Turtle Beach Corporation

Environmental, Social, and Governance (ESG) Policy

Updated: November 2, 2023

Purpose and Scope

This Environmental, Social and Governance ("ESG") Policy defines the strategy and guidelines with respect to ESG governance, oversight and goals of Turtle Beach Corporation ("We," "Our," "Company," or "Turtle Beach"). This Policy is reviewed and updated periodically.

Principles

We believe ESG and sustainability principles should be an integral part of our strategy to reduce our environmental impact, minimize our exposure to risk, satisfy customers' and employees' expectations, and create long-term value for our shareholders.

Objectives

Based on an analysis of Turtle Beach's business, we have adopted specific ESG goals and initiatives to improve our ESG performance, meet our customers' expectations, and share relevant ESG information with our stakeholders. Specifically, we seek to:

1. Develop innovative new products with lower environmental impacts while updating existing products to reduce environmental impacts
2. Integrate relevant ESG goals and initiatives into our operations
3. Identify potential ESG risks and opportunities
4. Promote transparency with customers, employees, and other stakeholders by sharing our ESG goals, initiatives, and progress

Environmental

We seek to operate in an environmentally sustainable manner. This includes reducing our direct emissions and waste from our corporate offices and making our products more sustainable. We aim to accomplish this through a focused approach targeting where we can make the most significant sustainability gains while ensuring that our products maintain the industry-leading quality and value that our customers expect.

Social

We are committed to providing a safe and healthy workplace for our employees and working with our suppliers to support human and employee rights throughout our supply chain. We are also committed to promoting diversity in the workplace as we believe that diversity in perspectives, experiences and backgrounds leads to better decision-making and improved creativity, productivity, team member engagement, and employee satisfaction.

Governance

The Nominating and Governance Committee of our Board of Directors (the “Committee”) has oversight over our ESG practices, goals and their implementation. The Committee reviews and assesses our ESG strategy, performance, risks, opportunities, and initiatives. Our management-level ESG Committee meets regularly to identify ESG risks and opportunities, establish and measure progress against ESG goals, and implement approved ESG initiatives. The management-level ESG Committee is comprised of managers and leaders from across the Company and regularly reports to the Company’s Chief Executive Officer and the Committee.

To establish accountability within our team and to our stakeholders, we publicly disclose this policy on our website and publish an annual ESG Report on our ESG efforts and progress.