

ch.1

Sustainable Development Commitment and Communication

1.1 Sustainable Development Promotion Goal and Strategy 1.2 Organization for Promoting Sustainable Development

1.1 Sustainable Development Promotion Goal and Strategy

1.1.1 SDGs X CSR Strategy Map

GIGABYTE adopted "Upgrade Your Life" as its core philosophy and hopes to apply our expertise in technology to bring a better life for all humanity. Even as we seek to expand on our market accomplishments, we know that sustainability is now a topic that no business can afford to ignore. We therefore looked at our current business operations and the degree of stakeholder concern to arrive at four sustainability visions: "Zero Disposal, Zero Pollution," "Transition to Low-Carbon Technology," "Sustainability Cycle and Sharing," and "Realization of Humanistic Values." These serve as our long-term goals in sustainable development and shape the value we expect to create - reduction in operational footprint, cultivation of innovation prowess, building of a friendly brand, and creation of shared value. These four response strategies to economic value and ESG form a complete sustainability roadmap.

In 2015, the United Nations established 17 Sustainable Development Goals that drew up a clear roadmap to sustainability for governments, businesses, non-profit organizations, and individuals. GIGABYTE adopted the methodology developed by SDG Compass to identify 6 high-priority goals and 3 voluntary goals most closely aligned with our core abilities. The core spirit of each goal was then incorporated into the 4 visions of our CSR strategy map, and the guiding principles were adjusted accordingly to ensure that every sustainability action was connected to the global consensus for co-prosperity. (For more detailed responses to SDG targets, please refer to the [GIGABYTE CSR Website](#))

6 Responding Goals with High Priority



3 Voluntary Responding Goals



Zero Waste & Zero Pollution x Transition to Low-carbon Technology x Sustainability Cycle and Sharing x Realization of Humanistic Values

Governance Aspect

- Sustainable Governance
- Integrity Management
- Risk Management

Economic Aspect

- Green Innovation
- Friendly Products
- Sustainable Supply Chain

Environmental Aspect

- Environmental Management
- Climate Change
- Resource Circulation







Social Aspect

- Happy Workplace
- Social Engagement
- Sustainability Promotion



We consider the Sustainability Report to be an effective method for reviewing the performance of our operational strategy and use it to determine whether the sustainability practices of GIGABYTE contribute to the realization of our sustainability vision. Therefore, each chapter in this report corresponds to the operating strategy for a core direction in the CSR roadmap, and all efforts are made to provide stakeholders with clear, accurate and comparable information. ✳Click on an operating strategy to review the corresponding chapter on GIGABYTE's sustainability initiatives.

CSR Strategy in Practice - Green Action Plan


The "Green Action Plan" was developed by GIGABYTE as our response to the three aspects of ESG and to realize our four sustainability visions. A target time frame divided into 3 phases was drawn up in 2009 based on the core philosophy of "Start from the Heart." A sustainable governance policy was created through the defining of standards and organizational behaviors; our operational environmental impacts are reduced through the installation of a sustainable eco-roof, the development of low-carbon products, and the promotion of packaging reductions; we cultivated sustainability awareness among employees through green activities such as seminars, environmental volunteer services and the Sustainability Fund. The GIGABYTE Green Action Plan entered Phase 3 in 2022. We continue to launch a variety of projects in response to our corporate mission of "Upgrade Your Life" to generate sustainability influence.

		2009~2015 Green Action Plan	Phase 1 2016~2018 2016 Green Action Plan 2.0	Phase 2 2019~2021	Phase 3 2022~	Long-term Target
Zero Waste Zero Pollution   	Environmental Impact from Operation	<ul style="list-style-type: none"> Inventory of total water consumption and waste production at each operating location 	<ul style="list-style-type: none"> Drew up the 333 Reduction Plan in 2015 to cut carbon emissions, water, and waste by 3% every year. Promoted a plastic reduction plan at the staff canteen of the Headquarters to progressively prohibit disposable straws and cutlery 	<ul style="list-style-type: none"> Launched a packaging reduction plan to reduce the use of disposable materials. 	<ul style="list-style-type: none"> Launched packaging reduction plan to reduce use of disposable materials. <p>Water reduction: ↓ 35.17% compared to 2010 Waste reduction: ↓ 11.99% compared to 2010</p>	<ul style="list-style-type: none"> Reduce water use by 20% in 2030 compared to 2010. Reduce waste generation by 50% in 2030 compared to 2010. Non-use of disposable packaging from 2030. Products contain no hazardous substances and have low impacts on the environment and human health. Product environmental reports are published promptly for mainstream products.
	Environmental Impact of Products	<ul style="list-style-type: none"> Enforced GIGABYTE Hazardous Chemical Substances Regulations (HCSR). 	<ul style="list-style-type: none"> Issued product environmental reports to disclose products' impacts on climate change, PM2.5, and land/water acidification through their life cycles. 	<ul style="list-style-type: none"> Continued to incorporate new requirements from international chemical regulations and updated HCSR. Updated the product environmental report in 2020 to incorporate management activities from each stage of the product life cycle; coefficient version updated in 2021 with data from the latest databases and product carbon footprint provided by suppliers. 	<ul style="list-style-type: none"> Continued to incorporate new requirements from international chemical regulations and updated HCSR to version 4.8. The product environmental report was updated and expanded in 2022 with environmental impact data for 16 products. Product composition, recycling ratio, and management actions during each stage of LCA were also added. <p>Hazardous substances exceeding standards: 0 sample in 2022 Published product environmental reports: 77</p>	
	Thousand Mile Trek – Go Green Taiwan	<p>Founded the GIGABYTE Go Green Club in 2015 and launched the Thousand Mile Trek–Go Green Taiwan project.</p>	<p>Organized 5-6 trips every year and reinforced internal promotion so that the employees could attach importance to environmental protection after taking action personally.</p>	<ul style="list-style-type: none"> Expanded social influence by partnering with youths from universities on environmental protection initiatives. Invited retired employees back to the environmental services to enrich their retirement and build cross-generational friendships. 	<ul style="list-style-type: none"> 35 journeys have been completed as of 2022. The project will complete the circumnavigation of the island on 2023 Earth Day. <p>Trekking distance: 1,106.76 km Removed trash: 15,722.38 kg</p>	
Transition to Low-Carbon Technology   	Climate Governance	<p>Participated in the CDP requested by customers and responded to the climate change questionnaire.</p>	<p>Responded to the supply chain module of CDP and was scored B (management level) between 2016 and 2018.</p>	<ul style="list-style-type: none"> The TCFD disclosure framework and SBTi configuration guide were used to re-design the path for alignment with international carbon reduction as well as refine our climate change response strategy and risk management measures. Continued to participate in CDP and make improvements to existing carbon management activities based on the scores from each year. The rating of A-(Leadership) was achieved twice between 2019 and 2021. 	<ul style="list-style-type: none"> Climate scenario analysis for the current year was conducted in accordance with the TCFD Guidance on Scenario Analysis for Non-Financial Companies. Responded to new CDP water security assessment survey and updated the water risk map for operating locations and the top hundred suppliers. <p>Scored A- (leadership level) in 2022 CDP Climate Change and had been surpassing the management level for 7 consecutive years Scored B (management level) in 2022 CDP Water Security</p>	<ul style="list-style-type: none"> Reduce carbon emissions by 50% in 2025 compared to 2009. GIGABYTE's carbon reduction targets meet the standard of Science-Based Targets (SBT). Strengthening internal innovation to achieve low-carbon technology transition, which then, in turn, contributes to the Company's environmental performance.

2009~2015 Green Action Plan / Phase 1 2016~2018 2016 Green Action Plan 2.0 / Phase 2 2019~2021 / Phase 3 2022~ / Long-term Target

<p>Transition to Low-Carbon Technology</p> 	<p>Greenhouse Gas Inventory and Reduction</p>	<p>Started annual GHG reduction inventory certified by a third-party.</p> <ul style="list-style-type: none"> ▪ Drew up the 333 Reduction Plan in 2015 to cut carbon emissions, water, and waste by 3% every year. ▪ Reached the emission target ahead of schedule in 2017, so reset a new target of reducing 50% of emissions by 2030 compared to the base year 2009. 	<ul style="list-style-type: none"> ▪ Advanced the target year of emission reduction target by 5 years to cutting 50% of emissions by 2025 compared to the base year 2009. ▪ Expanded scope of annual inventory to include 11 Scope 3 indirect GHG emission types. 	<p>Advanced the target year of emission reduction target by 5 years to cutting 50% of emissions by 2025 compared to the base year 2009.</p> <p>Emissions reduction: ↓ 42.99% compared to 2009</p>		
	<p>Sustainability Fund</p>			<p>A "Sustainability Fund" that will run for 6 years was officially launched in 2019. The new fund will be funded by annual energy savings into 3 categories: plant energy savings and reductions, low-carbon product proposals, and green projects.</p>	<p>Continued running the "Reduction Reward Program", providing incentives to factories and employees who implement reduction and meet the Group's reduction targets for plastic and packaging in order to encourage sustainability R&D and identify reduction hot spots within the Company.</p> <p>Accumulative proposals: 245 Estimated reduction performance: please refer to 3.1.2 Sustainability Fund and Reduction Reward Program</p>	
<p>Sustainability Cycle and Sharing</p> 	<p>Circular Economy Business Model</p>	<ul style="list-style-type: none"> ▪ Focused on after-sales service and repair yields to extend product lifetime and fulfill manufacturer responsibility. ▪ Set up recycling sites in each country to provide consumers with a convenient collection of e-waste. ▪ Provided recycling services for electronic products regardless of brand at all customer service centers in Taiwan. ▪ Founded Bestyield International in 2018 to focus on integrated reverse logistics services. 	<ul style="list-style-type: none"> ▪ Initiated the "Rent instead of Buy" business model to ensure 100% product recovery. ▪ Introduced resale of refurbished products and developed the out-of-season market to reduce wasted resources. ▪ Launched the Refurbished Product Certification and manufacturer warranty to enhance consumers' trust in the second-hand market and activated transactions. ▪ Bestyield International obtained BS 8001 Circular Economy certification. 	<ul style="list-style-type: none"> ▪ Continued to provide product repair services that extend the life cycle of electronic equipment. ▪ Active promotion of corporate leasing services and custom solutions for notebooks, servers and other products in recent years. ▪ Participation in public exhibitions to promote the circular economy philosophy to the general public. <p>Up to 123,000 products were refurbished in the past 3 years Won Outstanding Award at the 3rd Taiwan Circular Economy Awards</p>	<ul style="list-style-type: none"> ▪ Disclosure of environmental impacts on the life cycle of all products to increase the material recycling rate. ▪ Enhance suppliers' environmental management capabilities and develop circular design and environmental impact assessment systems. 	
	<p>Reduction. Sharing. Love the Earth Alliance</p>	<ul style="list-style-type: none"> ▪ Created a green cloud platform to lay the foundations for sustainable supply chain management. ▪ Implemented 4 zero-tolerance guidelines for suppliers to enforce labor human rights protection. 	<ul style="list-style-type: none"> ▪ Initiated the "Reduction. Sharing. Love the Earth Alliance" to encourage supplier partners to value and practice sustainable development. ▪ Held supplier conferences to share sustainability trends and strengthen links beyond business relations. 	<ul style="list-style-type: none"> ▪ Continue to promote the Alliance and track the reduction performance of Alliance partners; host supplier conferences to share international trends and sustainability information. ▪ A new tiered supplier management system was activated in 2021 to incorporate ESG assessment into procurement decisions. 	<ul style="list-style-type: none"> ▪ The existing supplier sustainability assessment questionnaire was integrated with the 333 Reduction questionnaire to become the "Integrated Sustainability Questionnaire" in 2022 to investigate the carbon, electricity, water, and waste reduction targets/data of suppliers. ▪ Hosted supplier sustainability education and training to forge a sustainable low-carbon supply chain. <p>Total alliance members: 130 companies Total tree-planting partners: 100 companies</p>	<ul style="list-style-type: none"> ▪ Continue promoting the Alliance and leading supply chain partners to balance development in environmental, social, human rights, and governance areas.
	<p>Cultivation of sustainability awareness among employees</p>	<ul style="list-style-type: none"> ▪ Hosted celebrity lectures regularly with professional speakers introducing sustainable development from a variety of perspectives such as food, ecology, health, and enterprise management. ▪ Organized "working holidays" where employees could learn about the importance of ecological conservation through services and environmental education in the local community. ▪ Sent educational articles responding to World Environment Day to make employees understand the world trend and how they could make contributions at an individual level. 		<ul style="list-style-type: none"> ▪ Launched the "The Ocean is Our Home" program by adopting Dayuan Beach in Taoyuan and committing to the long-term protection of the ocean. ▪ Hosted annual flea market to mobilize company employees, local community, and charities on circular reuse of materials. 	<ul style="list-style-type: none"> ▪ Continue to share articles on sustainability, and increase the diversity of internal activities. ▪ Promotion of sustainability courses at the Group level to strengthen our corporate green culture by cultivating the ESG awareness and sustainability character of employees. <p>Sustainability and environmental education hours: 101,419</p>	<ul style="list-style-type: none"> ▪ Tiered supplier management integrates ESG evaluations into procurement evaluations to consolidate the Company's sustainable value chain. ▪ Corporate culture and working procedures fully integrate sustainability awareness.

2009~2015 Green Action Plan / Phase 1 2016~2018 2016 Green Action Plan 2.0 / Phase 2 2019~2021 / Phase 3 2022~ / Long-term Target

<p>Realization of Humanistic Values</p> 	<p>Happy Workplace</p>	<p>Set up comprehensive software and hardware services, provide benefits and stipends, subsidized employee clubs, and emphasized the balanced development of employees' work, family, and life.</p>	<ul style="list-style-type: none"> Obtained Sporting Enterprise Certification by the Sport Administration and promoted healthy diets and regular exercise. Implemented health exams that exceeded statutory requirements and progressively enforced tracking of the employees who did not take health exams. 	<ul style="list-style-type: none"> Set up a tiered management plan for employee health risk and provided employees classified as high-risk level with subsidies for further medical treatment. Increased welfare points, provided parental subsidies, and distribute epidemic prevention stipends. Implemented disaster prevention drills, improved the working environment, strengthened EAP functions to spare no effort to protect employees' physical/mental health and safety. 	<ul style="list-style-type: none"> Promotion of health management incentive mechanism to encourage employees take early action on risk factors for chronic illness. Joined the Family-Friendly Enterprise Alliance and promoted work-family balance for employees through the organizing of parenting seminars and group courses. Implemented the "Workplace Maternal Health Protection Plan" to create a friendly workplace for female employees and maternal health. <p>Please refer Chapter 5 Happy Workplace for detailed outcomes</p>	
	<p>Digital Inclusion and Equitable Society</p>	<p>Continued to promote the Secret to Computers, Bring Technology to Campus, and G-Design Contest to cultivate students' interest in computers and hands-on experience.</p>	<ul style="list-style-type: none"> The Digital Love was renamed GIGABYTE Senior Academy in 2017 and its target learners expanded from seniors and housewives to foreign spouses and adults with rare illnesses. Opened smartphone classes to help the disadvantaged connect with the latest technologies. 	<ul style="list-style-type: none"> Launched the "Computer Doctor" course to reveal the secrets of waste electronics reclamation from a circular economy perspective. Set up Fun Play with IoT Summer Camp that introduces children to the design thinking process and trains their problem-solving skills. 	<ul style="list-style-type: none"> Signed MOU on industrial-university collaboration with schools to build a hall of technology education in New Taipei City. Hosted training workshops for instructors on TRIZ and invention as well as children's creativity competition to promote creative thinking. <p>Technology education: 71,792 participants G-Design Contest hosted for 20 consecutive years</p>	<ul style="list-style-type: none"> Listen intently to employee needs to build a truly inclusive and equitable happy workplace. Use corporate philanthropy as the basis for enlarging digital inclusion and youth empowerment. Serve as the advocate and practitioner of sustainable eco-roof philosophy to promote urban habitability and ecological inclusion. Implement climate education to cultivate climate citizenship among the next generation.
	<p>Tree Planting x Community Ecological Education</p>	<p>Partnered with the Plant-for-the-Planet Foundation from Germany, committed to planting 75,000 trees and holding 5 sessions of Plant-for-the-Planet Academies in Taiwan, and in the meanwhile supported the cultivation of climate justice ambassadors in developing countries.</p>	<ul style="list-style-type: none"> Adopted afforestation lands in Pinglin and mobilized employees, supplier partners and customers to plant trees in person for cultivating ecological conservation and awareness. Hosted 5 Plant-for-the-Planet Academies in Taiwan and cultivated climate justice ambassadors and university volunteers. Developed and implemented sustainability and climate education courses for elementary schools. 	<ul style="list-style-type: none"> Continued to adopt forest land in Pinglin to protect the local ecology of operating locations. Partnered with the Plant-for-the-Planet Foundation from Germany again to continue supporting voluntary tree planting, eco-conservation, and local empowerment. <p>Cumulative Trees planted: 92,524</p>		
	<p>G-HOME GIGABYTE Sustainability Eco-Rooftop</p>	<ul style="list-style-type: none"> Introduced Social Return on Investment (SROI) tool to quantify benefits of G-HOME. Obtained Environmental Education Facility and Field Certification by EPA and offered 2 environmental education courses. 	<p>Continued to organize and refine environmental education courses while actively reaching out to the industry, government, and academia to expand the influence of roof greening.</p>	<ul style="list-style-type: none"> No course opened in 2022 in due to COVID-19. The environmental education facility certification of G-HOME Eco-Rooftop expired in June 2022. 		

1.1.2 Stakeholder Communication and Engagement

GIGABYTE knows that sustainability cannot be achieved overnight. In addition to company operations and the market environment, we must also pay attention to stakeholder opinions and feedback. For this reason, we actively respond to topics of stakeholder concern in order to maximize the sustainability value. The AA1000 Stakeholder Engagement Standard was used as a guide for internal team discussions by the Sustainable Development Office to identify 7 key stakeholders: Employees, Investors, Customers, Suppliers, Communities/Non-profit Organizations/Schools, Government, and the Media. Appropriate methods of communication were devised for each stakeholder based on their particular attributes. Relevant information was also provided in a timely manner in accordance with domestic and overseas trends in sustainability topics to ensure a transparent and accurate response to all groups affected by GIGABYTE operations.

Stakeholder	Concerned Material Issues	Communication Channel and Frequency		Corresponding Chapter
Employee	<ul style="list-style-type: none"> Moral integrity and code of conduct Corporate governance Talent cultivation and retention Occupational health and safety Human rights, equality, and diversity 	Regular	<ul style="list-style-type: none"> Labor-management meetings/Occupational health and safety committee Employee satisfaction survey 	Chapter 2 Sustainability Governance Chapter 5 Happy Workplace
		Ad hoc	<ul style="list-style-type: none"> Departmental work meetings Education and training/Practice drill Employee Assistance Plan (EAP) Events and seminars Internal/external website announcements and e-newsletters 	
Investor	<ul style="list-style-type: none"> Financial performance Moral integrity and code of conduct Legal and regulation compliance Corporate governance Brand management Risk management Information security management 	Regular	<ul style="list-style-type: none"> Annual shareholders' meeting and annual report Participation in Corporate Governance Evaluation Publication of sustainability reports Sustainability-related assessments in response to investor requirements 	Overview of GIGABYTE Chapter 2 Sustainability Governance
		Ad hoc	<ul style="list-style-type: none"> Communication meeting and investor conference Publication of information on The Market Observation Post System or GIGABYTE official website 	
Customer	<ul style="list-style-type: none"> Risk management Customer relationship management Information security management Climate change and carbon management Circular economy Sustainable supply chain management Conflict minerals 	Regular	<ul style="list-style-type: none"> Annual customer satisfaction survey Annual response to the CDP questionnaire 	Chapter 2 Sustainability Governance Chapter 3 Green Production Chapter 4 Sustainable Value Chain
		Ad hoc	<ul style="list-style-type: none"> Audit and requirements from customers Customer technical conferences Online support system and platform Response to sustainability-related questionnaires required by customers 	
Supplier	<ul style="list-style-type: none"> Legal and regulation compliance Moral integrity and code of conduct Corporate governance Sustainable supply chain management Occupational health and safety Responsible production 	Regular	<ul style="list-style-type: none"> Regular supplier audit/sustainability evaluation Annual supplier conference Conflict minerals investigation 	Chapter 2 Sustainability Governance Chapter 3 Green Production Chapter 4 Sustainable Value Chain
		Ad hoc	<ul style="list-style-type: none"> Business review meeting Explanation of environmental safety and health as well as CSR Supplier sustainability education and training Updating and publication of GIGABYTE's "Harmful Chemical Substance Regulations (HCSR)" 	

Stakeholder	Concerned Material Issues	Communication Channel and Frequency		Corresponding Chapter
Community /Non-profit Organization / School	<ul style="list-style-type: none"> ▪ Circular economy ▪ Pollution prevention ▪ Green consumption ▪ Ecological conservation ▪ Talent cultivation and retention 	Ad hoc	<ul style="list-style-type: none"> ▪ Hosting of technology competition or talent development class ▪ Co-organizing of environmental and technological education activities ▪ Participation in the Corporate Disaster Prevention Association of New Taipei City ▪ Participation in related organizations and forums ▪ Inviting communities and NGOs to participate in activities 	Chapter 3 Green Production Chapter 5 Happy Workplace Chapter 6 Social Common Good
Government	<ul style="list-style-type: none"> ▪ Corporate governance ▪ Legal and regulation compliance ▪ Risk management ▪ Climate change and carbon management 	Ad hoc	<ul style="list-style-type: none"> ▪ Official correspondence ▪ Participation in meetings ▪ Participation in industry and government activities ▪ Support of policy initiatives with the core corporate capabilities ▪ Participation in the Corporate Governance Evaluation and submit ESG data to the Market Observation Post System 	Publish sustainability reports and provide regulators with accurate and complete nonfinancial disclosure.
Media	<ul style="list-style-type: none"> ▪ Company's operating performance ▪ Company's sustainability initiatives 	Ad hoc	<ul style="list-style-type: none"> ▪ Press conference ▪ Press release ▪ Interview ▪ Topical reporting 	Publish sustainability reports and provide media partners with accurate and complete non-financial disclosure.

1.1.3 Identification of Material Topics

Sustainability topics are periodically updated by GIGABYTE based on international sustainability guidelines and trends, business goals, benchmark enterprises, and material topics in the industry. We identified 27 material topics in 2022 after adjusting the topics "Responsible Production and Consumption" and "Hazardous Substance Management" from the previous year to become "Responsible Production" and "Green Consumption."

Once the stakeholder groups have been ascertained, we use questionnaire surveys to collect their opinions. The respondents' degree of concern on each topic as well as the perceived impact on the economy, environment, society, and human rights were then used to draw the Material Topics Matrix. In 2022, we picked out 6 highly material topics for priority in disclosure. The corresponding management policies and initiatives were also disclosed in the report. Appropriate disclosure is also provided for the remaining 15 moderately material topics based on the degree of stakeholder concern and impact on operations. Changes from last year included the downgrading of "Corporate Governance" and "Risk Management" from highly material to moderately material topics, while "Financial Performance" was upgraded from moderate to highly material.



● Identification Process of Material Topic

IDENTIFICATION

The identification process was conducted in accordance with the GRI Standards, SASB Standards, ISO 26000 Guidance on Social Responsibility, Corporate Vision and Code of Conduct, international current affairs, UN Global Compact, stakeholder engagement topics, Sustainable Development Goals, as well as the latest trending domestic/international topics.

27 Sustainability Issues

ANALYSIS

Through internal seminars, annual supplier sustainability evaluations, external projects, and the CSR website, we investigate the degree of stakeholder concern on material topics. Senior executives above the grade of manager as well as an internal team from the Sustainable Development Office also took part in assessing the impact of material topics on the four operational factors and the economy, environment, society, and human rights.

269 valid responses to questionnaires from stakeholders
24 employees and managers took part in the impact assessment for material topics

CONFIRMATION

The questionnaire responses were compiled, and an annual materiality matrix was drawn up based on the stakeholders' degree of concern for material topics as well as the impact of the material topics on 4 operational factors and the economy, environment, society, and human rights aspects. Finally, the Sustainable Development office discussed the accuracy and completeness of the matrix and analysis.

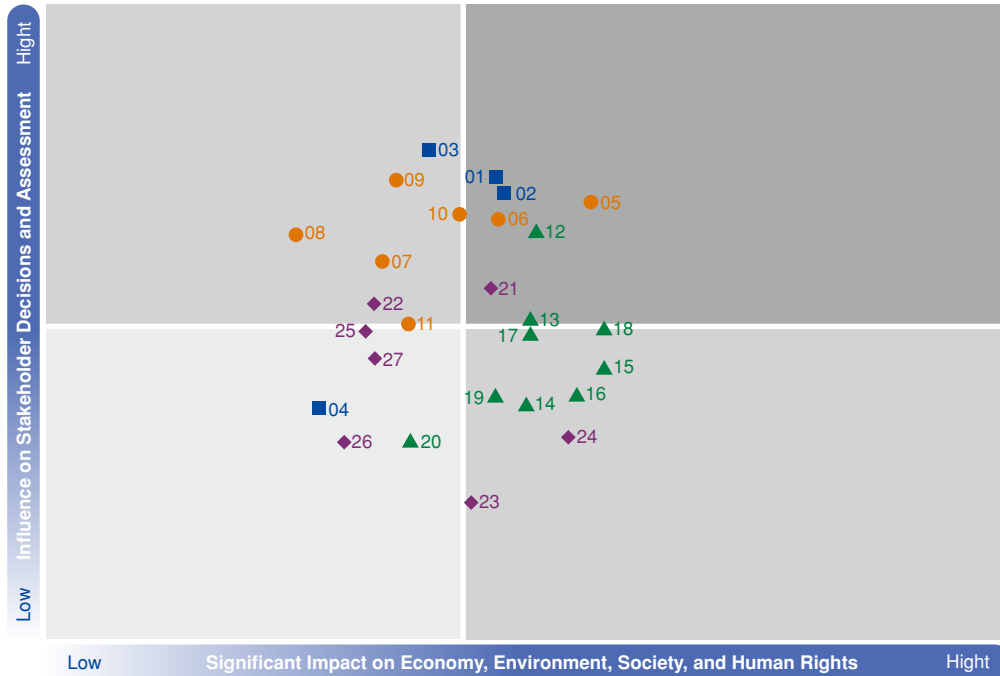
6 highly material topics
15 moderately material topics

EXAMINE

The Report editorial team regularly examines and evaluates the appropriateness of material topics and, if necessary, immediately amends the identification process of material topics and stakeholders.



● 2022 GIGABYTE Material Topics Matrix



	Governance Aspect	Economic Aspect
Highly Material Topics	01 Moral integrity and code of conduct 02 Legal and regulation compliance	05 Sustainable supply chain management 06 Financial performance
Moderately Material Topics	03 Corporate governance	07 Risk management 08 Information security management 09 Customer relationship management 10 Brand management
Low Material Topics	04 Stakeholder communication and complaint processing	11 Innovation management

	Environmental Aspect	Social Aspect
Highly Material Topics	12 Climate change and carbon management	21 Occupational health and safety
Moderately Material Topics	13 Environmental policy and management system 14 Energy management 15 Responsible production 16 Green consumption 17 Pollution prevention 18 Circular economy 19 Ecological conservation	22 Talent cultivation and retention 23 Human rights, equality, and diversity 24 Conflict minerals
Low Material Topics	20 Water resource management	25 Labor relations 26 Social engagement and technology care 27 Sustainability and environmental education

1.1.4 Material Topics and Impact Boundaries

To help stakeholders understand the impacts of each material topic on the company, the overall value chains, the environment, and society, we elaborate a matrix table to present the direct impacts and indirect impacts each material topic may cause.

[●] Direct Impact: The topic has a direct impact on the Boundary.

[○] Indirect Impact: The topic has an indirect impact on the Boundary or is related to the Boundary because of commercial activities.

Material Topics	Highly Material Topics							
	Internal Boundary	External Boundary				Corresponding GRI Topic	Corresponding SASB standards	Corresponding Chapter
	GIGABYTE and Subsidiaries	Supply Chain	Customers/Consumers	Environment	Society			
Moral Integrity and Code of Conduct	●	○	●		○	Self-defined topic		2.1 Integrity Management and Legal and Regulation Compliance
Legal and Regulation Compliance	●	○	○	●	●	GRI 2-27		2.1 Integrity Management and Legal and Regulation Compliance
Sustainable Supply Chain Management	●	●	○	○	○	Procurement practices (204) Supplier social assessment (414)	TC-HW-430a.1 TC-HW-430a.2	Chapter 4 Sustainable Supply Chain anagement
Financial Performance	●					Economic performance (201)		Overview of GIGABYTE
Climate Change and Carbon Management	●	○	○	●	○	Emissions (305)		3.2 Climate Change Mitigation and Adaptation
Occupational Health and Safety	●					Occupational health and safety (403)		5.3.1 Environmental Health and Safety

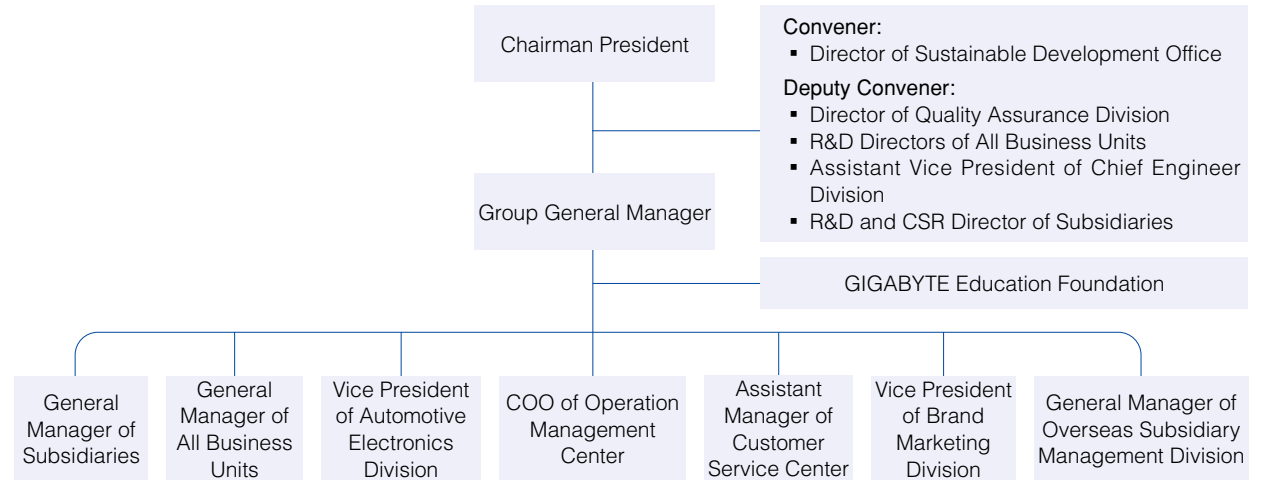
Material Topics	Moderate Material Topics							
	Internal Boundary	External Boundary				Corresponding GRI Topic	Corresponding SASB standards	Corresponding Chapter
	GIGABYTE and Subsidiaries	Supply Chain	Customers/ Consumers	Environment	Society			
Corporate Governance	●	○	○			GRI 2		2.2 Corporate Governance
Risk Management	●	●	●	○	○	Self-defined topic		2.3 Risk Management
Information Security Management	●	●	●			Self-defined topic	TC-HW-230a.1	2.3 Risk Management
Customer Relationship Management	●	○	●			Self-defined topic		4.2 Customer Relations Management
Brand Management	●	○	○			Self-defined topic		Overview of GIGABYTE
Environmental Policy and Management System	●	○		●	○	GRI 2-27		3.1 Environmental Management
Responsible Production	●	●	○	●		Self-defined topic		3.3 Responsible Production
Green Consumption	●	●	●	●		Self-defined topic		3.3 Responsible Production
Energy Management	●	○		●	○	Energy (302)		3.1.1 Environmental Management Performance
Pollution Prevention	●	○	○	●	○	Waste (306)		Chapter 3 Green Production
Circular Economy	●	○	○	●		Self-defined topic	TC-HW-410.4	3.3.2 Circular Economy
Ecological Conservation	●			●	○	Self-defined topic		6.2 Cultivation of Sustainability Thinking and Environmental Care
Talent Cultivation and Retention	●				○	Training and education (404)	TC-HW-330.1	5.1 Human Resource Management and Talent Cultivation
Human Rights, Equality, and Diversity	●	○			○	GRI 3		5.2 Human Rights Commitment and Diversity Communication
Conflict Minerals	●	●			○	Supplier Social Assessment (414)	TC-HW-440a.1	4.1.3 Conflict Minerals Management

1.2 Organization for Promoting Sustainable Development

The "GIGABYTE Green Sustainable Development Committee" is the top decision-making and implementation committee for sustainable development matters at GIGABYTE. The Committee is chaired by Chairman Dandy Yeh, with the person-in-charge of the Sustainable Development Office serving as the convener. Meeting participants comprise the heads and responsible personnel for each business group, subsidiary, and subordinate department. A meeting is convened every 1-2 months, during which each organizational representative reports on sustainability, environmental, product regulations, and trends. Response strategies are also proposed so that GIGABYTE can respond to international developments in a timely manner.

The agenda and conclusions of monthly meetings are periodically reported to the President Office during GIGABYTE central meetings. The yearly outcomes of implemented sustainable development actions and an executive plan for the next year are also reported to the board of directors to effectively integrate the corporate governance policies with sustainable development trends. We hope GIGABYTE can always lead the way in implementing sustainable corporate development.

● GIGABYTE Green Sustainable Development Committee



2022 Committee Focus

The CSR Committee tracks and reviews product regulations on chemicals and hazardous substances every year. Besides, the heads of each BU also report on important policies and reforms related to sustainability as well as the performance and accomplishments of their sustainability projects to ensure that GIGABYTE can respond in advance to changing trends and adjust our strategy and direction when necessary.

Environmental and Harmful Chemical Substance Regulations

- Maintain the product part no. database
- Update harmful substance regulations such as REACH and RoHS directive
- Draft of the 65 California product declaration documents and Group POPs declarations
- Investigate product compliance with Japan's JIS Standard and France's Mineral Oil legislation
- Recommend eliminating all PFAS use in products
- Update GIGABYTE Harmful Chemical Substance Regulations (HCSR) to version 4.8

Reporting of Sustainability Performance and Highlights

- Promote "Reduction. Sharing. Love the Earth" Alliance Coastal Cleanup events
- Promote supplier training courses on greenhouse gas inventory
- Manage high-risk suppliers
- Introduce the Group's ESG courses
- Present the outcomes of annual supplier sustainability evaluation

