Complaints
relating to discrimination

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

Driving Diversity Across Razer

Board Diversity

Since 2019, Razer has adopted a Board Diversity Policy to ensure a well-rounded and effective leadership team. The Policy outlines key criteria for Board appointments, including age, experience, qualifications, skill and cultural background.

After the Company delisted in 2022, the Nomination Committee no longer convenes but the spirit of the Policy remains. Each shareholder nominated to ensure that each appointment contributes meaningfully to the Board’s overall effectiveness and supports the company’s strategy, governance and growth. Board members are selected based on their individual merits and how well their strengths complement the collective capabilities of the Board.

Table: Percentage of Members of the Governance Body by Independence, Gender, Age Group, Skills, and Experience

Board Diversity by Independence	Number of board directors	Percentage of board directors
Independent, non-executive	0	0
Executive	2	25
Non-executive	6	75
Total	8	100
Board Diversity by Gender	Number of board directors	Percentage of board directors
Male	7	87.5
Female	1	12.5
Total	8	100
Board Diversity by Age Group	Number of board directors	Percentage of board directors
Under 30 years old	0	0
30-50 years old	3	37.5
Over 50 years old	5	62.5
Total	8	100
Board Diversity by Skills and Experience	Number of board directors	Percentage of board directors
Investment	3	37.5
Accounting and Finance	1	12.5
Operations and Management	4	50
Total	8	100

The Board recognises the value of gender diversity in enhancing decision-making and overall effectiveness. As part of its ongoing commitment to board diversity, Razer actively considers female candidates when identifying potential Board members. Since FY2022, Razer has appointed a female director with the requisite expertise, experience, and qualifications to serve on the Company’s Board.

Driving Diversity Across Razer

Employee Diversity

Building a diverse and inclusive workforce is considered essential to how the organisation grows, innovates and connects with the global community it serves. Different backgrounds, perspectives and experiences help shape better ideas and stronger outcomes and there is a strong commitment to creating a workplace where diversity can thrive.

The Company’s approach to diversity, equity, and inclusion (DEI) begins with fair and open recruitment. Job opportunities are communicated across multiple platforms, from the corporate site and social media to communities within the gaming ecosystem, to ensure broad and inclusive reach. Candidates are assessed based on their qualifications, experience and potential, without bias toward age, gender, ethnicity, religion, or background. Recruitment practices strictly follow local and international labour guidelines, ensuring fairness across all regions of operation. Razer conducts background checks as part of its hiring process and maintains a non-discriminatory approach, ensuring that recruitment decisions are based solely on verified qualifications, skills, and experience, including for individuals who may be at greater risk of vulnerability.

To support a diverse and respectful work culture, training is provided to project leads and managers on managing multicultural teams, identifying unconscious bias and preventing discriminatory behaviour. These efforts help ensure that every employee feels respected, included and safe. A Human Resource Information System is used to track and analyse employee demographics, diversity, and competencies across the organisation. This system helps identify areas for improvement, optimise workforce planning and ensure fair and equitable practices. It has also become a key tool in driving pay equity by helping build appropriate salary ranges and recognise individual contributions through performance-based reviews.

Diversity metrics and internal targets have been established to ensure accountability and track progress. These insights guide initiatives to attract, retain and support a diverse talent pool, tailored to the unique needs of teams around the world.

Driving Diversity Across Razer

Employee Diversity

Table: Percentage of Individuals by Employee Category, Gender and Age Group

	Gender	Number of employees	Percentage of employees per employee category (%)
Senior Management	Male	54	70.13
	Female	23	29.87
	ND ¹⁰	0	0
	Total	77	100
Middle Management	Male	219	66.16
	Female	110	33.23
	ND ⁷	2	0.60
	Total	331	100
General Staff	Male	736	62.53
	Female	431	36.62
	ND ¹¹	10	0.85
	Total	1,177	100
Overall Total Number of Employees			1,585
Average Number of Employees Across All Three Categories			528.3

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

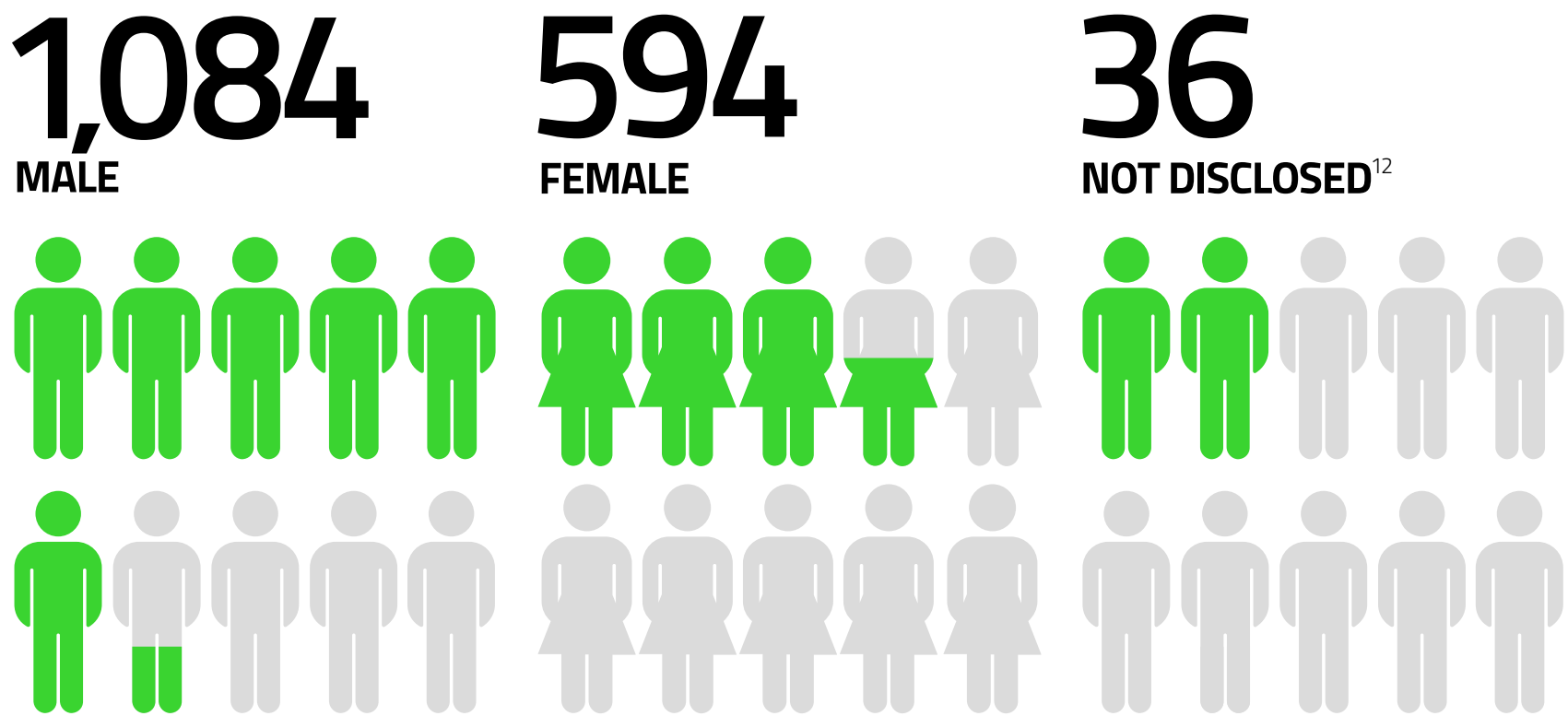
¹¹ ND represents non-determined data points which are currently not available for reporting.

	Age Group	Number of employees	Percentage of employees per employee category (%)
Senior Management	Under 30 years old	0	0
	30-50 years old	46	59.74
	Over 50 years old	31	40.26
	ND ⁸	0	0
	Total	77	100
Middle Management	Under 30 years old	5	1.51
	30-50 years old	281	84.89
	Over 50 years old	39	11.78
	ND ⁸	6	1.81
	Total	331	100
General Staff	Under 30 years old	312	26.51
	30-50 years old	755	64.15
	Over 50 years old	62	5.27
	ND ⁸	48	4.08
	Total	1,177	100
Overall Total		1,585	100

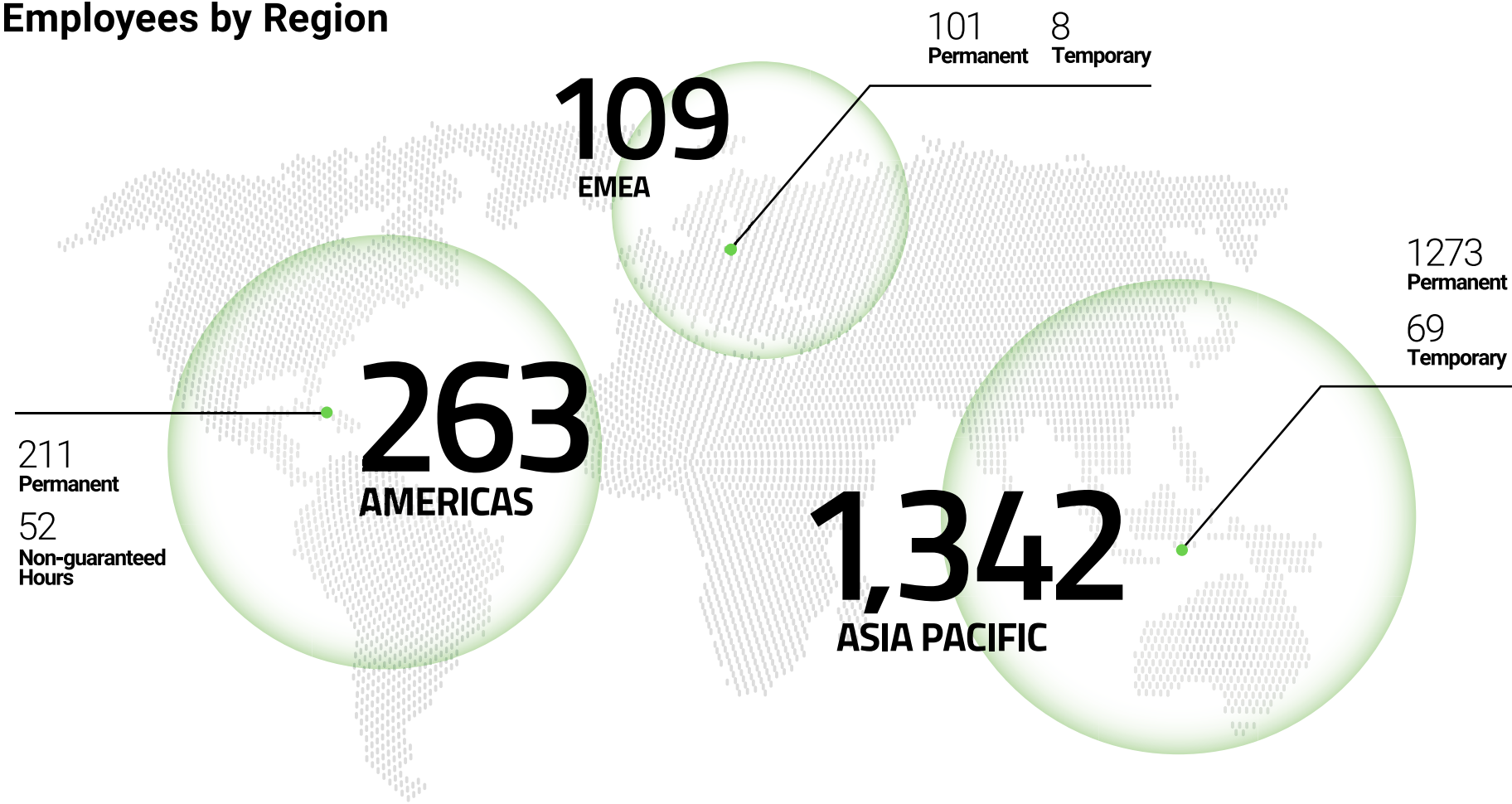
Driving Diversity Across Razer

1,714
Total number
of employees

Employees by Gender

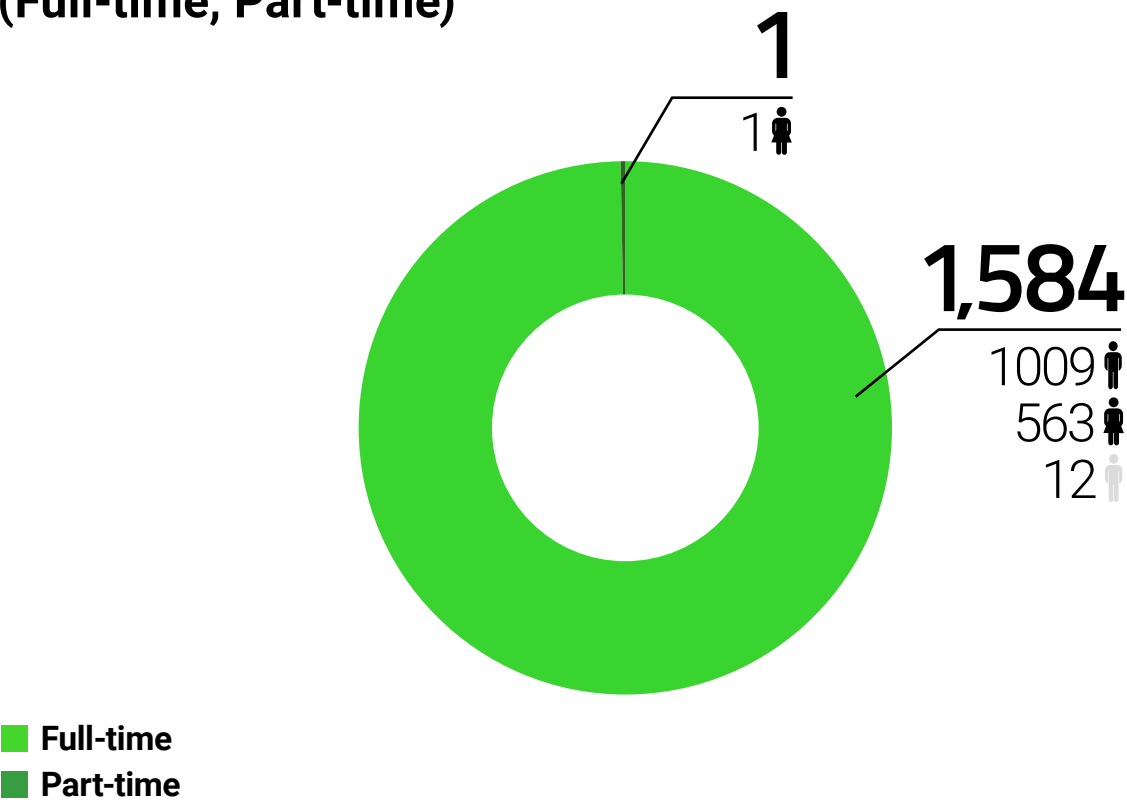


Employees by Region

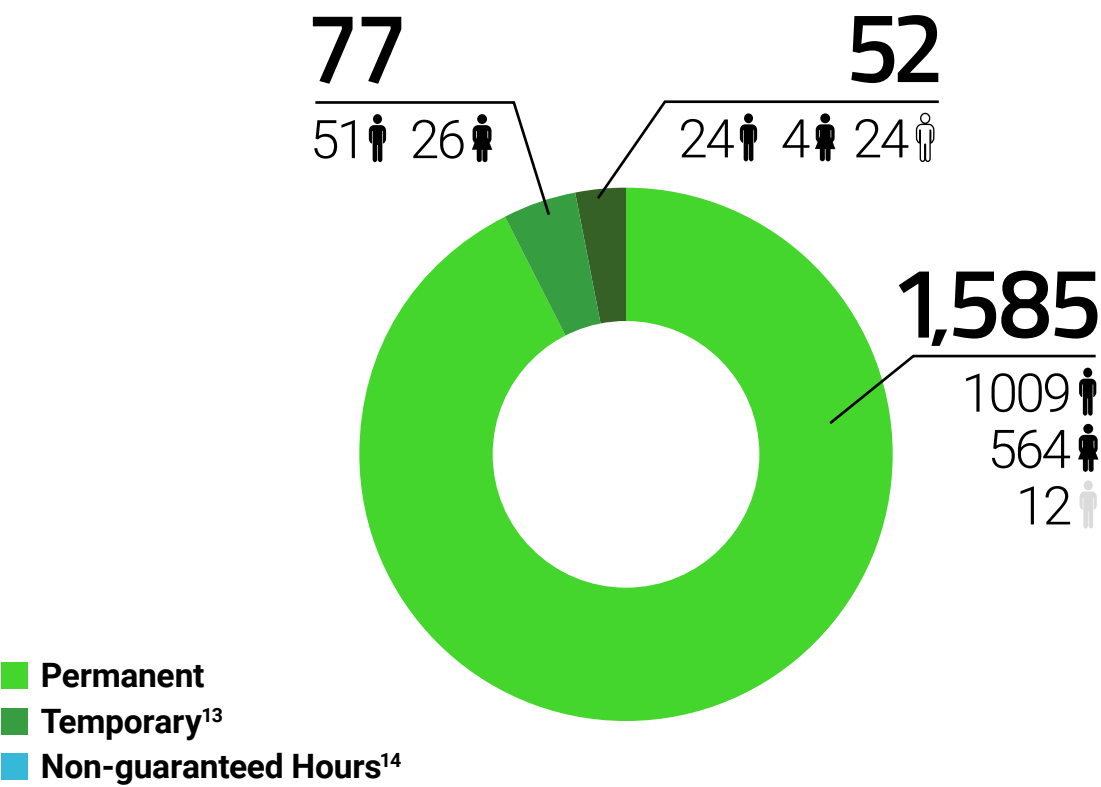


¹² ND represents non-determined data points which are currently not available for reporting.
^{13,9}Temporary Staff (e.g., interns) and Non-guaranteed Staff (e.g., contingent workers such as retail staff on short-term contingent contracts) refer to non-employees.

Employment Type
(Full-time, Part-time)



Employment Contract
(Permanent, Temporary & Non-guaranteed Hours)



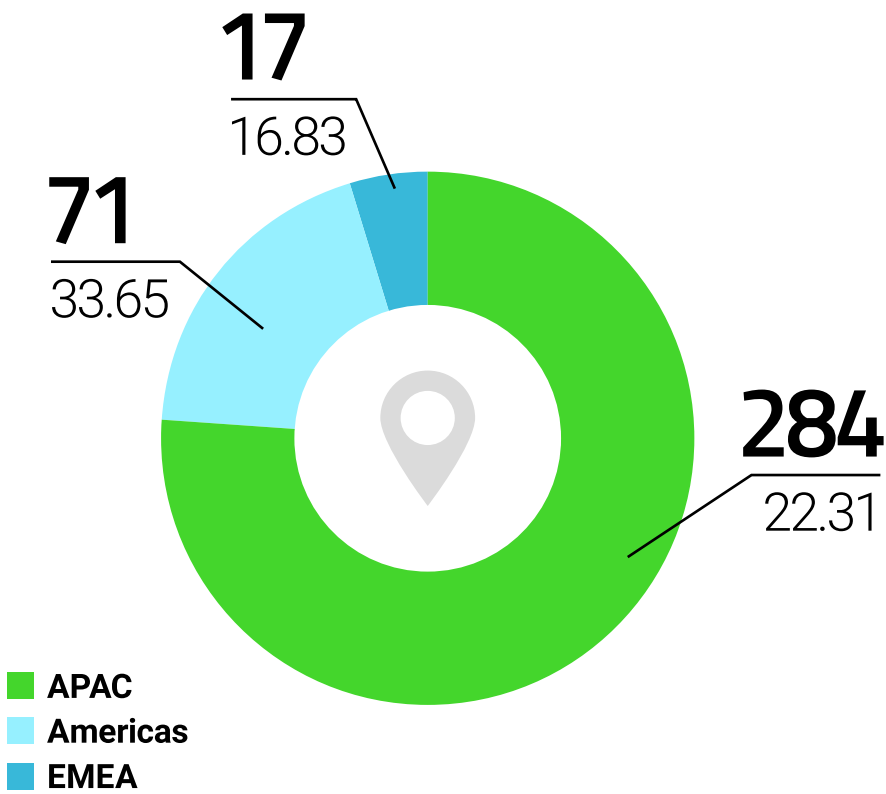
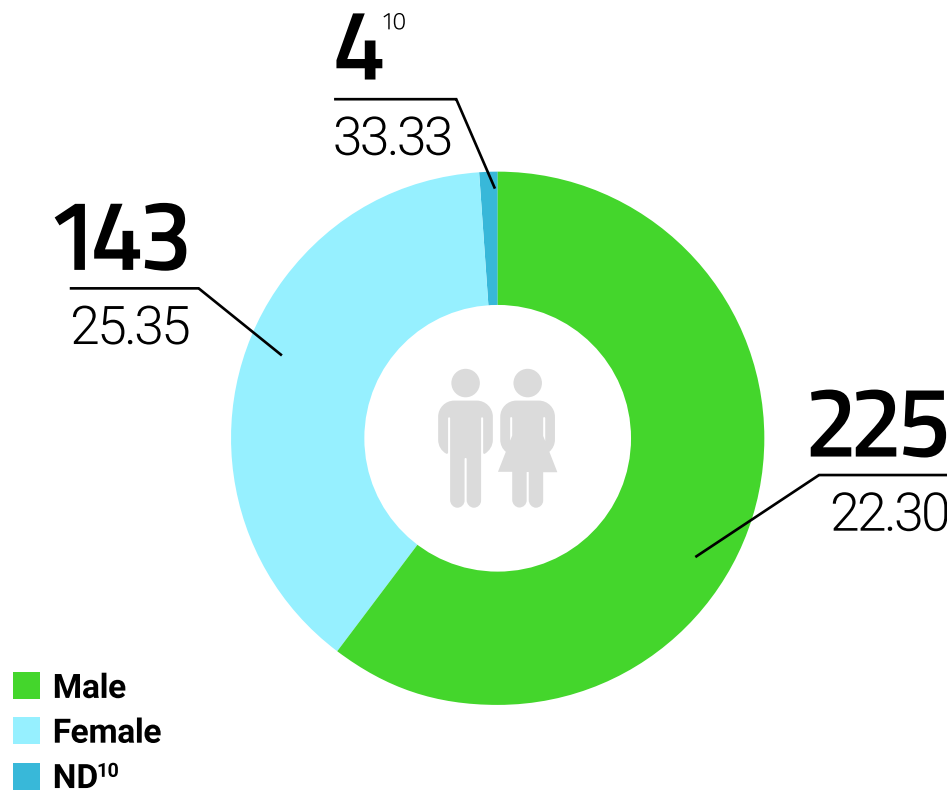
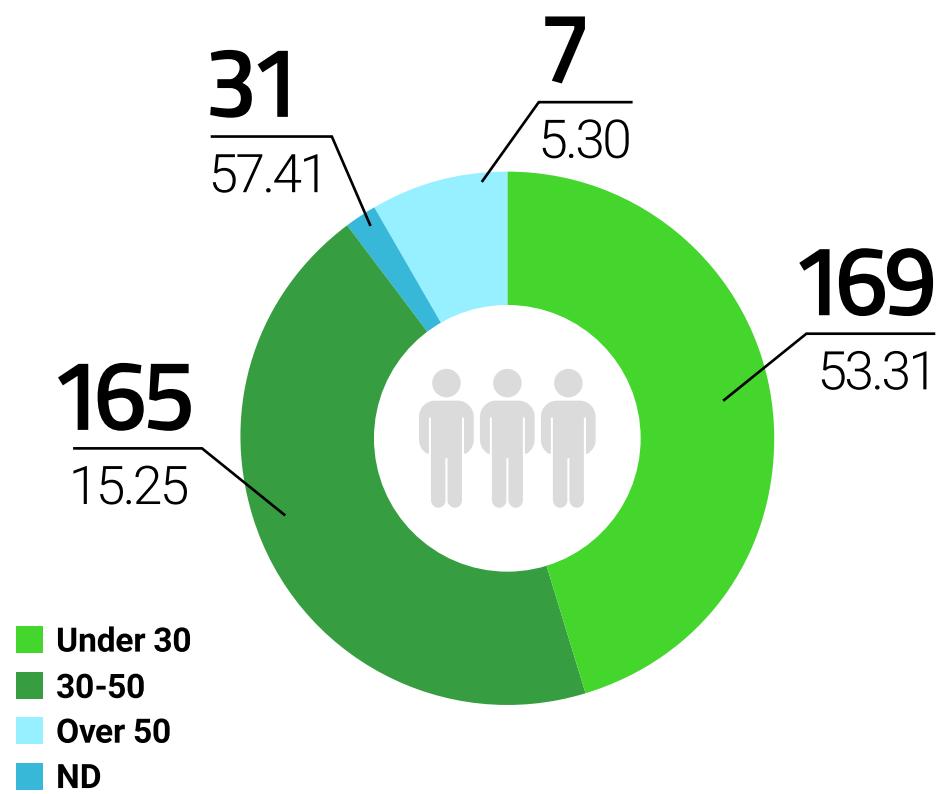
Driving Diversity Across Razer

372

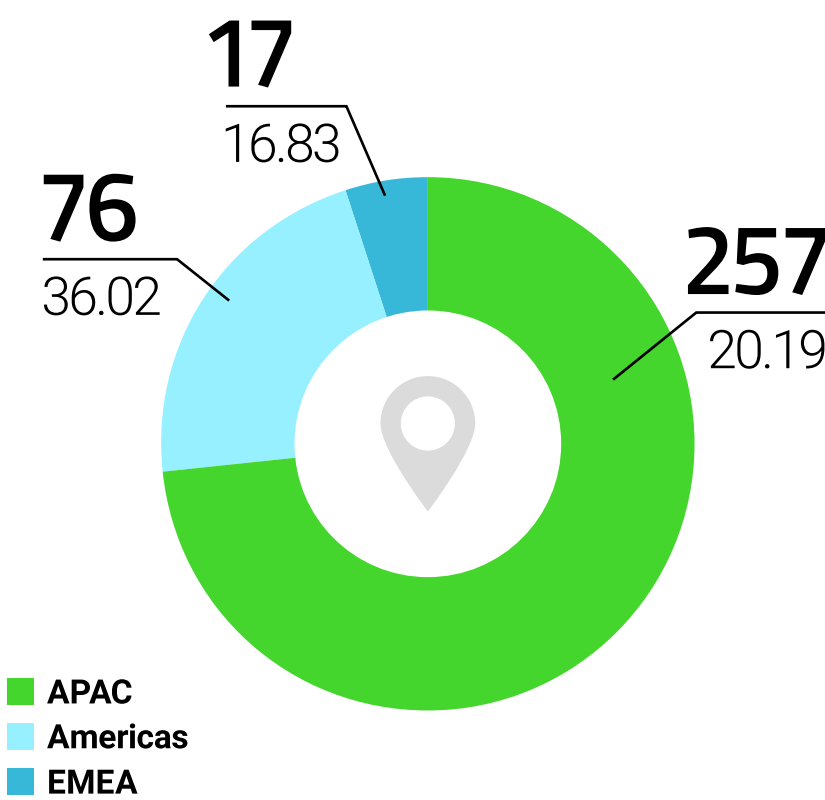
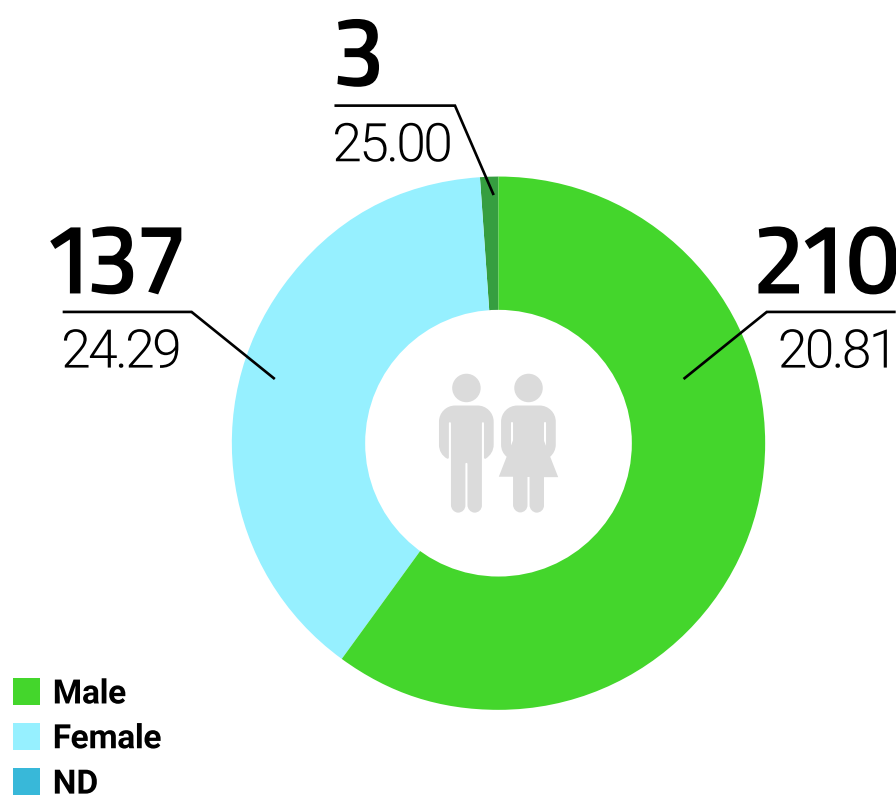
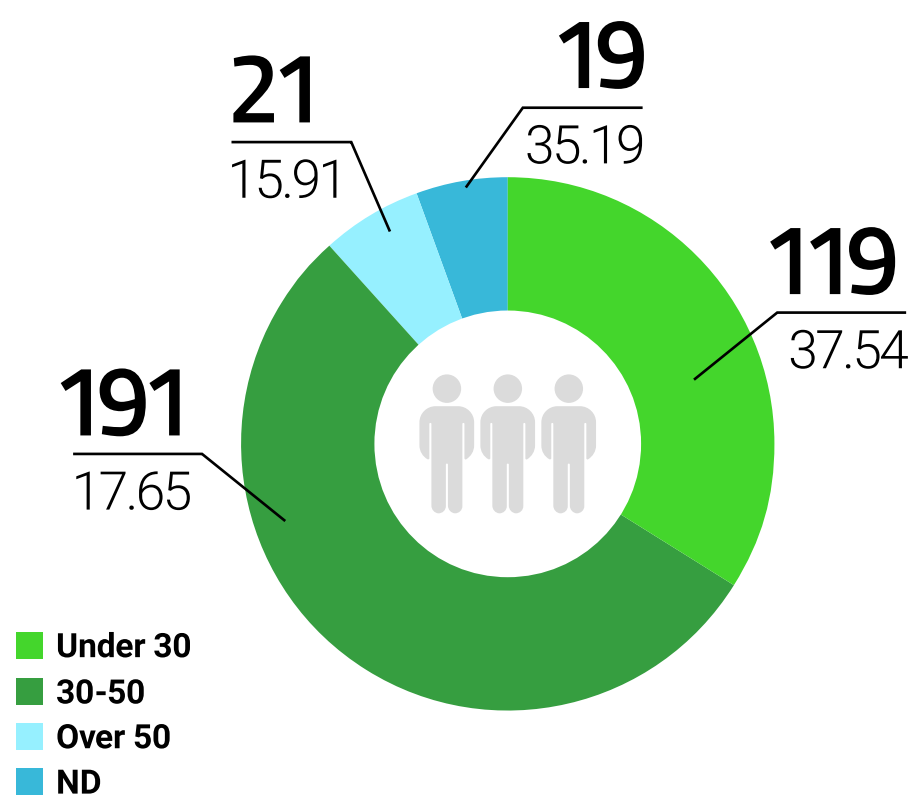
Total new hires

Hiring rate of 23.47

New Hires (By Age Group, Gender and Region)



Employee Turnover (By Age Group, Gender and Region)



¹⁵ ND represents non-determined data points which are currently not available for reporting.

Driving Diversity Across Razer

Supporting Women in Tech Since 2001

through SGWiT & SGTech Corporate Pledge

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. In FY2024, Razer has continued to support the initiative and has expanded our commitment to all our global offices, by undertaking the following activities:

- 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 anti-bias training for all hiring managers.
- Execute regular women-only school outreach programs (secondary and tertiary level).
- Conduct school outreach programs for secondary and tertiary students.
- Showcase success stories of the Women at Razer through internal communications channels and social amplification programs.
- Facilitate networking opportunities for and with phenomenal women across the tech industry.

Parental Leave

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

Gender	Employees entitled to Parental Leave (%)	Employees that took Parental Leave (%)	Employees that returned to work in the reporting period after parental leave ended (%)	Employees that returned to work after parental leave ended that were still employed 12 months after their return to work (%)	Return to Work Rate (%)	Retention Rate (%)
Male	100	12.92	12.92	12.18	100	94.29
Female	100	11.95	11.95	11.11	100	92.96
ND	100	NA	NA	NA	NA	NA

¹⁵ ND represents non-determined data points which are currently not available for reporting.

Supporting Learning and Development

Learning is considered a continuous journey and every employee at Razer is given the opportunity to grow, regardless of age, role, or experience. By promoting a culture of continuous learning, the Company aims to keep its teams motivated, capable, and future ready.

Launched in 2018, the in-house learning platform, Razer Academy, offers a wide range of programs, from technical training and functional skills to soft skills such as communication, leadership and personal effectiveness. Employees are encouraged to take ownership of their growth and utilise resources that align with their individual goals.

Global training content is designed around business needs, evolving industry trends and employee feedback. Programs like SkillTree focus on building core competencies across functions and career stages. For people managers, dedicated learning tracks have been introduced, including People Manager 101, Talent Acquisition 101, Talent Development 101 and Total Rewards 101, to strengthen leadership capabilities and align practices with global standards and the organisation’s culture.

15,085.5 Hours
of training recorded
in 2024

Table: Average Hours of Training by Gender

Average hours of training	Male	Female	Data points which are currently not available	Total
	9,063	5,569.5	453	15,085.5

Table: Average Hours of Training by Employee Category

Average hours of training	Senior Management	Middle Management	General Staff	Total
	452	3,362.25	11,271.25	15,085.5

Human Rights

Razer is committed to upholding human and workplace rights across all global offices. The Company’s Code of Ethics and Professional Conduct outlines the standards followed, including fair employment practices, respect in the workplace and alignment with local labour laws and international principles such as the UN Global Compact, ILO conventions, and BSCI guidelines. All new employees acknowledge the Code upon joining and it remains accessible at any time through the Company intranet.

This commitment extends to the supply chain. A zero-tolerance policy for child or forced labour is clearly communicated to all suppliers and contract manufacturers. Razer supports the Responsible Business Alliance, whose code is grounded in internationally recognised human rights frameworks and follows SMETA (Sedex Members Ethical Trade Audit) standards to monitor supplier practices and working conditions.

Regular risk assessments are conducted to ensure that partners meet these expectations, helping to protect the rights and safety of everyone contributing to the Company’s operations.

0 Incidents
of non-compliance relating
to child or forced labour

During the reporting period,
no occurrence of
non compliance was reported

Equitable Wage

In FY 2023, Razer began developing an Equitable Wage Framework to ensure that all employees, including those on temporary or fixed-term contracts, earn wages that reflect the cost of living in their respective locations.

The Company’s goal is to complete the framework and progressively roll out across its workforce by 2030, while also encouraging the same commitment among suppliers and contractors. This initiative is part of a broader mission to promote fair and dignified work, both within the organisation and across its value chain.

Vulnerable Groups

Part of Razer value chain partners operate in Asia Pacific regions where elevated human rights risks are known to exist. In recognition of these challenges, Razer has adopted a proactive approach to ethical sourcing by implementing a responsible sourcing framework. All suppliers are systematically screened against this framework to ensure adherence to international labour standards and human rights principles.

As part of its broader human rights’ due diligence efforts, Razer has conducted a targeted risk assessment across its value chain partners in these regions. The assessment identified specific vulnerabilities among worker groups, who face heightened risks related to migrant worker exploitation, forced labour, inadequate fire safety, excessive working hours, restrictions on freedom of association, and child labour. These risks are compounded by systemic issues such as weak labor protections, limited access to representation, and economic precarity—factors that significantly increase workers’ susceptibility to harm and exploitation.

While the internal audits combined with 3rd party certifications are very comprehensive, the Company is reviewing possible enhancements to its supply chain programme and will be setting targets to further improve its existing framework in coming years.

Grievance Mechanism

Razer is committed to maintaining a workplace where everyone feels safe, respected, and heard. To support open communication, employees can raise concerns about misconduct, harassment, or workplace issues through the grievance mechanism and the Whistleblower and Complaint Policy, without fear of retaliation. These channels, accessible via the internal platform and outlined in the Code of Conduct, are designed to ensure that all concerns are handled fairly, confidentially, and with care by the HR team. Creating a positive and respectful workplace begins with listening, and the Company is dedicated to doing just that.

Employee Engagement and Well-being

Remuneration, Performance and Benefits

Fair and competitive pay, combined with thoughtful benefits, plays a big role in helping the organisation attract great people and keep them motivated. That is why remuneration packages are regularly reviewed against industry benchmarks to ensure they remain relevant, equitable and aligned with performance.

Each year, full-time employees set personal goals and key performance indicators (KPIs) in discussion with their managers. These goals are reviewed periodically throughout the year and final performance assessments are carried out in the last quarter. Employees are evaluated not just on targets met, but also on how they have contributed to broader team and business success.

To ensure objectivity, managers’ performance ratings go through a calibration process that includes peer or departmental review. This helps keep the process balanced and fair. Based on these reviews, decisions around salary adjustments, promotions and bonuses are made. In FY 2024, every full-time employee completed a performance review, which formed the basis for their merit and variable pay decisions.

Beyond compensation, strong emphasis is placed on employee well-being and quality of life. The benefit package covers a range of leave entitlements including annual, medical, maternity and paternity leave. For instance, in Singapore, employees also receive two paid family care days each year, which can be used to rest, take care of loved ones or simply focus on their own well-being. Office spaces are designed to be inclusive and welcoming. There are nursing rooms for new mothers, prayer rooms for Muslim colleagues, and accessible spaces to ensure that everyone, regardless of physical ability, can work comfortably. Medical benefits are available to all employees, including health insurance that covers regular check-ups, outpatient and inpatient treatment, mental health support and access to both general and specialist care.

Great work happens when people feel supported, recognised and respected, and that is the kind of environment the Company strives to create every day.

Sustainability-Linked Incentives Structure

Razer believes that sustainability performance should be meaningfully incentivized to ensure long-term impact. As part of its employee incentive structure, the Global Sustainability Lead and other eligible team members whose roles directly contribute to sustainability outcomes, receive share options directly tied to the achievement of the Company’s environmental goals. This performance-based compensation aligns individual accountability with broader sustainability objectives—such as achieving net zero emissions by 2030 and reducing overall carbon footprint by equating environmental performance to the profitability of the business. For instance, achieving independently verified ecolabels will ensure optimised traffic on key e-commerce portal, green software initiatives to achieve reductions will translate to lesser usage of cloud services in turn effecting better profitability, incorporating a minimum threshold of recycled material will ensure products can access all markets without additional taxation; just to name a few measures across different functions that environmental goals contribute towards profitability.

The share option entitlements are triggered upon reaching key milestones laid out in Razer’s sustainability roadmap, including initiatives like minimizing plastic waste and managing water usage more efficiently. By linking equity rewards to the fulfilment of environmental goals, Razer reinforces its commitment to driving meaningful sustainability progress while simultaneously aligning these efforts with the Company’s financial success.

Employee Engagement and Well-being

Employee Engagement

Razer recognises that a strong culture and sense of belonging are essential to helping teams grow, collaborate and succeed together. Across all offices active steps have been taken to strengthen employee well-being and encourage a shared sense of support. To support this, Razer has invested close to USD 500,000 through a dedicated ‘Morale Fund’ that regional managers can use to organise team-building activities, wellness initiatives and other engagement efforts.

As part of the #GoGreenWithRazer commitment, the Company continues to raise internal awareness about sustainability and encourages employees to participate in environmental initiatives. Through consistent engagement, the aim is to embed sustainability not just into operations, but also into daily work and interactions.

Razer strives to be a place where employees are encouraged to learn, develop their skills, and be recognised for their contributions. The goal is to create a positive and inclusive environment where everyone feels motivated to do their best work and is supported in achieving both personal and professional aspirations. This experience is referred to as #LifeatRazer, shaped by the people, their ideas and the shared belief that growth and positive impact go hand in hand.

In FY2024, Razer has been conferred as Asia’s Top Employer (Technology) Award by The Influential Brand. The Award, which covers Razer’s offices in Singapore, Malaysia, China, Thailand and Taiwan, is evaluated based primarily on anonymous employee feedback and serves to recognise organization with meaningful employee engagement, strong alignment between employee and company culture, and relevant HR practices in the digital age

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Employee Engagement Survey

Understanding how employees feel about their work, growth, and overall experience at Razer remains a top priority for the organisation. Since 2019, bi-annual employee engagement and pulse surveys have been conducted to check in with teams, gather honest feedback and identify areas for improvement.

These surveys go beyond just collecting data, they provide insights into what matters most to employees and guide meaningful improvements. They also promote open dialogue, helping to strengthen trust, collaboration and overall work experience.

In the most recent Razer Talkback Survey conducted in September 2024, the Company has achieved a Satisfaction Score of 70, a one-point improvement from the survey from 1st quarter of the year. This progress reflects the efforts Razer has made to act on employee feedback, especially in areas like well-being and career development, which were highlighted as top priorities.

While Razer is encouraged by the positive shift, it is known that there is more to do. Insights from the survey has directly shaped the Company’s FY2024 priorities, with a focus on creating even better conditions for its people to grow, thrive and succeed.

Razer Talkback Survey Edition	Employee Satisfaction Index	Respondents (% of Total Workforce)
September 2024	70	1,190 (74%)
March 2024	69	1,219 (79%)
September 2023	70	1,291 (86%)
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%)

In response to the feedback shared through the Razer Talkback Survey, the Company introduced a range of initiatives aimed at enhancing the work environment, supporting employee well-being, encouraging teamwork and strengthening the workplace culture.

Employee Engagement and Well-being

Employee Engagement Governance

Employee engagement is a strategic imperative deeply embedded within the governance structures of the organization. The responsibility for cultivating workforce engagement lies with the Human Resources (HR) department, which serves as the central function for designing, implementing, and sustaining engagement initiatives across the enterprise.

Oversight and operational accountability are led by the Global Head of People & Organisation, who holds the most senior role dedicated to ensuring that engagement is not only prioritized but also effectively actioned.

Building on this governance framework, the organization leverages employee feedback as a critical input for shaping its strategic direction and operational policies. Feedback collected through engagement channels is actively used to inform strategic decisions. For example:

- HR Well-being Programs are designed based on survey responses, fostering a work culture that prioritizes mental health and work-life balance.
 - In Singapore, employee feedback led to the standardization of paternity leave across citizens and non-citizens—a clear example of how localized insights can influence inclusive policy reform.
- Strategic Alignment Employee engagement is not treated as a stand-alone activity but is interwoven with the company’s overall strategy. The governance model ensures that every voice contributes to organizational evolution, reinforcing that engaged employees drive sustainable growth, innovation, and resilience.

Employee engagement is not treated as a stand-alone activity but is interwoven with Razer’s overall strategy. The governance model ensures that every voice contributes to organizational evolution, reinforcing that engaged employees drive sustainable growth, innovation, and resilience.

Open Communication and Information Sharing

Transparent communication is at the heart of a healthy, collaborative workplace. That is why strong emphasis is placed on keeping employees informed, engaged and connected across all levels of the organisation. Every quarter, a Global Town Hall is hosted where the leadership team shares business updates, key priorities and initiatives focused on employee well-being and growth. These sessions are livestreamed globally, giving everyone a chance to tune in, ask questions, and engage directly with senior leaders, either live or through an online Q&A platform.

To reinforce these messages at the team level, each department holds its own All-Hands meeting shortly after the Town Hall. These smaller forums provide managers and employees with the space to dive deeper into departmental goals, share feedback, and align on what lies ahead.

The internal social platform, Viva Engage, also helps strengthen regular dialogue across regions and functions. It serves as more than just a news board, employees use it to exchange ideas, suggest improvements, and celebrate milestones. Dedicated groups like Dumb Processes and Razer ThinkBox have become popular spaces for crowdsourcing ideas to improve ways of working or spark product innovation.

There is also a direct communication channel with the CEO, giving employees the opportunity to share ideas and feedback openly, reinforcing the belief that leadership is most effective when it listens.

By maintaining open lines of communication and encouraging honest feedback, Razer is creating a work culture built on trust, collaboration and shared purpose.

Health and Safety

The health, safety, and well-being of employees, partners and the supply chain are core priorities for Razer. Robust health and safety practices have been established across all locations to support both physical and mental wellness in the workplace.

In 2023, the Singapore and Irvine headquarters achieved ISO 45001 certification, recognising a strong commitment to high standards in occupational health and safety. These practices are embedded in HR and employment policies and are clearly communicated to both new and existing team members.

Employees have access to comprehensive life and health insurance, which includes medical screenings, general and specialist care, as well as mental health support. Annual health screenings are hosted at the Singapore headquarters and corporate rates for check-ups are offered throughout the year. To maintain preparedness, regular fire drills are conducted across global offices, ensuring that everyone working at Razer is familiar with emergency protocols.

High safety standards are also expected within the supply chain. As products are manufactured through external partners, suppliers are encouraged to obtain ISO 45001 certification and work toward collecting consistent safety data as part of broader sustainability efforts. Additional details can be found in the section on Empowering People and Communities on pages 90-92.

¹⁶ Razer currently does not have information on work-related injuries and il-health cases for workers who are not employees. The Company will aim to report on their health and safety data in subsequent sustainability reports.

Table: Number and Rate of Work-related Incidents¹⁶

	Employees
Number of injuries	1
Number of fatalities due to work-related injuries	0
Number of high-consequence injuries	0
Injury rate (per million man-hours worked)	0.35
High-consequence injury rate (per million man-hours worked)	0
Man-hours worked	2,888,390.5

Table: Number and Rate of Work-related Ill-health¹¹

	Employees
Number of illnesses	0
Illness rate (per million man-hours worked)	0
Man-hours worked	2,888,390.5
Number of cases of recordable work-related ill health detected among former own workforce	0
Number of cases of recordable work-related ill health of non-employees	0

0 Incidents of non-compliance with workplace safety and employee protection laws

No significant impacts reported during the period

0 Fatalities and no high-consequence work-related injuries

No cases of work-related ill-health reported among employees

1 Injury work-related, recorded in FY2024

Employee has fully recovered

Creating Value for the Community

Razer in Esports

Electronic sports, or esports, refer to video games played in a highly organised, competitive, and often multiplayer setting. The rapid growth of esports is primarily driven by the rising popularity of competitive gaming, advancements in gaming technologies and peripherals, and the increasing availability of platforms for live streaming and global viewership. Esports communities play a significant role in uniting individuals who share a passion for competitive gaming and have the potential to positively influence participants by nurturing skills such as collaboration, problem-solving, creativity, and teamwork. With a shared objective, esports contribute to building stronger connections and a sense of camaraderie among gamers, teammates, fans, and friends.

Since its establishment in 2005, Razer has been at the forefront of esports innovation, beginning with its sponsorship of the Cyber Athlete Professional League. Over the years, Razer has become a global supporter of professional esports athletes through initiatives like Team Razer and the development of high-performance gaming peripherals. Team Razer comprises elite professional gamers, including renowned teams such as Evil Geniuses, mousesports, and Team Alliance. These teams compete at the highest levels in esports tournaments across the globe. Razer significantly expands its presence in the esports arena, supporting over 50 top-tier teams featuring some of the world’s most accomplished esports athletes. To maintain their competitive edge, Razer continuously develops cutting-edge

peripherals tailored to the needs of professional gamers. This includes iconic product lines such as the Razer Viper, Razer DeathAdder, and Razer BlackShark V2. These peripherals are designed and refined in collaboration with esports athletes, ensuring that performance enhancements are informed by real-world gaming experiences. Razer actively engages with its gaming community to gather feedback, using these insights to optimise gear that empowers teams to compete and succeed at the highest level.

Creating Value for the Community

Supporting Local Communities

Razer contributes social and sustainable value to its stakeholders through dedicated community efforts. With a focus on creating a positive impact in the regions where it operates, the Company engages meaningfully with fans and local communities through personalised initiatives. Razer actively participates in a wide range of community engagement programs, including volunteer activities, corporate philanthropy, and strategic partnerships. These initiatives reflect Razer’s broader commitment to social responsibility. Leading its environmental efforts is the internal Sustainability Workgroup, which drives the #GoGreenWithRazer initiative. This campaign exemplifies Razer’s dedication to both community and environmental well-being, delivering tangible impact through diverse projects and causes.

Educating young fans on sustainability with new animated series

Children and youth are the most impacted by today's global environmental crisis, yet they also hold the potential to shape a more sustainable future. In response, Razer is committed to raising awareness and educating younger audiences about sustainability and climate change, with the aim of inspiring the next generation of gamers to take an active role in addressing environmental challenges.

To further this mission, Razer introduced its animated series Snek Snek and Friends, which serves as an engaging platform to communicate sustainability concepts in simplified, digestible episodes. Through relatable storytelling, each instalment addresses key environmental issues and promotes eco-friendly habits that viewers of all ages can incorporate into their daily lives, reinforcing Razer’s commitment to nurturing environmental awareness across its global community.

Go Green SG: Youths Take Center Stage as Razer Propels Singapore to Forefront of its Global Green Push

Razer hosted a youth and sustainability forum at its Razer SEA HQ on July 12, 2024 in celebration of Go Green SG – a national movement aimed at fostering environmental responsibility in Singapore. Together with Grace Fu, Minister for Sustainability and the Environment, and a panel of youth leaders, the event sought to facilitate an exchange of thoughts and ideas, fostering eco-stewardship amongst today’s youth.

Creating Value for the Community

Supporting Local Communities

#GoGreenWithRazer: Beach Cleanup	<p>Razer recognises the importance of cultivating a sustainable mindset among its employees to strengthen the collective impact of the #GoGreenWithRazer movement. To support this, the Company has introduced gamified educational sessions designed to equip employees with knowledge and practical steps for adopting more environmentally friendly lifestyles.</p> <p>Alongside internal awareness efforts, Razer actively mobilises its workforce—wherever permitted by local regulations, to take part in hands-on environmental conservation activities. One standout initiative, Make Time for Our Ocean, launched in collaboration with Panerai as part of Razer’s ongoing commitment to marine and coastal protection in Singapore. Through this joint effort, employees from both organisations removed 400kg of litter from Singapore’s beaches, helping to safeguard vital marine ecosystems and wildlife.</p>
Razer Green Fund	<p>As part of its decade-long sustainability roadmap, Razer established a USD 50 million Razer Green Fund, managed by its corporate venture arm, zVentures. This fund supports and invests in promising Seed and Series A startups focused on environmental and sustainability solutions that align strategically with Razer’s business objectives. Beyond providing essential funding, Razer offers portfolio companies access to its expansive global network, including suppliers, OEMs, customers, and investors. These startups also benefit from direct engagement with Razer’s in-house experts, fellow entrepreneurs, and influential community members. Through this initiative, Razer aims to accelerate the growth of the next generation of innovators across sectors such as Gaming, Consumer Technology, Deep Tech, and Sustainability.</p> <p>The Razer Green Fund is also designed to cultivate an environmentally conscious mindset within the broader community through deliberate and strategic investments. Its objective is to accelerate sustainability efforts among companies and startups, particularly in areas such as renewable energy, carbon reduction, and plastic waste management. By providing capital and streamlining access to critical resources, the fund empowers emerging businesses to confidently explore groundbreaking technologies. These innovations aim to shape a more sustainable future and equip the next generation to tackle climate change. Through this approach, Razer continues to advance its commitment to global environmental progress.</p>

Ethical Sourcing and Risk Oversight

As a global leader in gaming hardware, Razer relies on an intricate web of contract factories across Asia to manufacture its premium devices. While it does not own these facilities, the Company acknowledges that responsibility for labour conditions within them cannot be outsourced. Increasingly stringent legislation in markets like the European Union and United States, coupled with mounting investor scrutiny and consumer expectations, place worker rights at the heart of Razer’s sustainability strategy.

Understanding the Risk Landscape

Razer’s global sourcing footprint covers several jurisdictions across Asia that are widely recognised as high-risk regions for labour rights concerns. Independent supply chain mapping identifies elevated exposure to critical challenges including child labour, exploitative overtime, wage irregularities and forced labour, particularly for vulnerable migrant worker populations.

In response, Razer is intensifying its risk assessment protocols to reinforce the integrity of its value chain. Through stronger oversight, targeted remediation and an unwavering commitment to embedding respect and ethical values, the Company aims to transform its supply footprint from a site of vulnerability to a platform for sustainable impact.

Embedding Oversight and Accountability

The foundation of Razer’s sustainable sourcing lies in robust corporate governance:

- **BOARD OF DIRECTORS:** The board sets strategic direction and conducts quarterly reviews of supply chain risks. Crucially, executive compensation is tied to ESG performance, ensuring ethical oversight isn't relegated to a tick-box exercise.
- **EXECUTIVE OVERSIGHT:** Senior leaders, convert board-level decisions into action by allocating resources and personnel. Monthly dashboards track key performance indicators, enabling swift response to critical breaches.
- **DEDICATED RESPONSIBLE-SOURCING TEAM:** This team leads supplier audits, manages remediation and delivers worker training programmes. It operates capacity-building initiatives and deploys worker-voice systems to ensure grievances are heard and addressed.

Responsible Value Chain Partners

Razer collaborates with global suppliers to meet its operational and production requirements. The Company remains committed to maintaining a sustainable supply chain that strengthens business resilience and supports long-term value creation for stakeholders and its fanbase. Engagement with ethical and environmentally responsible vendors and suppliers is prioritised, with tailored strategies developed to ensure the responsible management of supply chain practices. This commitment aligns with Razer’s broader sustainability goals, including the integration of recycled materials and emission reduction targets across its product lifecycle and operations

In 2023, the Company introduced a Responsible Sourcing Framework and Compliance Manual for its value chain partners, demonstrating its commitment to ethical and sustainable practices throughout the supply chain. The framework establishes clear objectives and commitments concerning environmental, social, and ethical considerations, while setting expectations for suppliers through a comprehensive Code of Conduct. This Code encompasses standards related to labour practices, health and safety, environmental management, and business ethics. The framework further emphasises

the importance of risk assessment and due diligence in identifying and addressing potential supply chain issues, such as employment contracts and working hours, forced labour and human trafficking, occupational safety, and environmental permits and reporting. Transparency and traceability are prioritised to ensure visibility into the origins of raw materials and products. The Compliance Manual outlines the principles governing monitoring and auditing procedures, including independent third-party audits, to verify supplier adherence to the Code of Conduct and interoperable standards. The framework also encourages collaboration and engagement with stakeholders to drive continuous improvement, while ensuring accessible grievance mechanisms that provide a platform for addressing concerns effectively.

Razer implements a supply chain management protocol to uphold its commitment to a responsible and sustainable supply chain. This protocol establishes clear guidelines for sourcing, onboarding, performance evaluation, and quality assurance of suppliers. Necessary measures and assessments are in place to ensure that suppliers and contract manufacturers comply with regulations within their respective operating

regions. To reinforce compliance and continuous improvement, the Company regularly reviews and engages its top five contractors throughout the year, conducting biannual audits, routine factory visits, and sharing best practices such as life cycle assessments. As and when Razer engages with new suppliers, they are are screened using ISO 14001 environmental criteria and ISO 45001 social responsibility criteria.

Supplier Selection

The Company ensures that its contract manufacturers and partners comply with the highest industry standards and best practices, as validated by reputable certification bodies. A strict zero-tolerance policy is enforced against forced labour, child labour, or inhumane working conditions within the supply chain. The Company does not engage with any supplier that engages in unethical labour practices or fails to provide acceptable working conditions for its workforce. Prior to onboarding, suppliers must undergo a thorough audit and disclosure process, providing evidence of service quality, ethical business conduct, financial soundness, and compliance history.

Razer’s stringent audit and disclosure procedure comprises a ten-section survey that evaluates multiple facets of a prospective supplier’s operations. This includes information on working hours, remuneration, employee benefits, certifications, and environmental management protocols. The survey also covers assessments of health and safety measures, disaster recovery strategies, data security policies, supplier performance ratings, internal audit frameworks, issues related to child and forced labour, waste management systems, and communication procedures. Through this comprehensive evaluation, Razer identifies and mitigates potential environmental and social risks within its supplier network, reinforcing its commitment to responsible sourcing and ethical supply chain practices.

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.

Responsible Value Chain Partners

Razer requires all its suppliers to obtain specific sustainability certifications from internationally recognised certification bodies. The required certifications for new contract manufacturers are outlined in the table below:

Certification	About the Certification
Compulsory	
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 organisation can use to enhance its environmental performance.
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.
At least one of the below ¹³	
Responsible Business Alliance (RBA) Audit	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.
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 labour.
Recommended	
Social Accountability 8000 (SA8000)	Provides a framework for organisations 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.
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 organisations to provide safe and healthy workplaces by preventing work-related injury and ill health, as well as by proactively improving its OHS performance.
BSCI (Business Social Compliance Initiative)	Provides a system that helps companies to gradually improve working conditions in their supply chain.

Responsible Value Chain Partners

Performance Evaluation and Quality Checks

The Company’s commitment to a sustainable supply chain is reflected in the expectations it sets for its suppliers. Annual audits and site visits—conducted through both internal and external mechanisms—are carried out across Razer’s entire value chain to ensure that high-quality and ethical standards are consistently upheld beyond initial onboarding. Razer remains committed to ensuring that all contract manufacturers and partners adhere to globally recognized industry standards, as validated by established certification bodies. To that end, Razer enforces compliance with a comprehensive set of certifications, including ISO 9001 (quality management), ISO 14001 (environmental management), ISO 45001 (occupational health and safety), IECQ QC 080000 (hazardous substance control), SMETA (ethical trade audit), and RBA audits (responsible business conduct).

Regular and proactive communication is maintained through monthly quality reviews and biannual business evaluations, which assess both supplier performance and product quality.

As part of the monthly quality review process, suppliers submit their quality reports along with the minutes of monthly meetings. During the biannual business review, Razer conducts a more in-depth assessment and evaluation of the performance of its key suppliers, reinforcing its dedication to continuous improvement and responsible sourcing

APPENDIX

GRI Content Index

STATEMENT OF USE

Razer has reported in accordance with the GRI Standards for the period January 1, 2024 to December 31, 2024

GRI 1 USED

GRI 1: Foundation 2021

GRI Standard	Disclosure	Location	Requirement(s) Omitted	Reason	Explanation	Page Number
GRI 2: General Disclosures 2021	2-1	Organizational details	About Razer			04-06
	2-2	Entities included in the organization’s sustainability reporting	About the Report			02
	2-3	Reporting period, frequency and contact point	About the Report			02
	2-4	Restatements of information	About the Report			02
	2-5	External assurance	Embedding Sustainability Into Razer’s Core Strategy > ESG Governance			27
	2-6	Activities, value chain and other business relationships	About Razer			04-06
			Designing for Sustainability > Razer’s Product and Service Portfolio			58-59
	2-7	Employees	Empowering People and Communities > Driving Diversity Across Razer			73-79
	2-8	Workers who are not employees	Empowering People and Communities > Driving Diversity Across Razer			73-79
	2-9	Governance structure and composition	Embedding Sustainability Into Razer’s Core Strategy > ESG Governance			27
	2-10	Nomination and selection of the highest governance body	Embedding Sustainability Into Razer’s Core Strategy > ESG Governance			27
	2-11	Chair of the highest governance body	Embedding Sustainability Into Razer’s Core Strategy > ESG Governance			27
	2-12	Role of the highest governance body in overseeing the management of impacts	Embedding Sustainability Into Razer’s Core Strategy > ESG Governance			27
	2-13	Delegation of responsibility for managing impacts	Embedding Sustainability Into Razer’s Core Strategy > ESG Governance			27
	2-14	Role of the highest governance body in sustainability reporting	Embedding Sustainability Into Razer’s Core Strategy > Razer's ESG Strategy > ESG Governance			26-27

GRI Content Index

GRI Standard	Disclosure		Location	Requirement(s) Omitted	Reason	Explanation	Page Number
GRI 2: General Disclosures 2021	2-15	Conflicts of interest	Razer's Vision and Strategic Direction > Razer's Governance Framework				12-14
	2-16	Communication of critical concerns	Razer's Vision and Strategic Direction > Razer's Governance Framework				12-14
	2-17	Collective knowledge of the highest governance body	Embedding Sustainability Into Razer's Core Strategy > ESG Competency				27
	2-18	Evaluation of the performance of the highest governance body	Embedding Sustainability Into Razer's Core Strategy > ESG Governance				27
	2-19	Remuneration policies	Empowering People and Communities > Employee Engagement and Well-being > Remuneration, Performance and Benefits				82
	2-20	Process to determine remuneration	Empowering People and Communities > Employee Engagement and Well-being > Remuneration, Performance and Benefits				82
	2-21	Annual total compensation ratio		a.b.c	Confidentiality Constraints		-
	2-22	Statement on sustainable development strategy	Chairman's Foreword				8
	2-23	Policy commitments	Governing Actions through Policies				35-37, 57, 72
	2-24	Embedding policy commitments	Governing Actions through Policies				35-37, 57, 72
	2-25	Processes to remediate negative impacts	Empowering People and Communities > Human Rights > Grievance Mechanism				81
	2-26	Mechanisms for seeking advice and raising concerns	Razer's Vision and Strategic Direction > Razer's Governance Framework				12-14
	2-27	Compliance with laws and regulations	Razer's Vision and Strategic Direction > Regulatory Compliance				14
	2-28	Membership associations	Member of UN Global Compact Member of UNEP Playing for the Planet Member of Institute of Business Ethics Member of SGTECH				-

GRI Content Index

GRI Standard		Disclosure	Location	Requirement(s) Omitted	Reason	Explanation	Page Number
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	Embedding Sustainability Into Razer’s Core Strategy > Razer’s Stakeholder Engagement				28
	2-30	Collective bargaining agreements	Empowering Peopl > Our People				69
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Razer’s Strategic Foresight and Risk Mitigation > Double Materiality Assessment				19-24
	3-2	List of material topics	Razer’s Strategic Foresight and Risk Mitigation > Double Materiality Assessment				19-24
	3-3	Management of material topics	Impact Risks and Opportunities Covered Under the Sections: > Embedding Sustainability Into Razer’s Core Strategy > Climate Adaption > Designing for Sustainability > Empowering People and Communities				25-92
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	Climate Adaption > Climate Risk Assessment > Razer Commitment to the Science Based Targets Initiatives (SBTi) and Adoption of Climate Risk Scenarios- Transition Plan				38
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Razer’s Vision and Strategic Direction > Razer’s Governance Framework				12-14
	205-2	Communication and training about anti-corruption policies and procedures	Razer’s Vision and Strategic Direction > Razer’s Governance Framework				12-14
	205-3	Confirmed incidents of corruption and actions taken	Razer’s Vision and Strategic Direction > Razer’s Governance Framework				12-14
GRI 301: Materials 2016	301-2	Recycled input materials used	Designing for Sustainability > Aligning Razer’s Targets With Impacts				33-34
	301-3	Reclaimed products and their packaging materials	Responsible Product Packaging				64
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Energy and Emission Management > Energy Management				47
	302-2	Energy consumption outside of the organization	Energy and Emission Management > Energy Management				47
	302-3	Energy intensity	Energy and Emission Management > Energy Management				47

GRI Content Index

GRI Standard	Disclosure	Location	Requirement(s) Omitted	Reason	Explanation	Page Number
GRI 302: Energy 2016	302-4	Reduction of energy consumption	Energy and Emission Management > Energy Management			47
	302-5	Reductions in energy requirements of products and services	Energy and Emission Management > Energy Management			47
GRI 303: Water and Effluents 2018	303-3	Water withdrawal	Water Management			50
	303-5	Water consumption	Water Management			50
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Energy and Emission Management > GHG Emissions Management			48-49
	305-2	Energy indirect (Scope 2) GHG emissions	Energy and Emission Management > GHG Emissions Management			48-49
	305-3	Other indirect (Scope 3) GHG emissions	Energy and Emission Management > GHG Emissions Management			48-49
	305-4	GHG emissions intensity	Energy and Emission Management > GHG Emissions Management			48-49
	305-5	Reduction of GHG emissions	Energy and Emission Management > GHG Emissions Management			48-49
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Waste Management			51
	306-3	Waste generated	Waste Management > Hazardous Waste Management > Non-hazardous Waste Management			52
GRI 306: Waste 2020	306-5	Waste directed to disposal	Waste Management > Hazardous Waste Management > Non-hazardous Waste Management			52
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Responsible Value Chain Partners			90-92
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Driving Diversity Across Razer > Employee Diversity			78
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Engagement and Well-being > Remuneration, Performance and Benefits			82
	401-3	Parental leave	Driving Diversity Across Razer > Employee Diversity			79

GRI Content Index

GRI Standard	Disclosure	Location	Requirement(s) Omitted	Reason	Explanation	Page Number
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system				79
	403-3	Occupational health services				85
	403-5	Worker training on occupational health and safety				85
	403-6	Promotion of worker health				85
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships				85
	403-9	Work-related injuries				85
	403-10	Work-related ill health				85
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee				84
	404-2	Programs for upgrading employee skills and transition assistance programs				84
	404-3	Percentage of employees receiving regular performance and career development reviews				82
GRI 405: Diversity an Equal Opportunity 2016	405-1	Diversity of governance bodies and employees				74
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken				73
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk				81
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor				81
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor				81
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs				86-88

GRI Content Index

GRI Standard	Disclosure		Location	Requirement(s) Omitted	Reason	Explanation	Page Number
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Responsible Value Chain Partners				90-92
GRI 415: Public Policy 2016	415-1	Political contributions	Razer's Governance Framework > Anti-corruption and Business Integrity				14
GRI 416: Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Supply Chain Integrity				67
GRI 417: Marketing and Labeling 2016	417-2	Incidents of non-compliance concerning product and service information and labeling	Supply Chain Integrity				67
	417-3	Incidents of non-compliance concerning marketing communications	Supply Chain Integrity				67
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Razer's Data Privacy and Security Practices				15

ESRS Content Index

General Information / Name Chapter	Relevant DR	Information Content	Location	Page Number
GENERAL DISCLOSURES				
Basis for preparation	BP-1	General basis for preparation of sustainability statements	About The Report	02
	BP-2	Disclosures in relation to specific circumstances	Climate Adaption > Data Sensitivity and Limitations	53
Governance	GOV-1	The role of the administrative, management and supervisory bodies	About The Report > Endorsement and Approval	02
	GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	About The Report	02
	GOV-3	Integration of sustainability-related performance in incentive scheme	Employee Engagement and Well-being > Remuneration, Performance and Benefits	82
	GOV-4	Statement on due diligence	Embedding Sustainability Into Razer's Core Strategy	25-30
			Razer's Vision and Strategic Direction > Razer's Governance Framework	12-14
			Climate Adaption > Governing Through Policies	35
			Empowering People and Communities > Responsible Value Chain Partners	90-92
	GOV-5	Risk management and internal controls over sustainability reporting	About Razer > Razer's Value Chain	06
			About The Report > Endorsement and Approval	02
Strategy	SBM-1	Strategy, business model and value chain	About the Report > Organisational Boundary	02
	SBM-2	Interests and views of stakeholders	About the Report > Organisational Boundary	02
	SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Razer's Strategic Foresight and Risk Mitigation > Double Materiality Assessment	19-24
Impacts, risks and opportunities management	IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	Razer's Strategic Foresight and Risk Mitigation > Double Materiality Assessment	19-24
	IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	ESRS Content Index	100-107

ESRS Content Index

General Information / Name Chapter	Relevant DR	Information Content	Location	Page Number
ENVIRONMENT CLIMATE CHANGE				
Strategy, business model and stakeholder interest	ESRS 2 IRO- 1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	Double Materiality Assessment > Evaluation of IROs	21-24
			Climate Adaption > Climate Risk Assessment	38-44
	ESRS 2 SMB-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Climate Adaption > Material Impacts, Risks and Opportunities (IROs)	32
Transition Plan	E1-1	Transition plan for climate change mitigation	Climate Risk Assessment	38-39
Impacts, risks and opportunities management (Policies & Processes)	E1-2	Policies related to climate change mitigation and adaptation	Climate Adaption > Governing Actions Through Policies	35-37
	ESRS 2 GOV 3	Integration of sustainability-related performance in incentive scheme	Employee Engagement and Well-being > Remuneration, Performance and Benefits	82
Actions	E1-3	Actions and resources in relation to climate change policies	Climate Risk Assessment > Razer Commitment to the Science Based Targets Initiatives (SBTi) and Adoption of Climate Risk Scenarios- Transition Plan	38
Metrics and targets	E1-4	Targets related to climate change mitigation and adaptation	Climate Adaption > Aligning Razer’s Targets With Impacts	33-34
	E1-5	Energy consumption mix	Energy and Emission Management > Energy Management	47
	E1-6	Gross scopes 1, 2, 3 and total GHG emissions	Energy and Emission Management > GHG Emission Management	48-49
	E1-9	Anticipated financial effects from material physical and transition risks and potential climate related opportunities	Climate Risk Assessment > Anticipated Financial Effects from Pollution-related Impacts, Risks and Opportunities	45-46

ESRS Content Index

General Information / Name Chapter	Relevant DR	Information Content	Location	Page Number
ENVIRONMENT POLLUTION				
Strategy, business model and stakeholder interest	ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Climate Adaption > Material Impacts, Risks and Opportunities (IROs)	32
Impacts, risks and opportunities management (Policies & Processes)	E2-1	Policies related to pollution	Climate Adaption > Governing Actions Through Policies	35-37
Actions	E2-2	Actions related to pollution	Climate Adaption > Climate Risk Assessment > Energy and Emission Management > Water Management > Waste Management	38-52
Metrics and targets	E2-3	Targets related to pollution	Climate Adaption > Aligning Razer’s Targets With Impacts	33
	E2-4	Pollution of air, water and soil	Climate Adaption > Climate Risk Assessment > Energy and Emission Management > Water Management > Waste Management	38-52
	E2-5	Substances of concern and substances of very high concern	Supply Chain Integrity	67
	E2-6	Anticipated financial effects from pollution-related impacts, risks and opportunities	Climate Risk Assessment > Anticipated Financial Effects from Pollution-related Impacts, Risks and Opportunities	45-46
ENVIRONMENT WATER AND MARINE RESOURCES				
Strategy, business model and stakeholder interest	ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Climate Adaption > Material Impacts, Risks and Opportunities (IROs)	32
Impacts, risks and opportunities management (Policies & Processes)	E3-1	Policies related to water and marine resources	Climate Adaption > Governing Actions Through Policies	35-37
Actions	E3-2	Actions and resources related to water and marine resources	Water Management	50
Metrics and targets	E3-3	Targets related to water and marine resources	Climate Adaption > Aligning Razer’s Targets With Impacts	33

ESRS Content Index

General Information / Name Chapter	Relevant DR	Information Content	Location	Page Number
ENVIRONMENT WATER AND MARINE RESOURCES				
Metrics and targets	E3-4	Water consumption	Water Management	50
ENVIRONMENT RESOURCE USE AND CIRCULAR ECONOMY				
Strategy, business model and stakeholder interest	ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Climate Adaption > Material Impacts, Risks and Opportunities (IROs)	32
Impacts, risks and opportunities management (Policies & Processes)	E5-1	Policies related to resource use and circular economy	Designing for Sustainability > Governing Actions Through Policies	57
Actions	E5-2	Actions and resources related to resource use and circular economy	Designing for Sustainability > Responsible Product Development > Responsible Product Packaging > Environmental Responsibility Across the Product Lifecycle > Product Durability and Reliability > Supply Chain Integrity	61-67
Metrics and targets	E5-3	Targets related to resource use and circular economy	Designing for Sustainability > Aligning Razer’s Targets With Impacts	56
	E5-4	Resources inflows	Designing for Sustainability > Responsible Product Development	61-62
	E5-5	Resources outflows	Waste Management	51-52
	E5-6	Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities	Climate Risk Assessment > Anticipated Financial Effects from Pollution-related Impacts, Risks and Opportunities	45-46
			Designing for Sustainability	54-67

ESRS Content Index

General Information / Name Chapter	Relevant DR	Information Content	Location	Page Number
S- SOCIAL OWN WORKFORCE				
Strategy, business model and stakeholder interest	ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Empowering People and Communities > Material Impacts, Risks and Opportunities (IROs)	70-71
Impacts, risks and opportunities management (Policies & Processes)	S1-1	Policies related to own workforce	Empowering People and Communities > Governing Actions Through Policies	72
	S1-2	Processes for engaging with own workforce and workers representatives about impacts	Employee Engagement and Well-being > Employee Engagement	83
	S1-3	Processes to remediate negative impacts and channels for own workforce to raise concerns	Human Rights > Grievance Mechanism	81
Actions	E5-2	Actions and resources related to resource use and circular economy	Empowering People and Communities > Driving Diversity Across Razer > Supporting Learning and Development > Human Rights > Employee Engagement and Well-being > Health and Safety	68-85
Metrics and targets	S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities.	Empowering People and Communities > Aligning Razer’s Targets With Impacts	72
	S1-6	Characteristics of the Undertaking’s Employees	Empowering People and Communities > Driving Diversity Across Razer	73-79
	S1-7	Characteristics of non-employee workers in the undertaking's own workforce	Empowering People and Communities > Driving Diversity Across Razer	77
	S1-8	Collective bargaining coverage and social dialogue	Empowering People and Communities	69-71
	S1-9	Diversity metrics	Driving Diversity Across Razer > Board Diversity > Employee Diversity	73-79
	S1-10	Adequate Wages	Human Rights	81
	S1-11	Social protection	Human Rights	81
			Employee Engagement and Well-being > Remuneration, Performance and Benefits	82

ESRS Content Index

General Information / Name Chapter	Relevant DR	Information Content	Location	Page Number
S- SOCIAL OWN WORKFORCE				
Metrics and targets	S1-13	Training and skills development metrics	Supporting Learning and Development	80
	S1-14	Health and safety metrics	Health and Safety	85
	S1-15	Work-life balance metrics	Empowering People and Communities > Driving Diversity Across Razer	73-79
			Empowering People and Communities > Employee Engagement	83
	S1-16	Remuneration metrics (pay gap and remuneration)	Employee Engagement and Well-being > Remuneration, Performance and Benefits	82
			Human Rights	81
	S1-17	Incidents, complaints, and severe human rights impacts	Human Rights	81
S- SOCIAL WORKERS IN THE VALUE CHAIN				
Strategy, business model and stakeholder interest	ESRS 2 SBM-2	Interests and views of stakeholders	Double Materiality Assessment	19-24
			Empowering People and Communities > Material Impacts, Risks and Opportunities (IROs)	70-71
	ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Empowering People and Communities > Material Impacts, Risks and Opportunities (IROs)	70-71
Impacts, risks and opportunities management (Policies & Processes)	S2-1	Policies related to workers in the value chain	Empowering People and Communities > Governing Actions Through Policies	72
	S2-2	Processes for engaging with workers in the value chain and workers representatives about impacts	Responsible Value Chain Partners	90-92
	S2-3	Processes to remediate negative impacts and channels for workers in the value chain to raise concerns	Empowering People and Communities > Human Rights > Health and Safety > Ethical Sourcing and Risk Oversight > Responsible Value Chain Partners	81, 85, 89-92

ESRS Content Index

General Information / Name Chapter	Relevant DR	Information Content	Location	Page Number
S- SOCIAL OWN WORKFORCE				
Actions	S2-4	Taking action on material impacts on workers in the value chain, and approaches managing material risks and pursuing material opportunities related to workers in the value chain, and effectiveness of those actions.	Empowering People and Communities > Human Rights > Health and Safety > Ethical Sourcing and Risk Oversight > Responsible Value Chain Partners	81,85, 89-92
Metrics and targets	S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities.	Empowering People and Communities > Aligning Razer’s Targets With Impacts > Driving Diversity Across Razer	72-73
NON ESRS TOPICS PRODUCTS AND SERVICES				
Strategy, business model and stakeholder interest	MDR-PAT	Material impacts, risks and opportunities and their interaction with strategy and business model	Designing for Sustainability > Material Impacts, Risks and Opportunities	55
Impacts, risks and opportunities management (Policies & Processes)	MDR-PAT	Policies related to product and services	Designing for Sustainability > Governing Actions Through Policies	57
Actions	MDR-PAT	Taking action on material impacts and approaches managing material risks and pursuing material opportunities, and effectiveness of those actions.	Designing for Sustainability > Razer's Product and Service Portfolio	58-59
Metrics and targets	MDR-PAT	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities.	Designing for Sustainability > Aligning Razer’s Target With Impacts	56
NON ESRS TOPICS INNOVATION				
Strategy, business model and stakeholder interest	MDR-PAT	Material impacts, risks and opportunities and their interaction with strategy and business model	Designing for Sustainability > Material Impacts, Risks and Opportunities	55
Impacts, risks and opportunities management (Policies & Processes)	MDR-PAT	Policies related to innovation	Designing for Sustainability > Governing Actions Through Policies	57

ESRS Content Index

General Information / Name Chapter	Relevant DR	Information Content	Location	Page Number
NON ESRS TOPICS INNOVATION				
Actions	MDR-PAT	Taking action on material impacts and approaches managing material risks and pursuing material opportunities, and effectiveness of those actions.	Product Innovation	60
Metrics and targets	MDR-PAT	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities.	Designing for Sustainability > Aligning Razer’s Target With Impacts	56

Independent Third Party Limited Assurance Statement

Reference: BVQA_0092_202500903

Date: 03/09/2025

To: Management of Razer Inc.

Introduction and Objectives of the Engagement

Bureau Veritas Quality Assurance Pte. Ltd. ('Bureau Veritas') was engaged by Razer Inc. ('the Company') to undertake limited assurance of selected data/information (sustainability related disclosures) included in the Razer ESG Report 2024 (the 'Report'). The objective is to provide assurance to the Company and its stakeholders over the accuracy and reliability of the reported information and data (sustainability related disclosures) of the Report for the period January 1 to December 31, 2024 (the 'Selected Information').

The Selected Information needs to be read and understood together with Razer's reporting approach included in 'About The Report' section of the report on the link (<http://www.razer.com/go-green/reports-and-resources/sustainability-reports>), footnotes under the tables in chapters, and Razer's internal data management and reporting procedures.

Razer considers certain disclosures of the Report have been prepared in alignment with the Greenhouse Gas (GHG) Protocol, the GRI Standards (GRI) and ESRS.

We performed our work to a limited level of assurance in accordance with International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after December 15, 2015), issued by the International Auditing and Assurance Standards Board.

Scope of Work

As part of its independent verification, Bureau Veritas undertook the following activities:

- Selected ESG KPIs and disclosures indicated in the Global Reporting Initiative (GRI) Content Index and ESRS Content Index within the Content Index chapter; and
- Double Materiality Assessment (DMA) included within the Company's Strategic Foresight and Risk Mitigation chapter.

Reference to these parts of the Selected Information is outlined in Appendix 1 of this Assurance Statement.

Our scope of work also included review of sustainability related disclosures in alignment with the European Sustainability Reporting Standards (ESRS) requirements as indicated in the ESRS Content Index within the Content Index chapter.

Our review of the sustainability related disclosures was performed in alignment with Directive (EU) 2022/2464 of the European Parliament and of the Council (CSRD) including the ESRS requirements.

This preparation and presentation of the Selected Information in the Report are the sole responsibility of the management of the Company.

In addition, the responsibility of the management of the Company includes:

- Understanding the Context in which the Company's activities and business relationships take place and developing an understanding of its affected stakeholders;
- The identification of the actual and potential impacts (both negative and positive) related to sustainability matters, as well as risks and opportunities that affect, or could reasonably be expected to affect, the Company's financial position, financial performance, cash flows, access to finance or cost of capital over the short-, medium-, or long-term;
- The assessment of the materiality of the identified impacts, risks and opportunities related to sustainability matters by selecting and applying appropriate thresholds; and making assumptions that are reasonable in the Circumstances; and
- Determination of the final material topics (from an impact perspective, financial perspective or both) required for reporting under the appropriate ESRS standards.



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Bureau Veritas was not involved in the drafting of the Report or of the Reporting Criteria. Our responsibilities were to:

- Obtain limited assurance about whether the Selected Information has been prepared in accordance with the Reporting Criteria;
- Form an independent conclusion based on the assurance procedures performed and evidence obtained; and
- Report our conclusions to the Directors of the Company.

Our responsibilities in respect of the ESRS alignment review process include:

- Obtaining an understanding of the process, but not for the purpose of providing a conclusion on the effectiveness of the process, including the outcome of the process;
- Considering whether the information identified addresses the applicable disclosure requirements of the ESRS; and
- Designing and performing assurance procedures to evaluate whether the process is consistent with the Company description of its process, as disclosed in the Chapters related to Double materiality assessment, Value chain impacts and Material sustainability matters.

Limitation and Exclusions

Our assurance process was subject to the following limitations, as we have not been engaged to:

- Activities outside the defined assurance period;
- Positional statements of a descriptive or interpretative nature, or of opinion, belief, aspiration, or commitment to undertake future actions;
- Other information included in the Report other than the Selected Information;
- Any financial data feeding into the Selected Information, such as but not limited to Financial Effects from Pollution-related Impacts, Risks and Opportunities section of the Report; and
- Accuracy/reliability of assumptions and estimations based on information provided by the Company relying on external third parties. This covers data/assumption/estimations referenced through LCA approach, research papers, SBTi targets, TCFD.

The following limitations should be noted:

- This limited assurance engagement relies on a risk based selected sample of sustainability data and the associated limitations that this entails;
- The reliability of the reported data is dependent on the accuracy of metering and other production measurement arrangements employed at site level, not addressed as part of this assurance;
- Our procedures did not include the assessment of whether promotional statements, marketing claims, or branding communications in the report that include the use of the term 'Green' are substantiated, transparent or accurate. Examples include, but are not limited to 'GoGreenWithRazer' or 'Razer Green Fund';
- Verification of selected ESG KPIs was limited to data/information for current reporting year. Performance against targets linked with these KPIs including but not limited to the Company's Targets with Impacts for circularity/material recycling were not reviewed as part of this assessment;
- Alignment review based on ESRS requirements was limited to cross-checking coverage and criteria of sustainability related disclosures in the Report against CSRD reporting standard. This did not cover verification and validation of reported information except for those linked with selected ESG KPIs (covered in GRI content Index) and DMA process; and
- This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

Conclusion

As part of our independent assurance, our work included:

1. Conducting interviews with key relevant personnel of the Company (onsite at Singapore office and virtual);
2. Reviewing the data collection and consolidation processes used to compile Selected Information, and the data scope and reporting boundaries;
3. Determining and agreeing on selection of the Selected Information based on stratified sampling, purposive sampling and internal risk tools;
4. Reviewing documentary evidence provided by the Company;
5. Reviewing the Company systems for quantitative data aggregation and analysis;
6. Reperforming aggregation calculations of the Selected Information;
7. Reperforming greenhouse gas emissions conversions calculations;
8. Comparing the Selected Information to the prior year amounts taking into consideration changes in business activities;
9. Assessing the disclosure and presentation of the Selected Information to ensure consistency with assured information;
10. Reviewing the Current sustainability issues that could affect the Company and are of interest to stakeholders; and
11. Reviewing the Company's overall approach to stakeholder engagement and DMA.

As part of alignment review process, our work included:

12. Obtained an understanding of the process by performing inquiries to understand the sources of the information used by The Company's management; and reviewing the Company's internal documentation of its process;
13. Evaluated whether the evidence obtained from our procedures about the process implemented by the Company was consistent with the description of the process set out in the Chapters Double materiality assessment, Value chain impacts and Material sustainability matters;
14. Obtained an understanding of the Company's reporting processes relevant to the preparation of the Report by obtaining an understanding of the Company's control environment, processes and information systems, but not evaluating the design of particular control activities, obtaining evidence about their implementation or testing their operating effectiveness;
15. Evaluated whether material information identified by the process is included in the Report; and
16. Evaluated whether the structure and the presentation of the Report is in alignment with the ESRS.

A 5% materiality threshold was applied to this assurance. It should be noted that the procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

On the basis of our methodology and the activities and limitations described above nothing has come to our attention to indicate that the Selected Information (outlined in Appendix 1) is not fairly stated in all material respects including:

- Selected ESG KPIs and disclosures indicated in the GRI Content Index and ESRS Content Index within the Content Index chapter; and
- Double Materiality Assessment (DMA) included within the Company's Strategic Foresight and Risk Mitigation chapter; and
- Review of sustainability related disclosures in alignment with ESRS requirements as indicated in the ESRS Content Index within the Content Index chapter.

Statement of Independence, Impartiality and Competence

Bureau Veritas is an independent professional services company that specializes in quality, environmental, health, safety and social accountability with over 190 years history. Bureau Veritas operates a certified Quality Management System which complies with the requirements of ISO 9001:2015, and accordingly maintains a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Bureau Veritas has implemented a Code of Ethics which meets the requirements of the International Federation of Inspections Agencies (IFIA) across its business which ensures that all our staff maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour and high ethical standards in their day-to-day business activities.

Purpose and Restriction on Distribution and Use

This report and the Conclusions drawn are intended solely for Razer Inc. as stipulated in our engagement agreement. To the fullest extent permitted by law, Bureau Veritas accepts no liability or responsibility to any party other than the Razer Inc. for any analysis, interpretation, or conclusion contained in this report.



Vincent Chng

Certification Manager

Bureau Veritas Quality Assurance Pte Ltd





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Appendix 1

GRI Standard/ Content Index		Disclosures
GRI 2: General Disclosures 2021		2-6 Activities, value chain and other business relationships
		2-7 Employees
		2-8 Workers who are not employees
		2-9 Governance structure and composition
		2-11 Chair of the highest governance body
		2-12 Role of the highest governance body in overseeing the management of impacts
		2-13 Delegation of responsibility for managing impacts
		2-14 Role of the highest governance body in sustainability reporting
		2-15 Conflicts of interest
		2-16 Communication of critical concerns
		2-23 Policy commitments
		2-26 Mechanisms for seeking advice and raising concerns
		2-29 Approach to stakeholder engagement
GRI 3: Material Topics 2021		3-1 Process to determine material topics
		3-2 List of material topics
		3-3 Management of material topics
GRI 205: Anti-corruption 2016		205-2 Communication and training about anti-corruption policies and procedures
		205-3 Confirmed incidents of corruption and actions taken
GRI 302: Energy 2016		302-1 Energy consumption within the organization
		302-3 Energy intensity
GRI 303: Water and Effluents 2018		303-5 Water consumption
GRI 305: Emissions 2016		305-1 Direct (Scope 1) GHG emissions
		305-2 Energy indirect (Scope 2) GHG emissions
		305-3 Other indirect (Scope 3) GHG emissions
		305-4 GHG emissions intensity
GRI 306: Waste 2020		306-3 Waste generated
		306-5 Waste directed to disposal
GRI 401: Employment 2016		401-1 New employee hires and employee turnover
		401-3 Parental leave
GRI 403: Occupational Health and Safety 2018		403-9 Work-related injuries
GRI 404: Training and Education 2016		404-1 Average hours of training per year per employee
GRI 405: Diversity and Equal Opportunity 2016		405-1 Diversity of governance bodies and employees
GRI 406: Non- discrimination 2016		406-1 Incidents of discrimination and corrective actions taken
ESRS Content Index/ General Information	Relevant Disclosure Requirements	Disclosures/ Information Content
General Disclosures		



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Basis for preparation	BP-1	General basis for preparation of sustainability statements
	BP-2	Disclosures in relation to specific circumstances
Governance	GOV-1	The role of the administrative, management and supervisory bodies
	GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies
Strategy	SBM-1	Strategy, business model and value chain
	SBM-2	Interests and views of stakeholders
	SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model
Impacts, risks and opportunities management	IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities
	IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement
Climate Change		
Strategy, business model and stakeholder interest	ESRS 2 IRO- 1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities
	ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model
Impacts, risks and opportunities management (Policies & Processes)	E1-2	Policies related to climate change mitigation and adaptation
Metrics and targets	E1-5	Energy consumption mix
	E1-6	Gross scopes 1, 2, 3 and total GHG emissions
Pollution		
Strategy, business model and stakeholder interest	ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model
Water and marine resources		
Strategy, business model and stakeholder interest	ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model
Metrics and targets	E3-4	Water consumption
Resource Use and Circular Economy		
Strategy, business model and stakeholder interest	ESRS 2 SBM- 3	Material impacts, risks and opportunities and their interaction with strategy and business model
Impacts, risks and opportunities management (Policies & Processes)	E5-1	Policies related to resource use and circular economy
Metrics and targets	E5-5	Resources outflows
Own Workforce		



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Strategy, business model and stakeholder interest	ESRS 2 SBM - 3	Material impacts, risks and opportunities and their interaction with strategy and business model
Impacts, risks and opportunities management (Policies & Processes)	S1-1	Policies related to own workforce
	S1-2	Processes for engaging with own workforce and workers representatives about impacts
Metrics and targets	S1-6	Characteristics of the Undertaking's Employees
	S1-9	Diversity metrics
	S1-13	Training and skills development metrics
	S1-14	Health and safety metrics
Workers in the value chain		
Strategy, business model and stakeholder interest	ESRS 2 SBM-2	Interests and views of stakeholders
	ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model
Impacts, risks and opportunities management (Policies & Processes)	S2-1	Policies related to workers in the value chain
	S2-2	Processes for engaging with workers in the value chain and workers representatives about impacts
Products and Services		
Strategy, business model and stakeholder interest	MDR-PAT	Material impacts, risks and opportunities and their interaction with strategy and business model
Innovation		
Strategy, business model and stakeholder interest	MDR-PAT	Material impacts, risks and opportunities and their interaction with strategy and business model