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01 Sustainable Development Commitment and Communication

1.1 Sustainable Development Promotion Goal and Strategy   1.2 Stakeholders and Material Topics

1.1 Sustainable Development Promotion Goal and Strategy

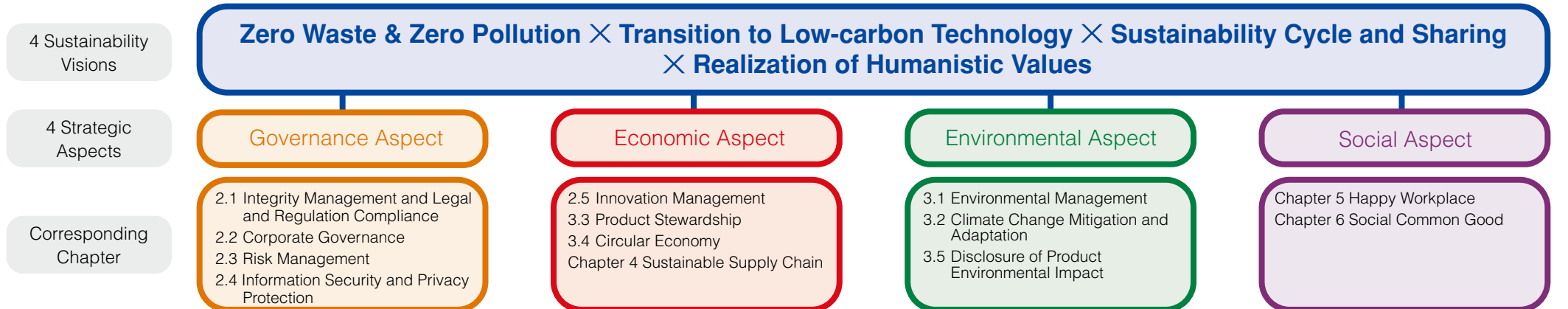### 1.1.1 SDGs X CSR Strategy Map

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 Waste, 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)

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.

voluntary response

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

4 Strategic Aspects	Governance Aspect	Economic Aspect	Environmental Aspect	Social Aspect
Corresponding Chapter	2.1 Integrity Management and Legal and Regulation Compliance 2.2 Corporate Governance 2.3 Risk Management 2.4 Information Security and Privacy Protection	2.5 Innovation Management 3.3 Product Stewardship 3.4 Circular Economy Chapter 4 Sustainable Supply Chain	3.1 Environmental Management 3.2 Climate Change Mitigation and Adaptation 3.5 Disclosure of Product Environmental Impact	Chapter 5 Happy Workplace Chapter 6 Social Common Good

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CSR Strategy in Practice - Green Action Plan

The "Green Action Plan" was developed by GIGABYTE as our response to economic, environmental, and social issues 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 was in Phase 3 in 2023. 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	▪ Inventory of total water consumption and waste production at each operating location.	▪ Drew up the 333 Reduction Plan in 2015 to cut water use 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.	▪ Launched a packaging reduction plan to reduce the use of disposable materials.	▪ Launched a packaging reduction plan to reduce the use of disposable materials. Water reduced by 35.99% in 2023 compared to 2010 Waste reduced by 0.18% in 2023 compared to 2010	▪ 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	▪ Enforced GIGABYTE Hazardous Chemical Substances Regulations (HCSR).	▪ Issued product environmental reports to disclose products' impacts on climate change, PM2.5, and land/water acidification through their life cycles.	▪ 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.	▪ Continued to incorporate new requirements from international chemical regulations and updated HCSR to version 4.9. ▪ The product environmental report was updated and expanded in 2022 with environmental impact data for 16 impact aspects. Product composition, recycling ratio, and management actions during each stage of LCA were also added. Hazardous substances excessing standards: 0 sample in 2023. Published product environmental reports: 90	
	Thousand Mile Trek – Go Green Taiwan	Founded the GIGABYTE Go Green Club in 2015 and launched the Thousand Mile Trek – Go Green Taiwan project.	Organized 5-6 trips every year and reinforced internal promotion so that the employees could attach importance to environmental protection after taking action personally.	▪ 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.	▪ On 2023 Earth Day, the Chairman personally led the final leg of the round-island trek to mark the culmination of the project. ▪ Island hopping for the follow-on "Go Green Taiwan - Thousand-Mile Dream 2.0" was launched in October 2023.	
Transition to Low-Carbon Technology	Climate Governance	Participated in the CDP requested by customers and responded to the climate change questionnaire.	Responded to the supply chain module of CDP and was scored B (management level) between 2016 and 2018.	▪ 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.	▪ 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 survey and updated the water risk map for operating locations and the top hundred suppliers. Scored A- (leadership level) in 2023 CDP Climate Change and had been surpassing the management level for 8 consecutive years. Scored B (management level) in 2023 CDP Water Security.	▪ 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 a low-carbon technology transition, which then, in turn, contributes to the Company's environmental performance.
	Greenhouse Gas Inventory and Reduction	Started annual GHG reduction inventory certified by a third-party.	▪ Drew up the 333 Reduction Plan in 2015 to cut carbon emissions 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.	▪ 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 categories.	▪ Scope 3 emissions inventory obtained a third-party verification. ▪ Advanced the target year of emission reduction target by 5 years to cutting 50% of emissions by 2025 compared to the base year 2009. Emissions reduced by 43.95% compared to 2009	

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		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
Sustainability Cycle and Sharing	**Sustainability Fund**			A "Sustainability Fund" that will run for 6 years was officially launched in 2019. It is budgeted from annual energy savings and provides rewards to 3 categories: plant energy savings and reductions, low-carbon product proposals, and green projects.	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. Proposals submitted in 2023: 81 Accumulative proposals to date: 326 Estimated reduction performance: please refer to 3.1 Environmental Management	• 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. • Continue promoting the Alliance and leading supply chain partners to balance development in environmental, social, human rights, and governance areas. • 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.
	Circular Economy Business Model	• 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.	• 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.	• 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. Avoided 794.8 tons of e-waste in 2023 Bestyield International became a member of the Taiwan Circular Economy 100 (TCE100) and won 3rd place in the sustainability category of the Longterm Smile Award in 2023	
	Reduction. Sharing. Love the Earth Alliance	• 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.	• 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.	• 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.	• 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. 333 Reduction was supported by 41 suppliers in 2023, bringing the total to date to 143 suppliers Tree planting was supported by 33 partners in 2023, bringing the total to date to 100 partners	
	Cultivation of sustainability awareness among employees	• 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 trends and how they could make contributions at an individual level.	• 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.	• 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. Sustainability and environmental education hours in 2023: 11,927 Accumulated hours to date: 115,303	

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		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
Realization of Humanistic Values	**Happy Workplace**	▪ 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.	▪ 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.	▪ 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 distributed epidemic prevention stipends. ▪ Implemented disaster prevention drills, improved the working environment, and strengthened EAP functions to spare no effort to protect employees' physical/mental health and safety.	▪ Promotion of health management incentive mechanism to encourage employees to 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. Please refer to Chapter 5 Happy Workplace for detailed outcomes.	▪ Listen intently to employees' 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.
	Digital Inclusion and Equitable Society	▪ 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.	▪ 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.	▪ 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.	▪ 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. Number of participants in technology education in 2023: 6,868 Total participants to date: 112,868 G-Design Contest hosted for 21 consecutive years	
	Tree Planting x Community Ecological Education		▪ 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.	▪ Adopted afforestation lands in Pinglin and mobilized employees, supplier partners, and customers to plant trees in person to cultivate 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.	▪ 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. Trees planted in 2023: 9,375 Cumulative Trees planted to date: 101,899	
	G-Home GIGABYTE Sustainability Eco-Rooftop	▪ Constructed GIGABYTE G-Home Sustainable Eco-rooftop as an environmental-friendly building.	▪ Introduced Social Return on Investment (SROI) tool to quantify the benefits of G-HOME. ▪ Obtained Environmental Education Facility and Field Certification by EPA and offered 2 environmental education courses.	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.	▪ The environmental education facility certification of G-HOME Eco-Roof expired in June 2022.	

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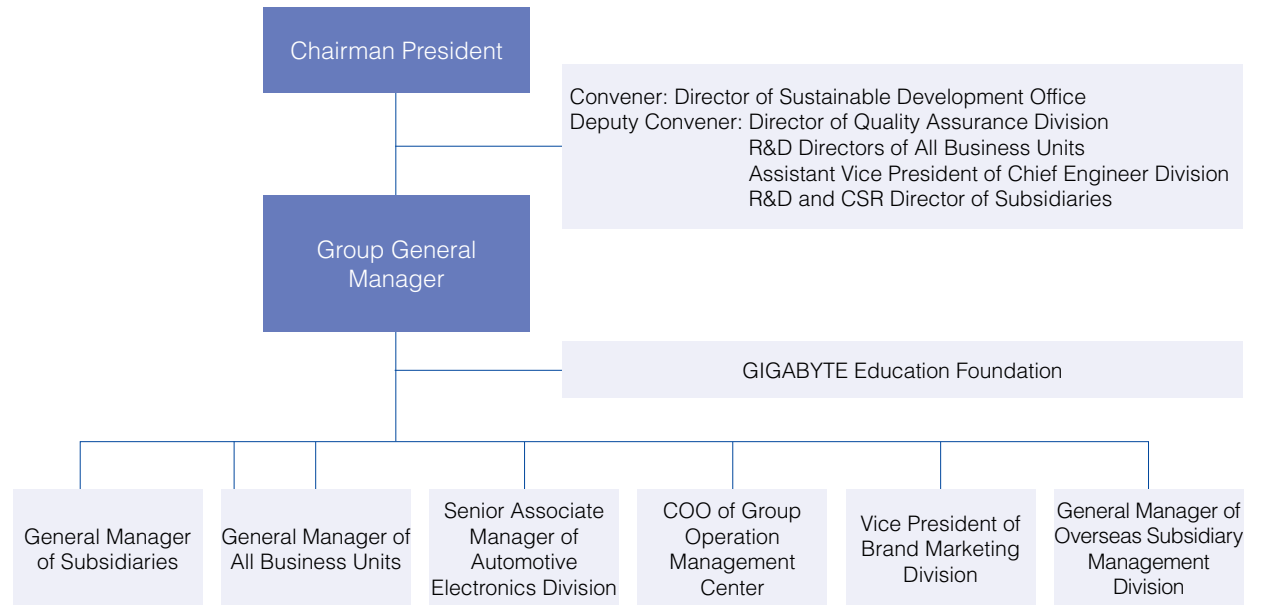## 1.1.2 Organization for Promoting Sustainable Development

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 sustainability progress for the year and the development plan for next year must be reported at least once a year to the Board of Directors. The Board assesses the sustainability of the strategy and asks the Committee to make adjustments necessary. This helps to promote the integration of the Company's Governance Policy and Sustainable Development Plan. We hope GIGABYTE can always lead the way in implementing sustainable corporate development.

2023 Committee Focus

The Committee tracks and reviews relevant regulations every year. In addition, 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. 8 meetings were convened in 2023.

- GIGABYTE Green Sustainable Development Committee

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Chairman President
    │
Group General Manager
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Convener: Director of Sustainable Development Office
Deputy Convener: Director of Quality Assurance Division
R&D Directors of All Business Units
Assistant Vice President of Chief Engineer Division
R&D and CSR Director of Subsidiaries

GIGABYTE Education Foundation

- General Manager of Subsidiaries
- General Manager of All Business Units
- Senior Associate Manager of Automotive Electronics Division
- COO of Group Operation Management Center
- Vice President of Brand Marketing Division
- General Manager of Overseas Subsidiary Management Division

Environmental and Harmful Chemical Substance Regulations

- Set 2023 hazardous substance management targets
- Update harmful substance regulations such as REACH and RoHS directive
- Response to France's mineral oil legislation
- Update EU/US regulations on Per- and polyfluoroalkyl (PFAS) substances
- Australian restrictions on EPS in packaging
- Update the EU battery legislation
- Update GIGABYTE Harmful Chemical Substance Regulations (HCSR) to version 4.9

Reporting of Sustainability Performance and Highlights

- Product packaging analysis and recommended strategies
- PFAS Content of Group products, parts and components
- Explanation of programs such as Returning Trees to the Planet and Sustainability Fund
- Promote "Reduction. Sharing. Love the Earth" Alliance activities
- Explanation of 2023 S&P Global CSA Sustainability Evaluation
- High-risk suppliers, conflict minerals management
- Introduce the Group's ESG courses
- Group GHG inventory planning
- Explanation of "Intelligent Circular and Low-Carbon Supply Chain Management Plan"
- Present the outcomes of the annual supplier sustainability evaluation

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1.2 Stakeholders and Material Topics

1.2.1 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.

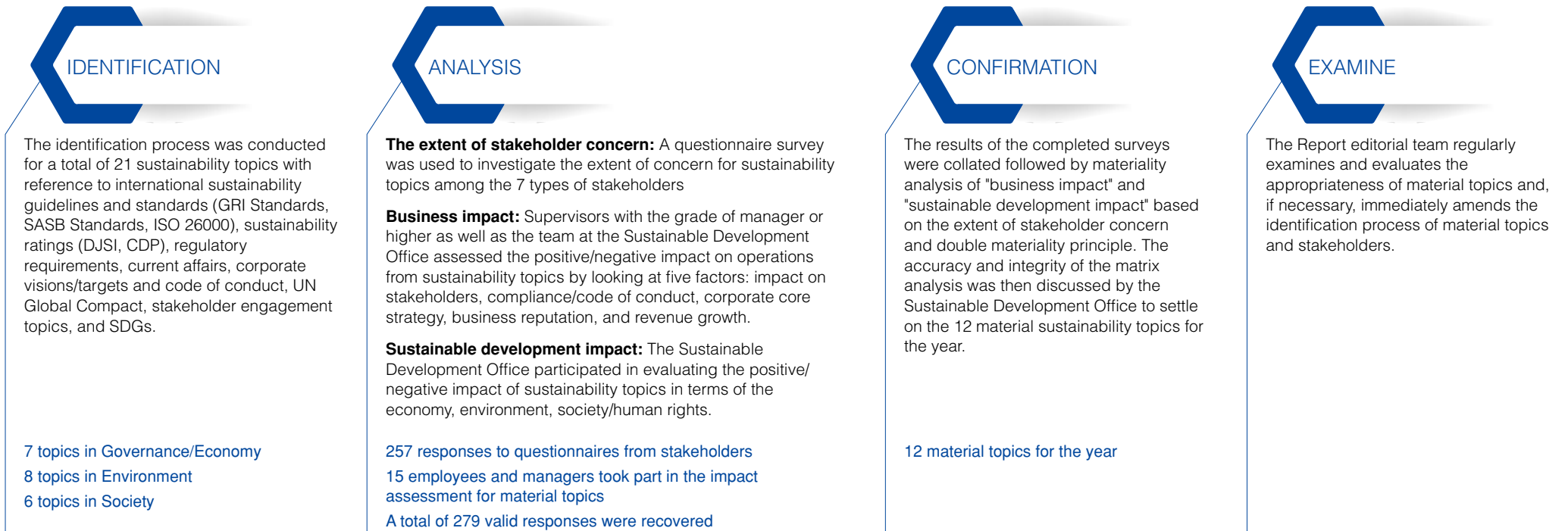| Stakeholder	Objective of Engagement	Concerned Material Issues	Communication Channel and Frequency		Engagement Outcomes in 2023	Corresponding Chapter
Employee	▪ Value employee communication and development ▪ Provide comprehensive, diverse and inclusive measures for work-life balance	▪ Occupational health and safety ▪ Talent Recruitment and Retention ▪ Talent Cultivation and Development ▪ Labor Communication ▪ Equality and Diversity	Regular	• Labor-management meetings/Occupational health and safety committee • Employee satisfaction survey	▪ Held statutory labor-management meetings and occupational health and safety committee meetings ▪ EAP consultation services were used 277 person-times with an average satisfaction rating of 4.74 (out of 5). ▪ Education and training totaled 97,840 hours or an average of 10.22 hours per person ▪ Career-related articles shared: 22 articles at the Supply Station for Career, and 19 articles through the Supply Station for Managers ▪ The Website was viewed 32,437 times during the year	Chapter 2 Sustainbility Governance Chapter 5 Happy Workplace
			Ad hoc	• Departmental work meetings • Education and training/Practice drill • Employee Assistance programs (EAP) • Events and seminars • Internal/external website announcements and e-newsletters		
Investor	Transparently disclose operating and financial information while continuing to maximize shareholder returns	▪ Corporate governance ▪ Moral integrity and code of conduct ▪ Innovation management ▪ Climate strategy and risk management ▪ Supply chain environmental and social impact management ▪ Talent recruitment and retention ▪ Occupational health and safety	Regular	• Annual shareholders' meeting and annual report • Participation in Corporate Governance Evaluation • Publication of sustainability reports • Sustainability-related assessments in response to investor requirements	▪ Hosted annual shareholders' meeting in June ▪ Hosted 2 institutional investor conferences ▪ Filled out CDP in response to investors' requirements and was scored A- for climate and B for supplier engagement rating ▪ Took part in the S&P Global Corporate Sustainability Assessment (CSA) with the total ESG score in 2023 improved by 9 compared to 2022	Overview of GIGABYTE Chapter 2 Sustainability Governance
			Ad hoc	• Communication meetings and investor conference • Publication of information on The Market Observation Post System or GIGABYTE official website		
Customer	Provide customers with innovative and high-quality products that improve customer satisfaction, help customers achieve their target and realize growth together	▪ Customer relationship management ▪ Information security and privacy protection ▪ Climate strategy and risk management ▪ Supply chain environmental and social impact management	Regular	• Annual customer satisfaction survey • Annual response to the CDP questionnaire	▪ The customer satisfaction score of the Service Center was 98.6% ▪ Filled out CDP in response to customers' requirements and was scored A- for climate and B for supplier engagement rating	Chapter 2 Sustainability Governance Chapter 3 Green Production Chapter 4 Sustainable Value Chain
			Ad hoc	• Audit and requirements from customers • Customer technical conferences • Online support system and platform • Response to sustainability-related questionnaires required by customers		

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Stakeholder	Objective of Engagement	Concerned Material Issues	Communication Channel and Frequency		Engagement Outcomes in 2023	Corresponding Chapter
Supplier	Promote sustainable supply chain management measures and forge resilient supply chain	• Supply chain environmental and social impact management • Moral integrity and code of conduct • Corporate governance • Information security and privacy protection • Occupational health and safety	Regular	• Regular supplier audit/sustainability evaluation • Annual supplier conference • Conflict minerals investigation	▪ Sustainability evaluation surveys issued to 120 suppliers, to which the procurement amount accounted for 85.68% of total procurement ▪ 55 suppliers responded on environmental performance. Among them, the number of suppliers achieving in reducing emissions, water use, and waste generation by at least 3% per year were 35, 28, and 23 respectively ▪ Hosted 1 supplier conference that was attended by 98 representatives from 63 suppliers ▪ Conducted conflict minerals survey to 508 suppliers with a CMRT response rate of 80% and EMRT response rate of 78% ▪ Mentored 10 suppliers on GHG inventory, and setting of carbon reduction targets and strategies. Total attendance was 149 people	Chapter 2 Sustainability Governance Chapter 3 Green Production Chapter 4 Sustainable Value Chain
			Ad hoc	• 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)"		
Community / Non-profit Organization / School	Hosted and took part in charity events to amplify our corporate sustainability influence	• Social involvement and digital inclusion • Moral integrity and code of conduct • Information security and privacy protection • Customer relationship management • Talent Recruitment and Retention	Ad hoc	• 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	▪ Hosted the G-Design Contest that attracted 505 submissions ▪ Continued to hold or support Digital Charity, Computer Doctor, and other technology education projects ▪ Donated research equipment to the IC Design Lab at Yang Ming Chiao Tung University	Chapter 3 Green Production Chapter 5 Happy Workplace Chapter 6 Social Common Good
Government	• Comply with the laws and regulations at each operating location • Comply with government policy on declarations of information	• Corporate governance • Innovation management • Greenhouse gas and energy management • Climate strategy and risk management • Occupational health and safety	Ad hoc	• 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	▪ Ranked in 36-50% range in the 10th Corporate Governance Evaluation ▪ Complete the declaration of ESG information by the given deadline	Publish sustainability reports and provide regulators with accurate and complete nonfinancial disclosure.
Media	• Provide stakeholders with accurate and timely information • Strengthen Company's brand image	• Corporate governance • Moral integrity and code of conduct • Brand strategy and reputation management • Innovation management	Ad hoc	• Press conference • Press release • Interview • Topical reporting	▪ 61 press releases were issued on the official website	Publish sustainability reports and provide media partners with accurate and complete non-financial disclosure.

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1.2.2 Identification of Material Topics

The Sustainability Report serves as an important channel for GIGABYTE to communicate our sustainability management practices and performance to stakeholders. The materiality analysis process helps to identify the sustainability topics that should be disclosed in the Sustainability Report. A materiality analysis is conducted by GIGABYTE each year in accordance with the GRI Standards 2021. Sustainability topics are periodically updated based on international sustainability standards and trends, the Company's business goals, as well as the material topics of benchmark enterprises and peers. Investigation of stakeholder concern on sustainability topics as well as analysis of how sustainability topics impact on operations and sustainable development are used to rank material topics for the year. The disclosure of related information is also prioritized in the Sustainability Report. The double materiality approach was adopted in 2023 to investigate and analyze the business impact of sustainability topics more closely, as well as the positive and negative impacts on the economy, environment, society, and human rights.

▪ Identification Process of Material Topic

IDENTIFICATION

The identification process was conducted for a total of 21 sustainability topics with reference to international sustainability guidelines and standards (GRI Standards, SASB Standards, ISO 26000), sustainability ratings (DJSI, CDP), regulatory requirements, current affairs, corporate visions/targets and code of conduct, UN Global Compact, stakeholder engagement topics, and SDGs.

7 topics in Governance/Economy

8 topics in Environment

6 topics in Society

ANALYSIS

The extent of stakeholder concern: A questionnaire survey was used to investigate the extent of concern for sustainability topics among the 7 types of stakeholders

Business impact: Supervisors with the grade of manager or higher as well as the team at the Sustainable Development Office assessed the positive/negative impact on operations from sustainability topics by looking at five factors: impact on stakeholders, compliance/code of conduct, corporate core strategy, business reputation, and revenue growth.

Sustainable development impact: The Sustainable Development Office participated in evaluating the positive/ negative impact of sustainability topics in terms of the economy, environment, society/human rights.

257 responses to questionnaires from stakeholders

15 employees and managers took part in the impact assessment for material topics

A total of 279 valid responses were recovered

CONFIRMATION

The results of the completed surveys were collated followed by materiality analysis of "business impact" and "sustainable development impact" based on the extent of stakeholder concern and double materiality principle. The accuracy and integrity of the matrix analysis was then discussed by the Sustainable Development Office to settle on the 12 material sustainability topics for the year.

12 material topics for the year

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.

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Identification of Sustainability Topics

In 2023, GIGABYTE made adjustments and deletions to the 27 sustainability topics from the previous year and reduced them down to 21. These included 7 topics in the governance/economic aspect, 8 topics in the environmental aspect, and 6 topics in the social aspect.

7 Governance/Economic Topics

- Corporate governance
- Moral integrity and code of conduct
- Information security and privacy protection
- Customer management
- Supply chain environmental and social Impact management
- Brand strategy and reputation management
- Innovation management

8 Environmental Topics

- Climate strategy and risk management
- Greenhouse gas and energy management
- Water resource management
- Waste management
- Product stewardship
- Transparent disclosure and green consumption
- Resource gegeneration and circular economy
- Biodiversity

6 Social Topics

- Equity and diversity
- Talent attraction and retention
- Talent cultivation and development
- Occupational health and safety
- Labor Communication
- Social involvement and digital inclusion

Below are explanations for the 2022 sustainability topics that have been significantly altered or removed in 2023:

Adjustment

- **Information security management → Information security and privacy protection**

  Topic name and definition were modified to emphasize information risk management

- **Brand management → Brand strategy and reputation management**

  Topic name and definition were modified for clarity

- **Climate change and carbon management → Climate strategy and risk management**

  Topic name and definition were modified to focus on climate-related governance, risk management, opportunity identification, and response strategies

- **Pollution prevention → Waste management**

  Topic name and definition were modified to incorporate management policy for better alignment with GRI Standards and SASB metrics

- **Green consumption → Transparent disclosure and green consumption**

  Topic name and definition were modified to better distinguish it from "Product Stewardship"

Deleted

- **Legal and regulation compliance, stakeholder communication and complaint processing, financial performance, risk management**

  Topics deleted as they contain disclosures that are already material to operations, or mandatory under GRI Standards

- **Sustainability and environmental education**

  The content of topic overlaps with other topics such as "biodiversity" and "social involvement and technology Inclusion" so deleted to avoid confusion
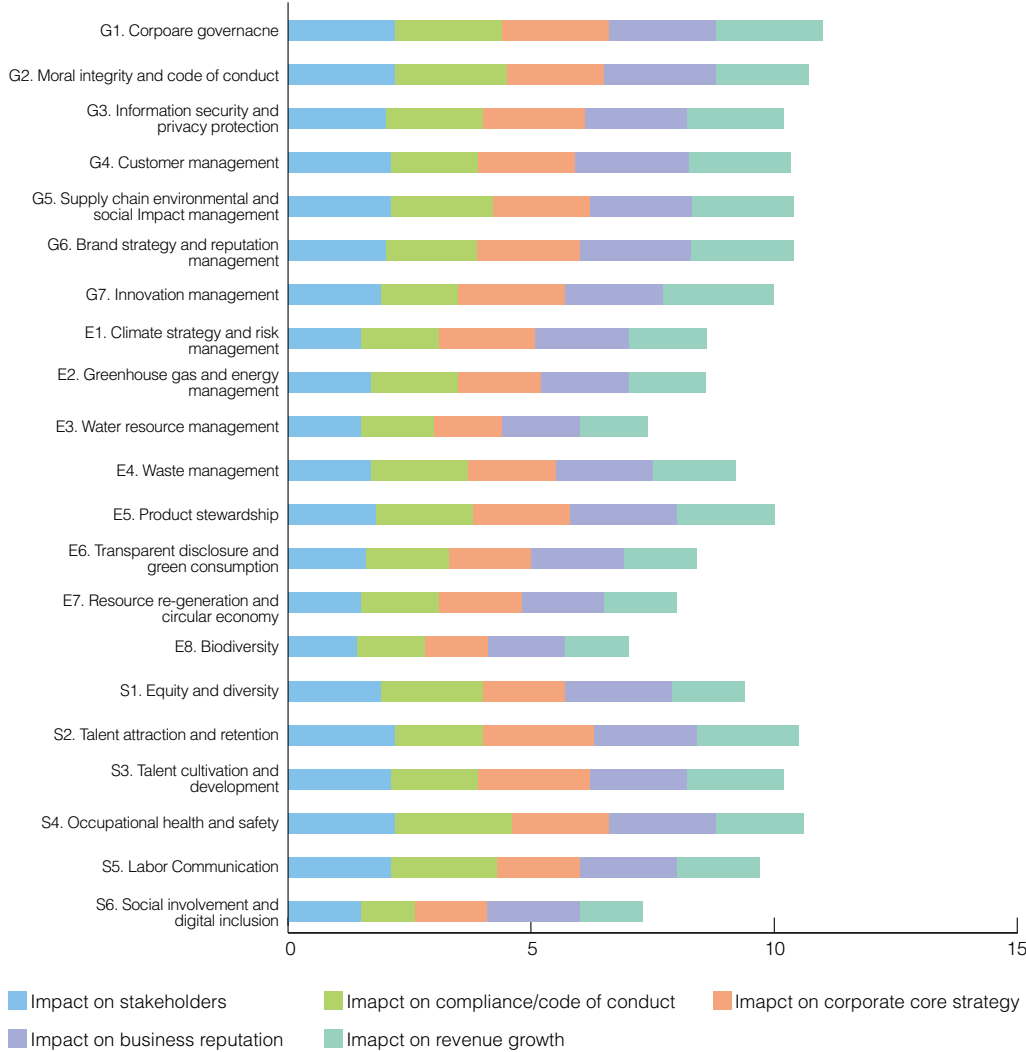
- **Sustainable supply chain management → Supply Chain environmental and social impact management**

  Supply chain management is of critical importance to operations already. Topic was modified to focus more on social and environmental impacts, and to emphasize supply chain ESG risk management

- **Innovation management**

  The definition was modified to focus on innovative R&D and IP risk management. Measures relayed to friendly product design were moved to "Product Stewardship" in the environmental aspect

- **Energy management → Greenhouse gas and energy management**

  95% of GIGABYTE's GHG emissions came from electricity use. GHG management is virtually identical to energy management so the two were merged.

- **Responsible production → Product stewardship**

  Topic name and definition were modified to focus on management of environmental impact during the product life cycle and better alignment with SASB disclosure topic

- **Circular ecomony → Resource re-generation and circular economy**

  Topic name and definition were modified to take into consideration of diversified resource circulation strategies adopted by GIGABYTE and its subsidiaries.
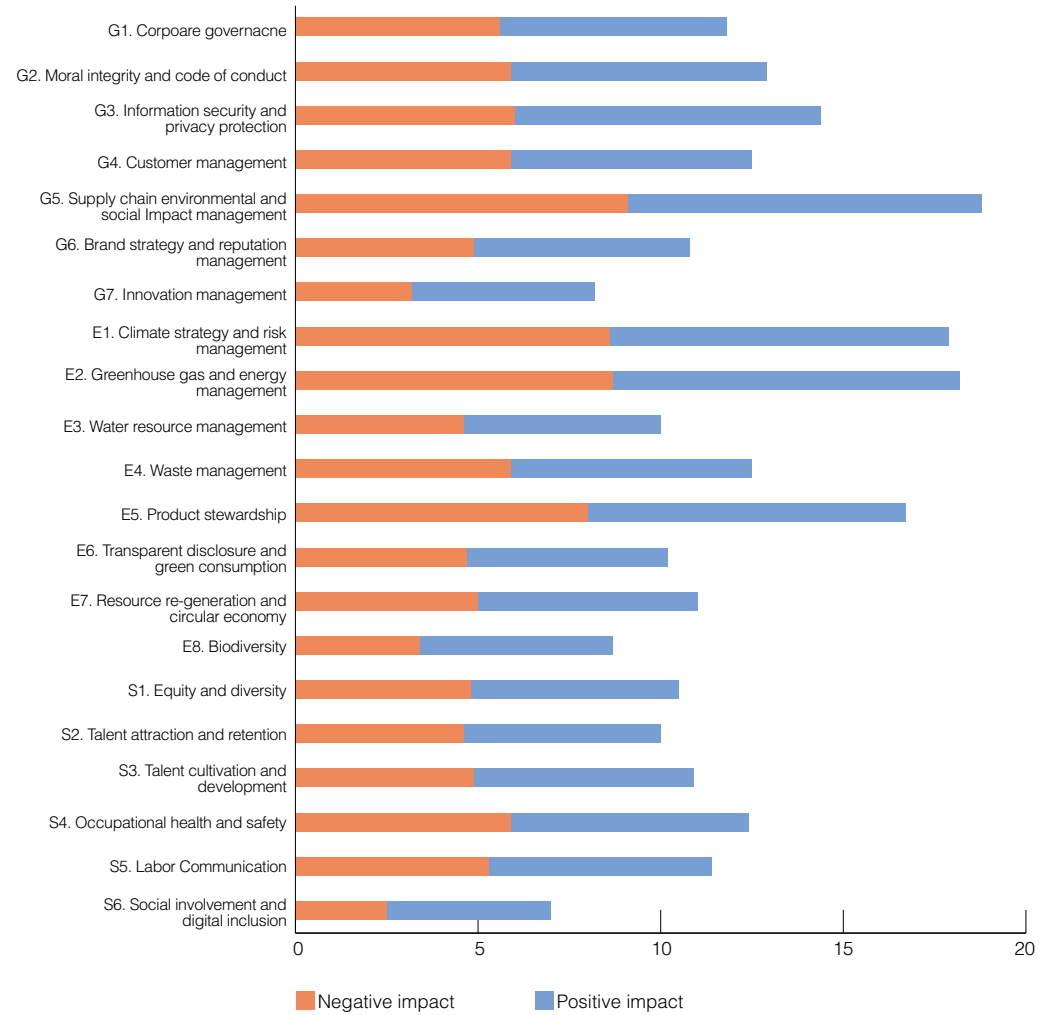
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Impact of Sustainability Topic

- Impact on Operations by Sustainability Topic

Assess the degree of impact for each topic (scored from 0 to 3)

Legend (left chart):
- Impact on stakeholders
- Impact on compliance/code of conduct
- Impact on corporate core strategy
- Impact on business reputation
- Impact on revenue growth

- Impact on Sustainable Development by Sustainability Topic

Assess the severity of impact for each topic (scored from 0 to 3) and the possibility of occurrence (scored from 1 to 5)

Legend (right chart):
- Negative impact
- Positive impact

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2023 Material Topics Matrix

GIGABYTE used the recovered survey responses to assess the score for the extent of stakeholder concern, impact on operations, and impact on sustainable development for each sustainability topic. Material topics were defined as those whose total score placed in the top 50%. "Innovation Management" was also listed as a material topic for voluntary disclosure after taking the Company's core business strategies into account. 12 material topics were therefore identified in 2023 and a materiality matrix was plotted as follows.
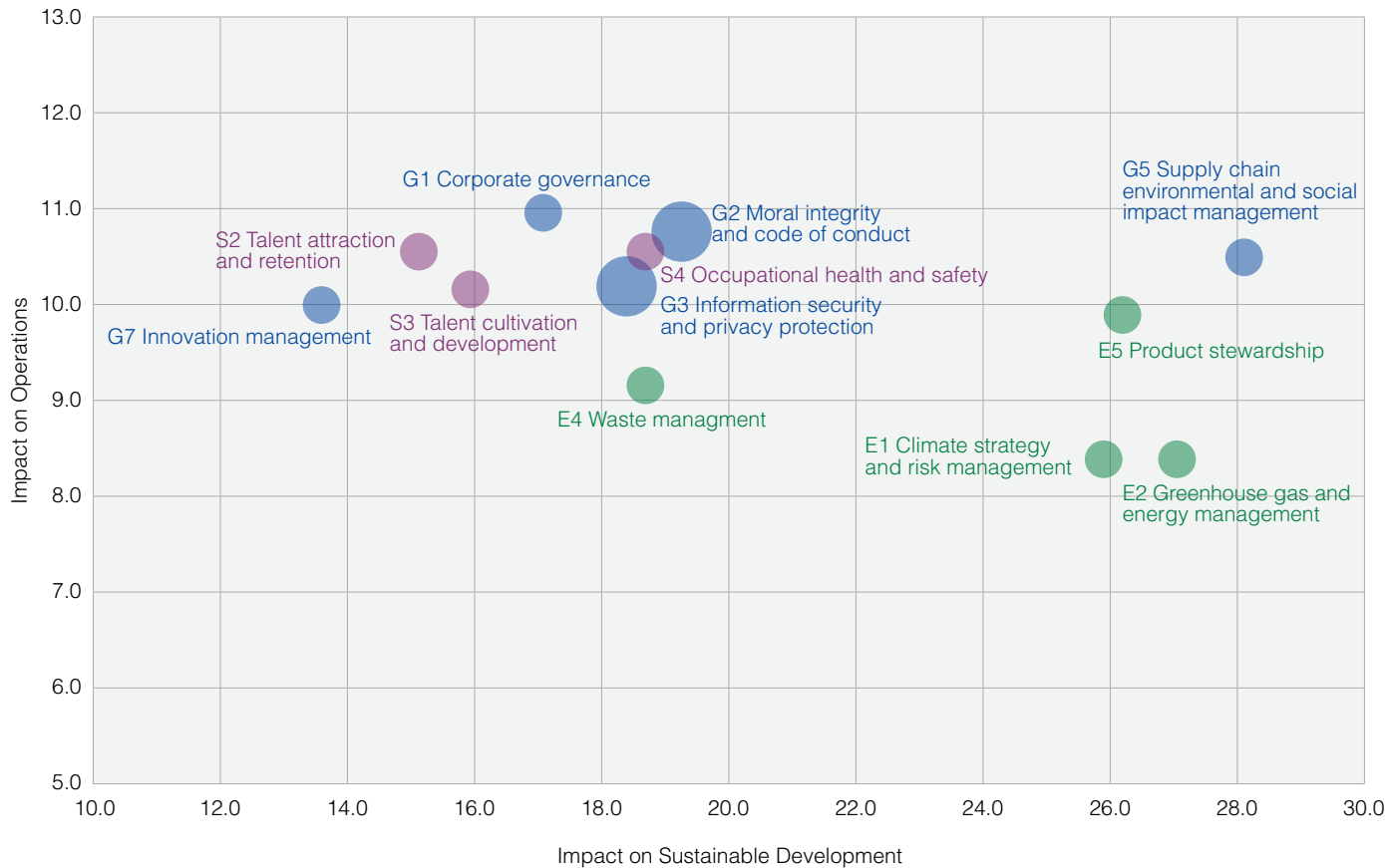
G Governance/Economic Aspect
- Corporate governance
- Moral integrity and code of conduct
- Information security and privacy protection
- Supply chain environmental and social impact management
- Innovation management

E Environmental Aspect
- Climate strategy and risk management
- Greenhouse gas and energy management
- Waste management
- Product stewardship

S Social Aspect
- Talent attraction and retention
- Talent cultivation and development
- Occupational health and safety

The extent of stakeholder concern

Highly concerned

Moderated concerned

Slightly concerned

[Note] Major adjustments and deletions were made to the 2023 sustainability topics so no comparison was made to the order of the material topics from 2022.

1.2.3 Impact of Material Topics

To help stakeholders understand the impacts of each material topic on the Company, the overall value chains, the environment, and the society, we elaborate a matrix table to present the direct impacts and indirect impacts each material topic may cause. " ▲ " means direct impacts indicating that the material topic has a direct impact on that boundary. " △ " means indirect impacts indicating that the material topic has an indirect impact on that boundary, or is linked to that boundary for commercial reasons. Impacts were also broken down into categories "potentially positive ⊕", "potentially negative ⊖", "actually positive ⬤+", and "actually negative ⬤−".

[Note] The "Society" encompasses stakeholders such as investors, media, government, communities/non-profit organizations/schools.

Material Topics	Impact Boundary on Value Chain					Impact description	Corresponding GRI Topic	Corresponding SASB Standards	Corresponding Chapter
	Internal Boundary	External Boundary							
	GIGABYTE and Subsidiaries	Supply Chain	Customers/ Consumers	Environment	Society				
Corporate governance	▲	△			△	⊕ Maintain consistent governance and reduce non-compliance risk ⊖ Impact on business performance and brand reputation	General Disclosure (GRI 2)		2.2 Corporate Governance
Moral integrity and code of conduct	▲	△	▲		△	⊕ Enhance employee ethics and integrity and protect stakeholders ⊖ Damage to reputation from violations of ethics, integrity, and important laws	Anti-corruption (205-2, 205-3) Anti-competitive Behavior (206)		2.1 Integrity Management and Legal and Regulation Compliance
Information security and privacy protection	▲	▲	▲		△	⊕ Ensure the information security of operations and supply chain to build customer trust ⊖ Leak of confidential information and damage to customer privacy	Customer Privacy (418)	TC-HW-230a.1	2.4 Information Security and Privacy Protection
Supply chain environmental and social impact management	▲	▲	△	▲	▲	⊕ Enforce ESG risk management and enhance supply chain resilience ⊖ Damage in the environment, human rights, and other areas from supply chain operations	Procurement Practices (204) Supplier Environmental Assessment (308) Freedom of Association and Collective Bargaining (407) Child Labor (408) Forced or Compulsory Labor (409) Supplier Social Assessment (414)	TC-HW-430a.1~430a.2 TC-HW-440a.1	Chapter 4 Sustainable Value Chain
Innovation management	▲		△		△	⊕ Create new business opportunities and promote technological development ⊖ Damage to intellectual property rights or related litigation	Self-determined Material Topic		2.5 Innovation Management
Climate strategy and risk management	▲	△	△	▲	△	⊕ Market opportunities brought about by climate topics ⊖ Greenhouse gas emissions accelerate climate change	Self-determined Material Topic		3.2 Climate Change Mitigation and Adaptation
Greenhouse gas and energy management	▲	△	△	▲	△	⊕ Reduce energy-related operating costs ⊖ Greenhouse gas emissions accelerate climate change	Energy (302-1, 302-3, 302-4) Emissions (305)		3.1.1 Greenhouse Gas and Energy Management
Waste management	▲	△	△	▲	△	⊕ Effective and circular use of resources to reduce waste ⊖ Environmental pollution from waste	Waste (306-2, 306-3, 306-4, 306-5)		3.1.3 Waste Management
Product stewardship	▲	▲	△	△		⊕ Business opportunities for green products ⊖ Products cause harm to the environment or health	Customer Health and Safety (416)	TC-HW-410a.1~410a.4	3.3 Product Stewardship
Talent attraction and retention	▲				△	⊕ Improve business competitiveness by creating quality jobs and hiring quality talent ⊖ Talent drain	Employment (401)		5.2.2 Talent Attraction and Retention
Talent cultivation and development	▲				△	⊕ Boost business competitiveness and opportunities for talent development ⊖ Insufficient skills of employees	Training and Education (404)		5.2.3 Talent Cultivation and Development
Occupational health and safety	▲	△			△	⊕ Promotion of employee physical and mental well-being ⊖ Occurrence of occupational disasters or diseases	Occupational Health and Safety (403)		5.3 Occupational Health and Safety