RAZER INC.
INCORPORATED IN THE CAYMAN ISLANDS WITH LIMITED LIABILITY

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2021

Contents

A key driver to Razer's success has always been that we keep the gamer at the heart of everything we do. That's how we built the largest gamer centric ecosystem in the world, and why we have one of the largest gaming communities. Gamers are also the reason we invest so much in sustainability, because with over 2 billion gamers worldwide, we can achieve great things and we have plans to do just that. Last year we announced our ten-year sustainability plan #GoGreenWithRazer which has four pillars that drive our sustainability ambitions.

Green Organisation: We are committed to becoming a net carbon neutral organisation by 2030 and are adopting a "reduction as top priority, carbon offsets as the very last resort" mentality to do so. We have also committed to the Science Based Targets initiative ("SBTi") to keep the global temperature increment to less than 1.5 degree Celsius. Moreover, we are planning to have all our global offices be powered by renewable energy by 2025, to reduce greenhouse gas emissions and lower our carbon footprint. In 2021 we also officially eradicated all single-use plastics from our offices around the world.

Green Products: We are committed to making all our products more sustainable and are prepared to walk the talk. Our partnership with UL kickstarted an industry level effort on identifying key indicators of environmental impact that should be measured by all manufacturers when they seek Environmental Product Declaration ("EPD") for gaming products. This allows us to create a comprehensive and more objective way for manufacturers around the world to measure the impact of their manufacturing processes on the environment which will encourage more robust solutions for integrating sustainable practices into every step of the production process. The introduction of this Type III EPD ecolabel will also allow consumers to make more informed choices and know that the gaming products they use to win in gaming and in life are also a win for the environment. This is in line with Razer's commitment to sharing and communicating the carbon impact of its new products by 2022.

Green Community: We aim to rally our community of millions of gamers worldwide to contribute to our green causes and offer them opportunities to do so through our product offerings. Like through our Sneki Snek x CI campaign which really encourages our fans to join and support our efforts in planting 1 million trees. For every Sneki Snek merchandise we sell, we gave a portion of the proceeds to CI to save ten trees and we have on target to achieved our goal of saving 1 million trees.

We already have our eyes on the next new target and are excited to share more with our community.

Green Investment: Through zVentures, our corporate ventures arm, we have set aside USD50 million to support green startups. We really encourage startups in the sustainability space to visit Razer | zVentures Investments (zvntrs.com) to check for funding and support. We are always on the lookout for green companies like our first seed investment which went to BAMBOOLOO, a sustainable homecare brand who by creating sustainable bamboo paper products packaged in single-use plastic-free packaging, have set out to save water, carbon and plastic with every roll and wipe.

With a clear vision and a roadmap to get us there, we are committed to make ESG a core of our business so that together with our community, we can ensure the planet remains an arena we can all continue to play in.

Min-Liang Tan
Co-Founder, Chairman and CEO

ABOUT
RAZER

About Razer

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

The triple-headed snake trademark of Razer is one of the most recognised logos in the global gaming and esports communities. With a fan base that spans every continent, the Company has designed and built the world's largest gamer-focused ecosystem of Hardware, Software and Services.

Razer's award-winning hardware includes high-performance gaming peripherals and Blade gaming laptops.

Razer's software platform, with over 150 million users, includes Razer Synapse (an Internet of Things platform), Razer Chroma RGB (a proprietary RGB lighting technology system supporting thousands of devices and hundreds of games/apps), and Razer Cortex (a game optimizer and launcher).

Razer also offers payment services for gamers, youth, millennials and Generation Z. Razer Gold is one of the world's largest game payment services, and Razer Fintech provides fintech services in emerging markets.

Founded in 2005, Razer is dual headquartered in both Irvine (California) and Singapore, with regional headquarters in Hamburg, Shanghai and Malaysia. Razer has 17 offices worldwide and is recognised as the leading brand for gamers in the USA, Europe and China. Razer is listed on the Hong Kong Stock Exchange (Stock Code: 1337).

2005

Founding of Razer by Min-Liang Tan and Robert Krakoff.

2006

In collaboration with Microsoft, Razer designs the Habu gaming mouse and Reclusa gaming keyboard, and markets them under the Microsoft/ Razer co-brand.

2007

Razer expands to Europe and establishes regional European headquarters in Hamburg, Germany.

2005   **2006**   **2007**

2008

Razer opens R&D center in San Francisco, California.

2008

2015

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

2010

Razer establishes China regional headquarters in Shanghai, China.

2015   **2011**   **2010**   **2009**

2011

Razer opens next R&D center in Taipei, Taiwan

2009

Razer moves its global co-headquarters from San Diego to San Francisco, California.

2016

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

2016

2017   **2019**   **2021**

2017

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

2019

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

RazerStores open in Las Vegas, USA and London, England

2021

RazerStores open in Razer SEQ HQ and pop up store in Funan, Singapore and Seattle, USA. Under the #GoGreenWithRazer banner, Razer commits to a 10-year sustainability roadmap for a greener, more sustainable future for all to game in.

About Razer

PC

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

Console

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

Mobile

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

Lifestyle

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

Services

Razer Gold continues to be the leading virtual credit for gamers worldwide, with over 33 million registered users. With a network of close to 6 million channel touchpoints, users can easily buy and use Razer Gold in over 45,000 games and entertainment titles. Furthermore, with every spend of Razer Gold, users earn Razer Silver, the only loyalty rewards programme designed for gamers. With the expansion of the Razer Silver rewards programme, users now enjoy more ways to earn and redeem Razer Silver across categories such as Razer hardware, games, and entertainment.

FY2021 Highlights

Record high revenue (US$)

2019	2020	2021
820.8M	1,214.6M	1,619.6M
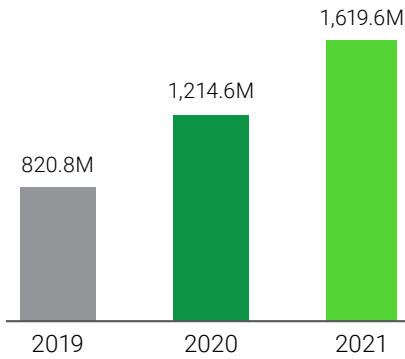
Turned profitable on GAAP basis (US$) (ahead of all expectation)

2019	2020	2021
-83.5M	0.8M	43.4M
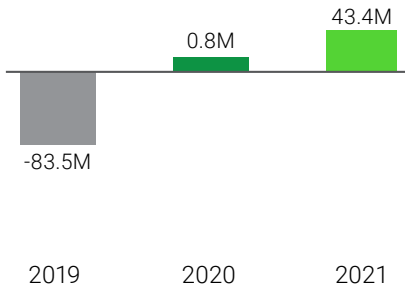
Gross profit margin improvement

2019	2020	2021
20.5%	22.3%	24.0%
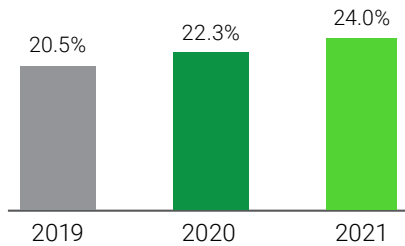
Positive operating cashflow

2019	2020	2021
-38.5M	152.9M	43.5M
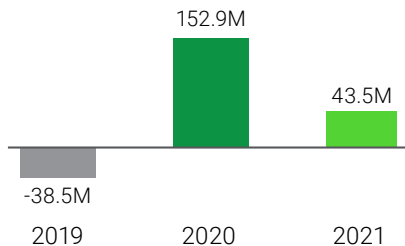
Products Manufactured

100%
manufactured at facilities
with ISO 9001 and
ISO 14001 certifications

Social

A Great Place to Work-Certified™ company
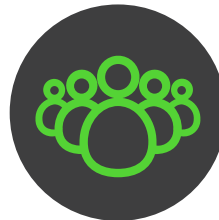
76%
Employees say this is
a great place to work

1,827 hrs
of anti-corruption training
provided in 2021

5.8 hrs
average training hours
per employee

Targets Set

Joined Science Based Target Initiative

By committing to the Science Based Targets Initiative, we are doing our part to limit global temperature increment, ensuring the rise is

<1.5°C

Carbon Neutrality

2030

Achieve 100% net carbon neutrality organisation

Renewable Energy

2021

All of Razer's European offices in Hamburg, Germany is already fully powered by renewable energy

2025

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

Green Products

2022

Achieve consumer transparency with ecolabels

2025

100% of Razer products can be recycled with Razer

2030

100% of Razer products will utilize recycled or recyclable materials

Sneki Snek Campaign

Aim to save

1,000,000 trees

in partnership with Conservation International

900,000 trees

and more have been saved to date

" Climate change is the leading threat to not just our planet, but to our global economies and markets. But as a company of gamers, we see these challenges as the drivers of our innovation and an opportunity to transform our products and services, while encouraging a more sustainable mindset across the industry. To guide our path as we take on these challenges we launched #GoGreenWithRazer in 2021 and have proceeded to achieve many milestones throughout the year. After all we are "For Gamers. By Gamers." and that rings true for everything we do at Razer, including sustainability. "

On Earth Day we introduced The Razer Green Fund, our USD50 million war chest to support and invest in environmental start-ups and gave our first seed investment to BAMBOOLOO, which has only grown stronger since. Then on World Oceans Day, we shared the news of our partnership with marine waste cleaning robot, ClearBot. I'm very proud of this one because it showcases the commitment and dedication of our Razer staff and is a testament to our work culture. Our engineers volunteered their personal time to work on the prototype and were able to revolutionize it so it's now able to detect marine plastics within two meters in rough waters and can collect up to 250 kg of plastics in just one cycle, while running on solar-powered energy. Our marine conservation efforts didn't end there, as at RazerCon 2021, we announced that we had joined forces with Panerai to protect the oceans and improve ocean literacy. We will be announcing our joint cause in June 2022 and are very heartened to work with partners as committed to sustainability as we are.

We did some great work on land as well through our partnership with Conservation International ("CI") to save trees. When we first launched the campaign, our goal was to save 100,000 trees but our loyal fans smashed that goal in no time, so we had to up the ante to 1 million trees. The fact that we are almost at that goal as well is really a tribute to our community. We know gamers love challenges so watch this space as we'll have more updates on our beloved Sneki Snek and his tree saving efforts in 2022. In the meantime, we are aware that sustainability is a difficult area to navigate so to empower our community with knowledge, we also launched the Sneki Snek cartoon series to inform gamers about the threats to our planet and how they can make a difference.

We fully appreciate that as the leading global lifestyle brand for gamers, it is our responsibility to lead by example which is why we partnered with UL to develop Product Category Rules for gaming products. This will allow us to create a new industry standard for manufacturers to make more sustainable products.

While we have made some significant progress, we know that we still have a lot of work ahead of us. Climate change is the leading issue impacting global economies and threatening our planet. As a company of gamers, we see these challenges as drivers of innovation and an opportunity to transform our products and services, and to encourage a more sustainable mindset across the industry. Our goal is to make sustainability endemic to gaming, and we will be furthering our commitment to focus on Environmental, Social and Governance ("ESG"), to ensure the planet remains an arena we can all play in.

Patricia Liu
Chief of Staff

ABOUT
THIS REPORT

About This Report

Reporting Period and Scope

We are pleased to present our FY2021 Environmental, Social and Governance ("ESG") report (the "Report") of Razer Inc. ("Razer", the "Company"). The Report covers the sustainability performance of Razer and its subsidiaries (the "Group") for the period from January 1, 2021, to December 31, 2021 (the "reporting period"). We aim to provide an accurate and balanced account of the Group's performance and progress in material areas of sustainability. The scope of this Report includes activities and data from all our offices and that of the top five contract manufacturers in our supply chain, unless explicitly stated otherwise.

Reporting Frameworks

This Report has been prepared according to the ESG Reporting Guide as set out in Appendix 27 of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited ("SEHK"), as well as in accordance with the Global Reporting Initiative ("GRI") Standards: Core option.

In the preparation of this ESG Report, the Group has followed the four reporting principles as set out in the SEHK ESG Reporting Guide:

Materiality	Material environmental and social issues were identified and prioritised with inputs from internal and external stakeholders of the Group and are disclosed in this ESG Report. Please refer to the "Materiality and Stakeholder Engagement" Chapter for more information.
Quantitative	The Group accounts for and discloses key performance indicators ("KPIs") in quantitative terms to properly evaluate the effectiveness of ESG policies and actions. Quantitative KPIs for evaluating the Group's ESG performance are compiled and disclosed in this Report. Please refer to the SEHK ESG Guide Content Index in the Appendix for the locations of the KPIs disclosed. Information on the standards, methodologies, assumptions and/or calculation tools used, and the source of conversion factors for the KPIs are stated wherever appropriate.
Balance	This ESG Report aims to disclose data objectively to provide stakeholders with a balanced overview of the Group's overall ESG performances.
Consistency	The Group adopts a consistent measurement methodology to achieve meaningful comparison of ESG performances over time whenever practicable. Any updates in the methods or KPIs used are disclosed.

Endorsement and Approval

The Board is responsible for overseeing statutory compliance, stakeholder engagement, ESG performance and risk management. The ESG Report was approved by the Board on March 17, 2022.

Feedback for this Report

The Group strives to manage our stakeholders' best interests and address their concerns wherever possible. We value your feedback regarding our ESG Report and sustainability performance. If you have any questions or suggestions, please contact us at ir@razer.com.

SUSTAINABILITY AT RAZER

Sustainability at Razer

Approach to ESG Strategy

The ESG strategy of the Group aligns with our commitment to creating long-term value for our stakeholders. We have implemented an ESG policy to guide ESG considerations and drive ESG initiatives in our daily operations. We will focus on each of these areas in this Report, particularly those environmental and social issues that could have a material impact on the sustainability of our operations and are of interest to stakeholders.

Razer and the United Nations Sustainable Development Goals

As a guiding opinion of the United Nations on sustainable development, the United Nations Sustainable Development

Goals ("UN SDGs") provide guidance for enterprises to promote the sustainable development of society while achieving their own sustainable development goals. With 17 UN SDGs and 169 specific targets, the UN SDGs cover the global challenges faced by societies today, including challenges relating to poverty, inequality, climate, environmental degradation, prosperity, and peace and justice.

This year, we have aligned our sustainability initiatives with the UN SDGs. The following goals are relevant to our operations at various degrees. We have marked the following UN SDG icons in relevant sections of this Report to demonstrate the linkage between our sustainability efforts and goals. We continue to fully commit to achieving these goals by employing our scale and engaging in partnerships to drive meaningful positive changes.

UN SDGs

	Ensure healthy lives and promote well-being for all at all ages
	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
	Achieve gender equality and empower all women and girls
	Ensure availability and sustainable management of water and sanitation for all
	Ensure access to affordable, reliable, sustainable and modern energy for all
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

UN SDGs

	Reduce inequality within and among countries
	Ensure sustainable consumption and production patterns
	Take urgent action to combat climate change and its impacts
	Conserve and sustainably use the oceans, seas and marine resources for sustainable development
	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss
	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
	Strengthen the means of implementation and revitalize the global partnership for sustainable development

ESG Governance

Sound ESG governance is essential for the Group's sustainable development in terms of ensuring the effective assessment and management of ESG-related risks and opportunities. The Board and Management are committed to enhancing Razer's value to stakeholders through a robust corporate governance framework. The Board considers ESG-related risks and opportunities as part of the Group's overall strategic formulation, and the significant ESG impact caused by day-to-day operations and businesses. The Board holds ultimate responsibility for the Group's sustainability direction, strategy, objective, performance, and reporting. The Board reviews and assesses Razer's ESG programmes, issues and risks semi-annually starting in June 2021. ESG performance will be incorporated in executives' KPI and corporate Balanced Scorecard in 2022, with KPIs linked to the Group's bonus plans.

Razer has established internal control systems and risk management processes to govern sustainability-related practices and provide reasonable assurance of effective ESG management to the Board and key stakeholders. This year we have established the Sustainability Workgroup to promote effective implementation of our sustainability agenda. The Sustainability Workgroup is led by key executives and senior managers working together across departments; chaired by Mr. Min-Liang Tan, the Chairman of the Board and the CEO. The Chairman of the Sustainability Workgroup is responsible for setting the Group's sustainability vision, objectives and strategies; identifying, monitoring and evaluating key ESG issues that may affect business operations and performance; as well as reviewing the sustainability progress of respective departments. Members of the Sustainability Workgroup comprise the Chief of Staff, heads of Business Units ("BUs") and senior management involved with the Group's ESG governance, including Financial Management, Marketing, Engineering, Supply Chain Management, Logistics, Customer Service and Investor Relations. The Sustainability Workgroup holds biweekly meetings to review its work, implements strategies and specific ESG measures across the Group, and reports to the Board on the progress of implementation. Topics of their discussions include latest development in the sustainability field, choice of material referencing life cycle assessments, campaigns to galvanize the community and climate-related risks.

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

Our ESG Structure and responsibilities are listed below:

		Responsibilities
Decision-Making	Board of Directors	▪ 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	▪ 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 ESG report and other ESG-related disclosures
		▪ Perform other related functions not limited to reviewing corporate activities and products' life cycle assessments to reduce carbon footprint, forge strategic partnership with key NGOs & relevant stakeholders, as well as work on sustainability campaigns to increase awareness on material topics.
Implementation	All Departments	▪ Promote effective implementation of the Group's sustainable development strategy and action plan within the department
		▪ Improve ESG awareness of department staff
		▪ Integrate and evaluate ESG risks or opportunities identified by employees in the course of their work
		▪ Collect data required for the annual ESG report

Sustainability at Razer

Corporate Governance Principles and Structures

The Board is committed to ensuring the Company adheres to a high standard of corporate governance. The Board believes that good corporate governance standards are essential in providing a framework for the Company to safeguard the interests of shareholders, enhance corporate value, formulate its business strategies and policies, and enhance its transparency and accountability. For more information on the Group's business and its corporate governance practices, please refer to the Corporate Governance section in our Annual Report 2021.

Ethics and Integrity

Razer has a deep commitment to "Play Hard. Play Fair", which outlines our aims to facilitate a gamer-focused business with high standards of ethical behavior. "Play Hard, Play Fair.", "One Razer" and "Be Phenomenal" are the three core pillars of our purpose and values. Razer wishes to foster a workplace where colleagues, customers, and gamers collaborate to fulfill this vision without bias, prejudice, fear or favour. To achieve this, we must come together to become a team that is a sum of all parts. We believe that success is fostered through acting honestly and with integrity and the fair treatment of all.

Upholding the highest standards of business ethics and integrity are the core foundations for good governance. Razer has policies and procedures in place to ensure our people are able to meet this expectation to act in the spirit of our core values. The Legal & Compliance and Human Resources departments are responsible for overseeing compliance with our ethical standards, as well as whistleblowing channels for any suspected misconduct in contravention of our policies.

Code of Conduct

The guiding principles and responsibilities to work ethically and with integrity, comply with relevant laws, and the fair treatment of others within and outside Razer are set out in our Code of Ethics and Professional Conduct ("Code of Conduct"). This Code of Conduct includes the following ethical principles: avoiding conflicts of interest, managing gifts and invitations, political contributions and activities, outside activities and employment, insider information and insider trading, anti-bribery/anti-corruption, maintaining confidentiality, complying with laws, regulations and company policies, competition and fair dealing, equal opportunities, discrimination and harassment, workplace bullying, retaliation, as well as various aspects of professional conduct.

The Code of Conduct also includes the procedures to deal with workplace-related grievances to ensure open communication with employees. It applies to employees of all Razer subsidiaries, as well as non-permanent staff, consultants, and interns. New employees are required to declare their understanding of the Code of Conduct appropriate to their role and position upon joining and provide annual confirmation of compliance in writing. The Code of Conduct is accessible to all employees via our intranet and is reassessed from time to time to ensure it reflects best practices and meets the expectations of all stakeholders.

Whistleblowing

While we hope that all our employees can work together harmoniously, we recognise that conflicts may arise. To foster a productive and collaborative workforce, we have established a Whistleblower and Complaint Policy that outlines confidential and anonymous channels for employees to voice their concerns, including a clause outlining how records will be maintained and stored. This policy encourages employees to report all suspected improper behavior, for example, falsifying records, misappropriation of user data, sexual harassment or other discrimination, fraud, or other criminal activity. Moreover, the process covers any suspected violations of laws, government rules, and regulations, as well as any breaches of internal accounting controls or accounting and auditing practices and policies or any other company policies.

This policy also covers complaints from third parties that are reportable to Razer. These complaints are first brought to the Razer Chief Legal and Compliance Officer or the Head of Human Resources before notifying the Chairman of the Audit and Risk Management Committee. However, should the reporting person feel that the claim should be expressed directly to the Audit and Risk Management Committee, then there is also scope within this policy for that to be accommodated. Once respective parties have been notified, an investigation will begin into the suspected violation with various necessary and appropriate action points undertaken.

Razer recognises that whistleblowers may face significant anxiety when reporting a claim, hence if an employee is not comfortable discussing suspected violations with their direct supervisor or managers, an anonymous and confidential report can be made through email or mail. Both the Chief Legal and Compliance Officer and Head of Human Resources are appointed executives responsible for reviewing reported cases, determining the appropriate mode of investigation and corrective actions, and will in turn report appropriate cases to the Audit and Risk Management Committee This policy is communicated to all employees through our intranet.

1,827 hrs

of anti-corruption training
provided in 2021

Whistleblowing channels:

- Email: play.fair@razer.com

- Letter: Razer SEA HQ, 1 one-north Crescent, #02-01, Singapore 138538, marked "Attention: Chief Legal and Compliance Officer" or "Attention: Head of Human Resources"

- The Audit and Risk Management Committee: armc.ww@razer.com

Anti-Corruption and Business Integrity

Razer is committed to conducting all business and operations in an honest and ethical manner, with a zero-tolerance approach to bribery and corruption. The Anti-Bribery and Anti-Corruption Policy sets out the guidelines for acting professionally, fairly and with integrity in all business dealings and relationships. Staff members and persons doing business with Razer are expected to be vigilant around any potential conflicts of interest arising from their relationships in both their personal and professional networks. During the reporting period, the following training modules have been rolled out for all Razer employees: Anti-Bribery and Anti-Corruption, Anti-Money Laundering, Combating the Financing of Terrorism ("CFT") and Incident Reporting. Anti-Bribery and Anti-Corruption training has also been conducted for Directors. Related training sessions have also been carried out for employees within specific divisions, such as a Compliance refresher training for the Regulatory Compliance team, or Malaysia-specific CFT training for the Malaysian Compliance team.

Razer upholds all laws relevant to countering bribery and corruption in all jurisdictions we operate in. To ensure transparency, the Group does not make contributions or payments that could be considered a contribution to a political party or candidate. However, we do not restrict employees from doing so, provided there is no conflict of interest in their role as an employee at Razer.

Anti-Money Laundering

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

Regulatory Compliance

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

MATERIALITY AND STAKEHOLDER ENGAGEMENT

Materiality and Stakeholder Engagement

Stakeholders' expectations are critical to the Group's efforts to define its sustainability strategy and reporting. We aim to nurture relationships with both our internal and external stakeholders to ensure we are responsive and inclusive.

We commissioned an independent consultant to conduct a stakeholder engagement exercise to identify the Group's material sustainability issues. Through this exercise, we revisited and updated our list of material issues taking into account our current business operations and the expectations of different stakeholders.

Stakeholder Engagement

Razer engages with shareholders through various communication channels. We have a Shareholders Communication Policy in place to ensure that shareholders' views and concerns are appropriately addressed. The policy is regularly reviewed to ensure its effectiveness.

The Group has conducted a stakeholder engagement exercise for the purpose of this Report by inviting both internal and external stakeholders to share their insights and concerns on setting the overall direction of our sustainability strategy.

In the coming years, we will continue to review our stakeholder engagement practice and improve by including a broader range of stakeholders for a more holistic view on topics material to the Group's ESG performance.

Stakeholders	Key methods of engagement
Investors	▪ Annual general meetings ▪ Annual and interim reports ▪ Press releases, announcements and circulars ▪ Investor conferences
Employees	▪ Training and employee-caring activities ▪ New hire orientation ▪ Quarterly global townhalls where CEO takes questions directly from employees ▪ Grievance mechanism ▪ Intranet
Gamers	▪ Contact centers ▪ Feedback surveys ▪ Website ▪ Social media platforms
Partners (Contractors and suppliers, academia and governmental organisations)	▪ Tendering process ▪ Supplier rating system ▪ Meetings and conferences ▪ Site visits
Media	▪ Media briefings and conferences ▪ Press releases ▪ Website ▪ Social media platforms
Community	▪ Volunteering opportunities ▪ Charitable events ▪ Joint activities

Materiality Assessment

Materiality Assessment Process

In defining our material topics, we reflect on an issue's importance to stakeholders and significance to Razer, relative to the Company's ESG impacts. To facilitate this evaluation, an independent consultant was engaged to conduct a stakeholder engagement exercise. The purpose of this exercise was to identify material ESG impacts along our value chain and to align this Report with the Group's strategies and the expectations of our stakeholders.

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

Identification of Key Sustainability Issues	Engagement with Key Stakeholders	Validation and Review
A list of sustainability issues relevant to the Group was identified with reference to the SEHK ESG Reporting Guide, material sustainability issues of peers and industry trends.	Stakeholders were invited to prioritise the identified sustainability issues. One-on-one interviews with the Group's management were conducted for them to share views on what issues are material to the Group's sustainable development.	The findings from the interviews were consolidated, analysed and presented in the table below. The prioritisation of the sustainability issues was adjusted based on findings from the management interviews. Going forward, the Group will perform a regular review of the material topics by collecting stakeholder feedback and ensuring the topics align with our organisation strategy.

Materiality Assessment Results

The materiality assessment results identified sustainability issues that are the most important to our stakeholders for the foundations of our sustainability approach, strategy and reporting.

Relevant sustainability issues identified:

Environmental	Social	Governance
Climate Change Waste Responsible Products	Employee Rights and Benefits Diversity and Inclusion Occupational Health and Safety Supply Chain Management Data Privacy and Security	Business Ethics

Value Chain Boundaries for Material Topics

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

BUILDING
A GREEN
ORGANISATION

Building a Green Organisation

Carbon Neutrality

2030

Achieve 100% net carbon neutrality

Renewable Energy

2025

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

2022

Achieve consumer transparency with carbon consumer labels

2030

100% of Razer products will utilize recycled or recyclable materials
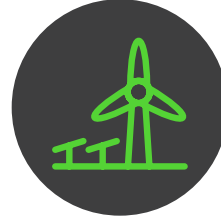
2021

Reduce and eradicate the use of single-use plastics in all offices

2025

100% of Razer products can be recycled with Razer

As the brand grows and evolves, Razer will explore opportunities to integrate sustainability into the company culture and employees' mindset. We endeavor to build a culture of care for the planet, with the commitment to reduce and eradicate the use of single-use plastics in all offices to reduce Greenhouse Gas ("GHG") emissions, and preserve bio-habitats. Our aim is to be a 100% carbon neutral organisation by 2030.

#GoGreenWithRazer Roadmap

At Razer, we play hard and we play fair, and we want to ensure the world remains an arena we can all continue to play in. All of us need to do our part in making our world a better place, and we are taking responsibility through our #GoGreenWithRazer movement to drive towards a sustainable future.

This year we announced a 10-year environmental roadmap as part of our #GoGreenWithRazer initiative. The programme outlines our key initiatives that will help Razer preserve nature and protect the environment, ensuring a cleaner, greener world for future generations.

Razer's new targets include the use of 100% renewable energy by 2025, all products to use recycled or recyclable materials as well as being 100% net carbon neutral by 2030. As part of this movement, Razer is also galvanizing the community – youth, millennials and Gen Z to make a difference through several green initiatives. This includes recycling and raising awareness of environmental footprints.

"

Through our #GoGreenWithRazer campaign led by our Sneki Snek mascot, the Razer community has been insanely supportive and passionate. Awareness of how we impact the environment is incredibly important. Hence, Razer has planned out a sustainability roadmap to continue fighting environmental and climate changes. We are determined to make the world a better place for all of its citizens to game and live in."

Min-Liang Tan, Razer Co-Founder and CEO

Environmental Management

Enhancing our environmental performance remains a key focus of our sustainability efforts. Our priority areas include climate action and energy saving, along with managing our resources and waste efficiently and effectively. We have set targets to manage and reduce our energy usage, GHG emissions, and waste. To meet our goals, we actively strive to implement green innovations in the provision of our products and services. The Group's environmental approach is set by the Sustainability Workgroup and the Board. This Sustainability Workgroup also sets objectives and targets, reviews and evaluates our initiatives pertaining to environmental protection and identifies areas for improvement. Our Sustainability Workgroup is establishing the Environmental Policy, which will outline our commitment to environmental management, and provide principles for identifying and reducing significant environmental impacts.

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

Nurturing a Greener Mindset

Razer's journey towards a sustainable future starts from within. We are committed to inculcating a greener mindset and work life within Razer, enabling Team Razer to kick-start their green journey and evolve into passionate advocates of environmental sustainability.

Empowering Employees	▪ Razer is empowering employees to contribute to green causes by granting additional give-back hours and paid time-off annually. This facilitates and encourages employees to volunteer with a conservationist group of their choice.
Employee Engagement	▪ Razer will hold quarterly employee engagement and training programmes to enable employees to commence their green adventure with Razer, and inculcate a green mindset and behavior.
Corporate Social Responsibility ("CSR")	▪ Razer will hold quarterly CSR initiatives to contribute to the global fight against climate change. ▪ Razer has also established a global donation matching programme to support employee donations to environmental causes.

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

Climate Change

Climate change is the defining issue of our time. The Group recognises the importance of addressing climate change and is committed to adopting appropriate measures and best practices that help to mitigate climate risks and the associated impacts on our business operations. To reduce energy consumption and GHG emissions, Razer has initiated various measures in stores, offices, logistics hubs and production sites. For instance, every cup of coffee purchased from the RazerCafe will be made carbon neutral through the provision of life cycle assessment "from-bean-to-brew", implemented measures to reduce its emissions and offset with quality carbon credits. Other measures to reduce emissions include gradually replacing traditional lighting systems with LED lights, to using green technologies, identifying new methods to use energy more efficiently, and significantly reducing employees' air travel for business purposes to further lower its carbon footprint. Razer is also one of very few companies that measure the carbon emissions of employees resulting from their commute to work and incorporate designs into new office locations to help them lower their emissions.

Building a Green Organisation

Targets: Energy

2030

Achieve 100% carbon
neutral organisation

2025

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

We have taken various initiatives to encourage energy conservation at all our offices. At our corporate offices, motion sensors have been deployed for lights. We have filters on window panels to block off excess heat. In 2021, the total electricity consumption has decreased by 7.19% compared to 2020. Besides electricity consumption at our offices, fuel used by our company vehicles is the other main type of energy consumption in our daily operations. This year, we started to collect data on petrol fuel used by our company vehicles.

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

Offices	Fuel used in 2021 (kWh)
Singapore – Razer	36,856
U.S. – Razer	407
U.S. – THX	N/A
Europe – Razer	33,687
China – Razer	N/A
China – THX	N/A
Taiwan – Razer	N/A
Hong Kong – Razer	N/A
Malaysia – MOL Global	326,265
Indonesia – MOL Global	N/A
Philippines – MOL Global	N/A
Thailand – MOL Global	N/A
Turkey – MOL Global	24,102
Total	**421,317**

Offices	Electricity consumption (kWh)		
	2021	2020	2019
Singapore – Razer	**758,330**	853,091	999,999
U.S. – Razer	**258,796**	253,895	307,496
U.S. – THX	**7,697**	30,786	43,000
Europe – Razer	**53,081**	17,218	27,886
China – Razer	**91,656**	78,829	91,693
China – THX	**1,400**	1,600	1,600
Taiwan – Razer	**313,975**	325,339	353,004
Hong Kong – Razer	**38,089**	42,834	57,625
Malaysia – MOL Global	**214,461**	243,899	259,187
Indonesia – MOL Global	**14,804**	19,042	23,476
Philippines – MOL Global	**29,280**	43,552	69,776
Thailand – MOL Global	**38,176**	50,537	60,280
Turkey – MOL Global	**20,209**	21,862	16,008
Total	**1,839,954**	1,982,484	2,311,030

Total electricity consumption at offices (kWh)

2,311,030	
1,982,484	
1,839,954	

■ 2019 ■ 2020 ■ 2021
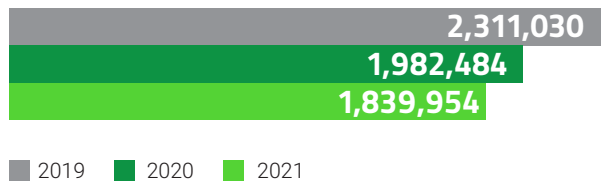
Razer's new SE Asia HQ embraces sustainability features

In October 2021, we celebrated the grand opening of our new Southeast Asia Headquarter. The sleek new office is strategically located in one-north, Singapore's technology and business hub, to facilitate Razer's hypergrowth strategy in the region.

A Sustainable and Smart Place to Work

The new Razer Southeast Asia Headquarters embodies the company's sustainability initiative #GoGreenWithRazer. Equipped with eco-friendly features, such as solar panels and sensor-enabled lighting systems for energy effectiveness, the building will be tapping on on-site solar panels as part of its energy consumption and has been conferred the Green Mark GoldPLUS certification by the Building and Construction Authority of Singapore.

In fulfillment of our green commitments made earlier in the year, Razer's new Southeast Asia Headquarters incorporates sustainable practices such as removing all single-use plastics and utilising sustainable paper products.

GHG Emissions

The Group recognises that the use of purchased electricity contributes to the emission of carbon and other GHG. We have taken conscious efforts to measure and monitor the consumption of electricity at our corporate offices across operating locations, as well as that of our contract manufacturers.

Ensuring normal business operations at our offices necessitates electricity consumption. We also recognise the need to address electricity consumed at our contract manufacturers' production facilities.

The GHG emissions of both our organisation and contract manufacturers' during the reporting period are set out below. Global Warming Potential rates from the Fifth Assessment Report ("AR5") of the Intergovernmental Panel on Climate Change ("IPCC") were used as the basis for computing and disclosing GHG data.

GHG emissions	Unit	2021
Direct GHG emissions (Scope 1)[1]		
Petrol	tCO2e	**115.6**
Indirect GHG emissions (Scope 2)[2]		
Electricity consumption	tCO2e	**896.1**
Total GHG emissions (Scope 1 and 2)		
Total GHG emissions (Scope 1 and 2)	tCO2e	**1,011.7**
GHG intensity (Scope 1 and 2)	tCO2e/square meter	**0.045**
Other indirect GHG emissions (Scope 3)		
Purchased goods and services[3]	tCO2e	**4,680.0**
Employees' emissions through commuting to work	tCO2e	**1,529.9**
Emissions arising from data storage and transmissions	tCO2e	**132.1**
Total	tCO2e	**8,365.4**

1   Scope 1 emissions included direct GHG emissions from fuel consumption, including petrol fuel used by company cars.
2   Scope 2 emissions included indirect GHG emissions from purchased electricity at our offices.
3   Purchased goods and services include our top 5 contract manufacturers' emissions from their electricity consumption. Our top 5 contract manufacturers cover more than 80% of orders during the reporting period.

Building a Green Organisation

Razer Committed to the Science Based Targets initiatives ("SBTi")

The IPCC special report on Global Warming of 1.5°C stated in 2018 that to avoid the worst effects of climate breakdown, global temperature increase must be capped at 1.5°C. To achieve this, emissions must be halved before 2030 and reach net-zero before 2050.

Razer understands that it has a role to play in preventing the worst impacts of climate change. In 2021, we committed to science-based emissions reduction targets aligned to the Paris Agreement, charting our course towards a greener future.

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

Climate Risks and Opportunities Management

The Board has responsibility for the risk management and internal control systems and reviewing their effectiveness. The Board provides oversight of our risk management framework. In 2021, the Group included climate-related risks under its Enterprise Risk Management process to assess and highlight risks as well as opportunities related to climate change. The Enterprise Risk Management process highlights current and emerging legislation, reputational risks and opportunities for departmental heads to rate its impact on the current operations. In 2021, climate-related risks are considered to remain low to the Group, whereas the opportunities are prominent for business growth.

Risks	Transition risks:
	■ **Emerging regulation:** Uncertainty surrounding new or emerging regulations to label or deliver lower-carbon products or packaging could impact the go-to-market schedule, with associated increased costs. The Group will introduce clear labeling across its products to enhance the transparency of our products' environmental impacts.
	■ **Technology:** Changes in product efficiency regulations and standards could trigger the need for changes in product design or engineering with associated new product innovation opportunities and costs.
	■ **Reputation:** Negative perceptions of carbon performance could potentially lead to reduced business and investment opportunities.
	■ **Market:** Changing consumers' behavior towards low carbon products could impact product demand, pricing and consumer spending for products.
	Physical risks:
	■ **Acute:** Reversible or irreversible environmental incidents such as tropical cyclones, hurricanes and typhoons could impact the manufacturing, distribution and transportation of our products.
	■ **Chronic:** Sea level rise, changes in precipitation patterns and extreme variability in weather patterns could disrupt transport infrastructure, introduce unforeseen logistical challenges and inhibit access to company facilities and assets.
Opportunities	■ **Products and services:** Using sustainable materials in Razer's products and packaging provides a positive product differentiator in a regulatory environment and consumer markets that increasingly value these attributes.
	■ **Green investment:** Razer has the capacity to fuel the growth of sustainability and environment start-ups by leveraging its unique ecosystem of Hardware, Software and Services to embark on joint initiatives that meet the environmental needs of the next generation.
	■ **Access to new markets:** We recognise opportunities on expanding customer base targeting those who go for green products.

Waste

The Group is committed to disposing of hazardous waste responsibly and in compliance with relevant local and international environmental, safety, and health regulations, as well as in line with industry standards. We have put in place waste disposal procedures governing both hazardous and non-hazardous waste at our repair centers and warehouses. Razer will continue to implement strict waste disposal procedures across global offices and repair centers.

Hazardous Waste Management

Hazardous waste generated in our business operations consists of lithium batteries from defective or returned laptops and mobile phones. Government-authorised disposal companies handle the disposal of such hazardous waste. Razer is working on earning a Green Product Certification which includes providing opportunities and assistance to our customers to properly dispose of Hazardous waste. Our repair partners are also certified with Recycling Certificates such as E-Stewarts and R2 that ensure proper disposal and recycling of hazardous waste. Total disposal of hazardous waste is consolidated in the table below. The Group is not aware of any non-compliance with environmental, health, and safety standards in the disposal of our hazardous waste that has a significant impact on the Group during the reporting period.

Repair Center	Hazardous Waste Disposed (kg)		
	2021	2020	2019
Australia	**105**	130	16
Hong Kong	**73**	70	52
Taiwan	**53**	115	29
Japan	**80**	33	28
Korea	**35**	34	5
Germany	**624**	486	267
China	**315**	166	101
Dubai	**2**	3	5
Singapore	**100**	152	133
U.S.	**1,095**	1,056	709
Canada	**78**	38	20
Total	**2,560**	2,283	1,365

Non-Hazardous Waste Management

Non-hazardous waste consists of returned, obsolete, defective peripheral products such as mice, headphones, wires, keyboards, and packaging materials such as cardboard boxes, paper, and plastics. These are all collected at our warehouses located in Hong Kong, Germany, and the United States, where sorting takes place and records are kept. Government-authorised waste disposal companies collect and dispose of the waste.

Total disposal of non-hazardous waste and packaging materials are consolidated in the table below. During the reporting period, there were no incidents of non-compliance relating to the disposal of non-hazardous waste that has a significant impact on the Group.

Waste Management from Offices	▪ Razer will scrap obsolete office IT products such as employee laptops and batteries responsibly. ▪ Strict waste disposal procedures have been implemented across our global offices.
Waste Management from Repair Centers	▪ Razer will scrap spare parts and/or packing materials responsibly with the issuance of a Certificate of Destruction. ▪ Strict waste disposal procedures have been implemented across our repair centers.
End-of-Life Waste Management from Contract Manufacturers	▪ Razer will treat hazardous materials responsibly by accredited suppliers in compliance with the legal requirements.

Building a Green Organisation

Product End-of-Life Management

Targets:

2025

100% of Razer products can be recycled with Razer

Razer is implementing a Design-for-Sustainability Programme incorporating environmental targets into the design and manufacturing process from raw material sourcing to end-of-life stages. Razer will also continuously implement and improve efficient packaging design to reduce wasted space in packaging material, shipping volume thus reducing environmental impact in the logistic process. Product designers are trained on and equipped with Life Cycle Assessment tools to make design decisions that are directly linked to lowering environmental impacts.

We enable recycling of our products through accessible point-of-recycling at RazerStores globally and in collaboration with distributors, retailers and e-tailers.

Razer is committed to disposing of hazardous waste responsibly and in compliance with relevant local and international regulators, as well as in line with industry standards. As a first step, this includes all Razer customers being able to now return their old Razer products to our RazerStore locations for responsible, free-of-charge recycling. For customers not located near a RazerStore, Razer has also partnered with the DNA Group to enable users to recycle Razer products free of charge.

By 2025, Razer will enable consumers to dispose of and recycle Razer products through collaboration with global distributors, retailers and e-tailers. Our partners will then recycle the products through certified e-waste recyclers (such as e-Stewards certification in United States) which represents high standards for responsible electronics recycling and reuse. We have also put in place strict waste disposal procedures governing both hazardous and non-hazardous waste at our global offices and repair centers.

How does the Process Work?
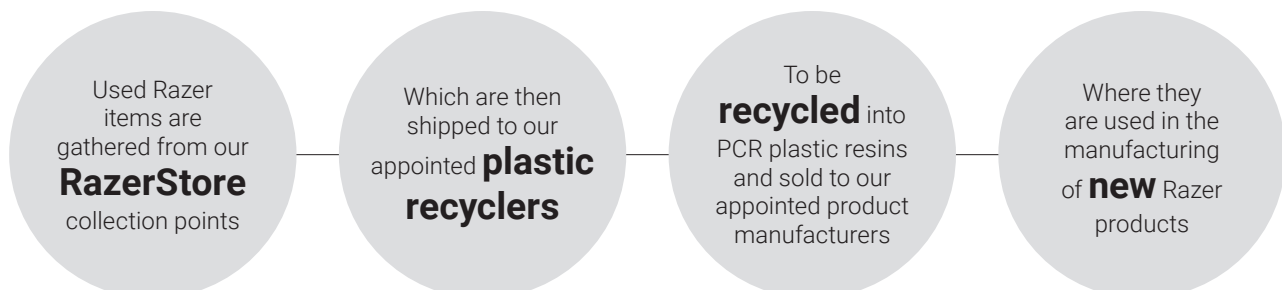
Extend Product Longevity

Longer lifespan means lower environmental footprint. We provide specific documents, online bot, and support channels for customers to conduct quick diagnose and troubleshoot. We also partner local distributors and assist them delivering quality repair services to our customers.

Our products are also rated by the France's Repairability Index which comprises indicators such as product documentation, disassembly, availability and price of spare parts and availability of remote support and software updates.

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

Reuse and Recycle with Razer

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

What is PCR Plastic and Why?

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

Benefits of Using PCR Plastic

Smaller Carbon Footprint
60% lower than virgin PET plastic due to more energy-efficient processes.

Reduces Plastic Waste
Gains a second lease of life rather than being dumped in a landfill.

Used Razer items are gathered from our **RazerStore** collection points

Which are then shipped to our appointed **plastic recyclers**

To be **recycled** into PCR plastic resins and sold to our appointed product manufacturers

Where they are used in the manufacturing of **new** Razer products

Get Rewarded When You Recycle

Our customer can drop off their used Razer products at collection points located at any of our RazerStores and receive a voucher worth US$10 for every item recycled.

Water

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

Offices[4]	Water used (tons)[5]		
	2021	2020	2019
Singapore – Razer	**184.3**	141.9	218.7
U.S. – Razer	**N/A**	N/A	N/A
U.S. – THX	**N/A**	N/A	N/A
Europe – Razer	**N/A**	N/A	N/A
China – Razer	**N/A**	N/A	N/A
China – THX	**N/A**	N/A	N/A
Taiwan – Razer	**680.5**	659.6	659.8
Hong Kong – Razer	**N/A**	N/A	33.7
Malaysia – MOL Global[6]	**139.0**	206.0	279.3
Indonesia – MOL Global	**N/A**	N/A	N/A
Philippines – MOL Global[6]	**4.5**	61.4	197.4
Thailand – MOL Global	**16.0**	41.0	43.0
Turkey – MOL Global	**166.0**	255.9	136.0
Total	**1,190.3**	1,365.8	1,567.9

4   Water consumption in some of our offices has decreased significantly since there is hardly anyone working in the office in 2021.
5   "N/A" refers to water consumption that has been covered by the landlord where data is unavailable.
6   Data from 2019 and 2020 have been restated.

Building a Green Organisation

As part of the effort to provide transparency into the environmental impacts of our products, the Group has pledged to perform Life Cycle Assessments on its key products and services by the end of 2022, which include assessing and disclosing the water footprint of our products.

During the reporting period, Razer has proactively collaborated with organisations in promoting awareness on ocean preservation.

Kanagawa Wave Apparel Collection made from marine plastics

In April 2021, Razer launched the Kanagawa Wave Apparel Collection, a range of limited-edition clothing made with materials created from recovered marine plastic. The apparel, emblazoned with a stylized take on the famous Great Wave off Kanagawa woodcarving, is designed to highlight the issue of marine plastics pollution.

Each item in the range, which includes a hoodie, t-shirt, tank top, shorts and cap, is created using high-quality fabric made from 100% recycled marine plastics. The fabric is manufactured under a wider programme to remove marine plastics from the seas and recycle them into useful products.

Approximately 11 million tons of plastics enter the oceans each year, severely endangering marine life and entering the food chain. To help further reduce this problem, proceeds from the Kanagawa Wave collection will go towards the recovery of marine plastics in some of the world's most affected areas of coastline and marine life. For every piece of item sold in this collection, Razer is committed to fund the recovery of 1kg of marine plastics.

#GOGREENWITHRAZER

Razer Partners with ClearBot to clean marine waste with AI technology

In celebration of World Oceans Day, we partnered with sustainability start-up ClearBot, to redefine the way we clean our ocean.

Under the ClearBot partnership, Razer's leading engineers and designers have volunteered personal time and technical expertise to help turn their prototype into a scalable, mass-marketable product. Leveraging on Razer's extensive knowledge and manufacturing know-how, ClearBot was able to evolve the robot design into one that is smarter and more efficient.

The newly designed and fully automated robot is armed with cutting-edge AI and machine learning capabilities that can detect marine plastics within two meters in rough waters. The robot can collect up to 250kg of plastics in just one cycle, while running on solar-powered energy.

Panerai and Razer make waves as they unite to save the oceans

Razer and luxury watch manufacturer, Panerai, have come together under a shared commitment to advancing ocean preservation, and rallied RazerCon viewers to Make Time for our Ocean. As part of this year-long campaign, Razer and Panerai have committed to enhancing ocean literacy, and will be supporting a cause to be revealed in June 2022. The keynote came to a crescendo when it was also announced that a limited-edition, co-branded timepiece made from sustainable material will be hitting the market in 2022.

Making a special appearance during the keynote was Panerai's CEO Jean-Marc Pontroue, who was joined by the brand's sustainability ambassadors, Mike Horn, Jeremy Jauncey, and Li Yifeng, to inspire and empower viewers to protect the oceans. The topic of ocean literacy was further expanded upon in a dedicated workshop led by Francesca Santoro, Programme Specialist, IOC UNESCO Regional Bureau for Science and Culture. During the workshop, viewers learned about the importance of the oceans, the current environmental threats, and what they can do to protect them.

ENHANCING PRODUCT SUSTAINABILITY

Enhancing Product Sustainability

Design-for-Sustainability Programme

Targets:

2030

100% of Razer products will utilise recycled or recyclable materials

In 2021, a special task force was assembled to assess the environmental impacts of our product designs and how we can improve our design process without compromising the quality and performance the Razer brand is synonymous with.

Razer will implement a Design-for-Sustainability Programme that will incorporate environmental considerations into the design and manufacturing process across its product lifecycle. This includes, but is not limited to, the use of PCR plastics across all product categories, and adoption of environmentally-friendly colors, materials and product finishes. The programme will also see the introduction of an Efficient Product Design philosophy across the Group, enhancing space efficiency to reduce packaging materials, shipping volume and ultimately environmental impacts.

As a leading brand in gaming peripherals, hardware forms a majority of Razer's business. As such, Razer aims to reduce the environmental impact of our products and packaging. We have pledged that all new

Sustainable Packaging

Targets:

2022

Achieve consumer transparency with ecolabels

products introduced will use Forest Stewardship Council ("FSC")-certified, biodegradable and eco-friendly packaging. For example, Razer has replaced Polyethylene ("PE") foam bag with biodegradable bag for some of our mouse models, including Avalon T2 (Viper 8K Hz), Evelyn T1 (Pro Click), Lily Wireless (DeathAdder V2 Pro) and Alma T3 (Pro Click Mini).

Razer is replacing Expanded Polyethylene ("EPE") foam in mice, system & system accessories, audio, streaming, controller products category cartons with corrugated recyclable paperboard, and increasing the use of plain textured cardboard boxes with minimalist designs. We are also using soy ink printing on all packaging.

Razer will utilise greener materials for in-box accessories as well, without compromising the unboxing experience. For example, the Razer Hammerhead True Wireless Pro had 'greener' options made available without compromising the unboxing experience.

EVA foam (left) replaced by paper pulp tray (right)
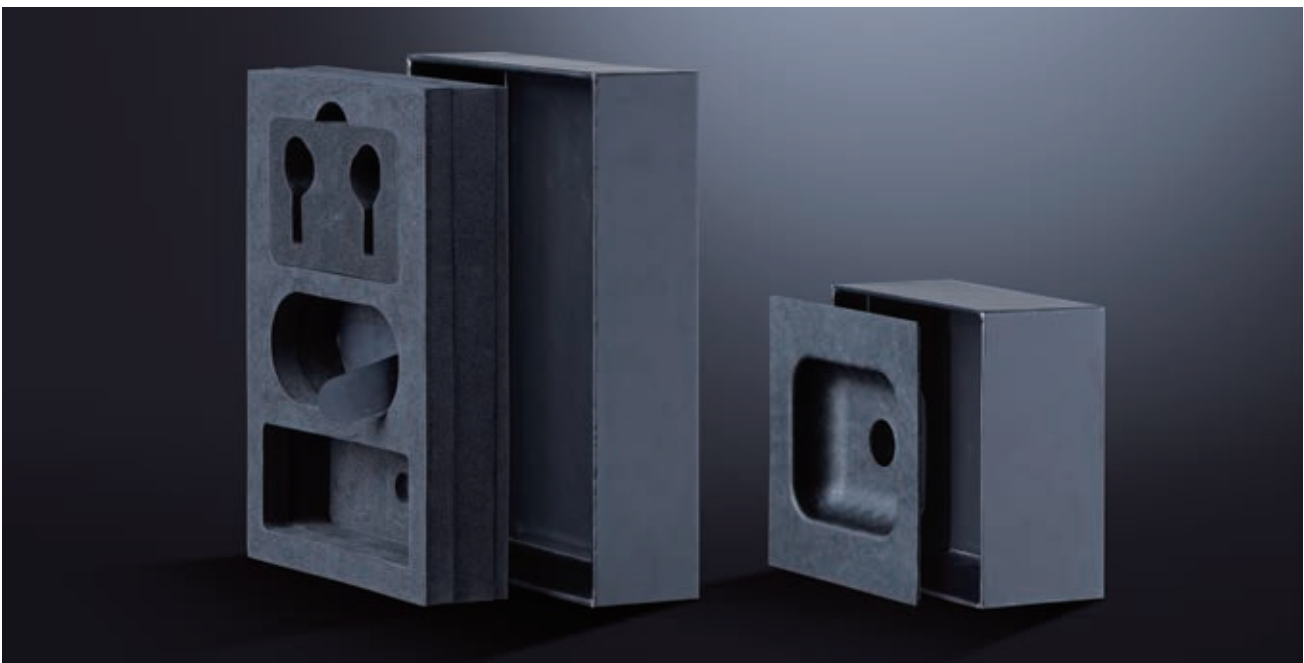
Razer will also implement efficient packaging design to establish space efficiency, with the aim of reducing wasted space in packaging material, shipping volume and reducing environmental impact.

2020	2021	2022
Mice and system products launched with FSC-certified packaging.	Audio and mouse mat products packaging to be FSC-certified	Keyboard and broadcaster products packaging to be FSC-certified
■ Mice: blister tray replaced by biodegradable drawstring bag; easy opening/access design; removed glue adhesive	■ Replaced all the EPE foam cushioning in the carton pack with corrugated paperboard (this was referred to audio & mouse product category only. In fact, we had applied to other product category such as system accessories, controller, streaming, etc.)	■ Plain textured carboard boxes with a minimalist design
■ System: EPE foam replaced by 100% recyclable airbag		
■ Gear products such as Sneki Snek, reusable straw pack and hydrator packaging was made from sustainable packaging	■ Optimise the pallet usage, a minimum of 80% of the pallet utilisation	

Our sourcing team measures and tracks total packaging materials consumed per unit of production by our top five contract manufacturers.

Enhancing Product Sustainability

Packaging/Unit of Razer product (kg/unit)

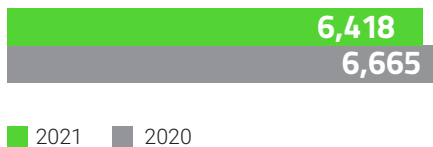| Category	2021	2020
CM6	0.18	0.38
CM5	2.82	2.83
CM4	0.51	0.54
CM3	0.32	0.42
CM2	0.27	0.25
CM1	0.54	0.58

■ 2021 ■ 2020

Total packaging materials (tonnes)

2021	2020
6,418	6,665

■ 2021 ■ 2020
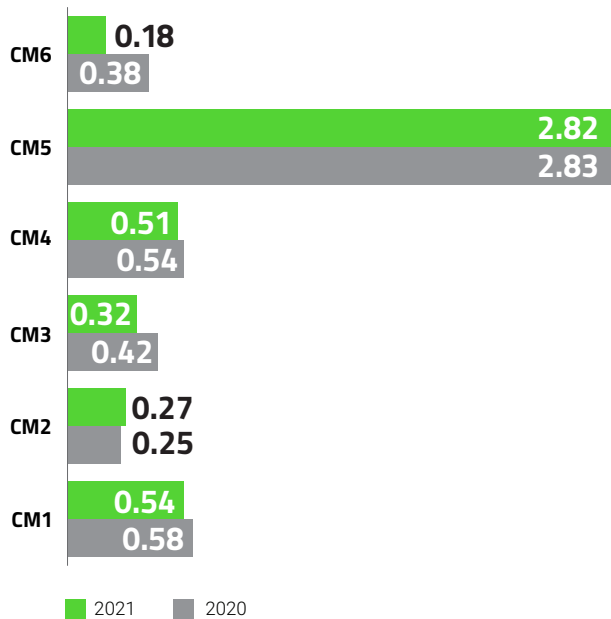
Consumer Transparency with Ecolabels

Targets: Achieve consumer transparency with ecolabels by 2022

Growing demand for sustainable goods is driving the rise in ecolabels in the market. Razer will provide transparency of our product footprints through industry-leading environmental impact disclosure and intuitive illustrative labeling by 2022. With informative ecolabels, we will encourage our fans to be a part of our sustainability journey.

Collaborating on Product Category Rules with UL

Razer is collaborating with UL, the global safety science leader, to establish a comprehensive, internationally harmonized set of reporting that provides full transparency on a product's impact on the environment. One of the first projects which Razer intends to pursue to meet its environment and sustainability goals is the development of Product Category Rules for gaming products.

The impetus for this lies in the fact that the gaming industry currently lacks a standardised way to measure an eco-product, so Razer plans to work with UL to provide one. Under this collaboration, Razer and UL will kick-start an industry-level effort on identifying key indicators of environmental impact that should be measured by all manufacturers when they seek the Environmental Product Declaration ("EPD") for gaming products.

To establish the Product Category Rule, the two companies will be working to enlist stakeholders to create a comprehensive and objective way for manufacturers around the world to measure the impact of their manufacturing processes on the environment. The goal is to encourage more robust solutions allowing manufacturers to integrate sustainable practices into every step of the production process. The introduction of this Type III EPD ecolabel, which quantifies environmental footprint over the life cycle of the product, will allow consumers to make more informed choices and know that the gaming products they use to win in gaming and in life are also a win for the environment. This is in line with Razer's commitment to sharing and communicating the carbon impact of its new products by 2022.

UL is the global safety science leader that delivers testing, inspection and certification ("TIC"), training and advisory services, risk management solutions and essential business insights to help its customers, based in more than 100 countries, achieve their safety, security and sustainability goals. UL's deep knowledge of products and intelligence across supply chains makes the company a partner of choice for customers with complex challenges.

Product Responsibility

Quality Assurance

We are committed to producing high-quality gaming Hardware, Software and Services to our fanbase. To achieve this, we have implemented strict control mechanisms and compliance check processes, including but not limited to the following: incoming

materials inspection, sampling checks during manufacturing processes, performing independent quality assessment, and reliability testing on certain percentages of finished products to ensure they are free from defects and in compliance with relevant safety standards before delivery.

As discussed further in the chapter on our supply chain, we apply a similar high standard of quality assurance to our vendors. Our suppliers are required to have achieved ISO 9001 and ISO 14001 certifications. We also perform on-site audits and inspections of our contract manufacturers from time to time to ensure their processes adhere to our specifications and demands.

Intellectual Property Rights

As a business highly reliant on technology, our intellectual property ("IP") is crucial to our success. Therefore, the protection of our IP is of utmost importance, achieved through a combination of patents, trademarks, designs, copyrights and/or other IP rights to protect our proprietary rights and interests. In addition to these mechanisms, we also enter into confidentiality or non-disclosure agreements with our strategic partners and stakeholders to safeguard our trade secrets and sensitive business information.

Razer has a dedicated IP team responsible for the administration and management of all legal matters pertaining to our IP rights. The Group has a comprehensive strategy to promote, identify and reward innovation, and to register, protect and maintain registrable IP rights and assets in all the countries and territories in which we operate. We also employ a worldwide trademark watch service to monitor and oppose any third-party registrations of confusingly similar trademarks.

We are vigilant in protecting our IP rights and interests and will act to enforce our IP rights against third-party infringements through a variety of civil and/or administrative proceedings. We regularly work together with enforcement agencies, customs authorities and/or other brand protection agencies to monitor and act against dealers or sellers of counterfeit products whether on our own, or together with local authorities

Service Responsibilities

Customer support

We are committed to providing quality products that exceed the expectations of our customers. Our mission as a company is "For Gamers, By Gamers", and thus many of our employees also use our products. This first-hand understanding of the user experience allows us to continuously exceed customer expectations and anticipate future needs throughout the customer journey. To ensure our gamers and fanbase are fully supported, connected,

and engaged from the pre-sales to the post-sales stage, we provide multiple channels and platforms to receive customers' feedback and opinions in real time. These platforms and channels include contact centers, our website, social media platforms, as well as through our distributors and retailers.

Should customers encounter any issues with a Razer product or service, their first port of call would be our customer service team, who can be contacted through the various platforms captured above. We also leverage chat technology to proactively seek and address customers' concerns through their comments and expressions posted on online forums and other social media platforms. To achieve high quality of products and services, we rely on a dedicated and talented engineering team that proactively works towards meeting the needs of our customers and any post-sale technical issues that arise. Once an issue is reported to our customer service team, our engineering team will then be contacted should the issue be of a technical nature. The engineering team will conduct an investigation into the issue and a product evaluation as needed. This is generally then followed by necessary actions to meet the needs of the individual customer. We endeavor to resolve all customer issues in a timely manner.

Personal Data Privacy

We take customers' data privacy very seriously and therefore take all necessary steps to safeguard our customers' personal information in compliance with all relevant laws and regulations. All personal data collected is accessible only by authorised personnel and is handled confidentially. Our Data Classification Policy is available to all employees via our intranet and provides guidance on the baseline security controls that need to be undertaken to protect data. At Razer, we only collect data from our clients that is necessary for our services. Further, we disclose to our clients the reasons we collect such data, and how it will be used. All our data is collected and stored in accordance with local laws and regulations.

We provide clear training to our staff to outline the ways to treat personal data. This includes how to store and protect data, how to avoid phishing/hacking, how to send data securely and how to handle a data breach should one arise.

There was no instance of breaches of customer privacy and/ or loss of customer data that we are aware of which have a significant impact on us during the reporting period.

The Group is not aware of any non-compliance of laws and regulations relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress during the reporting period that have a significant impact on the Group.
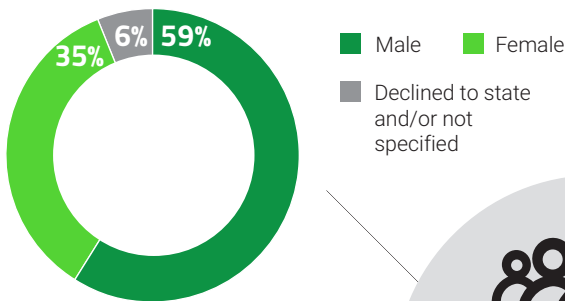
EMPOWERING OUR PEOPLE

Empowering Our People

Employment and Labour Practices

By Gender

- Male
- Female
- Declined to state and/or not specified

59% / 35% / 6%

By Age Group

- 18-30
- 31-50
- Above 50
- Declined to state and/or not specified

24% / 60% / 7% / 9%

1,649
FY2021 Total Number of Employees

By Geographical Region

- America
- APAC
- EMEA

14% / 80% / 6%

By Employment Type

- Fulltime
- Parttime

98% / 2%
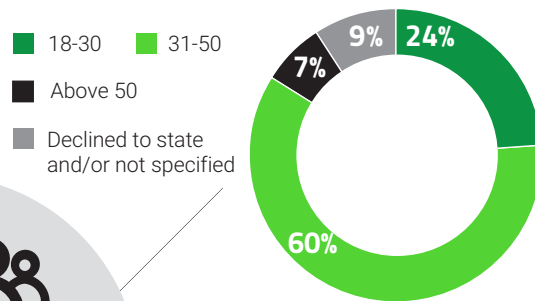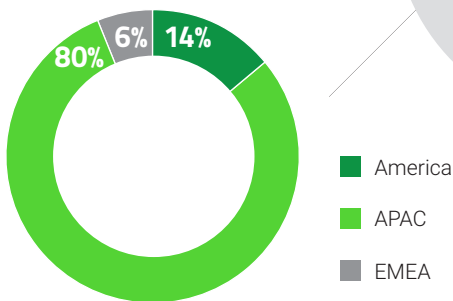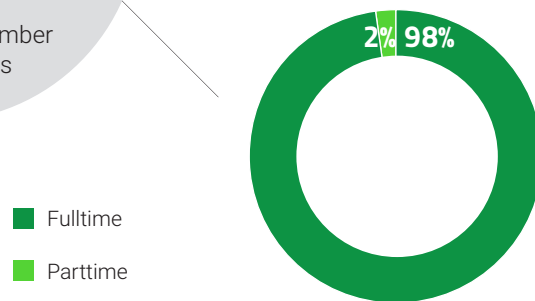
At Razer, we value a positive work environment that is both transparent and collaborative. As a leading gaming company, both work and play are important to us. At our core, we are dedicated to providing the best-in-class gaming platform. The fast-paced nature of this industry results in needing energetic and hardworking employees, and Razer is committed to cultivating quality talent for our business. Through the enthusiasm and talent of our employees, Razer is able to stay ahead of the curve and produce cutting-edge gaming software and hardware to enhance the full gaming experience.

We are a company comprised of people who like to game, and this has allowed us to excel. Our employees believe in teamwork,

creative problem solving and are ambitious goal seekers. The gaming industry is highly competitive, and therefore, Razer is committed to attracting and retaining the right and the best people to continue to drive and contribute to the success of Razer. We endeavor to maintain a working environment that embraces and values integrity, diversity, collaboration, and communication, but also upholds all local labour laws and human rights standards. To ensure that our employees understand our employment standards, we have outlined these expectations and values in our Code of Ethics and Professional Conduct, which is available to all employees through our intranet.

With regard to rising concerns over personal data privacy, Razer is fully dedicated to protecting the privacy of our employees. Drawing from the guidance outlined in the General Data Protection Regulation ("GDPR") Data Protection Policy, Razer does not collect any information pertaining to our employees' health unless required by local laws. Razer does accumulate some non-mandatory health data from our employees (e.g. COVID-19 vaccination status) on a voluntary basis. This information is stored securely with strict confidentiality and extremely limited access.

We seek to comply with all relevant local and international regulations in relation to human rights and labour practices. The Group's prohibition of forced and child labour is clearly stipulated in our policies and applies to all contractors and suppliers. Our risk assessment mechanisms ensure new and existing suppliers remain committed to protecting human rights and natural resources while following sustainable practices in their business. During the reporting period, there were no grievances in relation to, or incidents of non-compliance with, relevant laws and regulations relating to child and forced labour that have a significant impact on us.

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

The Group is not aware of any non-compliance of laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare during the reporting period that have a significant impact on the Group.

Compensation, Performance and Benefits

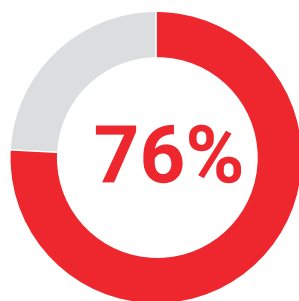We are committed to compensating all our employees with competitive, generous, and suitable salary packages. We also offer generous annual leave, sick leave, maternity, and paternity leave.

Our employees' performance is assessed fairly throughout the performance cycle with an established quality control mechanism. Performance review and appraisal are key aspects to Razer's high-performing culture. All full-time employees are required to identify and set goals at the beginning of every financial year, which is then reviewed by their respective managers. These goals then form the basis of periodic performance reviews, which culminate in an annual performance appraisal in the last quarter of every financial year. This review process will conclude with merit and promotion decisions.

Recruitment

We seek to recruit and retain high-performing staff. Though Team Razer is a community of gamers, it is not mandatory for all employees to be gamers themselves. We strive to foster a productive, collaborative, and hardworking community of wicked and well-rounded problem solvers. We often recruit through our website or various other public social media channels to communicate job openings to our fanbase and community first. We have a zero-tolerance policy for discrimination and racism and strive to recruit a diverse and well-rounded workforce.

Employee Engagement

Razer takes pride in its continuous endeavor to be both a Great Place to Work and a Place to do Great Work. As a Great Place to Work, the Company is dedicated to investing in our people (which we endearingly refer to as Team Razer) to create a unique #LifeAtRazer experience. The Team Razer experience commences when likeminded gamers are enlisted to our community where we recognise, develop, reward and care for our people. As a Place to Do Great Work, Razer promises an opportunity for every single member of Team Razer to create global impact that will support their career aspirations.

To validate Razer's endeavors in strengthening its position as an Employer of Choice, and as A Great Place to Work and A Place to Do Great Work, Razer is proud to obtain the globally-recognised Great Place to Work® certification in United States of America, Germany and Singapore in 2021.

Great Place To Work® Certified FEB 2021–FEB 2022 USA

Razer, Inc.
Updated February 2021.

76% **Employees Say this is great place to work**

Empowering Our People

95%
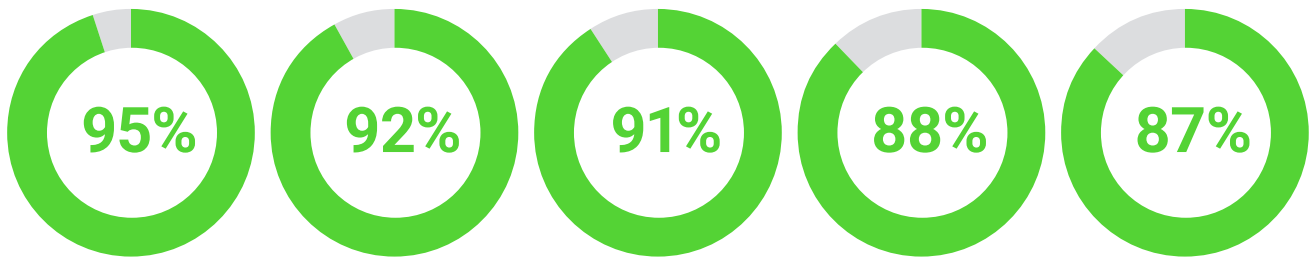
I'm proud to tell other I work here

92%

People here are given a lot of responsibility

91%

When you join the company, you are made to feel welcome

88%

I can be myself around here

87%

Management is honest and ethical in its business practices

Internal communications and feedback

The strategic focus areas are conveyed to all employees during the first global town hall meeting of the year – known as the Annual Kickoff – to allow alignment of our investment and resources towards these goals. Subsequently, progress towards these objectives is made known via various channels throughout the year, including, but not limited to, the global town halls, CEO's Messages and Company newsletter to ensure transparency while inculcating a sense of belonging and ownership amongst our employees.

Razer also places an emphasis to enable employees across all levels to contribute towards our strategic objectives. Clear communications channels have been established via our internal social media platform which are available for all employees and have been vetted through by the CEO and the leadership team.

Razer talkback – letting the voices of our employees heard

In alignment with our constant endeavors to build Razer as A Great Place to Work and A Place to Do Great Work, employee engagement and pulse surveys, coined as Razer Talkback Survey, are conducted twice yearly to keep the Company abreast on areas where we have done right and areas of opportunities which we can improve on to address any significant pain points within the organisation.

The latest Razer Talkback Survey conducted in September 2021 yielded a Satisfaction Index of 73, a 2-point increase from the Razer Talkback Survey done in September 2020.

Razer Talkback Survey Edition	Employee Satisfaction Index	Respondents (% of Total Workforce)
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%)

Cares: focus on employees to power outcome

Razer remains steadfast to create an environment where the physical, emotional and social well-being of the employees are taken care of. Only when our employees are well, will they have the means to continue their endeavors to be phenomenal in all that they do.

In light of the global pandemic, all employees were provided with Razer-produced cloth masks, care packs, and all the necessary support to protect Team Razer and their loved ones, including assisting to accelerate the access to available vaccines, where possible. In addition, the Company also introduced its Work Well Series, a monthly episode of videos detailing tips and tricks to upkeep their physical and mental wellness while working remotely.

To further bridge interaction in a 'virtual' world during the pandemic, over USD500,000 has been set to fund employee engagement initiatives globally that seek to celebrate Team Razer's achievements, no matter how big or small they are, to promote physical and mental well-being and to contribute to Razer's corporate social responsibility focus in environmental sustainability. The fund has enabled staff across our global offices to participate in activities that promote collaboration and better define the workplace culture at the country level.
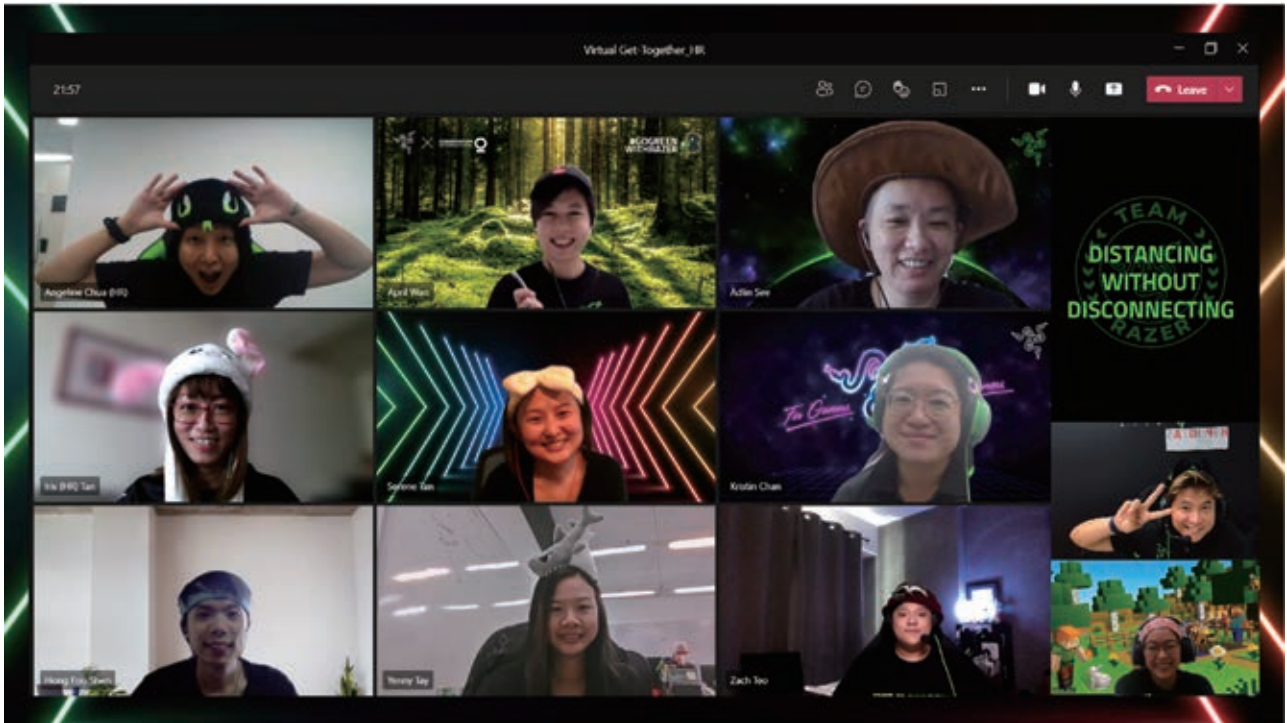
Diversity and Inclusion

Diversity and inclusion are integral to our employment practices. We have a zero-tolerance policy for discrimination and harassment in our workplace.

The Company has adopted a board diversity policy since 2019. Board appointments have been, and will continue to be, made based on attributes that complement and expand the skill set, experience and expertise of the Board as a whole, taking into account factors such as age, professional experience, qualifications, cultural and educational background, and any other factors that the Board and the Nomination Committee of the Company may consider relevant to the Company's strategy, governance and business and that contribute to the Board's effectiveness.

Independence

50.00%

16.67%

33.33%

■ Independent, non-executive directors (3) ■ Executive directors (2)
■ Non-independent director (1)

Gender

100.00%

■ Female (0) ■ Male (6)

Age

16.67%

33.33%

50.00%

■ Above 71 (1) ■ 51 to 70 (2) ■ 50 and below (3)

Skills and Experience

33.33%

33.33%

33.33%

■ Investment (2) ■ Operations and Management (2)
■ Accounting and Finance (2)
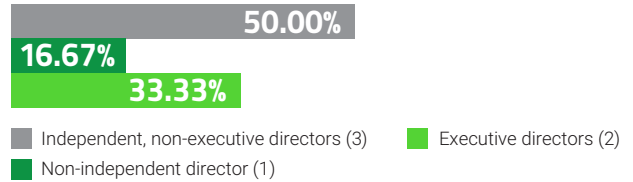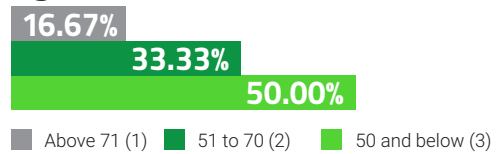
Empowering Our People

The Nomination Committee has reviewed the composition of the Board for the year 2021 against the measurable objectives of the board diversity policy, and has noted the progress of the Company, as set out below:

Category	Objective
Independence	The Board should have a strong element of independence, and independent directors should be of sufficient stature and calibre.
Gender	Selection of potential candidates for appointment as directors shall not be subject to discrimination on the basis of gender. The Board shall endeavor to identify and appoint female directors who possess suitable expertise, experience and qualifications. Pursuant to Rule 13.92 of the Listing Rules, the Company shall appoint at least 1 female director by December 31, 2024.
Age	The Board should comprise directors of different age ranges, reducing succession risk.
Skills and experience	The Board should comprise directors with different professional and business backgrounds, with a wide range of skillsets and experiences, and varied areas of expertise.

Having reviewed the Board composition, the Board recognises the importance and benefits of gender diversity at the Board level. The Company intends to identify a female candidate with suitable expertise, experience and qualifications to be appointed as a director of the Company by December 31, 2024.

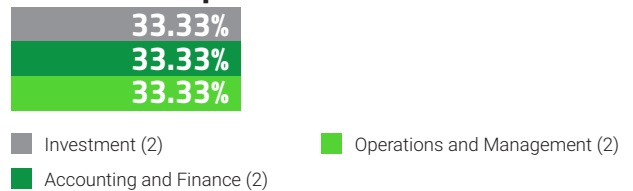As illustrated in our Code of Ethics, Razer expressly prohibits any form of unlawful discrimination and harassment based on race, color, religion, sexual orientation, sex, gender, nationality, age, disability, genetic information, medical condition, or military service. We are committed to hiring staff from a variety of backgrounds, which begins with a strict non-discrimination policy at every aspect of our human capital development. Our non-discrimination policy includes reporting and remediation mechanisms.

Attracting, Retaining and Developing Female Talents

One of the reasons that make Razer a great place to work is the opportunity to interact with a diverse group of individuals who share the same passion for gaming.

Razer leverages on data analytics to show that promotions, pay processes, and the criteria behind them, are transparent and fair. In addition, **diversity metrics** are included in management reporting to identify risk areas and prioritise initiatives to meet diversity targets in our long-term workforce plan.

As baseline examples, all salary adjustments and promotion decisions are purely based on merit and **Talent Review sessions** are conducted to calibrate all nominations for promotion. Every member of Team Razer is also eligible for development programmes offered by Razer Academy, regardless of age and tenure.

To support a culture where Team Razer feel they can bring their whole selves to work, all People Managers are required to attend prerequisite **manager trainings** relating to managing workforce of different cultures, addressing unconscious bias and being aware of harassment and discriminatory behaviors.

In Singapore, Razer takes it up a notch by offering specific initiatives that cater to the profiles of our workforce demographics. For instance, in addition to compelling parental leave benefits to support employees with children, Razer Singapore rolled out **Family Leave** – a 2-day paid time off per year – to allow employees (who are not eligible to parental leave benefits) to spend time and attend to the needs of their family and loved ones. In the new Razer SEA HQ, our new regional headquarter in Singapore, Razer has deliberately designed the office to be an inclusive workspace for our employees. Features such as **Nursing Room** for nursing mothers and **Prayer Room** for our Muslim colleagues have been incorporated into the design to accommodate the needs of our employees. The office has also been designed to be **wheelchair accessible** to facilitate individuals with special needs to move about freely.

Razer is proud to be a part of SG Women in Tech ("SGWiT") and SGTech's SGWiT Corporate Pledge Initiative, solidifying our commitment to advancing the local tech industry by attracting, retaining and developing female talents. With the aim of addressing the key motivators for young women to take up a tech career, and for women tech professionals to continue to grow and thrive in the tech industry, we have pledged to undertake the following activities:

Ensure that a minimum of one interviewable candidate for positions across senior role vacancies (i.e director and above) and fresh graduate/internship opportunities is female.

Conduct school outreach programmes for secondary and tertiary students.

Conduct anti-bias training for all hiring managers.

To showcase success stories of the Women at Razer through internal communications channels and social amplification programmes.

Execute regular women-only school outreach programmes (secondary and tertiary level) in collaboration with other participating Women in Tech companies.

To facilitate networking opportunities for and with phenomenal women across the tech industry.

Training and Development

Razer recognises the need for continuous training and development and wishes to support its employees in their professional development. In order to help our employees achieve their fullest potential, we provide them with necessary resources and support to develop and learn new skills.

To this end, the Razer Academy was established in 2018 to empower our employees to take ownership of their own development by proactively seeking opportunities to improve. The Razer Academy encompasses a wide range of topics including soft skills such as communication, personal effectiveness, leadership and management, to functional and technical skills such as coding and project management. 'Bytes by Razer Academy' is an example of a programme offered to employees on a voluntary basis providing opportunities to progress their skill sets amidst the pandemic. The programme has been rolled out once every quarter, and covered topics such as Persuasive Pitches, Bridging Cultural-Communications Differences and Data Story-Telling.
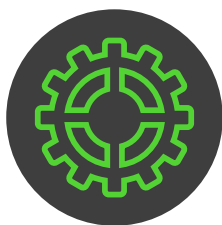
9,484
hours of training
provided in 2021

Following on from the Academy, the Razer Leadership Essentials Programme was launched to build leadership capabilities amongst our people managers and equip them with the necessary skills to recruit, retain and develop their own respective team, whilst also driving overall performance.

A new initiative, Razer Progress Fund, was launched during the reporting period. The fund, which amounts to USD1,000 per employee per annum, is intended to fuel employees' aspirations to level up their skillsets and technical know-how.

Health and Safety

The health and safety of our employees are of extreme importance to Razer. Razer offers comprehensive life and health insurance, which is additional to statutory benefits. This includes but is not limited to medical screening, access to both general practitioners and medical specialists and any other types of medical specialists as needed by the individual employee. This insurance policy encompasses both inpatient and outpatient medical treatment. The scope of our employee health insurance also includes mental health and wellness services.

As the COVID-19 pandemic plagues the world, Razer has increased and implemented the additional and necessary precautions to protect our employees against the virus. These health and safety protection mechanisms were applied in compliance with local government guidelines and requirements. On top of that, we also encouraged our staff to employ higher levels of sanitation and hygiene. In order to support our staff during this difficult time, we have supplied Razer surgical and cloth masks to all employees throughout the year.

Following this, whilst employees work in Razer's physical offices, they are required to wear a mask. We have also enforced stringent health protocols to ensure that all employees are healthy. In addition, we have also implemented policies and processes should one of our staff members contract COVID-19.

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

As our production is outsourced to contract manufacturers, we encourage our suppliers to be certified to ISO 45001 Occupational Health and Safety Management System. For more information on how we manage health and safety along our supply chain, please refer to the Partnering to Build a Greener Supply Chain chapter.

PARTNERING TO BUILD A GREENER SUPPLY CHAIN

Partnering to Build a Greener Supply Chain

Supply Chain Process Overview

Much like how we value our employees, Razer believes in engaging with ethical and environmentally friendly vendors and suppliers. To illustrate this, we have established a supply chain management protocol to govern our sourcing, on-boarding, performance evaluation, and quality checks. We have also undertaken the necessary measures to ensure suppliers and contract manufacturers comply with the regulations in their respective operating locations. Every year, we review our business needs and conduct a review of our top five contractors/contract manufacturers. This thorough review is in addition to ongoing engagement throughout the year.

Supplier Selection

Razer is committed to ensuring that all our contract manufacturers and partners adhere to the best industry standards and practices, as validated through established certification bodies.

To achieve high standards of integrity and ethics, Razer does not work with any supplier that participates or utilises forced labour, child labour or inhumane work conditions. Razer ensures zero tolerance for unethical behavior by requiring each supplier to undergo a strict audit and disclosure process prior to being onboarded. We also ask our suppliers to provide references that support their quality of services, practices, financial capabilities, and compliance history as a prerequisite to being onboarded. This process ensures that Razer only engages with suppliers that meet Razer's standards of quality and ethics.

This audit process includes but is not limited to questions of working hours, benefits, health and safety procedures, waste management and communication procedures. This survey also asks for what certifications the potential supplier may possess, including various sustainability standards. We require our suppliers to be certified to ISO 9001 (Quality Management Systems) and ISO 14001 (Environmental Management System), and either one of ISO 45001 (Occupational Health and Safety Management System), Social Accountability 8000 (SA8000), QC 080000 (Hazardous Substance Process Management System), Sedex Members Ethical Trade Audit (SMETA) and Business Social Compliance Initiative (BSCI). However, it also includes questions about any suppliers that the potential supplier engages with so to ensure that Razer's high standards of ethics are upheld through all stages of the supply chain. This initial audit supplier form is divided into ten sections that address different aspects of the potential supplier's business, including questions on its internal audit plan, child labour and forced labour, working hours and compensation, wages and benefits, certificates and procedures on environmental management and health and safety, disaster recovering procedures, data security, supplier rating records, and more. The initial audit supplier form allows us to assess risks that are related to environmental and social issues.

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

Certification	About the certification
Compulsory	
ISO 9001	▪ 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	▪ Specifies the requirements for an environmental management system that an organisation can use to enhance its environmental performance
At least one of the below	
ISO 45001/OHSAS 18001	▪ 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
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
IECQ QC 080000	▪ Introduces a cost-effective process approach to provide records of compliance with global hazardous substance control directives and customer-specific requirements
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
BSCI	▪ Provides a system that helps companies to gradually improve working conditions in their supply chain
Selected suppliers only	
Responsible Business Alliance (RBA) Audit[7]	▪ 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.

Performance Evaluation and Quality Checks

Once suppliers are engaged, we conduct monthly audits and visits to ensure high quality and ethical standards are continuously achieved. This is coupled with frequent communication channels and active participation by Razer in the supply chain process.

Razer has its monthly quality review with its suppliers and a half yearly business review on our suppliers for product quality. For monthly quality review, our supplier will send across their quality report for the month and the monthly meeting minutes. On a half yearly basis, Razer will conduct a more thorough review on our key supplier performance and conduct performance evaluation on them.

Razer also requires suppliers to be compliant with applicable safety, health and quality requirements, including Restrictions of Hazardous Substances ("RoHS2") and Registration, Evaluation, Authorization and Restriction of Chemicals ("REACH").

Product Materials

All raw materials and components used in our products that are sold in Europe and the United States are compliant with relevant regulations relating to RoHS2, REACH and Waste Electrical and Electronic Equipment ("WEEE"). The Company ensures raw materials and packaging materials used are sourced from quality and reliable suppliers who are ISO 9001 and ISO 14001 certified.

We recognise the importance of the responsible procurement of minerals from conflict-affected and high-risk areas. Our Sustainability Workgroup is establishing a company policy on the sourcing of conflict minerals, which will include our expectations on our supply chain to procure minerals responsibly and sources that would indirectly or indirectly fund conflict.

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7   *Supplier which falls under Top 80% of our supplier contribution.*

CREATING SUSTAINABLE VALUE IN COMMUNITIES

Creating Sustainable Value in Communities

Esports

Esports is more than just a combination of sports and gaming. It is a discipline to continuously train and develop strategy and skills. It builds camaraderie and strong bonds between teammates, fans, and friends as they experience the wins and losses in the fight for victory. Through the Esports Arena, Razer offers masterclasses to support the development of Esports skills and expertise.

Our Esports journey began over two decades ago in 2000 when we sponsored the Cyber Athlete Professional League. Over this time, we have vastly expanded our Esports offering to include over 50 participating teams. Team Razer features some of the most elite Esports athletes in the world.

Our take in Esports is to create value to the community, by offering best in class events to the enthusiast gamers on one hand, and supporting the top teams in the worlds on their path to win the biggest titles in their own disciplines.

In 2021 we collaborated with 28 teams (more than 400 individual players) and achieved together with them more than 90 podiums, including the world championship on League of Legends (most watched game of the year).

We also pursued our efforts to sustain the global esports community and ran our tentpole event, Razer Invitational in 4 different regions.

Adapting to the COVID-19 restrictions, all stops of Razer Invitational happened online and we managed to gather more than 40,000 gamers across 35 countries and on 7 different games.

Community Engagement

We are more than merely a gaming software and hardware business. Leveraging on our impact on our fanbase, we strive to make a positive value on our future generations. We aim to build a sustainable community by supporting local initiatives that create effective and lasting benefits, through initiatives that may include corporate philanthropy, establishing community partnerships, and mobilising our employees to participate in volunteer work. As members and leaders of the gamer, Esports and local communities where we operate in, we made several commitments to grow, develop and give back to those around us.

Our commitment to our community and the environment is illustrated through the #GoGreenWithRazer which is an initiative led by our internal Sustainability Workgroup.
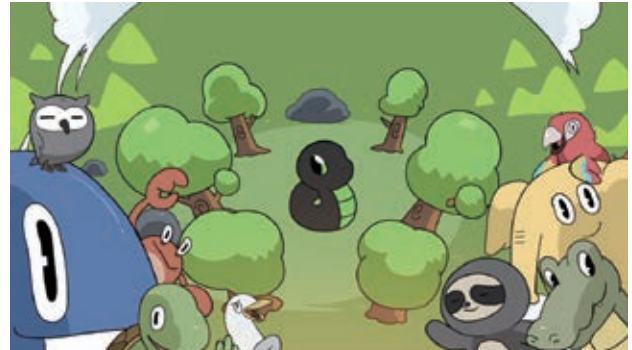
Educating young fans on sustainability with new animated series

Razer endeavours to do its part to ensure that the youth are armed with what they need to defend the planet, as they will be the ones inheriting it. Whether it is by giving them access to information, or rallying the community through Razer's own sustainability efforts, we hope to inspire the next generation of gamers to join us in the frontier against climate change.

In 2021, Razer was proactively educating young consumers on environmental issues via a new animated series starring its sustainability mascot, Sneki Snek. The first season of the series is sponsored by Franklin Templeton, one of the world's largest asset managers, and aims to raise awareness among young fans on what they can do to live more sustainably.

The show will be streamed across Razer's social network channels, including YouTube, Instagram, Facebook, and Twitter, with new episodes coming out every month. The animated series follows Sneki Snek and his sidekicks on their mission to stop the antagonist, the Hooman, who is constantly hurting the planet. The first season consists of six bite-sized episodes and will tackle environmental issues such as deforestation, over-fishing, air pollution, upcycling, slash-and-burn farming, and climate change. Viewers will learn about pressing environmental issues and what they can do to make a difference, as Sneki Snek shares advice on how to join the fight against climate change.

Creating Sustainable Value in Communities
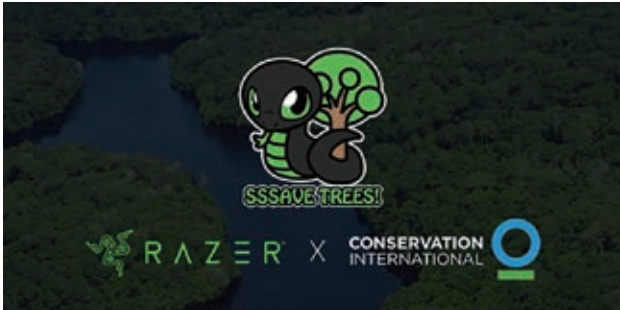
Sneki Snek continues to rally the community, inching us closer to the 1M trees saved milestone

At RazerCon 2020, Razer introduced Sneki Snek as its sustainability mascot, as well as a partnership with Conservation International ("CI") to protect trees worldwide. As a part of this partnership, Razer called upon its fans to rally behind Sneki Snek and help him save 100,000 trees. To do so, Razer released the Sneki Snek eco-friendly plushie and for every plushie sold, ten trees were saved. Sneki Snek fans smashed that goal within a few weeks, in an incredible testimony to the power of the Razer community.

Razer has set its sights on saving 1 million trees and celebrates every 100,000 trees saved with a new Sneki Snek capsule collection. As of January 2022, we are proud to announce that Razer has saved 900,000 trees and just marked the occasion with the release of the Sneki Snek Keycap Fans eagerly awaiting the upcoming Sneki Snek collections were ecstatic to experience the unveiling of the last drops, which will be a a hoodie at the 1M milestone.

Giving back during the pandemic

To pay homage to our 'Be Phenomenal' value, Razer rolled out the #RazerForLife Mask Initiatives in April 2020 to showcase our commitment to support the local communities where we were located at.

When the number of COVID-19 cases peaked globally, there was a shortage of surgical masks globally. Recognising the importance of surgical masks to curb the spread of COVID-19, Razer made a significant investment to secure 1 million pieces of surgical masks, which were then donated to various countries globally as an immediate relief to the supply, providing masks to the front-line workers and to those in need.

In Singapore, Razer invested in people and resources to draw a plan to convert existing production facilities into a mask manufacturing line in Singapore, in a short span of 24 days, producing approximately 5 million masks a month. Adult Singaporeans from all walks of life can redeem these masks for free via a network of vending machines available across the nation.

Razer's COVID-19 efforts did not stop there. As an influential leader in the global gaming communities, Razer rallied gamers to pledge their Razer Silver, Razer's own reward points, to donate masks to the frontline workers at any corner of the world. At this time of writing, more than 60,000 units of masks have been donated since the campaign commenced in June 2020.

#GoGreenWithRazer: Beach Cleanup at the Bolsa Chica State Beach

We acknowledge the importance of nurturing a greener mindset amongst our employees to further amplify the impact we can collectively contribute towards the #GoGreenWithRazer movement. In addition to gamified educational sessions to impart knowledge and actionable items our employees can partake to lead a greener lifestyle, the Company had mobilised our employees, wherever government restrictions allow, to give back to Mother Nature.

In Razer USA, for example, an activity of beach cleaning was organised to re-connect our employees, who had been working remotely over an extended period, at the Bolsa Chica State Beach. The team collected over 37.5kg of trash that littered the beach while spending time together as One Razer.

Creating Sustainable Value in Communities

Razer Green Fund

In celebration of Earth Day, and in line with Razer's 10-year sustainability roadmap, Razer has set aside a USD50 million war chest to support and invest in environmental and sustainability start-ups. The Razer Green Fund will be managed by zVentures, Razer's corporate ventures arm, and will be an integral part of Razer's strategic investment activities.

Falling under the Green Investments vertical, the Razer Green Fund will seek to foster a green mindset amongst Razer's community of youth, millennials, and Gen Z via selective strategic investments. These investments aim to accelerate sustainability companies, with a focus on renewable energy, carbon and plastic management. Through the Razer Green Fund, start-ups can confidently deliver innovative technology that would help shape the world for future generations.

"

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

Patricia Liu, Chief of Staff

Razer Partners with BAMBOOLOO

To kick off its new Green Fund initiative, Razer has completed a seed investment into The Nurturing Co. through zVentures. The partnership will enable BAMBOOLOO (The Nurturing Co.'s sustainable toilet paper brand) to implement and supply bamboo toilet paper in some of Razer's global offices, including the new Southeast Asian Headquarters and Malaysia office, as part of Razer's Green Organisation plan to ensure that all of Razer's office operations will be 100% carbon neutral.

Bamboo pulp has proven to be the sustainable choice for toilet paper. In addition to its growth speed, bamboo pulp requires 90% less water and 70% less carbon to produce as compared to wood pulp. By shifting to bamboo toilet paper, a family of four can save over 30,000 liters of water in a year. BAMBOOLOO helps consumers switch out of wood pulp paper products by offering bamboo-based toilet papers and other home care products.

APPENDIX

Appendix

FY2021 Memberships and Associations

Memberships and Associations

- The Science Based Targets Initiative
- The United Nations Sustainable Development Goals
- Women in Tech Pledge Initiative

Data Performance Table

Environmental KPIs[8]	Unit	2021
Direct GHG emissions (Scope 1)[9]		
Petrol	tCO_2e	**115.6**
Indirect GHG emissions (Scope 2)[10]		
Electricity consumption	tCO_2e	**896.1**
Total GHG emissions (Scope 1 and 2)		
Total GHG emissions (Scope 1 and 2)	tCO_2e	**1,011.7**
GHG intensity (Scope 1 and 2)	tCO_2e/square meter	**0.045**
Other indirect GHG emissions (Scope 3)		
Purchased goods and services[11]	tCO_2e	**4,680.0**
Employees' emissions through commuting to work	tCO_2e	**1,529.9**
Emissions arising from data storage and transmissions	tCO_2e	**132.1**
Total	tCO_2e	**8,365.4**
Energy		
Fuel consumption – Petrol	kWh	**421,318**
Fuel intensity	kWh/square meter	**18.7**
Electricity consumption	kWh	**1,839,953**
Electricity intensity	kWh/square meter	**81.8**
Water		
Water usage	tons	**1,190**
Water intensity	tons/square meter	**0.05**
Waste		
Non-hazardous waste[12]	tons	**132.2**
Peripherals products	tons	**88.4**
Packaging materials	tons	**43.8**
Hazardous waste[13]	kg	**2,558**
Packaging materials[14]		
Total packaging	tons	**6,418**

8   Calculation methodologies for GHG emissions: Methodologies: "Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong" published by the Environmental Protection Department and the Electrical and Mechanical Services Department of the Hong Kong SAR Government. Sources of emission factors: world average emission factor provided by International Energy Agency. GHG emissions calculated included carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O). Hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF_6) and nitrogen trifluoride (NF_3) are not considered material.

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

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

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

12 Disposal of non-hazardous waste consisted of peripherals products such as mice, headphones, keyboards, wires, etc as well as the packaging materials which include cardboard boxes, plastics, paper, foam, etc.

13 Hazardous waste consisted of lithium batteries from defective or returned laptops and mobile phones from repair centres.

14 Packaging materials refer to the material consumed for the packaging of Razer products from our top 5 contract manufacturers.

Social KPIs	Unit	2021
Number of employees		
Total number of employees	No.	**1,649**
Number of employees by employment type		
Full-time	No.	**1,620**
Part-time	No.	**29**
Number of employees by gender		
Male	No.	**968**
Female	No.	**572**
Declined to state and/or not specified	No.	**109**
Number of employees by age group		
18 – 30	No.	**404**
31 – 50	No.	**985**
Above 50	No.	**112**
Declined to state and/or not specified	No.	**148**
Number of employees by employment category		
Senior management	No.	**36**
Middle management	No.	**273**
General staff	No.	**1,340**
Number of employees by geographical region		
Americas	No.	**231**
APAC	No.	**1,313**
EMEA	No.	**105**
New employee hires		
Total number of new hires	No.	**504**
Number of new employee hires by gender		
Male	No.	**250**
Female	No.	**153**
Declined to state and/or not specified	No.	**101**
Number of new employee hires by age group		
18 – 30	No.	**178**
31 – 50	No.	**191**
Above 50	No.	**19**
Declined to state and/or not specified	No.	**116**
Number of new employee hires by geographical region		
Americas	No.	**93**
APAC	No.	**386**
EMEA	No.	**25**
Rate of new employee hires by gender		
Male	%	**26%**
Female	%	**27%**
Declined to state and/or not specified	%	**93%**
Rate of new employee hires by age group		
18 – 30	%	**44%**
31 – 50	%	**19%**
Above 50	%	**17%**
Declined to state and/or not specified	%	**78%**

Appendix

Social KPIs	Unit	2021
Rate of new employee hires by geographical region		
Americas	%	**40%**
APAC	%	**29%**
EMEA	%	**24%**
Turnover		
Total number of resigned employees	No.	**409**
Number of employees turnover by gender		
Male	No.	**227**
Female	No.	**151**
Declined to state and/or not specified	No.	**31**
Number of employees turnover by age group		
18 – 30	No.	**193**
31 – 50	No.	**157**
Above 50	No.	**14**
Declined to state and/or not specified	No.	**45**
Number of employees turnover by geographical region		
Americas	No.	**74**
APAC	No.	**322**
EMEA	No.	**13**
Employee's turnover rate by gender		
Male	%	**23%**
Female	%	**26%**
Declined to state and/or not specified	%	**28%**
Employee's turnover rate by age group		
18 – 30	%	**48%**
31 – 50	%	**16%**
Above 50	%	**13%**
Declined to state and/or not specified	%	**30%**
Employee's turnover rate by geographical region		
Americas	%	**32%**
APAC	%	**25%**
EMEA	%	**12%**
Percentage of trained employees by gender		
Male	%	**100%**
Female	%	**100%**
Percentage of trained employees by employee category		
Senior management	%	**100%**
Middle management	%	**100%**
General staff	%	**100%**
Average training hours by gender		
Male	Hours	**6.7**
Female	Hours	**5.3**
Average training hours by employee category		
Senior management	Hours	**5.6**
Middle management	Hours	**7.2**
General staff	Hours	**5.5**

Social KPIs	Unit	2021
Health and Safety		
Number of work-related fatalities	No.	**0**
Number of recordable work-related injuries[15]	No.	**1**
Number of high-consequence work-related injuries	No.	**0**
Rate of recordable work-related injuries[16]	No.	**0.08**
Number of lost days due to work injury	Days	**35**
Number of suppliers by geographical regions		
Mainland China	No.	**39**
APAC (excluding China)	No.	**5**
Product responsibilities		
Percentage of total products sold or shipped subject to recalls for safety or health reasons	%	**0%**
Incidences of non-compliance with regulations resulting in a fine or penalty	No.	**0**
Incidences of non-compliance resulting in a warning	No.	**0**

15 Incident categories comprised slip/trip/fall and hit/cut/bruise due to manual handling of materials, equipment or tools.

16 Total number of recordable injuries based on 200,000 hours worked.

Appendix

GRI Content Index

GRI Indicator	Description	References and Remarks
GRI 102: General Disclosures 2016		
Organisational Profile		
102-1	Name of the organisation	About Razer
102-2	Activities, brands, products, and services	About Razer
102-3	Location of headquarters	About Razer
102-4	Location of operations	About Razer
102-5	Ownership and legal form	About Razer
102-6	Markets served	About Razer
102-7	Scale of the organisation	About Razer
102-8	Information on employees and other workers	Data Performance Table
102-9	Supply chain	Partnering to Build a Greener Supply Chain
102-10	Significant changes to the organisation's size, structure, ownership, or supply chain	About this Report
102-11	Precautionary Principle or approach	Sustainability at Razer Annual Report 2021
102-12	External initiatives	FY2021 Memberships and Associations
102-13	Membership of associations	FY2021 Memberships and Associations
Strategy		
102-14	Statement from senior decision-maker	Chairman's Statement Chief of Staff's Message
Ethics and integrity		
102-16	Values, principles, standards, and norms of behaviour	About Razer Sustainability at Razer
Governance		
102-18	Governance structure	Annual Report 2021
102-22	Composition of the highest governance body and its committees	Annual Report 2021
102-23	Chair of the highest governance body	Annual Report 2021
102-24	Nominating and selecting the highest governance body	Annual Report 2021
102-25	Conflicts of interest	Annual Report 2021
102-26	Role of highest governance body in setting purpose, values, and strategy	Annual Report 2021
102-27	Collective knowledge of highest governance body	Annual Report 2021

GRI Content Index

GRI Indicator	Description	References and Remarks
Stakeholder Engagement		
102-40	List of stakeholder groups	Materiality and Stakeholder Engagement
102-41	Collective bargaining agreements	Razer do not enter into any collective bargaining agreements, as globally our workforce is not unionised.
102-42	Identifying and selecting stakeholders	Materiality and Stakeholder Engagement
102-43	Approach to stakeholder engagement	Materiality and Stakeholder Engagement
102-44	Key topics and concerns raised	Materiality and Stakeholder Engagement
Reporting Practice		
102-45	Entities included in the consolidated financial statements	About this Report Annual Report 2021
102-46	Defining report content and topic Boundaries	About this Report
102-47	List of material topics	Materiality and Stakeholder Engagement
102-48	Restatements of information	About this Report
102-49	Changes in reporting	About this Report
102-50	Reporting period	About this Report
102-51	Date of most recent report	About this Report
102-52	Reporting cycle	About this Report
102-53	Contact point for questions regarding the report	About this Report
102-54	Claims of reporting in accordance with the GRI Standards	About this Report
102-55	GRI content index	GRI content index
102-56	External assurance	We will consider external assurance in the future.

Appendix

GRI Content Index

GRI Indicator	Description	References and Remarks
Topic-specific Standards		
GRI 201: Economic Performance 2016		
103-1	Explanation of the material topic and its Boundary	Materiality and Stakeholder Engagement
103-2	The management approach and its components	Annual Report 2021
103-3	Evaluation of the management Review of Operations	Annual Report 2021
201-1	Direct economic value generated and distributed	FY2021 Highlights Annual Report 2021
GRI 205: Anti-corruption 2016		
103-1	Explanation of the material topic and its Boundary	Materiality and Stakeholder Engagement
103-2	The management approach and its components	Sustainability at Razer
103-3	Evaluation of the management Review of Operations	Sustainability at Razer
205-3	Confirmed incidents of corruption and actions taken	Sustainability at Razer
GRI 301: Materials 2016		
103-1	Explanation of the material topic and its Boundary	Materiality and Stakeholder Engagement
103-2	The management approach and its components	Building a Green Organisation Enhancing Product Sustainability
103-3	Evaluation of the management Review of Operations	Building a Green Organisation Enhancing Product Sustainability
301-1	Materials used by weight or volume	Data Performance Table
GRI 302: Energy 2016		
103-1	Explanation of the material topic and its Boundary	Materiality and Stakeholder Engagement
103-2	The management approach and its components	Building a Green Organisation
103-3	Evaluation of the management Review of Operations	Building a Green Organisation
302-1	Energy consumption within the organisation	Data Performance Table
302-3	Energy intensity	Data Performance Table
GRI 303: Water and Effluents 2018		
103-1	Explanation of the material topic and its Boundary	Materiality and Stakeholder Engagement
103-2	The management approach and its components	Building a Green Organisation
103-3	Evaluation of the management Review of Operations	Building a Green Organisation
303-3	Water withdrawal	Data Performance Table

GRI Content Index

GRI Indicator	Description	References and Remarks
GRI 305: Emissions 2016		
103-1	Explanation of the material topic and its Boundary	Materiality and Stakeholder Engagement
103-2	The management approach and its components	Building a Green Organisation
103-3	Evaluation of the management Review of Operations	Building a Green Organisation
305-1	Direct (Scope 1) GHG emissions	Data Performance Table
305-2	Energy indirect (Scope 2) GHG emissions	Data Performance Table
305-3	Other indirect (Scope 3) GHG emissions	Data Performance Table
305-4	GHG emissions intensity	Data Performance Table
GRI 306: Waste 2016		
103-1	Explanation of the material topic and its Boundary	Materiality and Stakeholder Engagement
103-2	The management approach and its components	Building a Green Organisation Enhancing Product Sustainability
103-3	Evaluation of the management Review of Operations	Building a Green Organisation Enhancing Product Sustainability
306-1	Waste generation and significant waste-related impacts	Building a Green Organisation Enhancing Product Sustainability
306-2	Management of significant waste-related impacts	Building a Green Organisation Enhancing Product Sustainability
GRI 308: Supplier Environmental Assessment 2016		
103-1	Explanation of the material topic and its Boundary	Materiality and Stakeholder Engagement
103-2	The management approach and its components	Partnering to Build a Greener Supply Chain
103-3	Evaluation of the management Review of Operations	Partnering to Build a Greener Supply Chain
308-1	New suppliers that were screened using environmental criteria	Partnering to Build a Greener Supply Chain
GRI 401: Employment 2016		
103-1	Explanation of the material topic and its Boundary	Materiality and Stakeholder Engagement
103-2	The management approach and its components	Empowering Our People
103-3	Evaluation of the management Review of Operations	Empowering Our People
401-1	New employee hires and employee turnover	Data Performance Table
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Empowering Our People

Appendix

GRI Content Index

GRI Indicator	Description	References and Remarks
GRI 403: Occupational Health and Safety 2018		
103-1	Explanation of the material topic and its Boundary	Materiality and Stakeholder Engagement
103-2	The management approach and its components	Empowering Our People
103-3	Evaluation of the management Review of Operations	Empowering Our People
403-1	Occupational health and safety management system	Empowering Our People Partnering to Build a Greener Supply Chain
403-2	Hazard identification, risk assessment, and incident investigation	Empowering Our People Partnering to Build a Greener Supply Chain
403-3	Occupational health services	Empowering Our People Partnering to Build a Greener Supply Chain
403-4	Worker participation, consultation, and communication on occupational health and safety	Empowering Our People Partnering to Build a Greener Supply Chain
403-5	Worker training on occupational health and safety	Empowering Our People Partnering to Build a Greener Supply Chain
403-6	Promotion of worker health	Empowering Our People Partnering to Build a Greener Supply Chain
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Empowering Our People Partnering to Build a Greener Supply Chain
403-9	Work-related injuries	Data Performance Table

GRI Content Index

GRI Indicator	Description	References and Remarks
GRI 404: Training and Education 2016		
103-1	Explanation of the material topic and its Boundary	Materiality and Stakeholder Engagement
103-2	The management approach and its components	Empowering Our People
103-3	Evaluation of the management Review of Operations	Empowering Our People
404-1	Average hours of training per year per employee	Data Performance Table
404-2	Programmes for upgrading employee skills and transition assistance programmes	Empowering Our People
404-3	Percentage of employees receiving regular performance and career development reviews	Empowering Our People
GRI 405: Diversity and Equal Opportunity 2016		
103-1	Explanation of the material topic and its Boundary	Materiality and Stakeholder Engagement
103-2	The management approach and its components	Empowering Our People
103-3	Evaluation of the management Review of Operations	Empowering Our People
405-1	Diversity of governance bodies and employees	Empowering Our People Annual Report 2021

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GRI Content Index

GRI Indicator	Description	References and Remarks
GRI 406: Non-discrimination 2016		
103-1	Explanation of the material topic and its Boundary	Materiality and Stakeholder Engagement
103-2	The management approach and its components	Empowering Our People
103-3	Evaluation of the management Review of Operations	Empowering Our People
406-1	Incidents of discrimination and corrective actions taken	Empowering Our People
GRI 408: Child Labour 2016		
103-1	Explanation of the material topic and its Boundary	Materiality and Stakeholder Engagement
103-2	The management approach and its components	Empowering Our People Partnering to Build a Greener Supply Chain
103-3	Evaluation of the management Review of Operations	Empowering Our People Partnering to Build a Greener Supply Chain
408-1	Operations and suppliers at significant risk for incidents of child labour	Empowering Our People Partnering to Build a Greener Supply Chain
GRI 409: Forced or Compulsory Labour 2016		
103-1	Explanation of the material topic and its Boundary	Materiality and Stakeholder Engagement
103-2	The management approach and its components	Empowering Our People Partnering to Build a Greener Supply Chain
103-3	Evaluation of the management Review of Operations	Empowering Our People Partnering to Build a Greener Supply Chain
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Empowering Our People Partnering to Build a Greener Supply Chain

GRI Content Index

GRI Indicator	Description	References and Remarks
GRI 414: Supplier Social Assessment 2016		
103-1	Explanation of the material topic and its Boundary	Materiality and Stakeholder Engagement
103-2	The management approach and its components	Partnering to Build a Greener Supply Chain
103-3	Evaluation of the management Review of Operations	Partnering to Build a Greener Supply Chain
414-1	New suppliers that were screened using social criteria	Partnering to Build a Greener Supply Chain
GRI 417: Marketing and Labeling 2016		
103-1	Explanation of the material topic and its Boundary	Materiality and Stakeholder Engagement
103-2	The management approach and its components	Enhancing Product Sustainability
103-3	Evaluation of the management Review of Operations	Enhancing Product Sustainability
417-3	Incidents of non-compliance concerning marketing communications	Enhancing Product Sustainability
GRI 418: Customer Privacy 2016		
103-1	Explanation of the material topic and its Boundary	Materiality and Stakeholder Engagement
103-2	The management approach and its components	Enhancing Product Sustainability
103-3	Evaluation of the management Review of Operations	Enhancing Product Sustainability
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Enhancing Product Sustainability

Appendix

Hong Kong Stock Exchange's ESG Reporting Guide Content Index

Subject Areas, Aspects, General Disclosures and KPIs		References and Remarks
A. Environmental		
Aspect A1: Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Building a Green Organisation
KPI A1.1	The types of emissions and respective emissions data.	Building a Green Organisation
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Data Performance Table
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Data Performance Table
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Data Performance Table
KPIA1.5	Description of emissions target(s) set and steps taken to achieve them.	Building a Green Organisation
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Building a Green Organisation
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Building a Green Organisation
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Data Performance Table
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Data Performance Table
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Building a Green Organisation
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Building a Green Organisation
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Data Performance Table

Hong Kong Stock Exchange's ESG Reporting Guide Content Index

Subject Areas, Aspects, General Disclosures and KPIs		References and Remarks
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	Building a Green Organisation
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the action taken to manage them.	Building a Green Organisation
Aspect A4: Climate Change		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Building a Green Organisation
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Building a Green Organisation

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Hong Kong Stock Exchange's ESG Reporting Guide Content Index

Subject Areas, Aspects, General Disclosures and KPIs		References and Remarks
B. Social		
Aspect B1: Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Empowering Our People
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Data Performance Table
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Data Performance Table
Aspect B2: Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Empowering Our People
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	No fatality in the past three years.
KPI B2.2	Lost days due to work injury.	Data Performance Table
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Empowering Our People
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Empowering Our People
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Data Performance Table
KPI B3.2	The average training hours completed per employee by gender and employee category.	Data Performance Table

Hong Kong Stock Exchange's ESG Reporting Guide Content Index

Subject Areas, Aspects, General Disclosures and KPIs		References and Remarks
Aspect B4: Labour Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Empowering Our People
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Empowering Our People Partnering to Build a Greener Supply Chain
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Empowering Our People Partnering to Build a Greener Supply Chain
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Partnering to Build a Greener Supply Chain
KPI B5.1	Number of suppliers by geographical region.	Data Performance Table
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Partnering to Build a Greener Supply Chain
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Partnering to Build a Greener Supply Chain
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Partnering to Build a Greener Supply Chain

Appendix

Hong Kong Stock Exchange's ESG Reporting Guide Content Index

Subject Areas, Aspects, General Disclosures and KPIs		References and Remarks
Aspect B6: Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Enhancing Product Sustainability
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Data Performance Table
KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	Data Performance Table
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Enhancing Product Sustainability
KPI B6.4	Description of quality assurance process and recall procedures.	Enhancing Product Sustainability
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Enhancing Product Sustainability
Aspect B7: Anti-corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Sustainability at Razer
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Sustainability at Razer
KPI B7.2	Description of preventive measures and whistleblowing procedures, how they are implemented and monitored.	Sustainability at Razer
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Sustainability at Razer
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Creating Sustainable Value in Communities
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Creating Sustainable Value in Communities
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Creating Sustainable Value in Communities

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