

Appendix I. CSR Performance Summary in the Past 5 Years

Aspect	Main Index	2016	2017	2018	2019	2020	
Economic Aspect	Consolidated Revenue (NTD 100 million)	523.47	598.84	609.24	617.81	846.02	
	Operating Cost (NTD 100 million)	432.77	496.86	500.80	521.90	701.38	
	Operating Expense (NTD 100 million)	73.81	79.73	78.48	81.35	102.47	
	Employee Salary and Benefits (NTD 100 million)	53.70	57.06	55.99	53.44	69.14	
	Earnings per Share (NTD)	3.64	4.41	4.04	3.05	6.88	
Environmental Aspect	Greenhouse Gas Emission (t-CO ₂ e)	Scope 1	644.45	553.05	661.29	657.63	648.09
		Scope 2	28,643.39	27,657.56	27,002.64	27,800.91	28,123.84
	Greenhouse Gas Emissions Intensity (t-CO ₂ e / 1,000 motherboard equivalent pieces)	1.90	2.19	2.07	2.31	2.15	
	Electricity Consumption (MWh)	Bases in Taiwan ^[1]	19,497.70	18,830.08	18,572.70	18,524.16	18,995.40
		Bases in China ^[2]	20,845.35	19,974.34	19,429.23	21,124.7	22,794.11
	Energy Consumption (GJ - including steam, gasoline, diesel fuel and LPG, and electricity)	152,986.91	147,519.66	147,514.21	150,922.69	154,879.76	
	Water Use (10,000 metric tons)	Bases in Taiwan ^[1]	97,900	88,900	80,100	84,258	90,120
		Bases in China ^[2]	252,400	222,300	222,500	209,884	201,063
	Waste Production (metric tons)	1,697.89	1,621.53	1,723.70	1,819.21	2,071.08	
	General Waste (metric tons)	Headquarters	30.12	41.92	42.27	41.85	41.83
		Production Bases ^[3]	379.40	461.54	428.70	463.88	513.47
	Hazardous Industry Waste (metric tons)	Headquarters	2.02	0.26	0	0	0.6
		Production Bases ^[3]	56.39	76.39	108.8	106.51	216.93
	Volume of Waste per Unit Production (metric tons / 1,000 motherboard equivalent pieces) of Production Bases	0.11	0.12	0.12	0.15	0.16	
	Average Waste Production per Person (metric tons / person) of Headquarters	0.05	0.05	0.06	0.06	0.06	
Environmental Education Hours	7,524	10,178	12,945	10,570	8,150		
Total Number of Employees	7,799	7,171	6,716	7,471	7,303		
Average Age	33.4	31.6	34	33	34		
Average Seniority	5.6	6.34	6.81	5.87	6.23		
Employee Education Training Hours (Bases in Taiwan)	19,588	18,760	25,937.1	24,878	19,904		
Social Aspect	Fatal Occupational Injuries Ratio	Headquarters	No historical data due to the revision of GRI Standards.			0	0
		Nanping Factory in Taoyuan				0	0
		Dongguan Factory in China				0.22	0
		Ningbo Factory in China				0	0
	Severe Occupational Injuries (SOI) Ratio	Headquarters				0	0
		Nanping Factory in Taoyuan				0	0
		Dongguan Factory in China				0	0
		Ningbo Factory in China				0	0
	Recordable Occupational Injuries	Headquarters				0	0.39
		Nanping Factory in Taoyuan				2.28	0.69
		Dongguan Factory in China				0.22	0
		Ningbo Factory in China				0.83	0.41

[Note 1] Bases in Taiwan: The Headquarters and Taoyuan Nanping Factory.

[Note 2] Bases in China: Dongguan Factory and Ningbo Factory.

[Note 3] Production Bases: Three main manufacturing plants, including Taoyuan Nanping Factory, Dongguan Factory, and Ningbo Factory.

Appendix II . GRI Content Index

GRI Standards	Disclosure Items	Page	Description and Omitted		
GRI101: Foundation 2016					
Standard Disclosure (Core), Stakeholder Communication and Grievance Channels					
GRI 102: General Disclosure 2016	102-1 Name of the organization	7	-		
	102-2 Activities, brands, products and services	7	-		
	102-3 Location of headquarters	7	-		
	102-4 Location of operations	7	-		
	102-5 Ownership and legal form	7	-		
	102-6 Market served	7	-		
	102-7 Scale of the organization	7	-		
	102-8 Information on employees and other workers	54	-		
	102-9 Supply chain	44	-		
	102-10 Significant changes to the organization and its supply chain	-	There are no significant changes to the organization and its supply chain in 2020.		
	102-11 Precautionary principle or approach	25	-		
	Organization Profile	102-12 External initiatives	-	Voluntary support and introduction of international standards and guidelines such as ISO 26000, UN Global Compact, RBA Code of Conduct, Responsible Minerals Initiative (RMI), and TCFD. The adherence to the GRI Standards and the Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies was a mandatory requirement issued by the Financial Supervisory Committee of R.O.C.	
	Strategy				
	Ethics and Integrity				
	Governance				
	Stakeholder Engagement				
Reporting Practice					
102-13 Membership of associations	8				-
102-14 Statement from senior decision-maker	3				-
102-16 Values, principles, standards and norms of behavior	10				-
102-18 Governance structure	23				-
102-40 List of stakeholder groups	15	-			
102-41 Collective bargaining agreements	55	-			
102-42 Identifying and selecting stakeholders	15	-			
102-43 Approach to stakeholder engagement	15	-			

GRI Standards	102-55 GRI content index	Page	Description and Omitted
GRI 102: General Disclosure 2016	102-44 Key topics and concerns raised	16	-
	102-45 Entities included in the consolidated financial statements	1	-
	102-46 Defining report content and topic boundaries	18	-
	102-47 List of material topics	17	-
	102-48 Restatement of information	2	-
	102-49 Changes in reporting	-	-
	102-50 Reporting period	2	-
	102-51 Date of most recent report	2	-
	102-52 Reporting cycle	2	-
	102-53 Contact point for questions regarding the report	2	-
	102-54 Claims of reporting in accordance with the GRI Standards	2	-
	102-55 GRI content index	76	-
102-56 External assurance	-	No third-party insurance in this year.	
Material Topics GRI 200 Economy 2016; GRI 300 Environment 2016/2018; GRI 400 Society 2016/2018			
Financial Performance			
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	18	-
	103-2 The management approach and its components	7	-
	103-3 Evaluation of the management approach		-
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	9	-
	201-4 Financial assistance received from government	-	-
Moral Integrity and Code of Conduct, Corporate Governance, Legal and Regulation Compliance, Innovation Management			
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	18	-
	103-2 The management approach and its components	21	-
	103-3 Evaluation of the management approach		-
GRI 205: Anti-corruption	205-3 Confirmed incidents of corruption and actions taken	-	No occurrence in 2020.
GRI 206: Anti-competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-	No occurrence in 2020.

GRI Standards	102-55 GRI content index	Page	Description and Omitted
GRI 307: Environmental Compliance	307-1 Non-compliance with environmental laws and regulations	-	No occurrence in 2020.
GRI 405: Diversity and Equal Opportunity	405-1-a Diversity of governance bodies	22	-
GRI 415: Public Policy	415-1 Political contributions	-	No occurrence in 2020.
GRI 416: Customer Health and Safety	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	-	No occurrence in 2020.
GRI 417: Marketing and Labeling	417-2 Incidents of non-compliance concerning product and service information and labeling	-	No occurrence in 2020.
	417-3 Incidents of non-compliance concerning marketing communications	-	No occurrence in 2020.
GRI 419: Socioeconomic Compliance	419-1 Non-compliance with laws and regulations in the social and economic area	-	No occurrence in 2020.
	Innovation management behavior	27	-
Risk Management, Information Security Management			
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	18	-
	103-2 The management approach and its components	19	-
	103-3 Evaluation of the management approach		-
	Risk management and information security management strategies and initiatives	22	-
Circular Economy, Climate Change and Carbon Management, Responsible Production and Consumption, Hazardous Substance Management, Environmental Policy and Management System			
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	15	-
	103-2 The management approach and its components	28	-
	103-3 Evaluation of the management approach		-
GRI 201: Economic Performance	201-2 Financial implications and other risks and opportunities due to climate change	36	-

GRI Standards	102-55 GRI content index	Page	Description and Omitted
GRI 301: Materials	301-1 Materials used by weight or volume	39	-
GRI 302: Energy	302-1 Energy consumption within the organization	30	-
	302-2 Energy consumption outside of the organization	-	GIGABYTE began to collect Scope 3 activity data and emission factors from suppliers, internal systems and secondary sources in 2015. These were all converted into GHG emissions due to the complexity of data types.
	302-3 Energy intensity	30	-
	302-4 Reduction of energy consumption	30	-
GRI 303: Water and Effluents	303-1 Interactions with water as a shared resource	31	-
	303-2 Management of water discharge-related impacts	-	GIGABYTE's main water source is domestic water, and discharges water in accordance with laws and regulations, without significant impact to the ecology.
	303-3 Water withdrawal	31	-
	303-4 Water discharge		-
	303-5 Water consumption		303-5-b.c.d
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	38	-
	305-2 Energy indirect (Scope 2) GHG emissions		-
	305-3 Other indirect (Scope 3) GHG emissions		-
	305-4 GHG emissions intensity		-
	305-5 Reduction of GHG emissions		-
	305-6 Emissions of ozone-depleting substances (ODS)	-	GIGABYTE's process and products have no ozone-depleting substances.
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	-	Not substantial sources of emissions to GIGABYTE.
GRI 306: Effluents and Waste	306-2 Waste by type and disposal method	32	-
	306-4 Transport of hazardous waste	-	GIGABYTE generated a total of 2,071.08 metric tons of waste in 2020, all disposed of by local legal disposal contractors.
GRI 307: Environmental Compliance	307-1 Non-compliance with environmental laws and regulations	-	No occurrence in 2020.

GRI Standards	102-55 GRI content index	Page	Description and Omitted
Sustainable Supply Chain Management, Conflict Minerals			
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	18	-
	103-2 The management approach and its components	44	-
	103-3 Evaluation of the management approach		-
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	45	-
GRI 407: Freedom of Association and Collective Bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	Low occurrence rate.
GRI 408: Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	-	Low occurrence rate.
GRI 409: Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	-	Low occurrence rate.
GRI 414: Supplier Social Assessment	414-2 Negative social impacts in the supply chain and actions taken	51	
-	Conflict Minerals Management Strategy and Effectiveness		
Occupational Health and Safety, Labor Relations, Talent Cultivation and Retention, Sustainability and Environmental Education, Ecological Conservation			
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	18	-
	103-2 The management approach and its components	53	-
	103-3 Evaluation of the management approach		-
GRI202: Market Presence	202-1-a Ratios of standard entry level wage by gender compared to local minimum wage	59	-
GRI 401: Employment	401-1 New employee hires and employee turnover	55 56	-
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	60	-
	401-3 Parental Leave	67	-

GRI Standards	102-55 GRI content index	Page	Description and Omitted
GRI 402: Labor/Management Relations	Minimum notice periods regarding operational changes	-	Notice 10 days before for service for more than 3 months and less than 1 year.
			Notice 20 days before for service for more than 1 year and less than 3 years.
Notice 20 days before for service for more than 1 year and less than 3 years	403-1 Occupational health and safety management system	62 64	-
	403-2 Hazard identification, risk assessment, and incident investigation		
	403-3 Occupational health services	65	-
	403-4 Worker participation, consultation, and communication on occupational health and safety	62	-
	403-5 Worker training on occupational health and safety	62	-
	403-6 Promotion of worker health	65	-
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	62	-
	403-8 Workers covered by an occupational health and safety management system	62	-
	403-9 Work-related injuries	64	-
	403-10 Work-related ill health	66	-
GRI 404: Training and Education	404-1 Average hours of training per year per employee	58	-
	404-2. a Programs for upgrading employee skills	57	404-2.b
	404-3 Percentage of employees receiving regular performance and career development reviews	59	-
GRI 405: Diversity and Equal Opportunity	405-1.a Diversity of governance bodies and employees	54	-
	405-2 Ratio of basic salary and remuneration of women to men	60	-
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	61	-
	Sustainability and environmental education and ecological conservation project	72	-

Appendix III. SASB Index

Topic and Code	Accounting Metric	Chapter or Explanation
Product Security		
TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	2.3 Risk Management
Employee Diversity and Inclusion		
TC-HW-330a.1	Percentage of gender representation for (1) management, (2) technical staff and (3) all other employees	SASB Statistics
Product Life Cycle Management		
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	GIGABYTE's products are 100% compliant with IEC 62474 declarable substances list.
TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	GIGABYTE's main products are components of system hardware (e.g. motherboards, graphics cards), so cannot obtain EPEAT and Energy Star certification which primarily aim at terminal electrical and electronic products.
TC-HW-410a.3	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria	
TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	SASB Statistics
Supply Chain Management		
TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP), or equivalent, by (a) all facilities and (b) high-risk facilities	SASB Statistics
TC-HW-430a.2	Tier 1 suppliers' (1) nonconformance rate with the RBA Validated Audit Process (VAP), or equivalent, and (2) associated corrective action rate for (a) priority nonconformances and (b) other nonconformances	100% of tier 1 suppliers passed the RBA VAP or equivalent audit process.
Materials Sourcing		
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	4.1.4 Conflicts Minerals Management Referring to the top 10 critical materials analysis published by the EPA in 2017 and the controlled conflict minerals, we defined Tin and Cobalt as critical materials and manage them in accordance with conflict minerals management measures.

SASB Statistics

TC-HW-330a.1

Percentage of gender representation for (1) management, (2) technical staff and (3) all other employees

	Male	Female
Management	13%	5%
Technical staff	40%	24%
All other employees	7%	11%
Total	60%	40%

TC-HW-410a.4

Weight of end-of-life products and e-waste recovered, percentage recycled

Total weight of recycled e-waste (metric tons)/Total weight of products sold (metric tons) = 698.948/19,256.22 = 3.63%

*All other wasted products were disposed of through qualified contractors in accordance with legal procedures.

TC-HW-430a.1.

Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP), or equivalent audit (customer managed audit, CMA), by (a) all facilities and (b) high-risk facilities

(a) Number of suppliers audited under CMA process by a third party/Number of suppliers with ongoing trading records = 42/254 = 16.5%

(b) Number of suppliers audited under CMA process by a third party/Number of high-risk suppliers = 42/42 = 100%

Appendix IV. TCFD Index

Core Element	Description	Recommended Disclosures		
Governance	Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the board's oversight of climate-related risks and opportunities.	b) Describe management's role in assessing and managing climate-related risks and opportunities.	
		3.2.1 Climate-related Management Organization	3.2.1 Climate-related Management Organization	
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2° C or lower scenario.
		3.2.2 Climate-related Risk Assessment and Management Strategy	3.2.3 Identification of Climate-related Risks and Opportunities	3.2.2 Climate Risk Assessment and Management Strategy
Risk Management	Disclose how the organization identifies, assesses, and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks.	b) Describe the organization's processes for managing climate-related risks.	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.
		3.2.2 Climate-related Risk Assessment and Management Strategy	3.2.2 Climate-related Risk Assessment and Management Strategy	3.2.3 Identification of Climate-related Risks and Opportunities
Metrics and Targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.
		3.2.2 Climate-related Risk Assessment and Management Strategy	3.2.4 Greenhouse Gas Inventory and Reduction Performance	3.2.4 Greenhouse Gas Inventory and Reduction Performance

Appendix V. Corrigendum of 2019 CSR Report

2019 CSR Report Chapter: 3.1.1 Environmental Management Performance > Energy Conservation > GIGABYTE Electricity-Saving Programs

Operation Base	Energy Conservation Project	Electricity Saving (Unit: KWh)		Energy Reduction (Unit: GJ)		Emission Reduction (Unit: t-CO ₂ e)	
		Original figure	Revised figure	Original figure	Revised figure	Original figure	Revised figure
Headquarters	Replacement of LED lighting	46,899,408	14,769.9	168,837.87	53.17	24,997.38	7.87
		Total	46,978,048	93,410	169,120.97	336.28	25,061.51

2019 CSR Report Chapter: 3.1.1 Environmental Management Performance > Water Resource Conservation > GIGABYTE Water Consumption in 2019

Unit: Megaliters

	Original figure	Revised figure
Total Water Withdrawal	294,412	294.41
Total Water Discharge	251,371	251.37
Total Water Consumption	43,041	43.04