01 Sustainability Commitment

1.1 Sustainable Development Goal and Strategy

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.

4 Sustainability Visions	Zero Waste & Zero Pollution x Transition to Low-carbon Technology x Sustainability Cycle and Sharing x Realization of Humanistic Values			
4 Strategic Aspects	Governance Aspect	Economic Aspect	Environmental Aspect	Social Aspect
Corresponding Chapter	2.1 Organization of Corporate Governance 2.2 Integrity Management and Legal and Regulation Compliance 2.3 Risk Management 2.4 Information Security and Privacy Protection 2.7 Brand Strategy and Reputation Management	2.5 Innovation Management 2.6 Customer Relationship Management 3.4 Circular Economy Chapter 4 Sustainable Supply Chain	3.1 Environmental Management 3.2 Climate Strategy and Risk Management 3.3 Product Stewardship Responsibilities 3.5 Disclosure of Product Environmental Impact	Chapter 5 Happy Workplace Chapter 6 Social Inclusion

※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 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 2024. 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 →	2016~2018 Phase 1 Green Action Plan 2.0 →	2019~2021 Phase 2 Green Action Plan 2.0 →	2022~ Phase 3 Green Action Plan 2.0 →	Long-term Target →
Zero Waste Zero Pollution	Environmental Impact from Operation	Inventory of total water consumption and waste production at 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	Launched a packaging reduction plan to reduce the use of disposable materials.	▪ Follow up water consumption packaging reduction plan Water reduction in 2024：↓ 34.87% compared to 2010 (Achieve the goal ahead of schedule in 2024) Waste reduced in 2024：Waste generated per million yuan of revenue decreased by 81.82% compared to the base year	▪ Reduce water use by 20%, 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	▪ 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.	▪ Updated HCSR to version 4.9. ▪ 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. Hazardous substances excessing standards: 0 sample in 2024 Published product environmental reports: 97	
	Thousand Mile Trek – Go Green Taiwan	Founded the GIGABYTE Go Green Club and launched the Thousand Mile Trek – Go Green Taiwan project.	Organized 5-6 trips every year so that the employees could attach importance to environmental protection	▪ Expanded social influence by partnering with youths from universities on environmental protection initiatives ▪ Invited retired employees back to the environmental services	▪ 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. One island-hopping beach cleanup event was held in 2024.	
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.	▪ Introducing the TCFD disclosure framework, referring to the SBTi setting guidelines, aligning with international carbon reduction pathways, and improving climate strategies and risk management ▪ Continue to participate in CDP and improve carbon management based on annual scores, and obtain A- (leadership level) twice from 2019 to 2021	▪ Conduct annual climate scenario analysis in accordance with the TCFD non-financial corporate scenario analysis guidelines ▪ Added the CDP water safety rating questionnaire and updated the water risk map of operating locations and top 100 suppliers ▪ 2024 Climate Questionnaire received B (Management Level) Achieved management level or above for 9 consecutive years and leadership level for 3 consecutive years. Water safety questionnaire scored B (Management Level)	▪ Reduce carbon emissions by 50% in 2025 compared to 2009. (Achieve the goal ahead of schedule in 2024) ▪ 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.	▪ Bringing forward the carbon reduction process by 5 years by 2020, committing to reduce carbon emissions by 50% by 2025 compared to 2009 ▪ Expand the scope of investigation to 11 indirect greenhouse gas emissions	▪ Scope 3 emission inventory obtains a third-party. verification Carbon reduction in 2024: ↓ 51.97% compared to 2009	
	Sustainability Fund			In 2019, a six-year "Sustainability Fund" was launched, with annual energy savings as the source of funds. The fund is divided into three major areas: factory energy saving and reduction, low-carbon products, and green projects.	▪ Continue to hold the " Reduction Reward Program" to encourage factories and employees to propose and promote the achievement of the group's reduction targets 54 Proposals in 2024 Accumulative proposals to date:380	

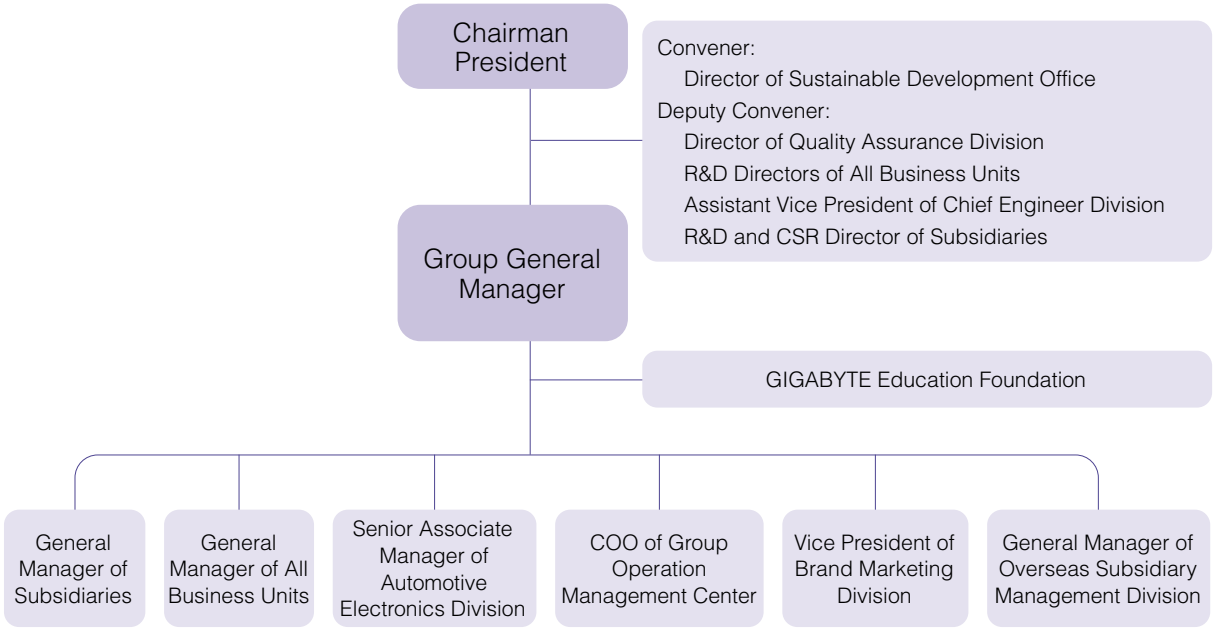
		2009~2015 Green Action Plan →	2016~2018 Phase 1 Green Action Plan 2.0 →	2019~2021 Phase 2 Green Action Plan 2.0 →	2022~ Phase 3 Green Action Plan 2.0 →	Long-termTarget →
Sustainable supply sharing	Circular Economy	▪ Improve after-sales service and repair yield, and extend product life cycle ▪ Set up recycling points in various countries, consumers can arrange a time for collection by phone ▪ Promote the "No Brand Restriction Recycling Plan" at all service locations in Taiwan ▪ Established "Bestyield International" in 2018 to promote reverse logistics integration services		▪ Introduced resale of refurbished products and developed the out-of-season market ▪ 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	▪ Continue to provide product maintenance services to extend the life cycle of electronic equipment ▪ Committed to promoting product enterprise leasing services and customized solutions Avoid ↓ 886.7 tonness of e-waste in 2024 Bestyield International won the gvm ESGCorporate Sustainability Award Social Innovation Category SMEs	▪ 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. ▪ 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.
	Sustainable supply chain	▪ 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 172 suppliers in 2024 80 suppliers provided reduction data	
	Enhance employees' awareness of sustainability	▪ Regularly host celebrity lectures to enhance employees'awareness of sustainable development. ▪ Promote "work vacations" that engage employees in service and environmental education, fostering greater care for the environment. ▪ Publish informative articles in line with international environmental days to encourage employees to take actions.		▪ 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 employees, local community, and charities on circular reuse of materials.	▪ Share articles on sustainability, and increase the diversity of internal activities ▪ Promote the group's sustainability series of courses to strengthen corporate sustainability culture 9,475 hours of sustainability and environmental education in 2024. Total hours over the years: 124,778	
Realization of Humanistic Values	Happy Workplace	Set up 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	▪ Launch employee health risk classification management and provide medical subsidies to employees with the highest risk level ▪ Increase welfare points, childbirth subsidies, and epidemic prevention subsidies ▪ Implement disaster prevention drills, improve the working environment, and strengthen EAP functions	▪ Promote a health management reward mechanism to encourage employees to take early action on risk factors for chronic illness. ▪ Join the Family-Friendly Business Alliance, organize parent-child education courses, and promote a balance between work and family ▪ Implemented the "Workplace Maternal Health Protection Plan" to create a friendly workplace for female employees and maternal health.	▪ 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	Promote science and technology education projects to cultivate students' interest in computers and practical experience	▪ Expand the target groups of lifelong learning services to include seniors, housewives, foreign spouses, and children with rare diseases. ▪ Opened smartphone classes to help the disadvantaged connect with the latest technologies.	▪ Launched the "Computer Doctor" course from a circular economy perspective. ▪ Set up Fun Play with IoT Summer Camp that trains children's problem-solving skills.	▪ Formulate a letter of intent for industry-university cooperation with the school to build a science and technology education center in New Taipei City ▪ Organize the Creative and Invention Lecturer Training and Children's Creative Competition to promote creative thinking 4,824 people in science and technology education in 2024 G-Design Fantasy Competition has been held for 22 consecutive years	
	Tree Planting x Community Ecological Education		Partnered with the Plant-for-the-Planet Foundation committed to planting 75,000 trees, hold 5 climate academies in Taiwan，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 ▪ Hosted climate academies in Taiwan and cultivated climate justice ambassadors and volunteers. ▪ Implemented sustainability and climate education courses for elementary schools.	▪ Completed the final phase of the Pinglin Forest Land Adoption Project, which concluded in 2023. ▪ Initiated a second collaboration with the Plant-for-the-Planet Foundation to continue voluntary tree planting and support local empowerment. 12,540 trees planted in 2024 Cumulative total: 114,439 trees planted	
	G-Home GIGABYTE Sustainability Eco-Rooftop	Constructed GIGABYTE G-Home Sustainable Eco-rooftop	▪ Introduced Social Return on Investment (SROI) tool to quantify the benefits ▪ Obtained Environmental Education Facility and Field Certification and offered 2 environmental education courses.	Conduct environmental education activities engaging industry, government, and academia to promote roof greening.	The environmental education facility certification of G-HOME Eco-Rooftop expired in June 2022.Dedicated personnel have continuously maintained ecological sustainability, establishing an important green corridor within the city that also serves as a recreational space for employees.	

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 every 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.

- GIGABYTE Green Sustainable Development Committee



2024 Committee Focus Topics

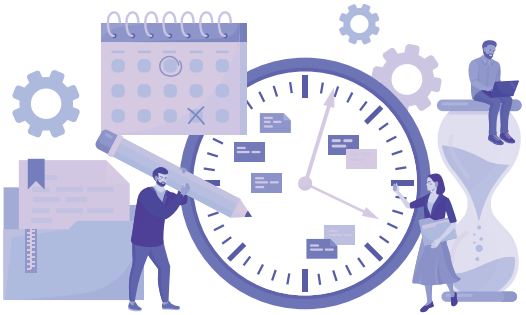
The Committee tracks and reviews relevant regulations every year. In addition, the heads of each BU also report on important policies and reforms related to sustainability as well as the performance and accomplishments of their sustainability projects to ensure that GIGABYTE can respond in advance to changing trends and adjust our strategy and direction when necessary. 7 meetings were convened in 2024.

Domestic and International Regulations and Trends

- Corporate Sustainability Due Diligence Directive(CSDDD)
- Quarterly updates on global sustainability trends and overviews (including net zero, circular economy, etc.)
- Quarterly updates on international environmental regulations and international chemical regulations
- Supplier engagement and communication efforts

Internal countermeasures and responses

- Group RBA audits, current supply chain management status, and responses to CSDDD
- Group greenhouse gas reports and future carbon reduction strategies
- Review and evaluation of group packaging reduction targets
- Revision of group environmental regulations and hazardous substance management policies
- Mobilizing suppliers for beach cleanups and waste reduction achievements



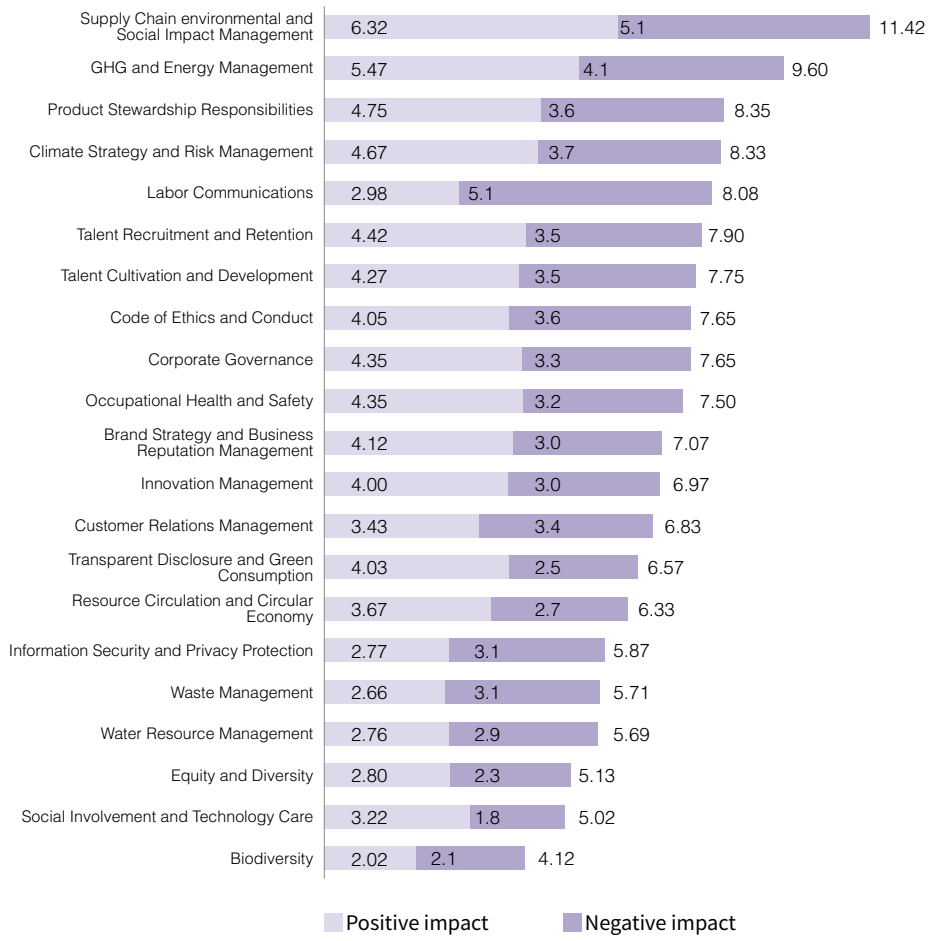
1.3 Material Topics Analysis

GIGABYTE periodically updates the sustainability topics by conducting a material topic analysis every year based on international sustainability guidelines and trends, business goals, benchmark enterprises and material topics in the industry. "Double materiality" analysis is also applied to investigate the degree of stakeholder concern on sustainability issues and analyze how sustainability topics impact on operations. Finally, the material topics for the year are ranked and the disclosure of related information prioritized in the Sustainability Report. Sustainability goals are defined based on this information and internal key performance indicators (KPIs) are reviewed to communicate changes in the GIGABYTE sustainability policy and practical progress made on long-term goals.

	Material Topic Assessment Process	Annual Data and Outcomes
1 Identification	1. Identification of key stakeholders: The AA1000 Stakeholder Engagement Standard was used as a guide for team discussions by the Sustainable Development Office to identify the seven key stakeholders for GIGABYTE and investigate/analyze issues of their concern. Appropriate communication methods were also devised to respond even more effectively and swiftly to stakeholder needs.	The seven key stakeholder included Employees, Investors, Customers, Suppliers, Communities/Non-profit-Organizations/ Schools, Government and the Media.
	2. Identification of sustainability issues: The sustainability issues at GIGABYTE were identified in accordance with 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, stakeholder engagement issues and SDGs.	A total of 21 sustainability issues were identified for GIGABYTE including 7 in the Governance/Economy aspect, 8 in the Environmental aspect and 6 in the Social aspect.
2 Investigation	1. Degree of stakeholder concern: Survey was used to investigate the degree of concern for sustainability issues among the 7 types of stakeholders	531 valid responses to questionnaires from stakeholders
	2. Business impact: Managers above the grade of division head and the team at the Sustainable Development Office jointly assessed the degree of impact that sustainability issues had on the four business factors of product and brand strategy, brand image, regulatory sensitivity and revenue growth.	Business impact was assessed by 40 senior executives and the Sustainable Development Office
	3. Sustainable development impact: The team at Sustainable Development Office participated in evaluating the positive/negative impact of sustainability issues in terms of the economy, environment, people/human rights." The significance of each issue was analyzed for "degree of impact" and "likelihood."	Sustainable development impact assessed by the team at the Sustainable Development Office
3 Analysis and Confirmation of Material Topics	Materiality Matrix. The linkage between topics and GIGABYTE was also considered. Finally, the material sustainability topics for the years were determined and the disclosure of related information prioritized.	12 material topics confirmed
4 Review of disclosure	The 12 identified sustainability material issues corresponded to the 16 topic standards in the GRI Standard. These issues were used to define the boundary of information disclosures for the GIGABYTE value chain and serve as a basis for reporting.	16 GRI Topic Standards
5 Formulation of Sustainability Targets	To ensure that GIGABYTE sustainability action plans align with stakeholder expectations, we defined sustainability targets for material topics that also serve as the progress indicator in internal performance reviews.	Established 31 management strategies and targets material topics to review their implementation, progress, and disclosure.

Impact on Sustainability Material Topic

▪ Environmental, Economic and Social Impact of Material Topics



▪ Impact on Operations

Material Topics in 2024

In 2024, we conducted materiality analysis of 21 sustainability issues identified material topics including: Brand strategy and reputation management, Code of Ethics and Conduct, Corporate Governance, Supply Chain environmental and Social Impact Management, Customer Relationship Management, Innovation Management, Product Stewardship Responsibilities, GHG and Energy Management, Climate Strategy and Risk Management, Talent Recruitment and Retention, Talent Cultivation and Development, and Occupational Health and Safety.

The two topics "Waste Management" and "Information Security and Privacy Protection" were originally included in 2023 as material topics but have now been deleted due to a decline in their importance in 2024. The explosive growth in AI applications also generated market interest in GIGABYTE products and services. The two topics "Brand Strategy and Business Reputation Management" and "Customer Relations Management" improved their rankings so were added as material topics in 2024.

· GIGABYTE 2024 Material Topics Matrix

	Degree of Stakeholder concern	Degree of Business Impact	Degree of impact on Sustainable Development	Rank
Corporate Governance				
Governance				
❶ Brand Strategy and Business Reputation Management	●●●	●●●	●●	4
❷ Code of Ethics and Conduct	●●●	●●●	●●	5
❸ Corporate Governance	●	●●●	●●	6
Economy				
❹ Supply Chain environmental and Social Impact Management	●●	●●●	●●●	1
❺ Customer Relations Management	●●	●●●	●	7
❻ Innovation Management	●●●	●●●	●	9
Environmental Sustainability				
❼ Product Stewardship Responsibilities	●●	●●●	●●	2
❽ GHG and Energy management	●	●●●	●●●	3
❾ Climate Strategy and Risk Management	●	●●	●●	11
People / Human Rights				
❿ Talent Recruitment and Retention	●●●	●●●	●●	8
⓫ Talent Cultivation and Development	●●	●●●	●●	10
⓬ Occupational Health and Safety	●●●	●●●	●●	12

▪ Material Topic Impact and Value Chain

Material Topics	Value chain impact boundary					Significant impact	GRI Topic Standards	SASB Topic	Disclosure
	Upstream Supply Chain	Company operations	Downstream Product Use	Society	Environment				
Corporate Governance	△	▲		△		⊕ Steady Governance Performance ⊖ Impact on business performance	Custom Material Topic		2.1 Organization of Corporate Governance
Code of Ethics and Conduct	△	▲	▲	△		⊕ Reduction of operating risk and sanctions ⊖ Business risk from violations of the law or sanctions	GRI205: Anti-corruption GRI206: Anti-competitive behavior		2.2 Integrity Management and Legal and Regulation Compliance
Brand Strategy and Business Reputation Management		▲	▲			⊕ Enhance brand image and visibility ⊖ Loss of customer or consumer confidence	GRI417: Marketing and Labeling		2.7 Brand Strategy and Business Reputation Management
Innovation management		▲	△	△		⊕ Creating new business opportunities through innovative technologies and products ⊖ Infringement of intellectual property rights or litigation	Custom Material Topic		2.5 Innovation Management
Customer Relations Management		▲	▲			⊕ Increase customer trust to improve brand loyalty ⊖ Loss of customer orders	GRI418: Customer Privacy		2.6 Customer Relations Management
Supply Chain Environmental and Social Impact Management	▲	▲	△	▲	▲	⊕ Improve supply chain resilience ⊖ Supply chain disruption increases product costs; damage in environmental, human rights and other areas from supply chain operations	GRI204: Procurement practices GRI308: Supplier environmental assessment GRI407: Freedom of association and collective bargaining GRI408: Child labors GRI409: Forced or compulsory labor GRI414: Supplier social assessment	Supply Chain Management Materials Sourcing	Chapter4 Sustainable Value Chain
GHG and Energy Management	△	▲	△	△	▲	⊕ Reduce energy-related operating costs ⊖ GHG emissions accelerating climate change	GRI302: Energy GRI305: Emissions		3.1.1 GHG and Energy Management
Climate Strategy and Risk Management	△	▲	△	△	▲	⊕ Master climate change issues and opportunities to enhance business resilience and market competitiveness ⊖ Climate change risk	GRI302: Energy GRI305: Emissions		3.1.1 GHG and Energy Management 3.2 Climate Strategy and Risk Management
Product Stewardship Responsibilities	▲	▲	△		△	⊕ Development of green product opportunities ⊖ Product does not conform to customer of regulatory requirements, or is hazardous to health and the environment	GRI416: Customer Health and Safety	Product Life Cycle Management	3.3 Product Stewardship Responsibilities
Talent Recruitment and Retention		▲		△		⊕ Improve business competitiveness by hiring quality talent ⊖ Talent drain	GRI401: Employment		5.2.2 Talent Recruitment and Retention
Talent Cultivation and Development		▲		△		⊕ Opportunities for talent development ⊖ Inadequate talent and skills	GRI404: Training and education		5.2.3 Talent Cultivation and Development
Occupational Health and Safety	△	▲		△		⊕ Healthy and safe workplace ⊖ Occupational disaster or disease	GRI403: Occupational Health and Safety		5.3 Occupational Health and Safety

▲ Direct Impact △ Indirect impact ⊕ Positive direct impact ⊕ Potential positive impact ⊖ Negative direct impact ⊖ Potential negative impact

Management and Implementation of Material Topics

▪ Corporate Governance

Material Topics	Policy Commitment	Action	Tracking mechanism	Stakeholder engagement actions and effectiveness
Corporate Governance	▪ Formulation of "Corporate Code of Conduct," "CSR Best Practice Principles," "Employee Code of Ethical Conduct," "Board of Directors Meeting Rules," "Corporate Governance Best Practice Principles" and other rules. ▪ Established internal control system and formulated the "Code of Business Conduct" for enforcing regulatory compliance, fair competition anti-corruption, intellectual property rights protection, and conflicts of interest. ▪ In 2011, GIGABYTE began referencing the Responsible Business Alliance (RBA)	▪ Convene the Board of Directors, Audit Committee, Remuneration Committee and Nomination Committee on a regular basis and disclose actions taken ▪ Regular continuing education and performance evaluations for Board members in accordance with the law ▪ Participate in the Corporate Governance Evaluation and promote improvements based on evaluation outcomes	▪ Disclose implementation of corporate governance in the annual report every year ▪ Participate in the Corporate Governance Evaluation every year	▪ Regular disclosure of the Company's governance situation through the annual report, website, Sustainability Report and so on. ▪ Institutional investor conferences are convened at different times to strengthen investor communication, emphasize how corporate governance contributes to the Company's value over the long-term, and stabilize investor confidence.
Code of Ethics and Conduct		▪ Established the Audit Office and implemented the annual audit plan. ▪ Code of Ethical Conduct listed as one of the signed documents that new employees must submit. ▪ Strengthen employee awareness by emphasizing values such as employee ethics and morality.	▪ Regularly review and update the code of ethics as well as engage in crisis management and proper disposal. ▪ Conduct regular investigations to check for violations of ethics, integrity, and important laws	▪ Provide communication and grievance channels for stakeholders ▪ Reporting of information related to internal controls and audits to government agencies in accordance with regulations
Brand Strategy and Business Reputation Management	Issued the "Corporate Identity Standard Manual" to ensure the uniqueness of our logo, ensure the unique character of the brand, prevent theft and misuse and maintain the Company business reputation.	▪ Enforcement of trademark management system to establish consumer awareness and trust of the brand ▪ Integration of diverse online and offline social network channels and updating of the official website ▪ Participate in international evaluations or qualify for certifications to improve brand image	▪ Annual review of marketing effectiveness and adjustment of strategy ▪ Established review mechanism for brand trademark management	▪ Regularly update the official website and social media to provide stakeholders with the information they need ▪ Participate in large domestic/overseas trade shows to boost brand exposure and opportunities for customer contact ▪ Publish sustainability report to disclosure the Company's sustainability practices to investors and the general public
Innovation Management	The "GIGABYTE Group Patent Reward Regulations" were established to strengthen our industry leadership and protect key technologies by combining business targets with R&D resources and formulating an intellectual property strategy. Leverage the strategy to create value, enhance our competitive advantage and boost profits.	▪ Disburse patent rewards every year in accordance with the "GIGABYTE Group Patent Reward Regulations" ▪ Allocate at least 3% of annual revenue to R&D every year to ensure mastery of key software and hardware technologies essential to future growth	▪ The Legal Affairs and Intellectual Property Division oversees all patent applications and maintenance activities within the Group ▪ Continue to optimize internal management processes and promote technological innovation	▪ Reward employees that obtained a patent every year in accordance with the "GIGABYTE Group Patent Reward Regulations" ▪ Periodic disclosure of R&D expenses from the past two years and up to the date of publication
Customer Relations Management	Formulated the "Customer Complaints Procedure" and "Customer Problems Procedure" to actively deal with customer problems and protect their rights.	▪ Established dedicated unit to handle matters relating to quality of services and customer complaints ▪ Host meetings to review and improve our service and business quality.	▪ Regular customer satisfaction surveys	▪ Established online customer support system and platform to provide diversified feedback channels ▪ Established physical service center to deal with after-sales service.
Supply Chain Environmental and Social Impact Management	The "GIGABYTE Sustainable Purchasing Guidelines" referenced the RBA Code of Conduct issued by the Responsible Business Alliance as the guiding principle We define defining the 4 main management aspects and 4 zero-tolerance rules. Supplier risks and performance are evaluated periodically.	▪ Introduced the supplier tier management mechanism and optimized sustainable supplier evaluations to serve as a reference for procurement decisions ▪ Regularly track supplier risks and development solutions. ▪ Hosting of supplier conferences with suppliers invited to join in "Reduction, Sharing. Sharing, Love the Earth Alliance" to reduce the negative environmental impact. ▪ Introduced the Responsible Minerals Initiative (RMI). Supplier usage of 3TG, Cobalt and Mica are investigated to reduce the negative social impact.	A multitude of channels including audits, media disclosures, education and training and "Reduction, Sharing. Love the Green Earth Alliance" are employed to strengthen supply chain communications to ensure that the supplier conforms to the Company's management regulations.	▪ Build a variety of communication channels for suppliers as well as to facilitate supply chain audit and assessment ▪ Dedicated personnel from the Sustainable Development Office as well as relevant personnel from each BU and subsidiaries are responsible for liaising with suppliers on management matters.

Environmental Sustainability

Material Topics	Policy Commitment	Action	Tracking mechanism	Stakeholder engagement actions and effectiveness
GHG and Energy management	▪ Promotion of the "333 Reduction Plan" with defined annual and long-term reduction assessments. ▪ Annual organizational GHG inventories are conducted every year, and we will continue to ensure compliance with the relevant FSC regulations for listed companies in the future	▪ Promotion of the "Sustainability Fund" and the "Sustainability Foundation" and "Reduction Reward Program" ▪ Introduction of ISO14064 ▪ Introduction of Science-based Targets (SBT) analytical tools, review connection carbon reduction plan and connect link to international targets ▪ Comprehensively promote intelligent automated manufacturing processes.	Conduct ISO 14064 GHG inventory and verification regularly	▪ Reporting of related information to government agencies in accordance with regulations ▪ Regular disclosure of reduction outcomes through the annual report, Sustainability Report and corporate website
Climate Strategy and Risk Management	▪ The "Corporate Social Responsibility Best Practice Principles" explicitly state that top management is responsible for environmental issues generated by business activities. ▪ Reduce the impact of climate change on business by promoting effective climate-related management and adaptation measures	▪ The GIGABYTE Green Sustainable Development Committee is responsible for climate risk management and the periodic convening of inter-departmental meetings ▪ Respond to CDP climate change, water security and supply chain engagement questionnaires ▪ Follow the TCFD framework to carry out identification of climate-related risks as well as analysis of climate scenarios and resilience ▪ Partner with Plant-for-the-Planet Foundation to cancel 2,500 tonnes of CER carbon quota every year between 2023 ~ 2027	▪ Participate in CDP every year to examine governance outcomes and ensure strategic alignment with international trends ▪ Update climate risk scenario analysis every year based on the latest real-world data, current operating conditions, and market forecasts	▪ Participate in and respond to CDP climate change, water security and supply chain engagement questionnaires ▪ The release of TCFD report, and disclosure of management outcomes through the Sustainability Report and corporate website
Product Stewardship Responsibilities	▪ Established the "GIGABYTE Hazardous Chemical Substance Regulations (HCSR)" to require the reduction of environmentally hazardous substances in products and services ▪ Suppliers must evaluate their compliance with REACH, RoHS, WEEE and other relevant regulations. ▪ The goal is to cease all use of disposable packaging for Group products and incoming materials by 2030	▪ Introduction of IECQ QC 080000 Hazardous substance process management system ▪ Updating of "GIGABYTE Hazardous Chemical Substance Regulations (HCSR)" ▪ Publication of "Product Environmental Report" to disclose the potential environmental impact of products ▪ Defined Group product packaging reduction plan with progressive reduction targets and strategy ▪ Continue to promote green logistics within the Company and obtaining of green logistics certifications to reduce Scope 3 GHG emissions	▪ Present trends and changes in international environmental legislation during the quarterly meetings of the GIGABYTE Green Sustainable Development Committee, and launch inter-department response plans ▪ Conduct life cycle assessment for all newly released key product lines each year ▪ Planning and provision of global logistics and warehousing services by the Global Operations and Risk Management Center.	▪ Publication of "Product environmental Report" for main product lines on the CSR website for stakeholders' reference ▪ Conduct green logistics survey for logistics providers

▪ People / Human Rights

Material Topics	Policy Commitment	Action	Tracking mechanism	Stakeholder engagement actions and effectiveness
Talent Recruitment and Retention	▪ Build a diverse and balanced team through talent matching to boost happiness and consensus ▪ The "Articles of Incorporation" explicitly state that 3 ~ 10% of annual earnings should be allocated as employee compensation to share the economic fruits with employees	▪ Salary adjustments are based on the annual consumer price index, adjustments to public service pay scale, industry salary adjustments and performance evaluations ▪ Creation of a sound benefits system, establishment of Employee Welfare Committees, and regular adjustments of benefits policy and promotional events	▪ Staffing requirements are devised by employer units and recruiting requirements proposed based on their business operations ▪ Enhance benefits policy and promotional events as appropriate	▪ Publish job openings on public recruiting websites and internal bulletin boards ▪ Established employee welfare committees where employee representatives meet regularly to organize employee benefits ▪ Hosting of regular labor management meetings ▪ Employee Satisfaction Survey
Talent Cultivation and Development	Establish a dual-track talent cultivation system for managers and specialists that is combined with the system of two promotions each year to broaden career opportunities	▪ Competency-based training courses provided through diversified learning channels to encourage self-learning and development ▪ Periodic performance evaluations to enhance the professional ability and skills of employees, and realize the Company's business targets	Employee education and training hours: Periodic examination of the Company's development strategy and employee requirements so that the corresponding education and training resources can be provided	Periodic performance evaluations and promotions
Occupational Health and Safety	▪ Establish comprehensive environment, health and safety management measures to build a healthy and safe workplace ▪ Introduction of ISO 45001 OHS management system to ensure the validity of the system through total engagement and internal/external audits	▪ Formulation of the "Occupational Health and Safety Management Plan" ▪ Introduction of tiered employee health management system, health management incentives and maternal protection measures ▪ Promotion of Employee Assistance Plans (EAP) ▪ Obtaining of Sports Workplace certification and launching of family-friendly plans	▪ An OHS Committee has been established to discuss OHS management policies and matters ▪ Periodic renewal of ISO 45001 OHS management system certification	Convene OHS Committee meetings on a regular basis

Material Topic Performance and Management Targets

▪ Corporate Governance

Material Topics	2024 Goals	Progress	Implementation during 2024	Medium and Long-term Goals
Corporate Governance	Add 1 female director	Completed	Added 2 female directors	Continued refinement of corporate governance and revision of existing corporate governance guidelines in accordance with the law and optimization of the oversight mechanism
	Release English version of quarterly financial statements		Board approved resolution to publish English version two months after financial statements are released	
Code of Ethics and Conduct	Zero incidents of corruption and commercial fraud	Completed	No incidents of corruption and commercial fraud took	▪ Zero tolerance on corruption and commercial fraud to ensure fair competition and transactions ▪ Require all new hires to sign the "Employee Code of Ethics" ▪ Regularly provide ethical management training to all current employees each year to enhance their professional ethics and corporate culture
	Require 100% of new hires to sign the "Employee Code of Ethics"		100% signing rate among new hires	
	Regularly provide ethical management training		Corporate ethical management and anti-corruption training sessions were conducted 227 times and attended by 7,026 people	
Brand Strategy and Business Reputation Management	Exceed US$80 million in international brand value	Completed	International brand value reached US$87 million	▪ Improve brand recognition and image ▪ Strengthen brand social value
	Host large domestic/overseas exhibitions		Hosted 9 large domestic/overseas exhibitions	
	Improve brand exposure and views on social networks		Website and social media exposure exceeded 100 million views	
	Improve promotion of sustainability performance		Received 27 domestic/overseas accolades during the year	
Innovation Management	Consistently receive more than 100 patents and awards	98% completion rate	▪ Acquired 98 patents bringing the cumulative total to 3,061 patents ▪ Products won 14 prestigious awards including the Red Dot design award and Taiwan Excellence Award. ▪ For future improvements, please refer to 2.5 Innovation Management	▪ Increase the ratio of patents and awards received annually ▪ Obtain patents related to green products
Customer Relations Management	95% of customer satisfaction to exceed three stars	Completed	Over 99.96% of customer satisfaction exceeded three stars	▪ Continue to keep over 95% of customer satisfaction over three stars ▪ 100% resolution rate for customer disputes
	100% resolution rate for customer disputes		Tracked 11 cases until closure	
Supply Chain Environmental and Social Impact Management	Implementation of supplier CSR high-risk evaluation while keeping the percentage of suppliers with 1C rating below 20%, and those with 1D rating at 0%.	50% completion rate	Percentage of 1C suppliers was less than 20% and the percentage of 1D suppliers was kept under 5%. Improvement actions for unfulfilled targets are detailed in 4.2 Supply Chain Risk Management	▪ Supplier tier and evaluation results used to determine preferred suppliers when ordering to reduce procurement risk ▪ Progressively expand supplier risk management aspects and formulate response mechanisms ▪ Improve participation rate among the top 100 suppliers in the "Reduction. Sharing. Love the Earth Alliance" and the supplier conference ▪ Periodic follow-up of "Reduction. Sharing. Love the Earth Alliance" members' reduction performance and encourage them to meet reduction targets ▪ Investigate status of conflict minerals usage at tier-1 suppliers every year. Long-term target is non-use of conflict minerals
	Host at least 1 supplier conference with 50 participating suppliers on sustainability trends and responsibilities in the current year	Completed	Hosted 1 supplier conference focusing on "Supply Chain Carbon Management" to share net zero trends and management actions. 71 suppliers took part including 15% of the Top 100 suppliers	
	Follow-up of "Reduction. Sharing. Love the Earth Alliance" members' reduction performance and mentor them so that at least 25% of supplier meet reduction targets		Total of 172 suppliers in the "Reduction. Sharing. Love the Earth Alliance" supported the 333 Reduction plan. Out of 80 Alliance suppliers that provided their reduction performance, more than 30% of supplier partners met reduction targets for carbon emissions, water and waste.	
	Investigate the 3TG, Cobalt, and Mica usage at more than 90% of tier-1 suppliers and set deadline on improvement for suppliers with suspect smelters with an improvement target of 100%	91% completion rate	Conducted due diligence on use of conflict minerals by suppliers with a completion rate of 91%. 10 non-compliant smelters were identified and deadline for improvement imposed on the suppliers. Improvement actions for unfulfilled targets are detailed in 4.4 Conflict Mineral Management	
	Amount purchased from vendors that participated in the sustainability integrated assessment to reach 85% of overall purchasing	Completed	Suppliers that participated in the sustainability assessment accounted for 89% of all purchasing by amount	

▪ Environmental Sustainability

Material Topics	2024 Goals	Progress	Implementation during 2024	Medium and Long-term Goals
GHG and Energy Management	3% reduction in Scope 1 and 2 carbon emissions compared to the year of 2023	Completed	14.31% reduction in Scope 1 and 2 carbon emissions compared to the year of 2023	▪ Expand scope of GHG inventory in accordance with Taiwanese regulations so that it is consistent with the financial statement ▪ Set carbon reduction targets and strategies beyond 2026 based on conformity with the 1.5°C carbon reduction pathway.
	50% reduction in Scope 1 and 2 carbon emissions compared to the base year of 2009		51.97% reduction in Scope 1 and 2 carbon emissions compared to the base year of 2009	
Climate Strategy and Risk Management	Maintain a rating of Management or higher at CDP Climate assessment	Completed	Received B (Management) rating in climate assessment, and B (Management) rating Water Security.	▪ Continue to participate in CDP to refine and push for the implementation of management actions while maintaining a rating of Management or higher in the Climate assessment ▪ Continue to track the latest developments in SBTi, TCFD and so on to ensure climate change response and carbon reduction plans are aligned with international targets
	Publish an independent TCFD report and use at least 3 types of climate scenario analyses to strengthen climate strategy and risk management		Publish an independent TCFD report on corporate website, and use 3 types of climate scenario analyses to strengthen climate strategy and risk management	
	Leverage the internal carbon pricing mechanism to promote the Sustainability Fund and reduction incentives, and organize the annual request for reduction proposals event.		Organize 2 requests for proposal events on carbon reductions and low-carbon products	
	Voluntary cancellation of 2,500 tonnes CER carbon quota		Voluntary cancellation of 2,500 tonnes CER carbon quota	
Product Stewardship Responsibilities	Revise the HCSR based on the latest chemical and substance regulations	Completed	▪ Updated and published HSCR Ver. 4.9	▪ Ensure that HCSR specifications comply with the latest chemical and substance regulations ▪ Maintain zero cases of exceeded limits during due diligence with random sampling of products for hazardous substances ▪ Non-use of disposable packaging from 2030 ▪ Publication of "Product environmental Report" for all product lines for stakeholders' reference ▪ Introduction of green logistics and warehouse management, devise standards on carbon emissions from logistics based on international guidelines, require suppliers to provide regular feedback on performance, and disclosure of overall carbon emissions in logistics
	Excess levels of hazardous substances found in 0 samples during due diligence with random sampling		▪ Excessive levels of hazardous substances were found in 0 samples in 2024	
	Conduct due diligence on total weight of recyclable packaging materials and maintain a package recycling ratio of over 90%		▪ Total weight of packaging materials was 5945.3 tonnes and 57.6% lower than 2011. 95.9% of packaging was recyclable.	
	Continue to publish "Product Environmental Report" for 100% of the 4 main product lines	68.8% completion rate	▪ 16 product environmental reports were published for the 4 main product lines 97 serial product reports have been published to date.	

- People / Human Rights

Material Topics	2024 Goals	Progress	Implementation during 2024	Medium and Long-term Goals
Talent Recruitment and Retention	Host expanded recruiting events	Completed	Hosted 6 "Team up, Fight on" expanded campus recruitment information sessions and 1 online information session	▪ Recruit suitable talent based on organization and operational needs ▪ Continue to provide development resources and opportunities for diversified talent ▪ Planning of diverse and long-term talent retention measures, and fostering an environment for long-term development ▪ Enhance benefits policy and promotional events
	Increase the proportion of women in upper management to 20%		Proportion of women in upper management increased from 12.12% in 2023 to 21.38%	
	Keep the voluntary resigned rate under 15%		Voluntary resigned rate was 13.42% and 1.01% lower than last year	
	Provide diversified benefits policy and promotional events		As of 2024, all statutory make-up days are now waived. 1 day of leave was granted in 2024	
Talent Cultivation and Development	Host diversified education and training activities, with an average of 10 hours of education and training per person as the target	Completed	▪ Education and training averaged 10.7 hours per person ▪ A total of 688 seminars and classes were organized. Total training hours of the Group was 111,260.	▪ Annual examination of the Company's development strategy and employee requirements so that the corresponding education and training resources can be provided ▪ Performance evaluations conducted on a regular basis to not only help the Company achieve its business development targets but also enhance the professional skills and abilities of employees
	Implementation of mid-year and end-of-year performance evaluations for 100% of employees.		Performance evaluations conducted for 100% of all Group employees	
Occupational Health and Safety	Zero incidents of occupational injury or disease	Not completed	▪ The ratio of recordable occupational injuries was 1.22 at Taiwan sites, and 0.13 at plants in China. ▪ Improvement actions for unfulfilled targets are detailed in 5.3 Occupational Health and Safety	▪ Reduce occupational injuries, promote labor health and safety ▪ Become accident-free by eliminating workplace hazards
	Ensure that there were zero incidents of fire	Completed	There were no incidents of fire. Emergency evacuation and disaster prevention training was conducted 44 times	
	Health exams were regularly conducted at Business Headquarters and the three plants. Employee satisfaction exceeded 85%		▪ 100% compliance for health exams were conducted at Business Headquarters and the three plants. ▪ Employee satisfaction with health exams was 89.79%	
	Promotion of Employee Assistance Plan (EAP) with an average service satisfaction rating of over 4 (out of 5)		EAP consultation services were used 195 times with an average satisfaction rating of 4.64 (out of 5)	

1.4 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 2024
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 195 person-times with an average satisfaction rating of 4.64 (out of 5). ▪ Education and training totaled 111,260 hours ▪ Career-related articles shared: 40 articles at the Supply Station for Career ▪ The Website was viewed 20,939 times during the year
			Ad hoc	▪ Departmental work meetings ▪ Education and training/Practice drill ▪ Employee Assistance Plan (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 ▪ Code of Ethics and 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 customers' requirements and was scored B for climate and for water safety rating ▪ Took part in the S&P Global Corporate Sustainability Assessment (CSA) and improved total ESG score in 2024 by 15 compared to 2023
			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 100% ▪ Filled out CDP in response to customers' requirements and was scored B for climate and for water safety rating
			Ad hoc	▪ Audit and requirements from customers ▪ Customer technical conferences ▪ Online support system and platform ▪ Response to sustainability-related questionnaires required by customers	

Stakeholder	Objective of Engagement	Concerned Material Issues	Communication Channel and Frequency		Engagement Outcomes in 2024
Supplier	Promote sustainable supply chain management measures and forge resilient supply chain	▪ Supply chain environmental and social impact management ▪ Code of Ethics and 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 89% of total procurement ▪ 80 suppliers responded on environmental performance. Among them, the number of suppliers achieving in reducing emissions, water use, and waste generation by at least 3% were 21, 35, and 37 respectively. ▪ Hosted 1 supplier conference that was attended by 71 representatives from 107 suppliers ▪ Conducted conflict minerals survey to suppliers with a CMRT response rate of 91% and EMRT response rate of 90% ▪ Mentored 10 suppliers on GHG inventory, and setting of carbon reduction targets and strategies. Total attendance was 136 people.
			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 Technology Care ▪ Code of Ethics and 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 522 submissions ▪ hold or support 39 sessions of Digital Charity, Computer Doctor, and other technology education projects ▪ Donated 60 computers and peripheral equipment, and 4 servers
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 11th Corporate Governance Evaluation ▪ Complete the declaration of ESG information by the given deadline
Media	▪ Provide stakeholders with accurate and timely information ▪ Strengthen Company's brand image	▪ Corporate governance ▪ Code of Ethics and Conduct ▪ Brand strategy and reputation management ▪ Innovation management	Ad hoc	▪ Press conference ▪ Press release ▪ Interview ▪ Topical reporting	▪ 52 press releases were issued on the official website