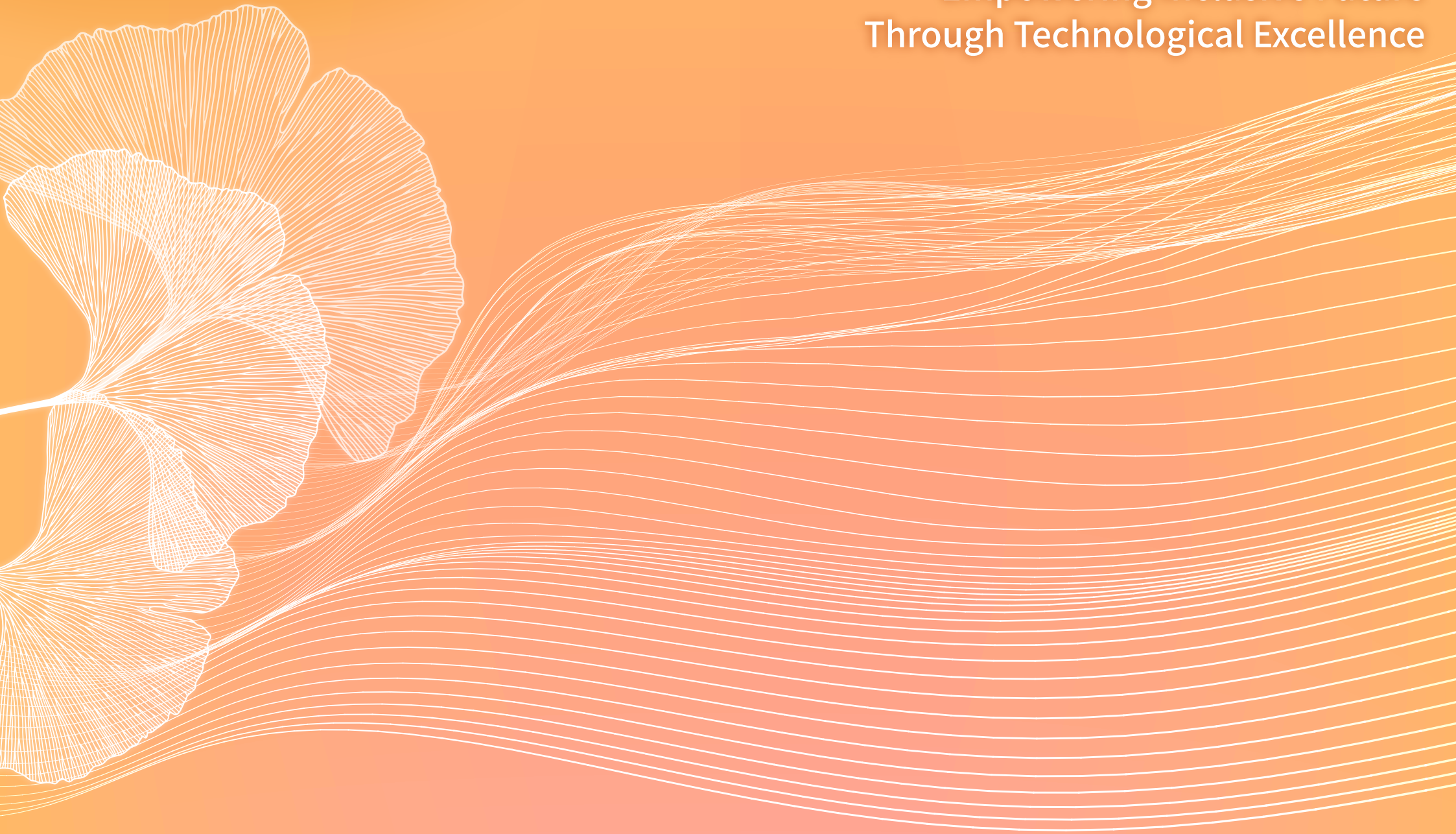
GIGABYTE™

Empowering Inclusive Future Through Technological Excellence



2024 GIGABYTE Sustainability Report

GIGABYTE™

Empowering Inclusive Future Through Technological Excellence

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About the Report

Report Editorial Principles and Reference Guidelines

This report is structured in accordance with the GRI Standards issued by the Global Reporting Initiative (GRI) in 2021. The sustainability indicators of the Sustainability Accounting Standards Board) SASB), the Task Force on Climate-related Financial Disclosures (TCFD) framework, the Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEx Listed Companies and so on are also referenced in the disclosure of GIGABYTE's corporate sustainability commitments, strategies and implementation outcomes for the reporting period. Any restatements of data from previous years are annotated in the tables of the corresponding sections.

Reporting Boundaries

This report covers the sustainability activities and performance of GIGABYTE's global main operational locations from January 1 to December 31 in 2024, including the Headquarters, Taoyuan Nanping Factory, China Dongguan Factory, China Ningbo Factory (above collectively named GIGABYTE) and subsidiaries in Taiwan (G-STYLE , Giga Computing, Bestyield International, Cloudmatrix, Senyun., Selita., and sub-subsidiary GIGAIPC.) that it controls. This report covers the same period as the annual financial report, but the reporting boundaries are not exactly the same.

The financial data disclosed in the report was collected from the consolidated financial reports of GIGABYTE and its subsidiaries (the scope is detailed on the GIGABYTE 2024 Annual Report). The reporting boundary of organizational GHG emission inventory and reduction data encompasses the Headquarters, Taoyuan Nanping Factory, China Dongguan Factory, China Ningbo Factory, as well as the Taipei Silicon Valley Park Offices where the subsidiaries G-Style, Cloudmatrix, Bestyield International, Selita Precision, and sub-subsidiary GIGAPIC are located. The disclosure scope for the remaining sustainability indicators will be detailed within the report.

Issue

Once the GIGABYTE Sustainability Report is passed by the Board of Directors, the Sustainability Report is uploaded to GIGABYTE Sustainability Website every year. The latest sustainability news is published through the corporate website as well.

- Issue time: September 2025
- Last issue time: September 2024
- Next issue time: Scheduled in September 2026

Report Verification and Data Quality Management

Approved by the Chief Operation Officer, GIGABYTE entrusted BSI Taiwan to review the report's reliability and data in accordance with AA1000 Assurance Standard (AA1000AS v3) Type I Moderate Level. The independent assurance opinion statement can be found in the appendix.

Data quality management	Verification agency
AA1000 Assurance Standard (AA1000AS v3) Type I Moderate Level	BSI Taiwan
Financial Data: Referred to the financial report	PwC Taiwan
ISO 14001: 2015 Environment Management	SGS Taiwan
ISO 14064-1: 2018 Organizational greenhouse gas inventory	
ISO 45001: 2018 Work Safety and Health Management	
ISO 9001: 2015 Quality Management	
ISO/IEC 27001：2022、CNS27001：2023 Information security management systems	TCIC Taiwan

Feedback

If you have any questions or suggestions for the contents of the report, please feel free to contact us. Thanks.

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2024 GIGABYTE Sustainability Report

From the Chairman

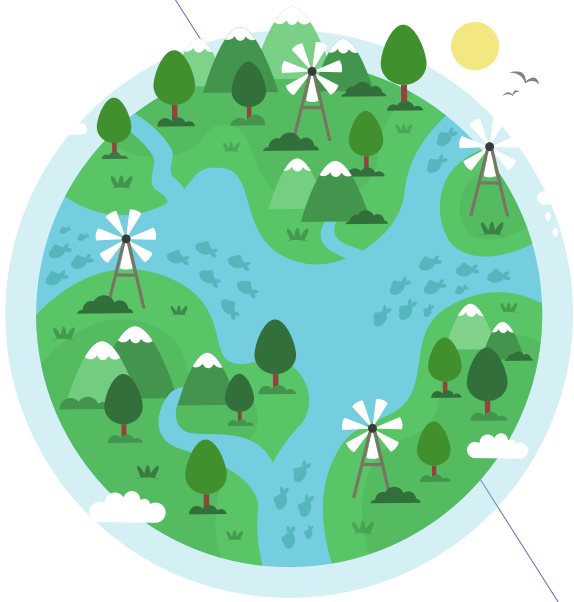
Undaunted by the rapid advances in Generative AI technology, GIGABYTE continues to tackle challenges through the application of innovative technologies while creating new value and unlimited possibilities. In keeping with our mission of "Upgrade Your Life," GIGABYTE strives to supply holistic solutions based on sustainability driven by technological progress. We provide irreplaceable value to all of our customers, consumers and stakeholders.

2024 was a year filled with both challenges and opportunities with new sustainability frameworks such as IFRS S1/S2, EU CSRD and the US SEC coming into effect. The tightening of global climate regulations shows that there was now a concerted global push to implement net zero and sustainable practices. GIGABYTE has always confronted emerging ESG issues such as net zero emissions, renewable energy usage, biodiversity as well as diversity, equity and inclusion head-on. By continuing to strengthen our business and management objectives through annual identification of material risks, GIGABYTE is able to mount a preemptive response to potential regulatory risks. We also collaborate with key supplier partners to further reinforce our sustainable governance and maintain the pace of our sustainability transition.

GIGABYTE successfully anticipated market demand by entering the niche for "immersive server liquid cooling system." We not only improved the energy efficiency of data centers but also supplied a solution that was better aligned with future trends. The immersive cooling system was introduced to advanced wafer foundries in partnership with semiconductor customers in Taiwan. As a result, the energy consumption and waste output of the customers' high-performance computing (HPC) server rooms were greatly reduced. In terms of core products including motherboards, graphics card and e-sports equipment , how to reduce the environmental impact during production and use has been taken into consideration by GIGABYTE from the start of the design phase. The product life cycle was extended by focusing on the three aspects of extreme cooling, ultra-low power consumption and high-quality materials to improve product durability and stability. GIGABYTE product performance has earned both consumer popularity and industry recognition. Due to the added environmental value of product services, GIGABYTE is confident of accomplishing our sustainability transition and carbon reduction objectives. At the same time, we will remain agile in responding to market needs and supplying diverse solutions to become a force for stability in society.

GIGABYTE strongly believes that a sound governance system will not only enhance our competitiveness in the global market but also serve as the cornerstone for sustainability. We are therefore continuing to improve Board diversity, strengthen our information security measures, and promote diversity, equity and inclusion (DEI) in the workplace to provide talents from different fields with every opportunity to showcase their skills. Our continued progress and efforts on sustainability issues earned us the "Global Views ESG Corporate Sustainability Awards - Electronics and Technology Industry – Role Model Award." In addition to our success at many domestic and overseas sustainability evaluations, GIGABYTE is continuing to be included in Taiwanese sustainability indices such as the Cathay Sustainability High Dividend ETF (00878) and the Yuanta FTSE4Good TIP Taiwan ESG ETF (00850). In the environmental sustainability practices aspect, GIGABYTE had by the end of 2024 already successfully reduced our carbon emissions by 51.97% compared to the 2009 base year. All of these accolades and achievements not only belong to every tireless GIGABYTE employee but also embody GIGABYTE's unwavering commitment to sustainability.

Looking ahead, GIGABYTE will further expand the scope of our corporate social responsibility and mission. We will continue to push for greater communication and cooperation with all of our stakeholders, work together to create shared value, strive to fulfill the vision of sustainable development, and become a trusted partner. Our positive impact on the environment, society, and humanity will generate opportunities for growth and transformation.



Chairman

Sustainability Highlights

Business Governance

NTD265billion	Revenue reached a new record high of NTD 265.148 billion an increase of 93.67% y.o.y.
NTD15.03	Earnings per share of NTD 15.03 for return on equity exceeded 8% for 11 straight years
27%	The 3 female directors now make up 27% of the Board
Top 25	Brand value ranked in Top 25 by Branding Taiwan
3,061	A cumulative total of 3,061 approved patents.
99.96%	Customer satisfaction was 99.96%

Corporate Commitment

3-4%	Entry-level employee salaries raised by 3~4%
NTD10,000	Marriage subsidy increased from NTD 3,600 to NTD 10,000
2,584	Participation in EAP support events reached 2,584
111,260hours	Total training hours was 111,260, an increase of 13.7% over the previous year

Environmental Friendliness

51.97%	51.97% reduction in 2024 carbon emissions(scope1-2) compared to the base year of 2009
99.1%	Promotion of circular economy and waste reduction reduced annual production of electronic waste by 847.4 tonnes; pickup rate for repaired products reached 99.1%
80%	80% cartons made from recycled pulp
12,540trees	More than 12,540 trees have been planted after 11 years as part of our philosophy of "returning trees to the planet," with 12,540 trees planted in 2024
737.5kg	Continued to host flea markets for the 5th straight year and helped recycle 737.5 kg of materials in 2024

Social Inclusion

8,583hours	Accumulated 8,583 hours of volunteer service during the year
5,596.7kg	5,596.7kg of trash removed during coastal clean-ups during the year
13,720trees	The "Plant For The Planet" and "Guanxi Blue Zone" projects planted 12,540 trees and 1,180 plants respectively
5th	Continued to host flea markets for the 5th straight year prioritizing donations in kind to social welfare charities and offering used goods to local residents for free
25%	Welfare points were increased by 25% to support the products from social enterprises, small farmers, and disadvantaged groups

Awards and Accolades

Governance Engagement

Winner of the Electronics and Technology Industry – "Role Model Award" at the 20th Global Views ESG Corporate Sustainability Awards

The subsidiary Bestyield International was awarded the "Social Innovation Category - SME Award" at the Global Views ESG Corporate Sustainability Awards

Inclusion in the CRIF Asia TOP1000

FTSE4Good TIP Taiwan ESG Index

Chosen as constituent stock: Taiwan High Compensation 100 (HC100), and the "FTSE4Good TIP Taiwan ESG Index" jointly compiled by TWSE and FTSE Russell

2024 Taiwan Best-in-Class 100

Social Care Influence

2024 Linking Corporate Humanities Awards Enhanced Education Award Role Model Award

Environmental Friendliness

CDP

2024 CDP Climate Change rating of B (Management rating or higher for 9 straight years, and Leadership rating for 3 straight years), and Water Security rating of B (Management rating for 3 straight years)

The subsidiary Bestyield International recognized as Outstanding Green Consumption Enterprise by New Taipei City

FT FINANCIAL TIMES CLIMATE LEADERS 2024 statista

Included in the Financial Times Asia-Pacific Climate Leaders 2024

Outstanding Brand

台灣精品 TAIWAN EXCELLENCE Everyday Excellence

7 GIGABYTE AORUS products recognized at 33th Taiwan Excellence Awards

reddot design award

7 GIGABYTE AORUS products received the Red Dot Design Award

Happy Workplace

OSHA 勞動部職業安全衛生署 OCCUPATIONAL SAFETY and HEALTH ADMINISTRATION, MINISTRY of LABOR

2024 OHS SDGs Pilot Enterprises - Manufacturing Sector Top 8 hosted by the Occupational Safety and Health Administration, Ministry of Labor

OHS SDGs 健康勞動力

2024 Evaluation of Voluntarily Disclosure on Occupational Health and Safety Performance in Corporate Sustainability Report - Top 10% of Enterprise with Registered Capital of NTD 5 ~ 10 Billion

1111 Job Bank 2024 Happiness Enterprise Survey - Silver Award in the Technology R&D Category

GIGABYTE Business Overview

GIGABYTE Profile

GIGA-BYTE Technology Co., Ltd. (TWSE: 2376) was founded in 1986 and is headquartered in the Xindian District of New Taipei City. "Upgrade Your Life" has always been the corporate mission of GIGABYTE. We strive to develop holistic digital solutions and services, and by leveraging our breakthrough patented technologies, GIGABYTE has continued to create and expand the unlimited possibilities brought about by AI and future technology. At the same time, we embrace our business philosophy of caring and giving back to society, and link our philosophy to sustainable development goals in a bid to create a better life for all humanity.

As a leading global tech brand, GIGABYTE drew on more than three decades of R&D experience in motherboards and personal computers to gradually expand our portfolio. Our investment in server R&D and the cloud industry stretches back more than twenty years, and are now being integrated with 5G, AI and AIoT technology to establish our presence in AI clouds and craft a user experience that is tailored to the needs of global consumers and enterprises. (For more smart technology applications, please refer to GIGABYTE INDUSTRY)

2024 Income after tax	Headquarters	Number of Employees	Operating Locations
NTD 9.788 Billion	New Taipei City, Taiwan	6,473	16

Scope of Business

As the industry and lifestyle continues to evolve, GIGABYTE is integrating AI technology into all kinds of products and services even as we expand our diverse business portfolio. From personal lifestyle to enterprise applications, our products encompassing fields as diverse as e-sports and entertainment, autonomous driving, 5G communications, smart healthcare and digital drawing satisfy the diverse needs of consumers and boost our competitiveness in the market. To further strengthen our internal specialization , GIGABYTE has established a number of business units and subsidiaries that focus on providing even more professional services and solutions in their respective domains.

- Specialized Subsidiaries

CLOUDMATRIX	Cloud matrix: Integration of smart software and hardware with an emphasis on e-commerce applications for smart recognition / smart manufacturing / smart healthcare / smart retail / smart office and homes.	GIGA COMPUTING	Giga Computing: Formerly the networking and communication BU, the company now focuses on the development, manufacture, and sales of enterprise application products and solutions
Bestyield	Bestyield International: Specializes in IT/3C repairs, leasing, and reverse logistics services.	GIGAIPC	GIGAIPC: A subsidiary of Giga Computing focusing on the sale of electronic components and computer IT products

- Customization Services

Application solutions

- Artificial intelligence (AI) and Artificial Intelligence of Things (AIoT)
- Cloud computing
- System cooling
- 5G Network
- Professional graphics card

Industry Map of Solutions

- 5G Telecommunications
- Autonomous Transport
- Digital Creators and e-Sports Entertainment
- Data Centers
- Education
- Smart Healthcare
- Smart Manufacturing
- Retail Services
- Enterprise
- Public Sector

- Consumer and Enterprise Application Products

Computer-related Products

- **Motherboard**

- **Graphics Card**

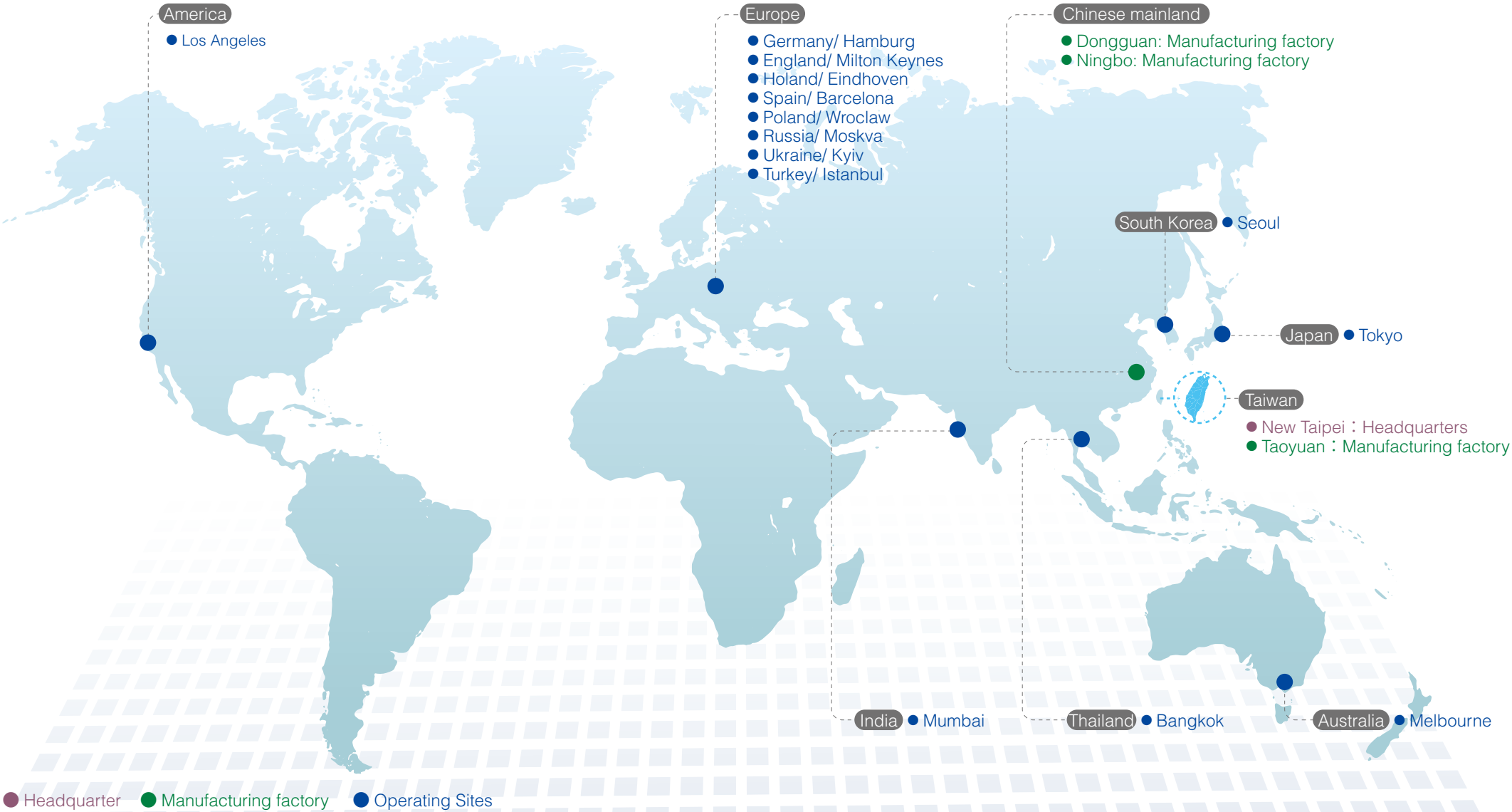
- **Laptop**

- **Desktop Computer and Peripherals**

Servers and IT Infrastructure

- **All Types of Servers, Server Peripherals and Work Stations**

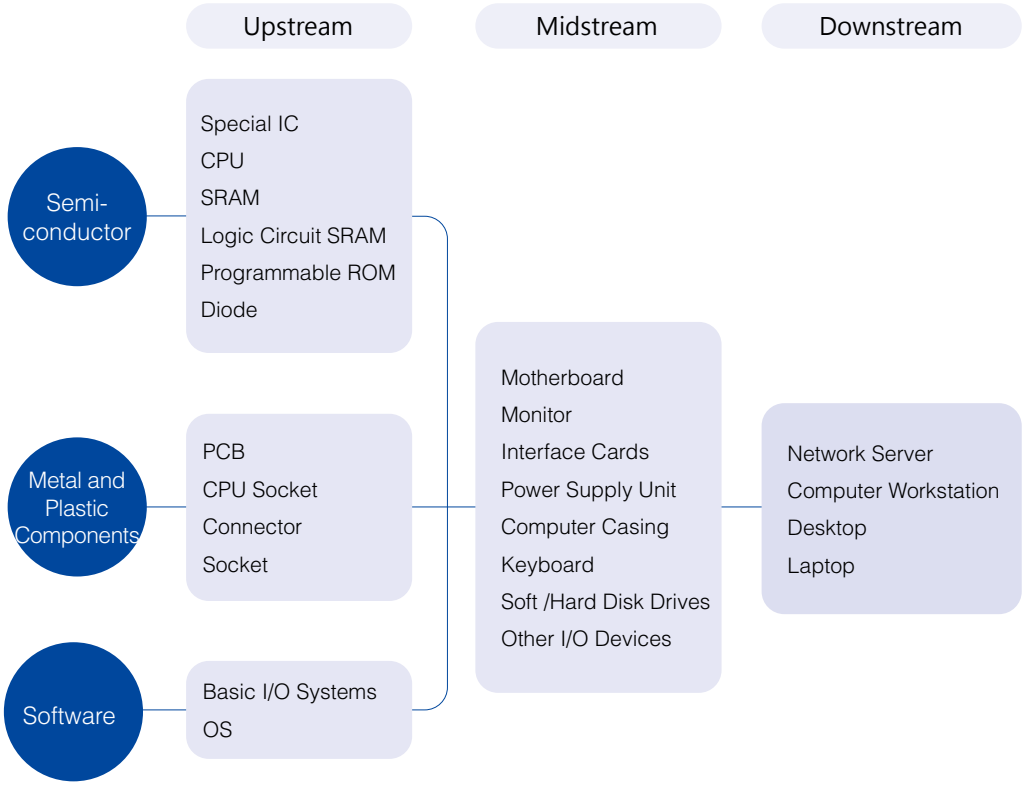
Operational Sites Worldwide



Operational Performance

The Group reported record consolidated revenues in 2024 due to the increase in AI server orders and shipments. GIGABYTE used our keen insight into market needs and trends to vertically integrate upstream and downstream services. Diversity was emphasized with one-stop AI services from the cloud to the premises. We helped stakeholders including customers, industries, the public sector and academic research units establish their own foothold in green logistics. The explosive growth in market demand spurred GIGABYTE to form strategic alliances with supplier partners. By leveraging our innovative R&D and high-quality product capacity, GIGABYTE was able to build competitive product lines that continued to focus on existing markets while also aggressively developing new markets. In 2024, GIGABYTE reported consolidated revenues of NTD 265.148 billion and net income after tax of NTD 9.788 billion, Total EPS for the year reached NT$15.03.

▪ Upstream and Downstream Linkages of Key Products



▪ Generation and distribution of direct economic value in the past three years Unit: NTD Thousand

Type	Item	2022	2023	2024
Generated Economic Value	Operating Income	107,263,644	136,773,409	265,148,779
Distributed Economic Value	Operating Cost	90,647,566	120,197,968	237,056,292
	Employee Salary and Benefits	4,822,550	6,556,420	9,153,386
	Payments to Investors	7,619,807	3,941,271	4,259,116
	Income Tax	1,910,892	1,323,536	2,842,723
Retained Economic Value	Retained Earnings	26,172,718	26,967,976	32,521,925

Note 1:Please refer to the GIGABYTE Financial Report for more detailed financial information Investor - GIGABYTE Global

Note 2:Error in the data of the Operational Performance table on P.7 of the 2023 GIGABYTE Sustainability Report. The generation and sharing of direct generational data in the past three years were adjusted so that it was aligned with the financial statements and showed the retained earnings.

▪ Membership of Associations

Association Name	Role
Taipei Computer Association (TCA)	Member(Gigabyte,Bestyield International)
Taiwan Excellent Brand Association (TEBA)	Member
Cloud Computing & IoT Association in Taiwan (CCIAT)	Member
Taiwan Electrical and Electronic Manufacturers' Association (TEEMA)	Member
Taiwan Computer Emergency Response Team and Coordination Center	Member
The Taiwan Chief Information Security Officer Alliance (TCISO)	Supplier Team Member
Taiwan Circular Economy 100 (TCE 100)	Member (Bestyield International)
8+N Resource Circulation Alliance	Member (Bestyield International)
Open Infrastructure Foundation (US)	Supporting Organization
MLCommons (US)	Founding Member (Giga Computing)
Peripheral Component Interconnect Special Interest Group (US)	Member
Voluntary Control Council for Interference by Information Technology Equipment (Japan)	Member (Gigabyte, Giga Computing)
Open Compute Project (US)	Member (Giga Computing)
Family-Friendly Enterprise Alliance	Member

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	

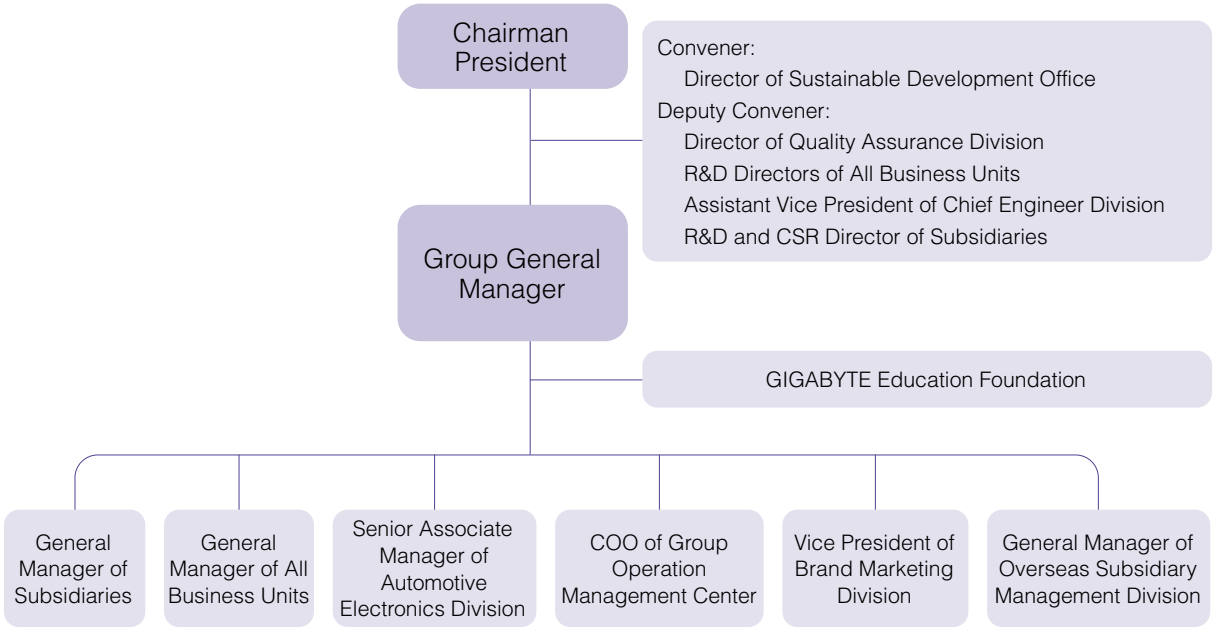
		2009~2015 Green Action Plan →	2016~2018 Phase 1 Green Action Plan 2.0 →	2019~2021 Phase 2 Green Action Plan 2.0 →	2022~ Phase 3 Green Action Plan 2.0 →	Long-termTarget →
Sustainable supply sharing	Circular Economy	▪ Improve after-sales service and repair yield, and extend product life cycle ▪ Set up 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

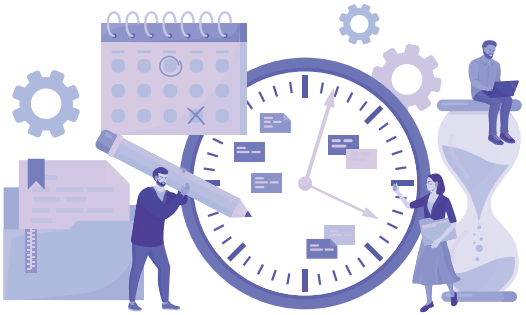
The Committee tracks and reviews relevant regulations every year. In addition, the heads of each BU also report on important policies and reforms related to sustainability as well as the performance and accomplishments of their sustainability projects to ensure that GIGABYTE can respond in advance to 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



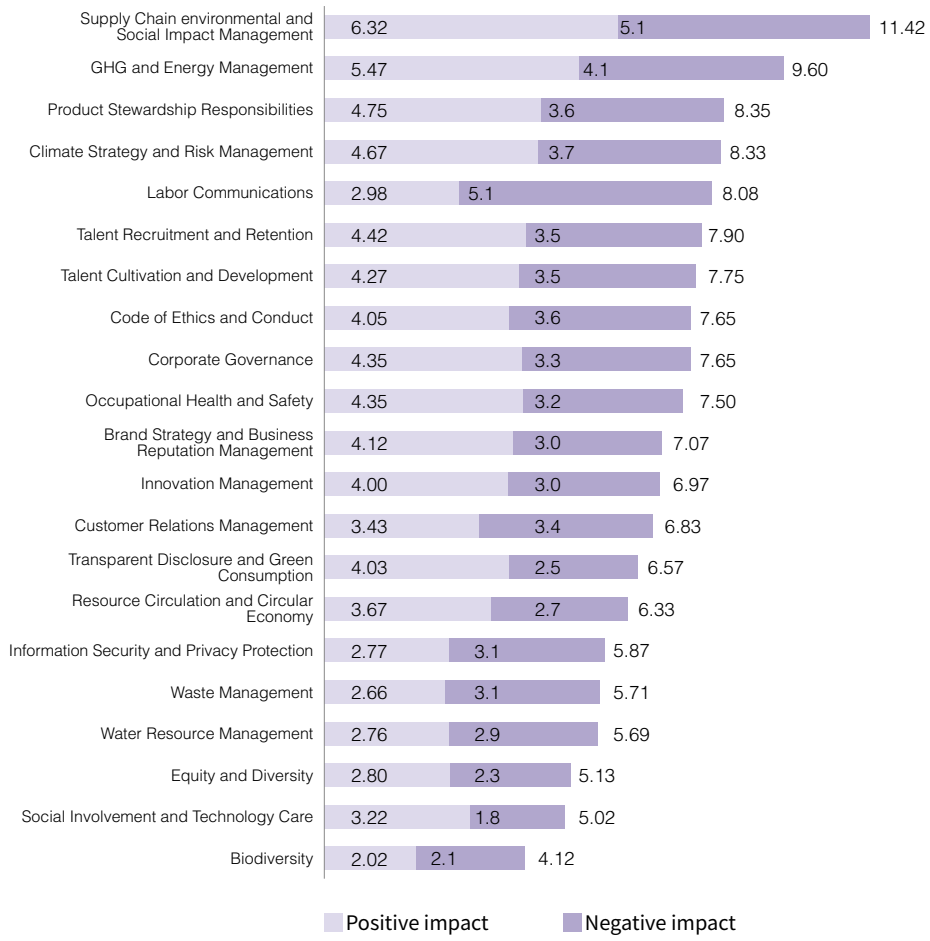
1.3 Material Topics Analysis

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	

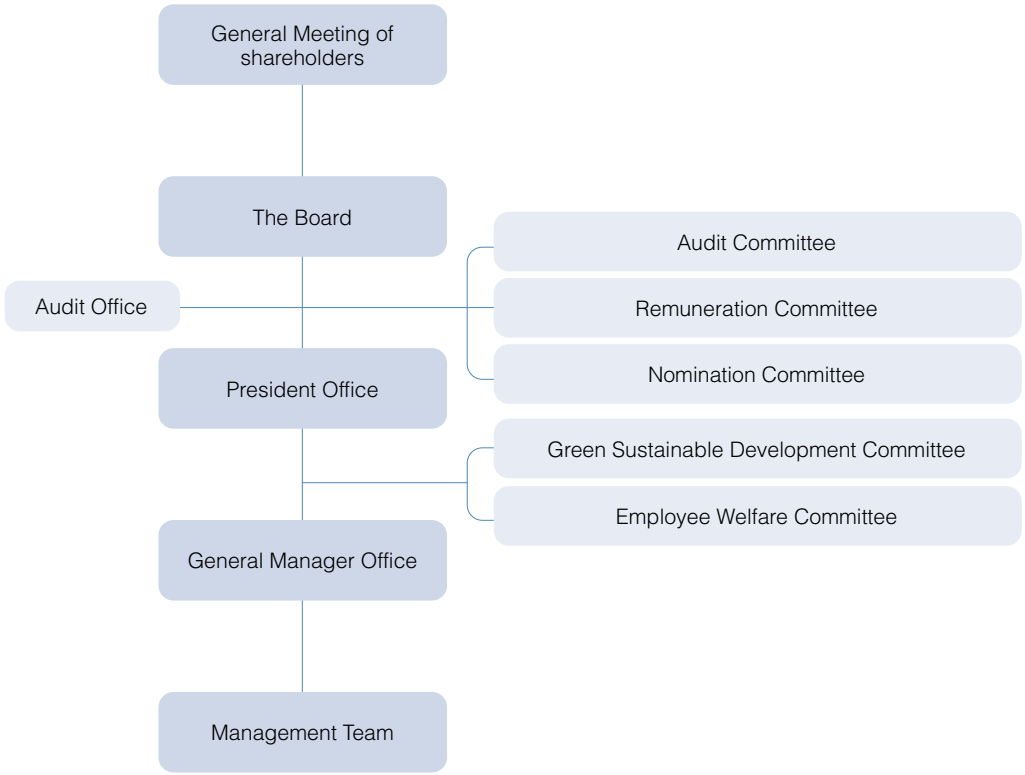
Stakeholder	Objective of Engagement	Concerned Material Issues	Communication Channel and Frequency		Engagement Outcomes in 2024
Supplier	Promote sustainable supply chain management measures and forge resilient supply chain	▪ Supply chain environmental and social impact management ▪ Code of Ethics and 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

02 Corporate governance

GIGABYTE Technology adheres to the principles of integrity in corporate management and is dedicated to enhancing operational transparency and efficiency. The company actively works to establish a diversified, resilient, and sustainable governance framework that safeguards the rights and interests of all stakeholders.

Internal audits and self-inspections are periodically conducted in accordance with corporate governance regulations and principles and to respect shareholders' interests. Clearly defined rules such as the "Rules of Procedure for Board of Directors Meetings" and the "Procedures for Handling Material Inside Information" ensure operational transparency and prevent conflicts of interest so that the management team can focus on managing the business and fulfilling social responsibility.

- Corporate Governance Structure



2.1 Organization of Corporate Governance

2.1.1 Board of Directors and Management Team

The Board of Directors is the top decision-making body for business management activities. The Company's "Procedures for Election of Directors" stipulates the use of the candidate nomination system for Board elections. Directors are elected by shareholders from the nominated candidates. In 2024, the GIGABYTE board of directors was composed of 11 directors. The Chairman was Mr. Dandy Yeh, with the Board being made up of 6 directors and 5 independent directors. None of the independent directors had served for more than 3 consecutive terms. The Board of Directors comprises one female director and two female independent directors. Independent directors constitute 46% of the board, and female representation stands at 27%.The Board was convened 10 times during 2024, and average attendance was 97.27%.

To strengthen corporate governance and promote the sound composition and structure of the Board of Directors, the Company advocates a board diversity policy to enhance overall corporate performance. The composition of the Board should be evaluated from various diversity perspectives, while the Corporate Governance Best Practice Principles specify that the Board as a whole should possess the following competencies: operational judgment, financial and accounting analysis, business management, crisis management, industry knowledge, legal expertise, leadership, and decision-making capabilities.To maintain professional strengths and competencies and to support sustainable corporate operations, board members regularly participate in training programs related to corporate governance, sustainability, industry trends, and regulatory updates.

(For more information on the Board's diversity, independence, and professional experiences, please refer to GIGABYTE website; For more information on each director's continuing education, please refer to p.26 of the GIGABYTE 2024 Annual Report)

Director Nomination and Election

In accordance with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and relevant regulations, the Company has established the Rules for Election of Directors and set up a Nomination Committee to regulate the standards and procedures for director selection. The rules emphasize the consideration of the overall composition of the Board, promote diversity, and ensure that members possess the necessary knowledge and competencies.

The Company adopts a candidate nomination system, under which shareholders elect directors—including both independent and non-independent directors—at the shareholders'

meeting. It is also ensured that no familial relationships exist among the elected directors. The election process is supervised by ballot inspectors and counters, and results are announced on-site. Elected directors receive official notifications of their election.

Conflict of Interest Management

If a director or the legal entity they represent has an interest in a matter being discussed at a Board meeting, the director shall disclose the nature of the interest during the meeting. Where such an interest is likely to harm the interests of the Company, the director shall not participate in the discussion or voting of the matter and shall recuse themselves. Additionally, they may not act as a proxy for other directors to vote on the matter.

When a director's spouse, a relative within the second degree of kinship, or a company controlled by or in a subordinate relationship with the director has an interest in the matter, the director is deemed to have a personal interest in that matter.

The Company complies with the provisions of the Company Act regarding directors who are not allowed to exercise voting rights in such situations. Prior to each Board meeting, the chairperson informs relevant directors of any recusal requirements, and all recusals are recorded in the official meeting minutes.

2.1.2 Functional Committees and Performance Evaluation

To enhance the effectiveness of the Board of Directors, the Board has established functional committees, including the Remuneration Committee, the Audit Committee and the Nomination Committee. Each functional committee reports to the Board of Directors and submits proposals for resolution by the Board.

Remuneration Committee

- Composed of 3 independent directors.
- Convened 6 times and the average attendance of committee members was 100%
- Duty: Assess the achievement of performance goals for the Company's directors, supervisors, and maintain the appropriateness of individual remuneration

Audit Committee

- Composed of 5 independent directors.
- Convened 8 times and the average attendance of committee members was 100%
- Duty: Supervise the proper expression of the Company's financial statements and the independence and performance of the certified accountants, and ensure the Company's compliance with laws and the effectiveness of the internal control system.

Nomination Committee

- Composed of 1 director and 2 independent directors.
- Convened 1 times and the average attendance of committee members was 100%
- Duty: Strengthen the functionality of the Board and management mechanism. Nominate candidates for directors and the Group President based on selection criteria, and evaluate the performance of the Board, its committees, individual directors, and the independence of independent directors.

The Board conducts an internal performance evaluation once a year, covering both the overall Board and individual directors. The evaluation is carried out through self-assessments by the Board and individual members, focusing on aspects such as participation in company operations, quality of board decisions, board composition and structure, professional competency and continuing education, internal relationships and communication, and internal control.The evaluation results are reviewed and approved by the Remuneration Committee and resolved by the Board of Directors, with the filing completed within the required timeframe.

Remuneration Policy for the Management Team

The remuneration of the Company's directors is allocated in accordance with the Articles of Incorporation and must be approved by the Board of Directors and submitted to the shareholders' meeting. No additional remuneration shall be granted beyond what is specified unless otherwise approved by the shareholders' meeting. The remuneration amount is determined based on the scope of responsibilities and fiduciary duties undertaken by each director, as well as the Company's operational performance and profitability.

The remuneration of the Company's managerial officers is handled in accordance with the Remuneration Management Guidelines, Employee Performance Evaluation Guidelines, Business Group Financial Performance Assessment Principles, and the Balanced Performance Bonus Distribution Mechanism. Remuneration includes base salary, living allowance, meal allowance, position allowance, no-car allowance, year-end bonus, and performance bonus. Payments are determined based on factors such as academic background, professional experience, business performance, and individual contributions, and are approved according to the Company's authority and sign-off procedures.

Comparison of the annual remuneration of the highest-paid individual and median annual remuneration of general employees in 2024

- 16.67 times in Taiwan
- 8.33 times in Mainland China

Comparison of increase percentage of the annual remuneration of the highest-paid individual and median annual remuneration of general employees in 2024

- 20.41 times in Taiwan
- 8.01 times in Mainland China

2.1.3 Internal Audit

GIGABYTE's internal audit unit is an independent unit that reports directly to the Board of Directors. It is responsible for formulating and supervising the implementation of integrity management policies and prevention programs, and regularly reports to the Board to strengthen the management of integrity practices.

According to the "Regulations for Handling Internal Audit Systems," internal audit is intended to assist the Board and management in examining and evaluating deficiencies in the internal control system, as well as assessing the effectiveness and efficiency of operations. Timely improvement recommendations are provided to ensure the internal control system is implemented effectively and continuously, and to serve as a basis for reviewing and revising internal control measures. The scope of audits covers all operations of the Company and its subsidiaries.

Audit work is primarily conducted in accordance with the audit plan approved by the Board and includes both regular and ad hoc internal audits. These audits help management understand the functioning of the internal control system and provide timely information, serving as one of the key channels for identifying existing or potential operational deficiencies.

(For details on communication between independent directors and the chief audit officer in 2024, please refer to the GIGABYTE website (in Mandarin).)

In addition to the internal audit, GIGABYTE regularly discloses company-related information on the Company's website and TSE Market Observation Post System and actively incorporates external evaluation mechanisms, such as participating in the Corporate Governance Evaluation System by the Financial Supervisory Commission (FSC) every year. GIGABYTE ranked 36-50% among all listed companies in the 10th Corporate Governance Evaluation. We will keep taking the lesson from the evaluative results, list the insufficient part as the priority for future improvement, and expect to improve our corporate governance gradually.

2.2 Integrity Management and Legal and Regulation Compliance

Code of Integrity and Business Conduct

Morality and integrity have been the core corporate culture of GIGABYTE since its foundation. We believe that operating with integrity and taking responsibility to society into account is also essential for corporate sustainable development.We have adopted a Code of Ethical Conduct approved by the Board of Directors, referencing the Responsible Business Alliance (RBA) standards. Guided by the highest principles of corporate ethics, we conduct self-assessments and have established "the Code of Business Conduct" and "RBA Code of Conduct".to guide equal and safe working environment, legal compliance obligation, external business activities, and corporate asset protection. Disciplinary and grievance channels have been established to address violations of ethical conduct.

In addition, the Company has established the "Regulations for the Prevention of Insider Trading" to ensure sound internal procedures for handling and disclosing material information, prevent improper information leakage, and maintain the consistency and accuracy of external disclosures.To urge employees to abide by this Code, GIGABYTE requires every new employee to sign the "Employee's Ethical Code of Conduct", and also provides training on anti-corruption, intellectual property rights, etc., to shape an emphasis on morality and integrity by the whole Company's members.

Board of Directors	Establish integrity-based management policies to ensure that directors, supervisors, and employees comply with applicable laws and regulations in the execution of their duties.
Employee	Every new employee to sign the "Employee's Ethical Code of Conduct" and also take part in training on anti-corruption, intellectual property rights, etc.
Supplier	All suppliers are urged to sign long-term supply agreements, with reference to the Responsible Business Alliance (RBA) Code of Conduct and the commitment to avoiding the use of conflict minerals.

▪ Ethics training

For employees, GIGABYTE continues to organize and introduce training on ethical management. Course topics encompassing legal affairs and intellectual property, internal audit and controls, accounting systems, and ethical management are offered to managers, general employees, and foreign employees based on their requirements to ensure that every employee understands the GIGABYTE ethical management vision and system. Related courses were held 286 times in 2024. 7,947 person-times, 11,476.9 hours of training.

Topic	Legal affairs and intellectual property	Internal Audit	Accounting system	Integrity management	Total
Person-times	4,794	2,686	163	304	7,947
Hours	9,096.1	2,228.6	52.6	99.6	1,1476.9

▪ Grievance channels

Safe and anonymous grievance channels are provided to employees to prevent unethical conduct. Once receiving a complaint, it will be treated on a case-by-case basis, and disciplinary actions will be taken if necessary. The range of complainants also expands to distributors to ensure that employees always adhere to the ethical boundaries for business dealings. Gigabyte promises that employees will not suffer demotion, penalty, or other adverse consequences even if their compliance with the ethical rules results in business losses to build an anti-corruption environment.

- Employee Grievance Mailbox: HR@gigabyte.com
- ESG-Related Communication Mailbox: CSR@gigabyte.com
- For more stakeholder communication channels, please visit the GIGABYTE official website – Stakeholder Section.

Number of violation	2023	2024
Corruption or Bribery	0	0
Discrimination or Harassment	0	1[1]
Customer Data Breach	0	0
Conflicts of Interest	0	0
Money Laundering or Insider Trading	0	0
Others	0	1[2]

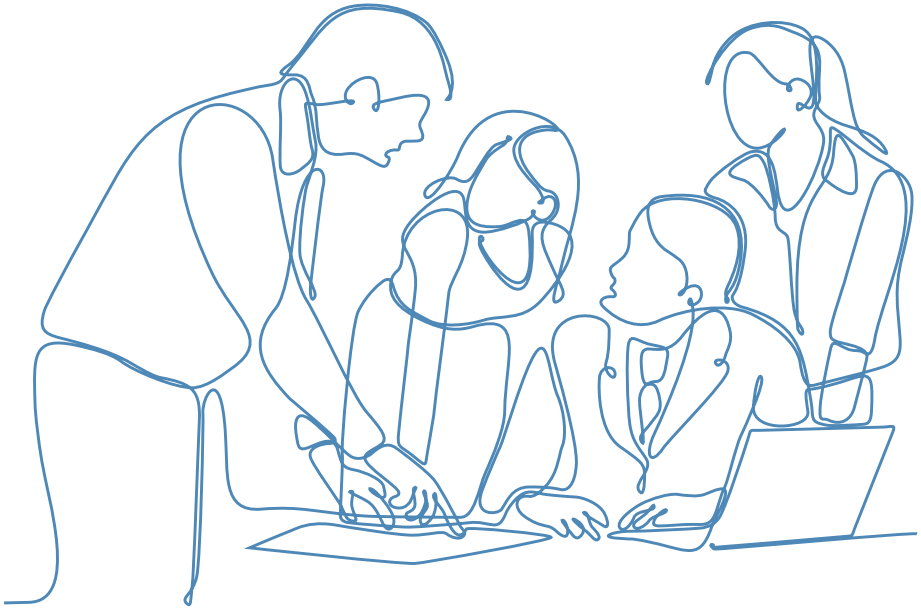
Note1: One case of sexual harassment was reported.After investigation by the grievance review committee and a formal meeting, the disciplinary warning was issued to the employee,and announced at the internal website.

Note2: GigaIPC, one of subsidiary, was found in violation of trade regulations and was fined NT$500,000.

GIGABYTE implemented balanced reporting and disclosure of information in accordance with the "Reference Guidelines for the Recognition of Sustainable Economic Activities" issued by the Financial Supervisory Committee. This applied to any material violations that accumulated financial penalties of NTD 1 Million or more, or administrative sanctions imposed by the competent authority such as stoppage, shut-down, abolishment or revocation of related permits. There were no material violations in 2024. GIGABYTE also actively responded to and took action on penalties where the amount did not amount to a material violation.

Year	2023	2024
Environmental Safety: Water Pollution Control Act, Air Pollution Control Act, Building Fire Safety and Toxic Chemical Substances Control Act	0	0
Products and Services: Privacy Protection, Marketing and Broadcasting, Product Information Labeling	0	0
Labor Rights: Labor Standards Act, Gender Equality in Employment Act, Employment Insurance Act, Occupational Safety and Health Act	0	2

Note: There were two incidents of excessive work hours and illegal forklift operation in 2024 resulting in total penalties of NT$200,000. The improvement actions are detailed in 5.3.1 Environmental Health and Safety.



2.3 Risk Management

Sound risk control is fundamental to sustainable corporate management. The concept of Business Continuity Plan (BCP) was introduced by GIGABYTE. Threats, vulnerabilities, and risks in business operations are identified, defined and assessed in order to protect operations from disaster and accidental damage. If an incident does occur then the resulting impact and interruption are minimized as well. GIGABYTE used the risk management process to identify 11 areas of risk in 2024. Senior executives above the grade of manager then participated in evaluating the degree of impact (1~5-points) on the Company from each risk and their likelihood (out of 100%). This was then multiplied by the time-span (1~4 points) to obtain the Risk Score. The appropriate departments were then commissioned to develop a sound risk management method using their professional knowledge and practical experience of related fields.

To further strengthen the GIGABYTE risk management policy, the Board of Directors resolved in 2024 that a Risk Management Committee is to be established and risk management related programs rolled out in 2025.

▪ GIGABYTE Risk Management Process and Management Actions

1 Risk factor Identification

External Environment
Identify external trends in politics, economics, environment, and society in order to confirm potential impacts on organizational operations.

Internal Operations
Identify potential risks events on operational processes

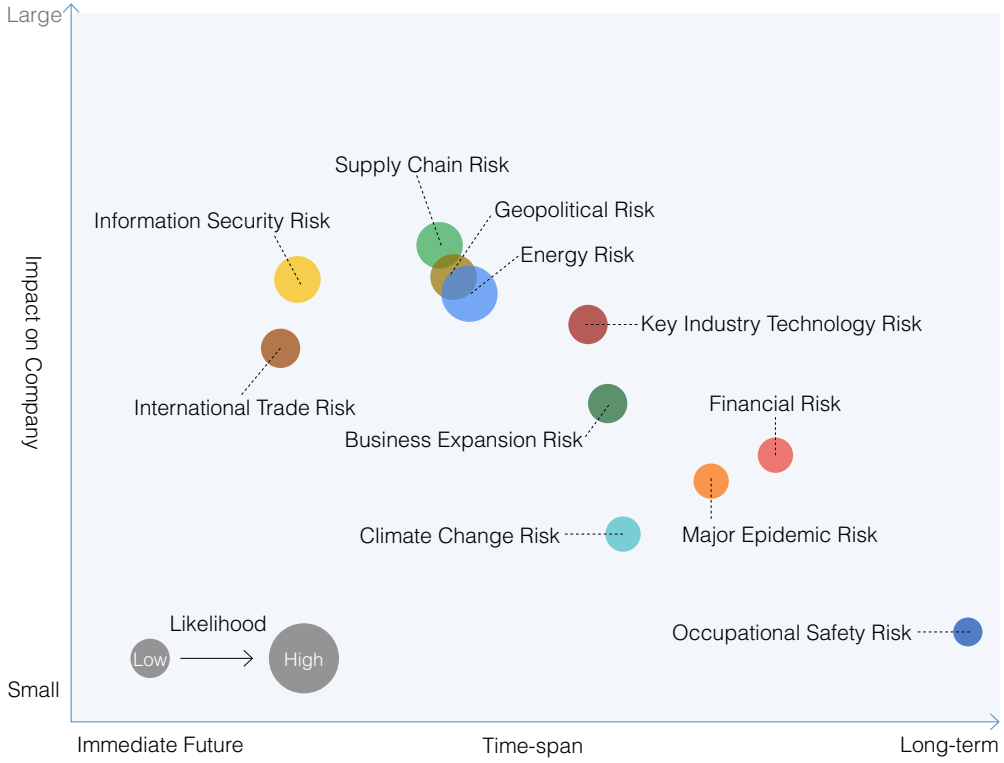
2 Risk Analysis and Assessment

Identified risk factors are assessed on the severity of their impact on the Company, and likelihood of happening to calculate their risk score and distinguish between the urgency of each risk

3 Risk Control

Precedence is given to the development of response strategies for high-risk topics. The relevant units are then assigned to examine and track high-risk topics

▪ GIGABYTE Risk Identification Matrix



2024 Material Risks and Adaptation Actions

- Short- to Medium-term Risks: 1 ~ 5 years

Risk Issue	Potential Risk	Scope of Impact			Risk Control Action
		Upstream	Business	Downstream	
Energy Risk	▪ Risks from unstable energy supply and volatile energy prices ▪ Tightening of domestic and overseas environmental regulations		V		▪ Introduction of production automation and smart warehouse storage to improve energy efficiency and cut electricity costs ▪ Renewable energy equipment will be installed in Taiwan in 2025 to power the two plants in Taoyuan and Business Headquarters. ▪ Installation of solar panels and use of renewable energy at the German operating location
Information Security Risk	▪ The emergence of AI technologies means we must be prepared to counter hacker attacks using similar technologies ▪ Risk of malicious attacks involving cloud security social engineering, and computer viruses	V	V	V	▪ Established Information Security Committee as the highest governance unit for information security risk management ▪ Compliance with domestic and overseas information security regulations
Supply Chain Risk	▪ Supplier risk, demand volatility risk, logistics and transportation risk ▪ International trade regulatory risk	V	V		▪ Periodic evaluation of supplier grades and supervising the sustainability performance of suppliers ▪ Manage product compliance and logistics through the management platform, and provision of employee education and training
Climate and Carbon Management	▪ Required by international customers to provide carbon reduction data and to participate in the CDP carbon disclosure program ▪ Tightening of domestic and overseas environmental regulations	V	V		▪ Publication of climate-related financial disclosure reports (TCFD) and disclosure of CDP rating performance ▪ Build a comprehensive climate risk identification process and matrix. Scenario analysis is also conducted to link financial performance and climate impact
Key Industry Technology Risk	Technology obsolescence resulting in impact on business profitability		V		▪ Well thought-out patent and trademark strategies are developed for key technologies ▪ Participate in product and technology development projects to actively identify potential patents ▪ Disburse patent rewards in accordance with the "GIGABYTE Group Patent Reward Regulations" to encourage ongoing employee innovation.
Business Expansion Risk	▪ Resource pressure from the market risk ▪ Inadequate management capability and quality control risk		V		
Geopolitical Risk	Domestic/overseas policy changes that increase market / supply chain / regulatory risk	V	V		▪ Manage product compliance and logistics through the management platform, and provision of ad hoc employee education and training ▪ Establish self-inspection and external verification process for strategic high-tech products ▪ Set up product homepage and management platform for storing related certifications. ▪ Establish control mechanism and system for incoming inspection exemptions and host information seminars on incoming inspection exemption process ▪ Host education and training on customs clearance for strategic high-tech products, cargo insurance and Customs determination of original place of manufacture
International Trade Risk	Constantly updated supervisory regulations impose constraints on production and sales that increase obstacles to trade and uncertainty		V		

- Long-term term Risks: Over 5 years

Risk Issue	Potential Risk	Scope of Impact			Risk Control Action
		Upstream	Business	Downstream	
Financial Risk	Over 70 economic entities faced leadership elections in 2024 with the US presidential elections having the greatest impact. Results included volatile interest and exchange rates in the financial market		V		▪ Dispersal of idle funds to fixed-interest or low-risk products such fixed-term bank deposits and bond transactions ▪ Ensuring of short-term liquidity, issuing of company bonds when appropriate, and obtaining short-, medium- and long-term lines of credit from financial institutions ▪ Foreign exchange gains from business operations are hedged in a timely manner through spot market transactions and forward foreign exchange contracts. ▪ Purchase of property insurance such as commercial fire insurance, product liability insurance, and cargo insurance to avoid the risk of major losses
Major Epidemic Risk	▪ The eruption of epidemics can impact on employee health and lower productivity ▪ Risk of disruption to supply chain that impacts on production and delivery ▪ It hampers international business and transnational supply chains	V	V		▪ Promotion of tiered employee health management system with follow-up management based on results of health exams ▪ Provide high-risk employees with medical subsidies and health management incentives ▪ Promotion of health promoting activities/education and Employee Assistance Plans (EAP) ▪ Provide up-to-date information on epidemic trends and implement a variety of health protection measures
Occupational Safety Risk	Safety incident risk from the work environment		V		▪ Significant risks are periodically identified and corrective action taken based on workplace condition

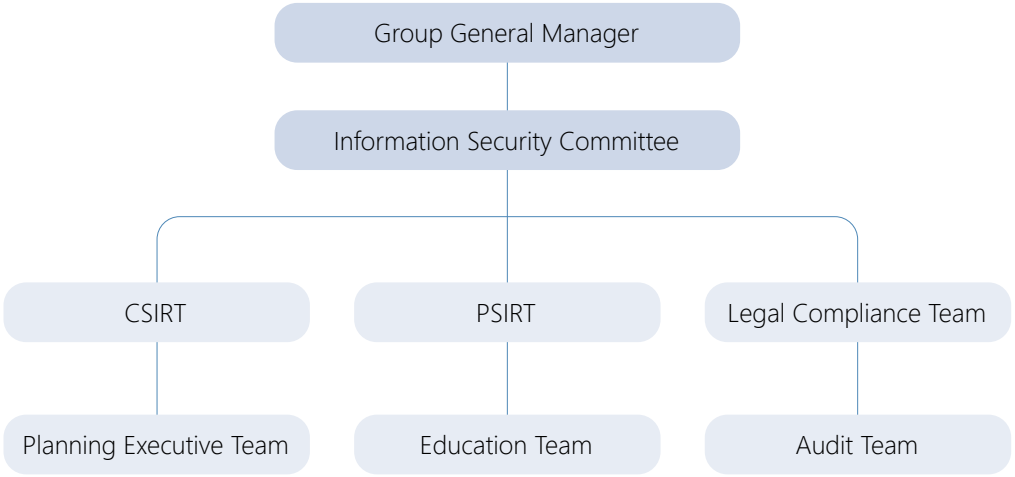
2.4 Information Security and Privacy Protection

GIGABYTE established an Information Security Committee in 2021. An information security policy and management structure were formulated in accordance with international standards, regulatory requirements, privacy protection, as well as risk and crisis management. Suppliers were also incorporated into scope of management to strengthen joint defense throughout the supply chain. The Committee is responsible for promoting information security management, planning, supervision and implementation across the organization. It also regularly reports to the Group President on the effectiveness of information security management activities and systems by the information security management organization.

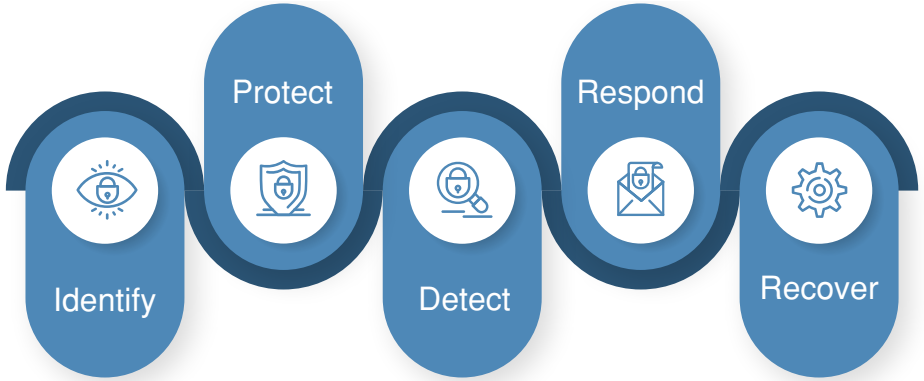
The Information Security Management Structure and Security Response Task Force was set up for harmonization with the Cybersecurity Framework (CSF 2.0) developed by the US National Institute of Standards and Technology (NIST). A total information security management standard was introduced to continuously improve information security based on the 5 key indicators of Identify, Protect, Detect, Respond, and Recover. This covers the entire information security risk management life cycle.

To address the expansion of AI server business in 2024, including new products, new suppliers, upgraded customer services, and cybersecurity risks. Group President who has extensive experience in IT and product information security was designated as the highest convener of the Information Security Committee responsible for directing the Committee's quarterly activities. A Chief Information Security Officer (CISO) and dedicated information security specialists were also appointed. Two social engineering drills and enhanced employee training were carried out to raise employee awareness on adherence to the corporate information security policy and reduce information security management risks.

- Structure of Management Organization



CSF - Five Functions



Ways of maintaining information security

- Identify the Company's protected information assets and value processes
- Conduct 1 information asset identification and risk assessment every year to establish risk protection measures
- Conduct random information security education and training every year to counter corporate e-mail fraud
- Conduct 2 social engineering drills with enhanced education and training for high-risk employees
- Employ AI technology to conduct real-timing monitoring of incoming traffic to detect suspicious programs and malicious behavior and reduce malicious attacks
- Set up information security response team to establish response mechanism and conduct simulated attack/defense drills
- Participate in joint defense organizations such as Taiwan Information Security Alliance, Taiwan Chief Information Security Officer Alliance to gain information security experience
- Update response and recovery plans when there is a change in business structure to prevent business disruptions due to information system errors

- Information Security Risk Management Strategy

Information Security Risk Commitment	The Company pledges to build a total information security management system to ensure the confidentiality, integrity and availability of data
Privacy Protection Commitment	The Company strives to respect and protect the privacy of customers and employees, and to comply with the relevant privacy regulations (e.g. GDPR)
Employee Education and Development	The Company pledges to strengthen the development of the internal information security culture, and to enhance the security awareness and technical ability of employees through periodic training and testing
Compliance	The Company pledges to comply with all applicable information security and privacy protection laws and regulations and take active measures to maintain compliance
Security Incident Management	The Company pledges to protect the rights and interests of customers and stakeholders by responding swiftly and effectively to security incidents

Information Security Risk Management and Response Mechanism

▪ Information security management and audit

To improve our response to information security risk management, we review our information security risk exposure at least twice a year to identify our information security risk appetite. This includes stress testing and sensitivity analysis to establish the relative priorities of information security risks. Actions are then taken to mitigate information security risks. All of the above information security risk management processes undergo internal/external audits. The validity of ISO/IEC 27001:2022、CNS 27001:2023 information security management system certifications are also maintained for information devices and the information security management system.

▪ Promotion of technological upgrades and information security defenses

Data encryption technology, multi-factor authentication, intrusion detection system, and AI security analysis tools were introduced to improve our ability to defend against online threats and reduce the risk of data leakage. At the same time, protection against internal information security attacks was also strengthen through the use of firewall hardware, deployment of intrusion detection systems, periodic vulnerability scanning and penetration testing of external websites, and conducting at least 1 response drill procedure each year. As a result, the Company maintained an A rating (highest level) for information security and maturity in 2024.

▪ Information security education and training

We have designed and are progressively implementing our information security management policy. Internal information security rules have been published with an explicitly defined information security complaints process to ensure that employees can follow the SOP to make a report when they notice any suspicious activity. At the same time, we have incorporated IT and cybersecurity into employees' performance evaluations. Information security and privacy protection training courses are regularly held as well to improve the information security awareness and response ability of all employees. For supplier management, we are applying the Information Security Risk Management Regulations for the Information Supply Chain by requiring suppliers to comply with the relevant policies. We also introduced and incorporated information security audits into supplier management to help suppliers improve their information security capabilities. By actively enhancing the information security awareness and ability of both internal and external stakeholders, we can ensure the full compliance of the Company, and reduce the risk of heavy financial penalties or legal repercussions due to the leakage or improper handling of data. In 2024, we conducted education and training on 3 topics that were attended by 2,464 people and amounted to 2,122 training hours. The information security policy and awareness training course was completed by 100% of employees at our Xindian headquarters.

▪ 2024 Information security education and training performance

Course Name	Target	Participation	Duration (hours)
Information Security Policy and Awareness Training	Employees at Xindian Headquarters	1,288	1,288
Remedial Social Engineering Class	Employees that failed the drill	1,012	506
Supply Chain Information Security Evaluation Seminar	Suppliers	164	328
Total		2,464	2,122

Note 1: The scope of the ISO/IEC 27001:2022 and CNS 27001:2023 information security management system certifications only encompasses the Xindian headquarters. Therefore, the participants in the education and training were primarily employees from the headquarters.

▪ Information security incidents in the past three years

There were no major information security incidents between 2022-2024. Future information security enhancements will focus on expanding the scope of Endpoint Detection and Response (EDR) to overseas plants.

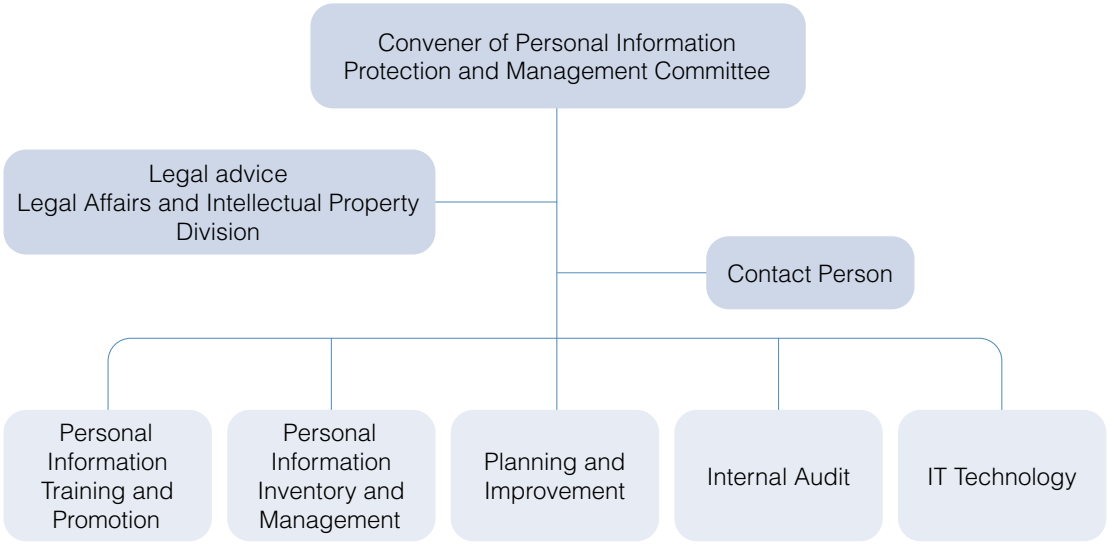
No. of cases or people involving information security violations	2022	2023	2024
Total number of information security attacks.	0	0	0
Total number of customers, consumers and employees affected by information security incidents	0	0	0
No. of cases involving violations of customer privacy	0	0	0

Privacy Protection

To avoid breaching privacy protection laws due to the leakage of personal information and to protect the privacy of stakeholders, the Personal Information Protection and Management Committee was set up by GIGABYTE to oversee all privacy protection activities including employee education and training, updating rules and management regulations in accordance with the latest amendments to the Personal Information Protection Act," conducting audits, identifying deficiencies and proposing improvement reports, development and modification of IT systems and deployment of hardware and networking equipment.

Additionally, privacy precautions are also posted internally to remind employees about potential windows for leaks. Countermeasures were devised for external risks such as strengthening information security technology through firewalls and intrusion policies that reduce the risk of attacks from outside of the company; legal and system-level measures such as education, audits, rewards and disciplinary action are also employed to keep GIGABYTE employees in line. SOPs on use of personal information have been devised detailing the collection, usage, outsourcing and disposal process to guard against personal information leakage risks.

- GIGABYTE Personal Information Protection and Management Committee



- Personal information protection and management regulations

GIGABYTE has also devised GIGABYE Privacy Policy that governs all Company operations (including suppliers and third-party service providers). All risk management measures are also reviewed to ensure they comply with the Company's security policy and procedures. Compliance reviews include the periodic review and updating of the privacy policy to ensure that its harmonization with the applicable laws and regulations, and comply with the latest compliance requirements. Industry best practices such as GDPR and CCPA are being incorporated into the privacy policy on an ongoing basis.

Define scope of personal information	Personal information risk assessment and management mechanism	Incident prevention, reporting and response mechanism	Information security and personnel management	Personal information awareness education and training	Information security audit mechanism
▪ Establish Personal Information Protection Act Response Team ▪ Internal Personal Information Inventory Plan ▪ Professional consultation	▪ Evaluate personal information leak risk and practice tiered management ▪ Include personal information protection in audit process ▪ Signing of personal information protection agreement by employees	▪ Regular inspection of personal information security ▪ Simulated drills on personal information leaks (e.g. case occurrence reporting processes)	▪ Physical document and database management ▪ Security management for company environment, servers, and firewalls	▪ Ad hoc education via internal website and e-mail ▪ PIPA education and training for new hires	▪ Definition of audit scope, organization, timing, and format

2.5 Innovation Management

GIGABYTE is continuing to focus on innovative R&D in order to master critical cutting-edge software and hardware technologies so that they can be harnessed to create a better life for all of humanity. A sound management mechanism has been developed by GIABYTE to help employees transform their creative inspirations into competitive products and services. We are also continuing to implement the "GIGABYTE Group Patent Reward Regulations" by disbursing patent bonuses (proposal/application/approval/implementation) and administrative incentives at different stages. We also organize education/training and proposal challenges in order to cultivate an atmosphere and corporate culture that embraces creativity and reform.

- Operational Innovation Management Process

Cultivation of Innovative Awareness and Capability

- Education and training
- Incentive mechanisms and contests

Discovery of Potential Creativity

IP department involves in product development to identify innovation potentials

IP innovation management mechanism

Protection and risk identification of patent and trademark

Intellectual Property Management Plan

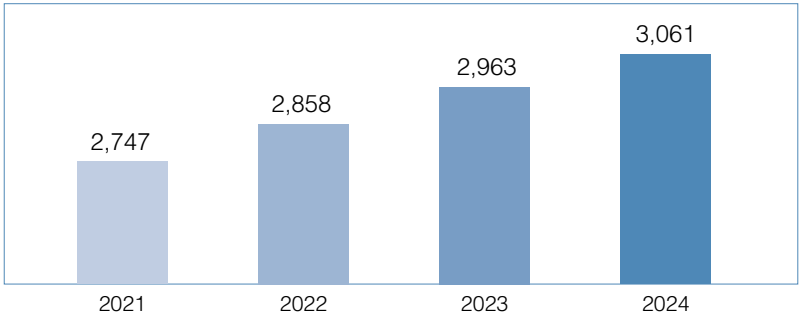
To strengthen our industry leadership and protect key technologies, GIGABYTE combined business targets with R&D resources and formulated an intellectual property strategy to create value, enhance our competitive advantage and boost profits. IP-related matters also reported to the Board. Key initiatives in recent years:

1. The Company has finished updating the "Intellectual Property Management Plan", "Patent Management Regulations," and "Confidential Information Management Regulations."
2. A systematic patent and IP management system has been progressively implemented.

The Legal Affairs and Intellectual Property Division oversees all patent applications and maintenance activities within the Group. As of 2024, the Group has been granted 3,061 patents and was ranked among the top 100 domestic patent applicants in 2024 (invention, new type, and design patents). For more information, please refer to the Taiwan Intellectual Property Office (MOEA):2024 Patent Top 100. Employees are also encouraged to engage in innovation and turn their creativity into reality through the internal patent incentive mechanism.

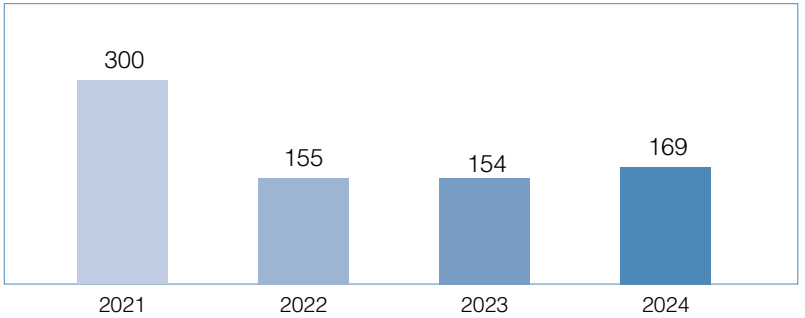
- Cumulative patent approvals in the past 4 years

Unit: Cases



- No. of internal patent reward recipients in the past 4 years

Unit: Persons



Note: Rewards included trophy and prize money. A single person may receive multiple awards at the same time.

2024 Innovation Highlights

AI Data Center

GIGABYTE partnered with industry leaders such as AMD, Intel, and NVIDIA to install cutting-edge AI processors and accelerators on GIGABYTE platforms for maximum synergy. High-speed interconnects and cache high-bandwidth memory boost the processing power of the CPUs and GPUs even more. A super-computing cluster made up of several AI servers can now handle trillion-parameter Large Language Models (LLM) with ease

AI Accelerator

Data Center-grade Rack-scale Products

Green Computing

Direct Liquid Cooling (DLC) technology unleashes the chip's processing power while ensuring operational stability and reducing the data center's carbon footprint. DLC ranges from server-level components such as cold plates to rack-level manifolds and coolant distribution units. GIGABYTE converts data centers into green computing hubs that boost high-performance computing in an Earth-friendly manner.

High-density liquid-cooled server

Personalized AI

GIGABYTE pairs best-in-class hardware with AI TOP Utility software to provide an ideal environment for AI training. Product packages can be tailored to different needs to guarantee the best user experience.

AI TOP Product

AI-Driven Connected World

AI invented in data centers are now transforming the human world through GIGABYTE's embedded systems, IPCs, and BRIX mini-PCs. Applications include smart retail, edge computing and robotics. A new world of industrial automation is also being realized through improved manufacturing efficiency, output, and safety.

Embedded Computers

BRIX Mini PCs

Autonomous Driving

GIGABYTE's smart driving products include the Advanced Drive Assistance System (ADAS) and telematics. Breakthroughs in computing power and communication technologies help to create a safer and more convenient environment of autonomous transportation.

Automated Driving Control Unit (ADCU)

Telematics system

Master Your Game

GIGABYTE's extensive product lines include mainboards and graphics cards featuring the latest chips to unleash their full power. Computer peripherals include ultra-wide OLED e-sports monitors, glass PC cases, as well as laptops suitable for content creation or gaming.

PC Products

Note: For more information about GIGABYTE's innovative technologies, please refer to GIGABYTE website

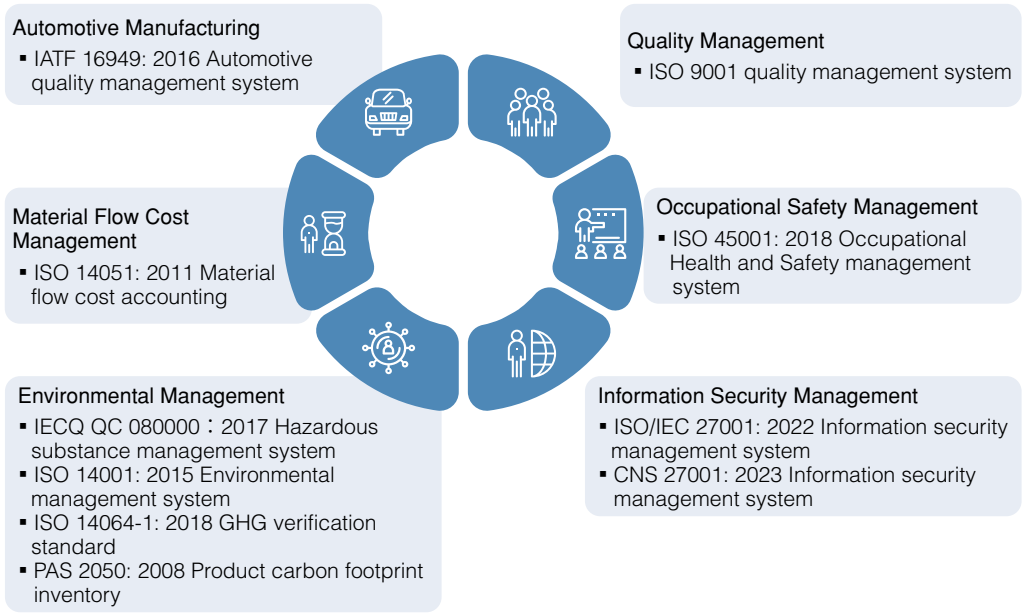
2.6 Customer Relations Management

GIGABYTE strives to provide the best service and to build constructive, long-term relations with our customers. We work to deliver the best quality at the operational level and for product services. Quality management is practiced during the product design, manufacture and sales stage. For customer service, we comply with the relevant standards on international trade tariffs, fair trade, hazardous substance prevention, anti-bribery, anti-boycott regulations, sustainability standards and human rights conventions. Customer requirements are closely monitored to consolidate our trust-based relationship with customers.

Quality Management

GIGABYTE has completed and received certifications for the ISO 9001:2015 international quality management system, IECQ QC 080000: 2017 RoHS hazardous substance management certification, and IATF 16949: 2016 automotive quality management system. The "GIGABYTE Hazardous Chemical Substance Regulations (HCSR) was also defined to reduce the hazardous substance content of products and services purchased by the Company. Total quality management is enforced to improve internal management system and certify management systems to international standards.

- Overview of the GIGABYTE technology management system



Customer Satisfaction

The "Customer Complaints Procedure" and "Customer Problems Procedure" were defined by GIGABYTE due to the importance of sound after-sales service. Six domestic support centers were set up to provide customers with repair services and other types of technical support. Surveys are regularly conducted on customer satisfaction. In 2024, customer satisfaction from more than 10,000 cases in Taiwan saw 99.9% of the users rate satisfaction as three stars or more, meeting the annual management goal of 95%.

- Customer Satisfaction of Service Centers in the Past 4 Years

Target level	2021	2022	2023	2024
95%	98.7%	95.6%	98.6%	99.9%

Handling of Customer Rights

A sound customer complaints resolution process has been established by GIGABYTE. There were 11 customer disputes in 2024 mainly from customer complaints over product quality and support process. GIGABYTE reached out to the consumers and resolved the disputes through appropriate responses or product replacement.

- Customer Complaints Handling Procedure

1. Receive Feedback on Customer Complaints
   - Provide an initial response within 24 hours
   - Sort and rate complaints
2. Determine Responsible Unit
   - Confirm the completeness of the investigation
   - Define the scope of company liability
3. Convene Customer Complaints Meeting
   If a fault is with GIGABYTE
   - Convene complaints meeting
   - Devise response and approach
   - Review by the head of responsible units and obtain confirmation
4. Timely Response by Responsible Unit
   - Set a 2–6 weeks deadline for resolution of the complaint depending on the severity level
   - Responsible unit respond to consumer requests

Customer Privacy Protection

To ensure the proper protection of confidential customer data from business transactions, GIGABYTE explicitly stipulated in the "GIGABYTE Corporate Code of Conduct" that the Company is committed to ensuring the privacy and security of information supplied by customers and consumers. Customer data may not be queried without proper business reasons. If customer data is queried as part of the business process, they must be accessed through legitimate pathways and customer data protected against unauthorized exposure or usage.

A Personal Information Protection and Management Committee was therefore established in accordance with the government's "Personal Information and Protection Act" to define and enforce the "Personal Information Protection and Management Regulations." Proposals for making future improvements to personal information risks are also developed on an ad hoc basis to protect customer information. There were no leaks of customers' personal information in 2024.

2.7 Brand Strategy and Business Reputation Management

Brand Logo Usage Management

The corporate identity logo of GIGABYTE is now registered or pending registration in many countries around the world. The trademark symbolizes our ongoing efforts in innovation, excellence, and integrity. The "Corporate Identity System Manual" was also issued for internal use by the Company detailing application guidelines for trademark colors and placement. All use of logo materials must be reviewed and approved in advance by the Brand Marketing Division before they can be printed and issued. This is to ensure 100% consistency in the internal and external use of brands.

GIGABYTE

Present a corporate image of trust, innovation, and vitality

GIGABYTE™

AORUS

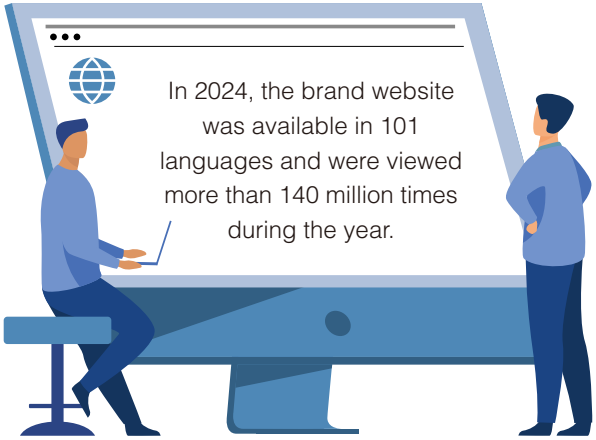
Imbued with the passion and spirit of e-sports as well as the self-confidence to pursue victory

AORUS

Upgrade Your Life

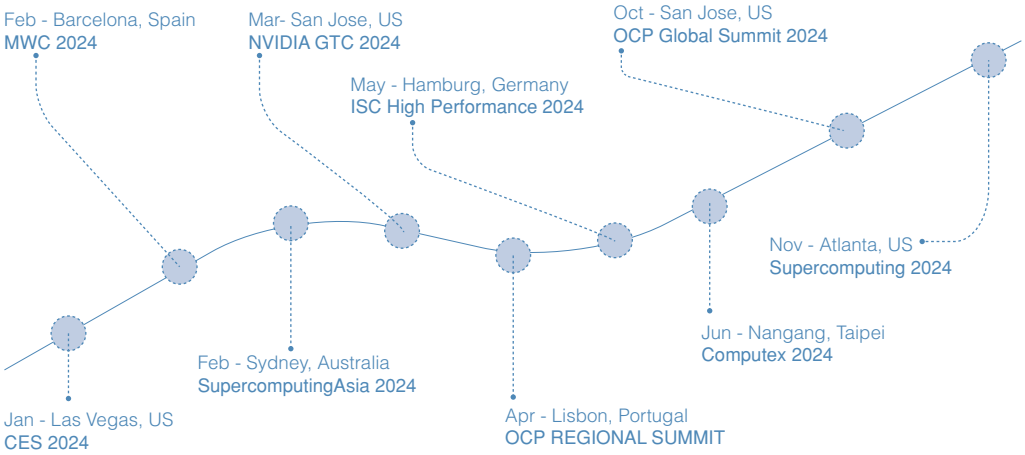
Official website

The GIGABYTE website is regularly maintained and updated as our link with consumers and customers. Posting of articles on product introduction, events, news, GIGABYTE perspectives and videos help visitors quickly familiarize themselves with our products and services. The multi-language interface offers consumers from different countries with a straightforward way to learn about GIGABYTE products and services.



Large Exhibitions

GIGABYTE participates in large domestic/overseas trade shows to expand our domestic/overseas markets. Strong emphasis is placed on internal exhibitions to boost our brand exposure. We took part in 9 large exhibitions during the year held in San Jose/Las Vegas/Atlanta in the US, Sydney in Australia, Barcelona in Spain, Lisbon in Portugal, Hamburg in Germany and Nangang in Taipei. The events not only helped promote industry exchange and cooperation, but also served to showcase our outstanding prowess in cutting-edge fields such as AI computing, advanced communications, immersive reality, green energy and sustainability, and innovative products.



- Event Example

At Computex 2024, the GIGABYTE booth welcomed the CEOs of AMD, Intel, and NVIDIA, as well as leading Taiwanese enterprises, government agencies, international visitors, and AI computing customers. The GIGABYTE booth, the largest single-brand display in the history of Computex. was used to showcase the latest AI products and technologies. The AI trend meant strong interest from institutions and extensive reporting from the media that generated brand exposure and marketing benefits.

Brand Management and Strategy Planning

Brand Reinforcement and Marketing Labeling

GIGABYTE is continuing to strengthen GIGABYTE brand image. A variety of channels such as offline exhibitions, official websites, social media, EDM, and our unique "INDUSTRY" interactive virtual platform are used for market engagement aimed at boosting our brand recognition. In 2024, GIGABYTE was ranked ahead of our competitors in searches, the result of marketing that successfully linked GIGABYTE with cutting-edge products. At the same time, GIGABYTE worked actively to ensure that products and services are labeled correctly. We also strove to comply with all the relevant marketing and broadcasting regulations. There were no cases of violations involving product and service labeling, marketing and broadcasting in 2024. GIGABYTE will continue to implement and strengthen our PR and brand risk management mechanism in order to improve consumer trust and support for our brand.

Integrated Marketing

GIGABYTE showcased more than 150 product technologies, star products, and AI application design by participating in large domestic/overseas exhibitions and symposiums. We also used digital platforms and social media to boost visibility and engagement for GIGABYTE's consumer products and enterprise-grade products/solutions. At the same time, we introduced smart marketing tools such as data analysis and customer relationship management systems to implement targeted marketing, identify potential customers, and strengthen existing customer relationships.

Sustainability and Corporate Social Responsibility

GIGABYTE regularly discloses our sustainability actions as well as the Company's carbon, water, and waste reduction performance every year. Partnerships with upstream and downstream value chains are used to advocate for greater industry focus on internal strategies and initiatives relating to environmental protection, human rights issues and social inclusion. At the same time, we actively organize sustainability-related events and collaborate with outside organizations. Through the sharing of our own experiences or sustainable services, we encourage our peers and consumers to join in the practice of sustainability values. Brand visibility and goodwill are also increased at the same time.

GIGABYTE™: website, FB, Linkedin, Instagram

AORUS: website, FB, Instagram, x.com

Gigabyte CSR website

Gigabyte CSR Facebook Page

- Publicity images posted on social network platforms

Innovative product recognized at Red Dot Design Awards in Germany

New family of mainboards launched

- International Exhibitions

2024 Consumer Electronics Show (CES)

2024 Mobile World Congress (MWC)

- Participation in sustainability-related events

"Driving Brand Sustainability through Green Circular Design" forum

Support of Business Today's "Project Blue 2.0."

03 Green Production

3.1 Environmental Management

GIGABYTE is committed to reducing the environmental impact of operations and manufacturing processes as well as protecting the health and safety of our employees as part of commitment and promise on environmental management. Environmental and hazardous substance management systems such as ISO 14001, ISO14064, and IECQ QC 080000 were therefore introduced to ensure that our routine operations and products all comply with environmental standards and regulations. There were no material (fines over NT$1 million) sanctions related to environmental protection in 2024.

Environmental Management Performance

In terms of environmental performance management, clear long-term goals have been drawn with an aggressive reduction timetable. Our "333 Short-term Reduction Targets" require GIGABYTE to reduce our carbon emissions, water consumption, and waste production by each 3% every year. Reduction incentive mechanisms, green contests and other activities also encourage employees to get in the habit of saving water and energy as well as invest enthusiastically in the development of green and energy-saving products

- Annual investment and output of environmental resources

Input		Output		Emissions in the Last 2 Years
Energy[1] [GJ]	Purchased Electricity: 165,579.52 Purchased Steam: 2,213.78 Gasoline: 11.87 Diesel: 22.68 Liquefied Petroleum Gas: 0.51	Greenhouse Gases [Tonnes-CO_2e]	Direct Emissions (Scope1): 824.73 Energy Indirect Emissions (Scope2): 22,687.85	▪ 2023 saw a reduction of 472.18 tonnes CO_2e (-1.69%) compared to the previous year Reduction of 43.95% compared to 2009 (base year) ▪ 2024 saw a reduction of 3,926.68 tonnes CO_2e (-14.31%) compared to the previous year Reduction of 51.97% compared to 2009 (base year)
Water Resource [Tonnes]	Tap water: 254,200	Effluent (Tonnes)	Domestic sewage: 215,300	▪ 2023 saw a reduction of 3,194 tonnes CO_2e (-1.26%) compared to the previous year Reduction of 35.99% compared to 2010 (base year) ▪ 2024 saw a increase of 4,400 tonnes CO_2e(+1.75%) compared to the previous year Reduction of 34.87% compared to the base year
Resource[2] [Tonnes]	Plastic: 2,323.45 Glass: 802.98 Metal: 10,852.64 Paper: 5,945.28 Other:1,085.91	Waste (Tonnes)	General Industrial Waste: 2,651.27 Hazardous Industrial Waste: 227.67	▪ 2023 saw an increase of 297.44 tonnes CO_2e (+13.43%) compared to the previous year Reduction of 0.18% compared to 2010 (base year) ▪ 2024 saw an increase of 472.18 tonnes CO_2e (+14.6%) compared to the previous year Increase of 14.39% compared to 2010 (base year)

Note 1: The unit used for energy conversion is based on the user plant for each energy type. Steam, LPG and gasoline are based on the values for China, while diesel and gasoline use the Heat Content of Energy Commodities table published by the Energy Administration, MOEA.

Note 2: Resources include all product packaging as well as investment in ATX, MicroATX, and Mini ITX motherboards.

Note 3: General industrial waste includes domestic waste.

Note 4: The scope of energy in this table encompassed Headquarters, Taoyuan Nanping Factory, China Dongguan and Ningbo Factory, as well as the the Taipei Silicon Valley Park Office where the subsidiaries Bestyield International, G-Style, Selita Precision, and the sub-subsidiary GIGAPIC are located(included in scope of inventory from 2021 onwards); the boundary of water resources and resources was Headquarters, Taoyuan Nanping Factory, and China Dongguan and Ningbo Factory.

Sustainability Fund and Reduction Reward Program

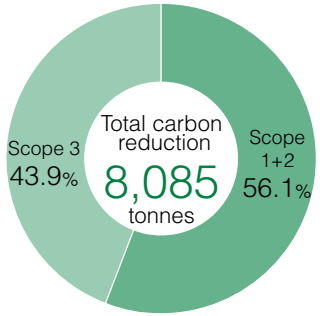
A "Sustainability Fund" for 6 years was officially launched by GIGABYTE in 2019. The new fund will be funded by annual energy saving, and used to promote proposals relating to plant energy efficiency, reduction, and low-carbon products as well as sustainable development-related projects. Providing employees with reduction motivation and incentives served to promote innovative thinking and green design that realize the Company's reduction targets.

- Results of reduction rewards and low-carbon product proposals

Applications for reduction and low-carbon product proposal rewards are accepted twice a year. 11 rounds have been held as of the end of 2024. The review of employs the "shadow pricing" concept for internal carbon pricing to quantity reduction performance. Carbon was therefore priced at USD 50 per tonne.

Most of the proposals this year focused on equipment energy-efficiency, reducing the use of parts/consumables, and recycling of resources. Proposals for reducing Scope 1 and 2 carbon emissions accounted for 56.1%. Most involved energy-saving equipment and lab optimizations; Scope 3 accounted for 43.9% and was mainly made up of savings in parts or packaging materials.

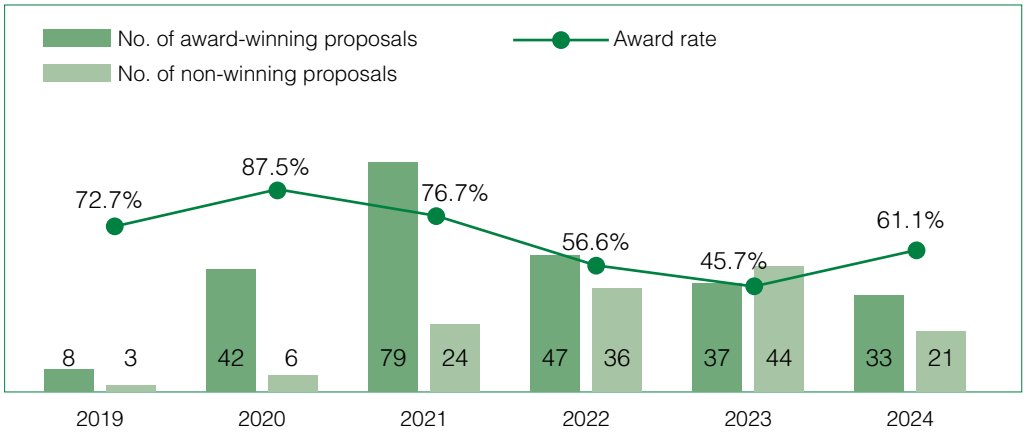
- Actual amount and proportion of carbon reductions from proposals up to the end of 2024



▪ Participation in reduction proposals

Two request for proposals were held in 2024. 147 people took part and submitted 54 proposals.

The proposals were reviewed and awards given out based on the significance and feasibility of the reductions, and proposal quality. The award rate in 2024 was 61.1%, an improvement of 14.4% over the previous year. Reduction proposals rated as excellent will be introduced in the workplace and follow-up conducted until the case is closed.



Most proposals in 2024 focused on energy-saving solutions. In the future, we will continue to provide incentives and mentoring on proposals to not only encourage proposals that combine creativity and environmental protection from employees. but also boost the number of creative proposals in areas other than energy efficiency. The reward scheme will also be optimized so that more influential carbon reduction and sustainable innovation proposals can be realized.

▪ Reduction proposals and performance

Time Proposed	Electricity Savings (kWh./year)	Water Savings (Tonnes/ year)	Waste Reduction (kg/year)	Effluent reduction (L/year)	Emission reduction (L/year)	Carbon reduction (kg- CO_2e/year)
2019-2024 Cumulative Total	8,949,755.8	32,656.8	581,896.2	59,585.5	18,842.4	8,085,575.0

3.1.1 GHG and Energy Management

Energy use

Electricity is the main form of energy used by routine operations and production processes at GIGABYTE. In 2021, GIGABYTE included the subsidiaries (Bestyield International, G-Style, Selita Precision) and sub-subsidiary (GIGAPIC) at the Taipei Silicon Valley Park Office in the scope of our energy inventor. Total electricity consumption in 2024 was 45,994.31 MWh (165,579.52 GJ), an increase of 11.1% compared to 2023 and 11.52% lower than 2009. Analysis of increase in electricity consumption found that this was due the increased server production and more energy-intensive production process. Total energy consumption in 2024 from electricity and other sources amounted to 173,368.79 GJ, a decrease of 33.2% compared to the base year of 2009. Energy intensity per thousand chips produced in 2024 was 15.15 GJ. Energy intensity per person was 27.78 GJ.

▪ Summary of Energy Consumption over the Past 4 Years

Energy Type	Unit	2009	2021	2022	2023	2024	2024 vs 2009 Difference
Electricity	GJ	187,131.89	155,550.38	147,820.19	149,077.54	165,579.52	-11.52%
Purchased Steam		63,925.40	5,453.65	5,409.32	4,025.16	6,488.60	-89.85%
Gasoline		1,684.65	254.49	232.27	334.64	377.01	-77.65%
Diesel		2,656.72	2,620.70	852.75	846.96	898.07	-65.74%
Liquefied Petroleum Gas		4,121.70	24.09	31.65	27.13	25.59	-99.38%
Total Usage	GJ	259,520.36	163,903.31	154,346.18	154,311.42	173,368.79	-33.2%
	MWH	72,089.05	45,528.73	42,873.97	42,864.32	48,158.04	

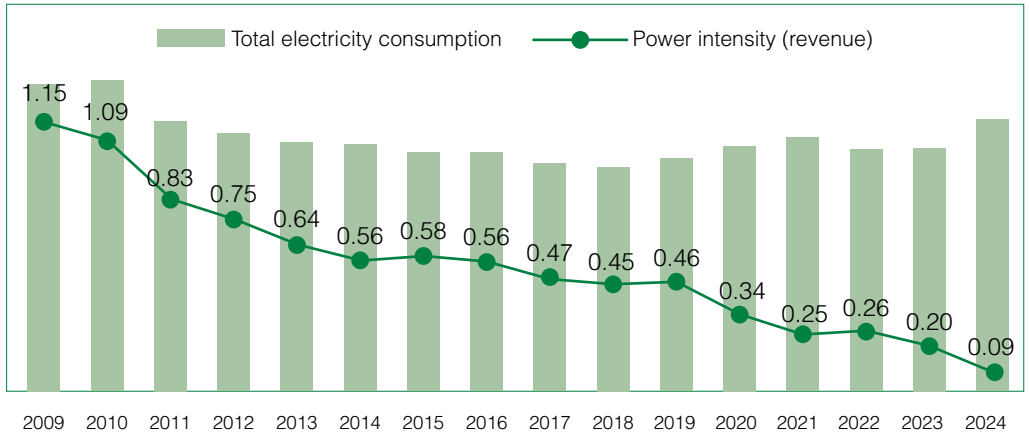
Note 1: The unit used for energy conversion is based on the user plant for each energy type. Steam, LPG and gasoline are based on the values for China. Diesel and gasoline use the Heat Content of Energy Commodities table published by the Energy Administration, MOEA, instead.

Note 2: The boundary of the above energy data is consistent with the boundary of the GHG inventory: Headquarters, Taoyuan Nanping Factory, Dongguan Factory and Ningbo Factory in China. The Taipei Silicon Valley Park Office where the subsidiaries Bestyield International, G-Style, Cloudmatrix, and Selita Precision as well as the sub-subsidiary GIGAPIC are located were added from 2021 onwards.

Note 3: The base year 2009 of the GHG reduction target was also used as the base year for calculating reduction in energy consumption.

Total electricity consumption and intensity in past years

Unit: kWh; kWh/NTD million



2024 Carbon reduction plan

No. of energy conservation cases	Electricity Saving (Unit: KWh)	Energy Reduction (Unit: GJ)	Carbon Reduction (Unit: Tons-CO_2e)
15pcs	1,267,329	4,758.49	697.19

Note 1: Different equipment was replaced each year so energy consumption of device before upgrade was therefore used as the baseline for the calculation of energy consumption.

Note 2: Carbon emissions in the Taiwan region were calculated using the electricity emissions factor of 0.494 (kg-CO_2e/kWh) published by the Energy Administration, MOEA.

Note 3: China factories used the 2022 electricity coefficients published on December 20, 2024, by the National Bureau of Statistics of the Ministry of Ecology and Environment, PRC.

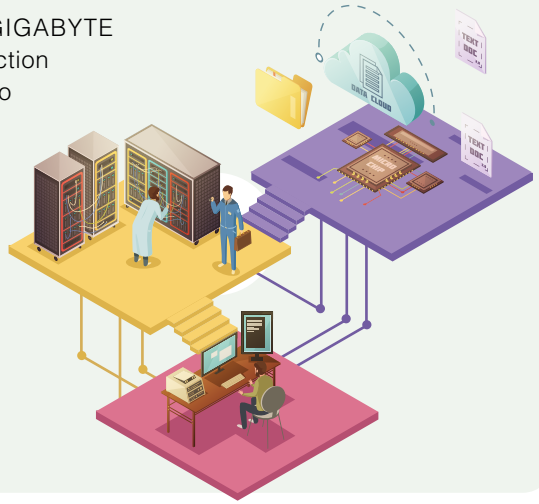
The Dongguan factory used a coefficient of 0.4403 (kg-CO_2e/kWh); the Ningbo plant factory in China used a coefficient of 0.5153 (kg-CO_2e/kWh).

Building a Smart Low-Carbon Production Environment at GIGABYTE

GIGABYTE is building a low-carbon production environment through improvements to the production environment and process equipment. In 2023, the process power management and monitoring system was introduced at Headquarter to integrate real-time power consumption information and the SCADA smart power tracking system. Power consumption during the production process was remotely monitored to improve energy efficiency and optimize time-of-use.

Energy-intensive equipment in the production process is being progressively replaced by GIGABYTE as well. Two legacy process chillers were replaced with active magnetic bearing chillers in 2024 to greatly reduce process power consumption. Water temperature monitoring was also linked to dynamic adjustment of chiller loads to boost operating efficiency.

In terms of process optimization, GIGABYTE introduced Automated Optical Inspection (AOI) on the production line to automatically scan Printed Circuit Boards (PCB) for defects such as missing components and solder problems. The assistance it provides to production line workers effectively reduced production non-conformities as well as power consumption due to back-end reworking.



Renewable energy usage

Purchased electricity accounted for around 95% of GHG emissions at GIGABYTE. The use of renewable energy will help the Group reduce indirect emissions from purchased electricity and progressively realize carbon reduction targets. The contracted capacity at GIGABYTE locations in Taiwan does not currently exceed 5,000 kWh so is not subject to the "Large Electricity Users Green Energy Clause." GIGABYTE is already investing in the construction of solar power plants in Miaoli to prepare for the domestic/overseas push towards requiring businesses to adopt renewable energy and future increases in power consumption due to revenue growth. This is expected to meet 10% of the power demand at operating locations in Taiwan from 2026 onwards. In addition to operating locations in Taiwan, North American operating locations are planning to build their own rooftop solar panels; German operating locations installed and began using renewable energy from solar panels in 2020. Cumulative power generation as of 2024 was 53.005 MWh (190.82 GJ), equivalent to a reduction of 14.84 tonnes CO_2e

Greenhouse Gas Reduction Targets and Performance

GIGABYTE GHG reduction pathway is based on a 50% reduction in 2025 compared to the base year of 2009. GHG inventory is also conducted in accordance with ISO 14064, Scope of inventory was expanded from 2021 onwards in response to new regulatory requirements. The Taipei Silicon Valley Park Office where the subsidiaries Bestyield International, G-Style, and Selita Precision as well as the sub-subsidiary GIGAPIC are located were incorporated into the original inventory boundary. Inventory and disclosure of the Group's Scope 3 emissions were also added. Air pollution control complied with local regulations in Taiwan and China with no NO_X, SO_X, and PFCs were emitted by production processes and products.

▪ Progress on GHG Reduction Targets

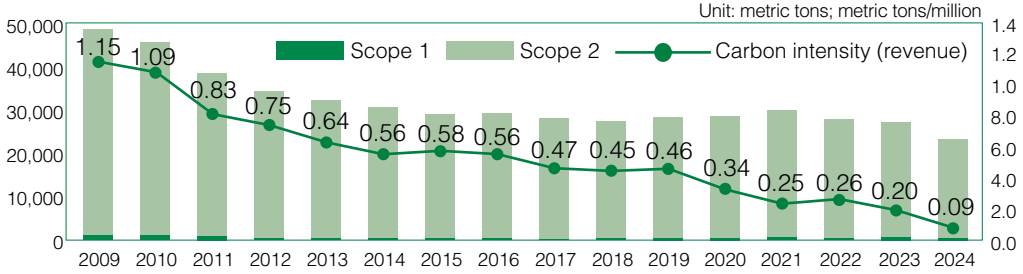
GIGABYTE has engaged in the transformation of our organizational strategy and diversification of product portfolio in recent years in response to the popularization of cloud computing, digitization, and automation. We are focusing on working with our global partners to develop innovative solutions and this has led to fluctuations in annual product output. Our GHG emissions in 2024 was 51.97% lower than the base year and 14.31% lower than the previous year; in terms of emission intensity, emissions per unit of revenue are now 92.17% lower than the base year and 55% lower than the previous year.

Scope 1+2 Targets Explained		2024 Targets Completed	
		Absolute reduction	Intensity reduction.
Short-term	Carbon reduction of 3% every year	Reduction of 14.31% compared to last year	Carbon emission per Million NTD in revenue 55% reduction compared to last year
Medium and Long-term Goals	Carbon reduction of up to 50% in 2025 compared to 2009 (base)	Reduction of 51.97% compared to 2009 (base year)	Carbon emission per Million NTD in revenue 92.17% reduction compared to 2009 (base year)

Note 1: The new 2022 electricity coefficients published by the National Bureau of Statistics, Ministry of Ecology and Environment, PRC, on December 20, 2024, was reduced, so GIGABYTE's Scope 1 and Scope 2 emissions met the target of a 50% reduction compared to the 2009 base year in 2024, ahead of schedule.

Note 2: The difference in scope of the GHG inventories in 2024 and base year was due to the inclusion of the Taipei Silicon Valley Park Office where the subsidiaries Bestyield International, Cloudmatrix and G-Style as well as the sub-subsidiary GIGAPIC are located.

▪ Total scope 1 and 2 emissions and emission intensity in past years



▪ Scope 1 and 2 Greenhouse Gas Inventory over the Past 4 Years

Unit: t-CO_2e

Item	2021	2022	2023	2024
Scope 1	1,063.52	627.81	832.86	824.73
Scope 2	28,874.43	27,283.64	26,606.40	22,687.85
A Sum of Scope 1 and Scope 2	29,937.95	27,911.44	27,439.26	23,512.58

Note: Based on the Global Warming Potential (GWP) definition in the 6th IPCC Assessment, the type of greenhouse gases that need to be calculated include carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF_6), and nitrogen trifluoride (NF_3)

▪ Scope 3 Greenhouse Gas Inventory for the Past 4 Years

Unit: t-CO_2e

Scope 3 GHG Emission Items		2021	2022	2023	2024
Transport-related	Upstream Transportation and Distribution	234.74	58.32	617.35	2,905.56
	Downstream Transportation and Distribution	40,088.61	28,051.45	44,405.99	20,416.20
	Business Travel*	24.13	128.35	548.17	752.83
	Employee Commuting*	1,201.65	1,867.53	1,028.98	1,224.31
GIGABYTE's use of products	Purchased Goods*	1,515,136.60	892,256.60	1,213,983.28	1,075,787.90
	Capital Goods	739.74	776.94	580.91	576.26
	Fuel and Energy-related Activities	1,860.45	1,217.49	3,188.28	3,908.80
	Waste Generated from Operation*	1,464.50	1,238.66	1,911.11	2,238.90
Use of GIGABYTE's products	Processing of Sold Product	1,722.91	2,312.99	1,541.80	1,603.54
	Use of Sold Products*	4,239,140.03	5,689,602.28	4,525,119.43	5,434,613.16
	End-of-Life Treatment of Sold Products*	10,931.82	8,089.73	8,757.16	9,738.99
Total Scope 3 Emissions		5,812,545.17	6,625,600.33	5,801,682.44	6,553,766.45

Note: Figures marked with * have been verified by an external party

▪ Voluntary Retirement of CERs

GIGABYTE partnered again with the Plant-for-the-Planet Foundation by committing to retiring 2,500 CERs from overseas renewable energy projects every year between 2023 and 2027. These CERs were issued from Gold Standard from2024. The voluntary retirement in carbon credits was not counted towards the Group's GHG inventory and carbon reduction target progress for 2024.

3.1.2 Water Resource Management

100% of the Group's water consumption is tap water. There are now withdrawals of underground water or supplies from other forms of water source. Water is supplied to employee locations, customers, and plant infrastructure. As GIGABYTE product lines are mainly assembly and there are no water-intensive processes, all effluent generated after use is domestic sewage that satisfies the discharge standards. The discharge is released into the sewer system without impacting on the local environment around the operating locations.

Total withdrawal in 2024 amounted to 254.2 ML, an increase of 1.75% from last year. This was mainly attributed to the expansion of inventory boundary due to Company growth. However, it's 34.87% lower than the base year and met the medium-term target for a 20% reduction ahead of schedule. An examination of water consumption revealed a decrease in water usage per million yen, indicating improvements in energy efficiency.

▪ "333 Reduction" water reduction target

Target Description		2024 Progress	
		Absolute reduction	Intensity reduction.
Short-term	Reduce water consumption by 3% per year	Up 1.75% more compared to last year	Water consumption per Million NTD in revenue 47.54% reduction compared to last year.
Medium and Long-term Goals	2030 compared to 2010 (baseline year) Water reduction of 20% compared to (Baseline year)	Reduction of 34.87% compared to last year to 2010 (baseline year)	Water consumption per Million NTD in revenue 89.63% reduction compared to 2010 (baseline year)

▪ Group water consumption over the last four year

Unit: 1000 KL

	2021	2022	2023	2024
Water Withdrawal	259.2	253.0	249.8	254.2
Water Discharge	219.7	214.0	212	215.3
Total Water Consumption	39.5	39.0	37.8	38.9

Note 1: The boundary for the scope of water resource calculations included Business Headquarters, Taoyuan Nanping Factory, China Dongguan and Ningbo Factory. 4F of Building B from Headquarters was also added in 2022. Addition of dormitory water consumption of Ningbo Factory to the 2014 inventory scope.

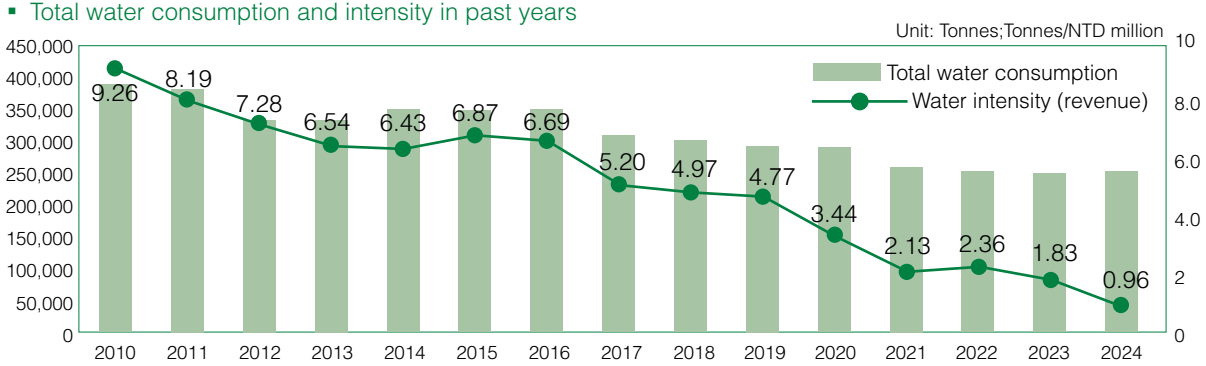
Note 2: Headquarters, Nanping Factory and Ningbo Factory were estimated as water withdrawal * 0.8. Drainage of Dongguan Factory was estimated as water withdrawal * 0.9.

▪ Water resource reduction

Water recovery equipment including central air-condition cooling water recirculation systems and production line wastewater treatment and recirculation systems was installed by GIGABYTE at the Dongguan and Ningbo factories. Up to 21,873 KL of water was recovered in 2024. The Company conducts periodic maintenance on water-efficiency equipment at our plants every year. Timely repair of leaks reduced water consumption by 2,087 KL. Inspections were also stepped up to reduce the loss of water resources even further. In addition, the G-HOME GIGABYTE sustainable rooftop rainwater reclamation system supplies about 50% of all irrigation water each year. Irrigation systems are also used to reduce water loss in order to support the campus' ecological operations and improve water efficiency.

GIGABYTE encourages employees to actively participate in water conservation proposals. Even though there were no related proposals in 2024 but we will continue to encourage employees to participate in innovative water conservation plans in the future in order to achieve our annual and long-term reduction goals.

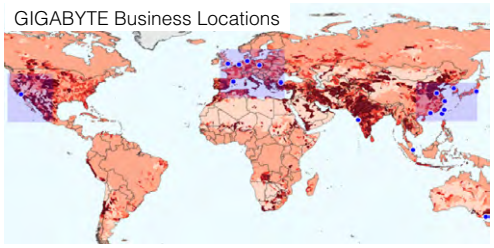
▪ Total water consumption and intensity in past years



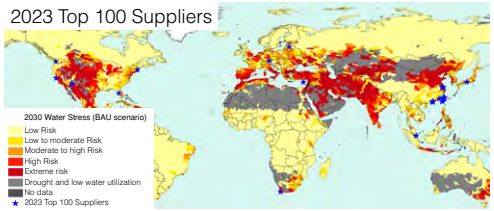
Water Resource Risk Assessment

In response to the increased severity of drought and flood risks due to climate change, GIGABYTE employed GIS tools and the water risk assessment tool developed by the World Resource Institute (WRI) for the first time in 2019 to analyze the water stress and risk exposure at our global operating locations and top 100 key suppliers. Most GIGABYTE operating locations are classified as moderate risk in terms of water stress. Scope of supplier analysis was based on the top 100 suppliers by purchasing amount in 2023 and encompassed 75.2% of total purchasing amount. Analysis found that most upstream suppliers were located in regions with moderate to high risk for water stress. In response, GIGABYTE used the findings as a reference for supply chain risk management. We also shared water-related risks that supply chains in reach region may encounter and indirectly impact on supply stability such as flooding, water shortage, and regional water usage regulations so that management measures could be developed. For water risk management measures, please refer to 3.2.2 Climate Management Strategy.

GIGABYTE Business Locations



2023 Top 100 Suppliers



3.1.3 Waste Management

Waste Reduction

GIGABYTE operations generate domestic waste, recyclable waste, and hazardous industrial waste. Qualified contractors are engaged at each plant to remove the waste for disposal in accordance with local clearance regulations. The waste is weighed then a receipt issued for their proper disposal to facilitate declaration and management. Waste contractors are regularly audited as well to verify proper disposal. In 2024, 2,878.94 tonnes of waste were generated so we failed to meet our short-, medium- and long-term reduction targets. The main reason for this was changes in market demand that led to an increase in server orders, resulting in greater production and more waste. GIGABYTE is nevertheless continuing to enforce waste recycling and reduction initiatives, so actual waste generated per million NTD in revenue has continued to decrease relative to the previous and baseline year. GIGABYTE will continue to examine our reduction targets and promote internal waste reduction programs that optimize our resource utilization and recovery mechanism to ensure that reduction targets stay on track .

▪ "333 Reduction" water reduction target

Target Description		2024 Progress	
		Absolute reduction	Intensity reduction.
Short-term	Reduce waste by 3% per year	Up 14.6% more compared to last year	Waste generated per NTD million in revenue reduced by 40.88% compared to last year
Medium and Long-term Goals	2030 compared to 2010 (baseline year) 50% reduction in waste	Compared to 2010 (baseline year) Increase of 14.39%	Waste generated per NTD million in revenue reduced by 81.82% compared to 2010 (baseline year)

▪ Waste reduction measures

The reduction incentive system was used to promote waste reduction throughout the Group. The waste reduction of proposals in 2024 included reducing solid waste by 14.84 tonnes, reducing waste liquids by 408 L, and reducing waste emissions by 1.88 tonnes; amount of waste recycled at Xindian Headquarters also increased by 1% though contributions to overall reductions can still be improved. In the future, GIGABYTE will continue to promote reduction incentives and other programs in order to progressively realize the waste reduction targets.

▪ Waste disposal in the last 4 years

Unit: Tonnes

Category	Disposal Method		2021	2022	2023	2024
Non-hazardous waste	Recycling/Reuse		1,401.01	1,152.01	1,398.49	1,757.47
	Landfill		498.57	431.21	453.99	362.2
	Incineration	Energy recovery	337.64	315.88	323.15	531.59
		No energy recovery	-	-	-	-
	Other (incl. composting)		7.37	174.15	8.72	0.01
	Total		2,244.59	2,073.25	2,184.35	2,651.27
Hazardous	Disposal through qualified outside contractors	Incineration (energy recovery)	51.51	32.42	37.06	49.3
		Recycle	141.37	76.80	242.17	135.79
		Physical disposal	40.52	32.35	48.68	42.58
	total		2,478.00	2,214.82	2,512.25	2,878.94

Note 1: Disposal of non-hazardous waste: Landfill is the main disposal method for waste produced by China plants; incineration (co-generation) refers to the recovery and use of heat energy produced during waste incineration

Note 2: None of the hazardous industrial waste recovered in 2024 was reused or recycled

Note 3: All waste disposal took place off-site

▪ Total waste volume and intensity in past years

Unit: Tonnes; Tonnes/NTD million

Note: The boundary for the scope of waste calculations included Headquarters, Taoyuan Nanping Factory, China Dongguan and Ningbo Factories. Taipei Silicon Valley Park Office is located in a leased office building shared with other tenants. The centralized waste disposal means separate waste data is not available so it is not included in the boundary.

3.2 Climate Strategy and Risk Management

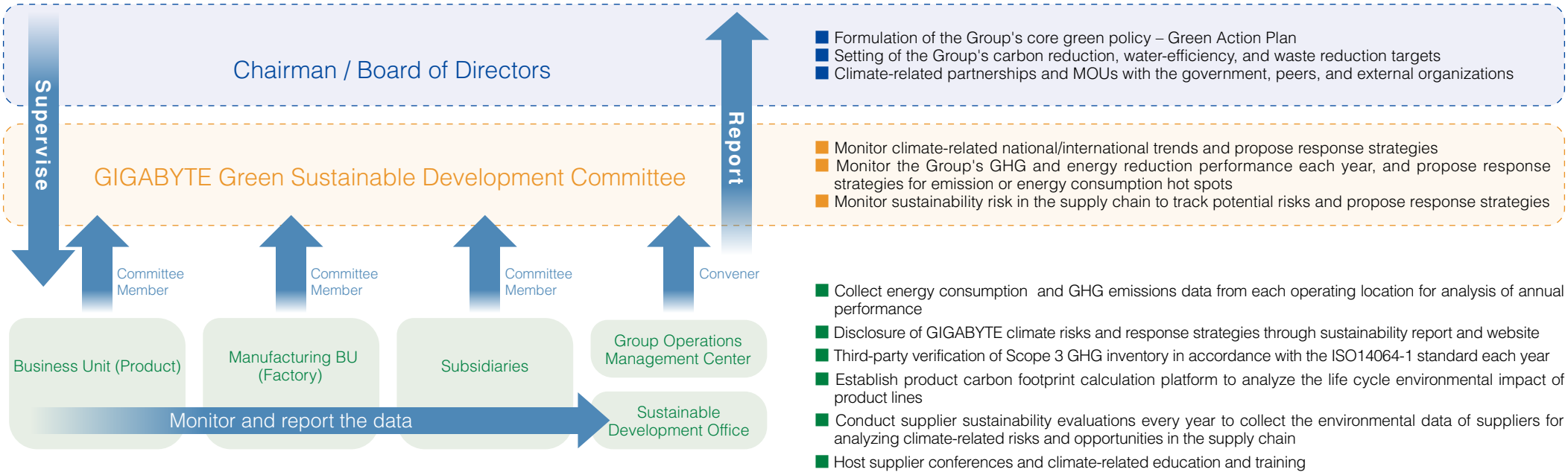
GIGABYTE is committed to mitigating the business impact of climate change. Visionary management policies and effective response plans were adopted for the effective promotion of climate-rated management and adaptation measures. These not only improve our operational efficiency, boost the green competitiveness of our products, but also fulfill our environmental responsibility on climate change mitigation and adaptation. Climate-related information was disclosed by GIGABYTE in the Sustainability Report using the recommended framework of TCFD for the first time in 2020. The first TCFD Independent Report was then published in 2023. The three core components of governance, strategy, and risk management in the TCFD disclosure recommendations will be outlined in this section. Please refer to 3.1 Environmental Management for the relevant metrics and targets. For more details, please refer to the GIGABYTE Taskforce on Climate-related Financial Disclosures Report.

3.2.1 Climate Governance Structure

GIGABYTE senior management is authorized by the Board of Directors to manage all economic, environmental, and social topics generated by the Company's business activities, and that the management should periodically report its promotion of such topics to the Board of Directors. The GIGABYTE Green Sustainable Development Committee was formally established by GIGABYTE in 2009 to serve as the highest supervisory and governance body for climate-related management topics. The Committee is chaired by the company chairperson.

The Sustainable Development Office is the convener of the Committee and reports to the Group Operations Management Center. The Office also briefs the CEO on the progress and outcomes of sustainability and climate-related tasks every week. Inter-BU, inter-plant and inter-subsidiary meetings are convened by the Committee every 1 to 2 months during which organizational representatives report on regulations and trends in sustainability, environmental and product regulations. Corporate response strategies are also proposed at the same time to ensure timely adjustment of internal policies in response to international developments. Resolutions are submitted to the chairperson every two weeks. Annual outcomes are reported to the Board of Directors so they can evaluate the overall performance of the company at the end of the year.

- GIGABYTE Climate Governance Supervision, Reporting and Functional Structure



- GIGABYTE performance in CDP assessment

GIGABYTE began participating in the CDP climate change survey in 2010 in response to customer requirements. We went beyond responding to customer and international expectations by reviewing our own implementation of carbon management. We adjust our carbon management approach base on the assessment results and feedback in order to refine our management regime. In 2024, GIGABYTE's CDP climate change survey score was given a rating of B (Management), the supplier engagement rating (SER) was A-, and water security rating was B. The growing domestic and overseas importance of carbon management means that we will continue to strengthen our carbon reduction initiatives in order to realize the goal of low-carbon technology.

Leadership / Management	2020	2021	2022	2023	2024
Climate Change	B	A-	A-	A-	B
Supplier Engagement Evaluation Rating	A	A-	A-	A	A-
Water Security	/	/	B	B	B

Note: Climate change score was reduced to B due to the non-purchase of green electricity. GIGABYTE is continuing to plan and evaluate renewable energy investments. Our solar power plant investment is expected to be commissioned in 2025. Its output will be matched to the power requirements of our operating locations to increase the proportion of renewable energy usage.

3.2.2 Climate Management Strategy

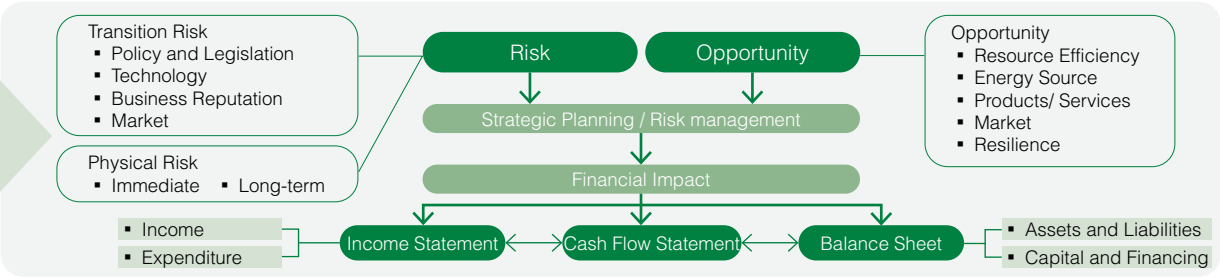
Climate-related issues not only have a direct impact on GIGABYTE operations but also indirectly affect our upstream and downstream value chains to different degrees. GIGABYTE adopted the framework recommended by the Task Force on Climate-related Financial Disclosures (TCFD) to obtain a full picture on how climate risks may affect company operations or the opportunities that it may create. We will continue to use the TCFD framework to identify climate-related risks and opportunities. For issues that significantly affect finances, change business strategies or models, or impact on the value chain, the risky opportunity matrix is used to prioritize the planning of corresponding response strategies and management measures. Climate scenario analysis is employed every year for re-reviews and assessments aimed at improving GIGABYTE's ability to respond to climate-related risks and opportunities.

- Identification process for GIGABYTE's climate-related risks and opportunities

Potential international, regional and local climate-related issues as well as issues specific to the electronics and technology industries were compiled then sorted into climate-related risks and opportunities using the TCFD framework as the reference.

Stage 1 Information gathering and sorting

- Material consequences of global warming or extreme climate events
- Existing or new climate-related mitigation and adaptation laws and regulations
- Any other changes to policies, commercial activities, or markets due to climate-related factors



Stage 2 Financial Impact Assessment

The risk and opportunity issues identified in stage 1 were used to evaluate the direct or indirect impact to GIGABYTE's scope of operations or finances in the short, medium or long-term:

Scope of operational impact to consider		Financial Impact Aspects to Consider		Definition of Risk Timing	
Upstream Supply Chain	Issues that have a significant impact on key parts and Tier-1 suppliers including raw materials, production capacity, transportation, and personnel safety	Revenue	▪ Changes in demand for products and services ▪ Changes in market competitiveness	Short -term	Immediate action must be taken as the issue is very likely to have a material impact on the Company's operations or business strategy within 1 ~ 3 years
Business Operation	Issue has a significant impact on the routine operations of GIGABYTE including office work, energy, production capacity, commuting, distribution and sales, and employee safety	Cost	▪ Increase in direct costs ▪ Increase in indirect costs ▪ R&D investment in low-carbon transformation technologies	Medium -term	Planning of preventive measures required as the issue is very likely to have a material impact on the Company's operations or business strategy within 3 ~ 5 years
Downstream Value Chain	Issue has a significant impact on GIGABYTE customers, particularly in terms of preferences, user experience, use cost, and waste disposal	Asset Expenditure	▪ Replacement and upgrade of energy-saving equipment ▪ Investment in low-carbon production processes	Long -term	Variables such as regulation and climate change must continue to be monitored as the issue is likely to have a material impact on the Company's operations or business strategy within 5 ~ 10 years.

Stage 3 Drawing of the Risk and Opportunity Matrix

For climate-related issues identified in stage 2, weighted analysis is employed to derive the likelihood and scale of impact for each risk and opportunity. These are used to draw the risk and opportunity matrix to identify the relative priorities of each issue. GIGABYTE identified 11 climate-related risks and 4 climate-related opportunities in 2024.

Stage 4 Management and tracking of climate risks and opportunities

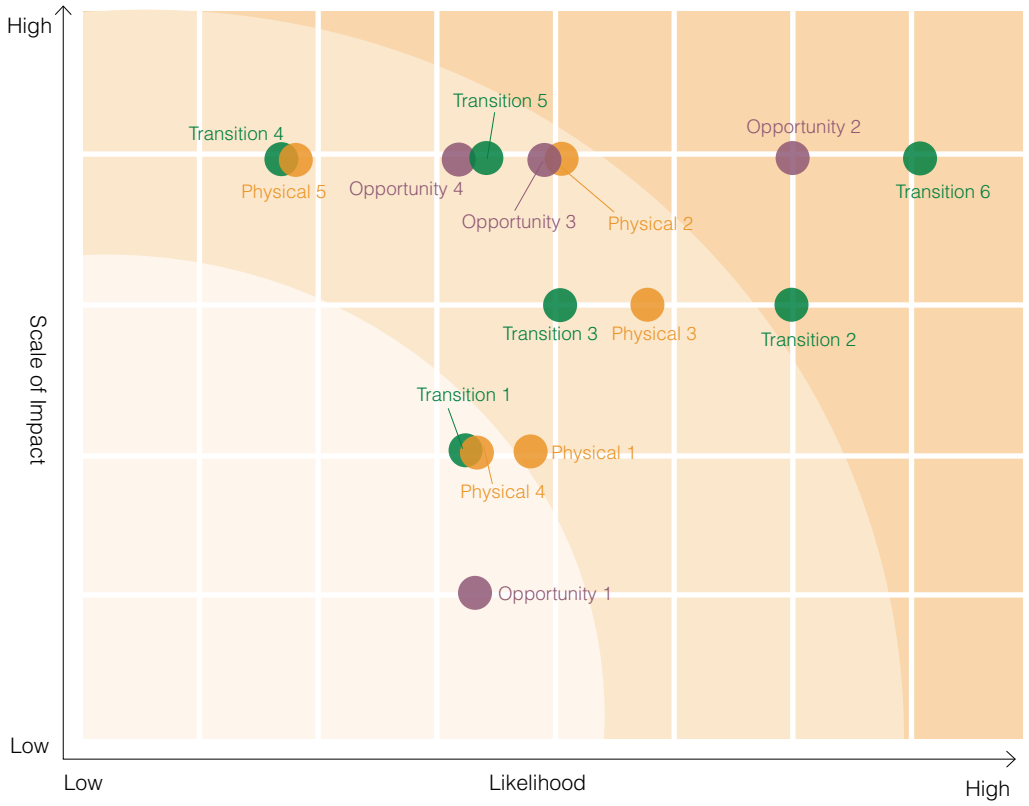
The GIGABYTE Green Sustainable Development Committee periodically convenes a trans-BU, trans-plant, and trans-subsidiary meeting once every 1 ~ 2 months. A report is presented by each organizational representative on how identified climate-related risks and opportunities are affecting current operations. The implementation outcomes of each policy are also reported and reviewed so that rolling adjustments to strategy can be made as necessary and to provide a reference for decision-making. The Sustainable Development Office continuously monitors potential climate-related risks and opportunities to ensure that the Company has sufficient climate resilience to take on emerging climate risks and opportunities.

- Table of climate-related risks and opportunities

Transition Risk	
Transition 1	Taiwan carbon fee collection mechanism
Transition 2	Group GHG inventory Requirements
Transition 3	Renewable Energy Usage Requirements
Transition 4	International Carbon Border Adjustment Mechanism and Carbon Tariffs
Transition 5	Sustainable consumption awareness
Transition 6	Customer-required disclosures

Physical Risk	
Physical 1	Increased extreme weather events
Physical 2	Supplier exposure to flood risk
Physical 3	Increase in average temperature
Physical 4	Water shortage risk at operating location
Physical 5	Supply of critical components impacted by water shortage

Opportunity	
Opportunity 1	Improved resource productivity through improvements to process energy efficiency
Opportunity 2	Development and expansion of low-carbon products market
Opportunity 3	Diversification of products and business model
Opportunity 4	Strengthen supplier resilience to co-create value



▪ Summary of Climate-related Risks

Risk	Risk Type		Risk Description	Impact Schedule		Impact and scope			Degree of Financial Impact		Response Measure
						Upstream supply Chain	Business	Downstream Value Chain			
Transition 1	Transition Risk	Existing Laws and Regulations	Taiwan carbon fee collection mechanism	Medium-term	Expected to become subject to carbon fees in 3 ~ 5 years	Higher production costs	Higher purchasing costs	Impact on product sale price or profits	Moderate	GIGABYTE carbon emissions are relatively low so the levying of carbon fees is expected to have little impact	GIGABYTE is continuing to monitor climate-related legislation in Taiwan. Measures such as the Sustainability Fund, internal carbon pricing, and carbon source management have been introduced already. We will continue to study low-carbon business models to counter the operational impact of rising carbon costs.
Transition 2			Group GHG inventory Requirements	Immediate Future	GHG inventory must be completed for subsidiaries in consolidated financial statements by 2026	-	Higher GHG management costs	-	Moderate-to-High	Fines for non-compliance with inventory a disclosure regulation	The existing scope will be gradually expanded until all overseas branches of locations are covered. GHG inventory data quality and verification will be continuously expanded as well.
Transition 3			Renewable Energy Usage Requirements	Medium-term	Expected to become subject to "Green Electricity Clause" in 3 ~ 5 years	-	Higher energy expenditure and energy-efficiency management costs	-	Moderate-to-High	Payment of energy fees, purchase of certificates, or payment of charges for statutory compliance	We are currently installing photovoltaic equipment in Taiwan already. In the future, we will assess purchased electricity as well as the feasibility of building our own solar power plants at overseas plants to continue improving the green electricity usage of the Group.
Transition 4		Emerging Laws and Regulations	International Carbon Border Adjustment Mechanism and Carbon Tariffs	Long-term	Western markets are expected to impose carbon-related taxes and fees on importers of electronic products, components and parts in 5 ~ 10 years	-	Higher product tax costs	Impact on product sale price or profits	High	Payment of carbon tariffs when importing products or participation in the local emissions control and carbon credit trading mechanism in accordance with the regulations of the target market	GIGABYTE is continuing to monitor international climate-related legislation. A carbon footprint calculation and management system has already been introduced and supply chain carbon management will be further strengthened going forward.
Transition 5		Business Reputation	Sustainable consumption awareness	Medium-term	Sustainable consumption trends in developed markets are expected to have a more substantive impact on GIGABYTE products in 3 ~ 5 years.	-	Failure to meet consumer expectations will affect product sales	Impact on product sales and revenue	High	Increase in marketing costs to strengthen image as a green brand when EU/US markets where there is greater awareness on sustainable consumption are important export markets for GIGABYTE.	Continued promotion of ESG and sustainability-related activities as well as regular publication of the Sustainability Report and TCFD Report to enhance consumer perception on the Company's sustainability developments. We will also actively participate in international sustainability ratings and achieve good results to strengthen the Company's sustainability image.
Transition 6		Market	Customer-required disclosures	Immediate Future	Increasingly required by customers along with demand for more detailed disclosures	-	Failure to meet customer requirements will result in lost customers and orders	Impact on product shipments and revenue	High	Stricter customer requirements on sustainable supply chain management when B2B products account for a growing proportion of GIGABYTE sales each year	GIGABYTE will continue to publish sustainability-related information on open platforms to give stakeholders a better idea of our sustainability strategy. We also communicate regularly with stakeholders to ensure that the information conforms to customer requirements and expectations on disclosure.

Risk	Risk Type		Risk Description	Impact Schedule		Impact and scope			Degree of Financial Impact		Response Measure
						Upstream supply Chain	Business	Downstream Value Chain			
Physical 1	Physical Risk	Immediate	Increased extreme weather events	Immediate Future	The regions where we operate are now facing an increasing number of extreme weather events including heavy rainfall and unpredictable hurricane tracks	Interruption to supply from suppliers of key parts due to extreme weather events	Interruption to factory production due to extreme weather events	Shipping schedule is affected by extreme weather events resulting in increased transportation costs and late-delivery penalties	Moderate	Loss of production from production interruption due to extreme weather events and cost of post-disaster recovery	Establish the "Risk and Emergency Management Guidelines" in accordance with ISO 14001 to formulate the management and response measures for typhoons and floods. Diversification and distribution of product sources in the supply chain to improve the stability of material supply and strengthen the risk resilience of the supply chain
Physical 2			Supplier exposure to flood risk	Medium-term	Most tier-1 suppliers are located in coastal or riverside cities with higher flooding potential risk.	Interruption to supply from suppliers of key parts due to extreme weather or flood events	Unstable parts supply impacts on production scheduling, delivery times and customer trust	-	High	Identify suppliers in coastal or riverside cities, particularly critical suppliers for key products. Flooding of the supply chain will impact on procurement costs, production output, and revenue.	Sustainable supplier evaluations are conducted every year to evaluate how well suppliers are responding to climate change in order to reduce climate-related potential risks for supply chain management.
Physical 3		Long-term	Increase in average temperature	Medium-term	The number of high-temperature days during summer is expected to increase in the next 3 to -5 years along with an extension in summer	Increase in overall energy consumption leads to higher production costs	Increase in electricity consumption from cooling of production equipment and office air-conditioning	High temperatures may interfere with the shipping of downstream products	Moderate-to-High	Higher energy costs from increase in operating time and cooling intensity of air-conditioning equipment due to high temperatures	Continue to introduce temperature and power supply management systems for offices and plants. Gradually retire and replace aging equipment, and optimize the energy utilization efficiency of the equipment.
Physical 4			Water shortage risk at operating location	Medium-term	Incidents of drought have already occurred at operating locations and may become the norm in 3 to 5 years	-	Operations may come under pressure or be disrupted completely due to water shortages.	-	Moderate	Loss of production from operation interruption due to drought and cost of post-disaster recovery	Water shortage drills are regularly conducted at plants to prepare for strict water restrictions caused by extended droughts. Water reclamation systems and water storage equipment are installed in plants. Employees are constantly reminded of the importance of saving water
Physical 5			Supply of critical components impacted by water shortage	Immediate Future	Some critical suppliers are already facing drought issues.	Production of key parts is affected by drought resulting in higher purchasing costs or supply chain disruption	Unstable parts supply impacts on production scheduling, delivery times and customer trust	River or sea freight routes are affected by drought resulting in higher transportation costs	High	Interruption of critical parts supply due to drought may impact on the shipping volume of high-end products. This increases purchasing costs or may lead to missed orders.	Climate risk research is conducted on the supplier's location to assess their ability to respond to climate change. Diversification and distribution of product sources in the supply chain improve the stability of material supply and strengthen the risk resilience of the supply chain

▪ Summary of Climate-related Opportunities

Opportunity	Opportunity Type	Opportunity Description	Impact Schedule		Impact and scope			Degree of Financial Impact		Response Measure
					Upstream supply Chain	Business	Downstream Value Chain			
Opportunity 1	Resource Efficiency	Improved resource productivity through improvements to process energy efficiency	Medium-term	Greater penetration and acceptance of low-carbon products in developed markets are expected in 3 to 5 years	-	Production costs will increase in the short-term but this will help improve energy efficiency and process stability in the long-term, reducing operating costs.	Lower in product carbon cost reduces the expenses borne by consumers or passed onto them by importers	Moderate	Annual savings in energy costs and avoidance of non-cost-effective investments required for achieving compliance with laws or customer requirements in the short-term	The process power management and monitoring system has now been introduced at the Headquarters to improve energy efficiency and optimize time-of-use. At the same time, automated production processes are being progressively introduced at our three main production factories. These not only improve output and reduce non-conformities but also decrease wastage.
Opportunity 2	Products and Services	Development and expansion of low-carbon products market	Immediate Future	Global developments in AI technology mean that IT products that deliver high performance and low power consumption now hold an overwhelming advantage	-	Increase in short-term R&D costs but also boosts competitiveness and revenue in the long-term	Improvement in product energy efficiency reduces energy costs during use	High	Revenue created by high-value and low-carbon products as well as the energy-efficiency benefits for customers	Allocate part of annual revenue to research and development to innovate environmentally friendly products with high performance and low carbon footprint The Green Sustainable Development Committee sets up and supervises the implementation of sustainability strategy. Meetings are periodically convened to monitor and supervise implementation progress.
Opportunity 3		Diversification of products and business model	Medium and Long-term	Demand for high-performance computing servers and advances in robotics will make the development of the circular economy in the electronics industry a necessity in the next 3 ~ 5 years and beyond	Custom materials and technical support are provided by supplier partners in support of solutions	Increase revenue by creating products and services with higher unit prices through product diversification	Reduction in energy costs during product use and waste disposal costs	High	Revenue created by green, low-carbon products and services that have high value and recycling ratio	GIGABYTE will continue to develop high-performance computing servers, reverse logistics services for electronic products, calculate all product carbon footprints, publish product environmental reports, provide public disclosures on the CSR website, and fulfill due diligence on product management.
Opportunity 4	Resilience	Strengthen supplier resilience Co-create value	Medium-term	The increasing severity of climate problems will further highlight the importance of climate risk management for the supply chain in the next 3 to 5 years	Rigorous supplier selection system and adjustment of order distribution	Risk diversification system ensures that the damage can be contained when a climate disaster occurs at key suppliers	Reduce customer losses through punctual delivery	High	Reduction or diversification of purchasing costs away from vendors located in regions with high climate-related risks to reduce potential climate-related losses in the supply chain	The "Sustainable Supplier Evaluation Questionnaire" is conducted for key suppliers every year; climate-related risk assessment and research are also conducted on related suppliers. The supplier conference is held every year with local industry leaders, sustainability experts and instructors sharing climate risk strategies and practices.

3.2.3 Climate Scenario Analysis

GIGABYTE used the TCFD "Guidance on Scenario Analysis for Non-Financial Companies" to analyze the transition or physical effects of different future scenarios on GIGABYTE operations or the supply chain. The results are taken into consideration for strategic resilience. The choice of climate scenarios is based mainly on the latest scientific assessments conducted by the International Energy Agency (IEA) and UN Intergovernmental Panel on Climate Change (IPCC). GIGABYTE's own business developments, socio-economic changes in operating regions, as well as existing or planned carbon reduction plans are all taken into account as well to provide a more comprehensive analysis of the financial impacts and changes in timetable due to climate-related risks and opportunities.

We analyzed the additional financial impact to GIGABYTE from all types of transition and physical risks in three different climate pathways at different points in time based on baseline factors, variables, assumptions, and cited parameters. The climate scenario description and assessed risks this year are tabled below

- Select climate scenario and scenario description

Climate pathway	Climate scenario setup	Scenario Analysis Description
A = Middle-of-the-Road Reduction Pathway	IEA APS +SSP1-2.6	Maintain steady progress on carbon reduction targets by implementing solar self-consumption and purchasing of green electricity/certificates in parallel
B = Business as Usual Pathway	IEA STEPS +SSP5-8.5	Business as usual, pay carbon-related fees as required by law but take no proactive carbon reduction measures
C = Paris Agreement Pathway	IEA NZE +SSP1-1.9	Maintain steady progress on carbon reduction targets by implementing solar self-consumption and purchasing of green electricity/certificates in parallel, actively engage in carbon reduction and set reduction targets aligned with the Paris Agreement pathway

- Scenario Risk Analysis Items

Scenario Risk Analysis Items	Transition Risk							Physical Risk	
	Existing Laws and Regulations	Emerging Legislation		Technology				Long-term	Immediate
Risk Item	Taiwan carbon fee collection mechanism	International Carbon Border Adjustment Mechanism and Carbon Tariffs		Low-carbon transition of production processes				Increase in average temperature	Increased extreme weather events
Risk Scenario Description	Implementation of carbon fees under the Climate Change Response Act in Taiwan	Implementation of the EU Carbon Border Adjustment Mechanism (CBAM)	Implementation of carbon tariffs by North American markets	Building of renewable energy equipment by operating locations	Corporate Power Purchase Agreement (CPPA)	Purchase of renewable energy certificates	Investment in low-carbon production processes	Additional power consumption due to higher temperatures	Losses caused by stoppages due to extreme weather events
Climate pathway									
A = Middle-of-the-Road Reduction Pathway	●	●	●	●	●	●	●	●	●
B = Business as Usual Pathway	●	●	●	●	X	X	●	●	●
C = Paris Agreement Pathway	●	●	●	●	●	●	●	●	●

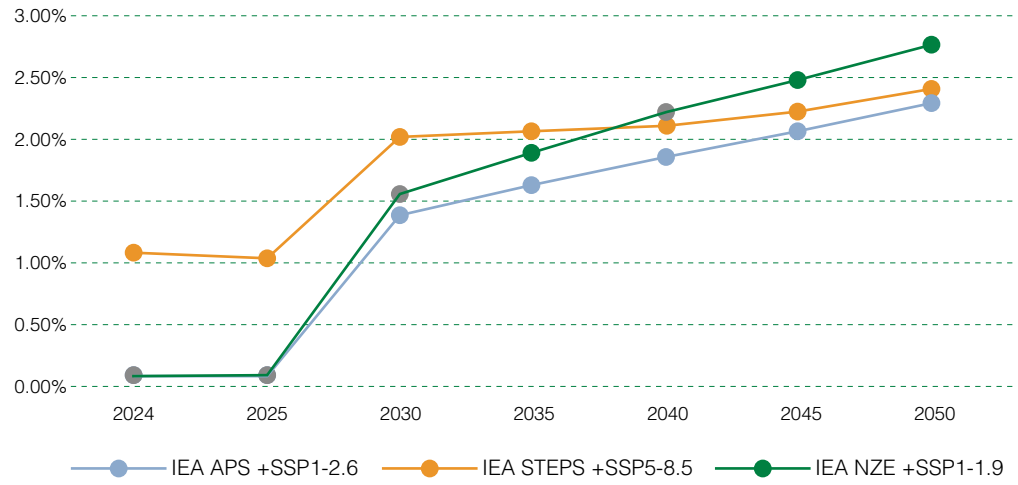
Note: ● indicates that this item is incorporated into the pathway for analysis; X indicates that this time was not incorporated into the pathway for analysis

Analytical outcomes

The analysis outcomes showed that regardless of the climate pathway, the additional anticipated costs brought about by each transition and physical risk all trended upwards over time. In 2024, the additional costs generated by the Middle-of-the-Road and Paris Agreement pathways amounted to 0.09% of the annual revenues for that year. The Business-as-Usual pathway had the greater financial impact as the additional costs amounted to 1.08% of annual revenues. By 2025, the pathway with the greatest financial impact on GIGABYTE will be the Paris Agreement pathway. Additional costs generated under this scenario amounted to 2.76% of annual revenues, surpassing the Business-as-Usual pathway at 2.40% and the Middle-of-the-Road pathway at 2.29%.

The main source of additional costs was transition risk during business operations. GIGABYTE expects that additional transition risks caused by the EU CBAM, implementation of carbon tariffs in the North American markets, increased Group demand for green electricity and energy certificates and expected increases in carbon prices are all expected to increase significantly from 2025 for each scenario pathway. With physical risk, we observed that under the Business-as-Usual pathway (SSP5-8.5 scenario) the higher frequency of extreme weather events meant that its additional physical costs and losses were significantly higher than the other two climate pathways.

▪ Additional costs from total financial risks and their proportion of revenues under each pathway



Climate pathway	Climate scenario setup
A = Middle-of-the-Road Reduction Pathway	IEA APS +SSP1-2.6
B = Business as Usual Pathway	IEA STEPS +SSP5-8.5
C = Paris Agreement Pathway	IEA NZE +SSP1-1.9

Response Strategy

The outcomes of the scenario analyses showed that in all climate pathways, climate risk always had a certain amount of financial effect and impact on GIGABYTE. We therefore propose the following climate risk response and management measures based on the results of the assessments:

(1) Periodic sustainability meetings between units and subsidiaries will be used to continue promoting various reduction management measures as well as risk adaptation assessment and tracking. This will ensure that the Company has a better grasp of climate risk's impacts. Related readiness and response processes can also be formulated in advance.

(2) For production processes, we use the Group's internal carbon emissions information platform to evaluate product carbon footprints and track carbon emission hot spots so that product carbon reduction pathways and optimization plans can be devised. Complementary measures such as the upgrading of testing machines with energy-saving components and updating of production line equipment will also be employed to optimize production processes and reduce their GHG emissions. The goal is to reduce the financial impact from the implementation of carbon-related taxes in the future.

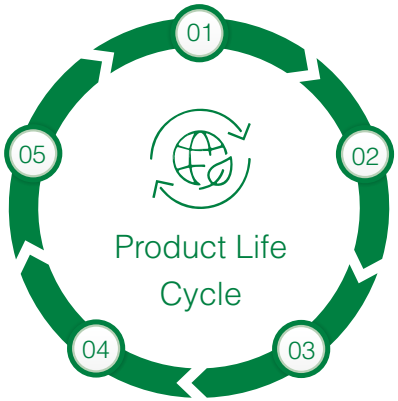
(3) GIGABYTE will continue to conduct feasibility studies on constructing our own solar power equipment and energy storage facilities in order to gradually reduce our dependence on fossil fuels or gray power.

(4) The "Risk and Emergency Management Guidelines" and "Emergency Response Measures" have now been established on the plant-side in accordance with ISO 14001. Disaster drills are regularly conducted to improve the disaster response ability of plant personnel and cultivate their disaster prevention awareness. This is to minimize any damage to business during disasters.

These strategies integrate GIGABYTE's core pillars of climate governance, strategic planning, and risk management. They are aligned with the Group's "Green Action Plan" and "333 Reduction Plan." We will continue to track trends in climate change risks, thoroughly examine the Company's resilience to climate risks and continue to push for a more sustainable business model.

3.3 Product Stewardship Responsibilities

The product life cycle mindset has been adopted by GIGABYTE during product R&D and production. The recycling and environmental friendliness of materials are already considered during the design phase. Hazardous substance controls are strictly enforced in the selection of raw materials. A longer warranty period and repair services are provided once a product is sold. We also pioneered a circular business model with reverse logistic services aimed at realizing circular resources and reducing the overall environmental impact of products.



01	Raw Material Management	Hazardous substance and quality management Improve product/packaging recycling/recovery ratio
02	Green Manufacturing	Improve manufacturing efficiency Reduce consumption of environmental resources
03	Green Transportation	Reduce carbon emissions from transportation
04	Usage Phase	Reduce energy consumption Extend product service life through servicing/ refurbishment
05	Scrapping	Recycle and reuse

3.3.1 Friendly Design

Design of High-Performance, High-Efficiency Products

GIGABYTE has introduced a range of innovative materials, technologies and rigorous management mechanisms at each stage in the product life cycle. These not only lead to exceptional product performance, stability and reliability but are also part of our ongoing push to realize the goal of zero waste through circular economy-based design.

GIGABYTE improved the heat dissipation and energy efficiency for many products in 2024. In response to the proliferation of high-speed AI computing applications, cooling solutions for data centers were also upgraded to optimize their processor density and cooling efficiency within a limited footprint, improve their power use efficiency (PUE), and meet their diverse workloads. We also helped customers reduce costs and realize sustainability targets.

- 2024 Product design highlights

Ultra Durable Mainboard

- 8-layer PCB and 2X Copper Technology
  56% reduction in dielectric loss
- Stainless Steel Memory Socket Cover
  5000-plus Plug-Unplug Cycles
- 1.5X Lateral Tensile Strength
  UD Nano Carbon Backplate
- 3X Thermal Conductivity for 10% Temperature Reduction
  Pioneered extension of 4-year warranty to 5-years
  Life extension helps to reduce waste by 5,236.18 tonnes
  (based on 2024 shipments)

Creator Notebooks

- ECO OLED Panel
  1/8 the plastic content of conventional OLED
  Process has received UL Zero Waste to Landfill certification
- Passed the TÜV Rheinland Low-Blue Light and Eyesafe ®2.0 standardsr

AI Comprehensive Computing Server

- Low power consumption, low data latency
  Rack-level solution with Direct Liquid Cooling (DLC) running the NVIDIA GB200 NVL72 system reduces energy consumption by 25-fold while delivering 130 TB/s of low-latency GPU communications
- Assist users with reducing energy expenditure and deployment costs
  Accelerate the popularization of AI by improving energy efficiency and processing speed

Immersion Liquid-Cooled Server

- Power Usage Effectiveness (PUE) 1.02
  Improves data server energy efficiency by up to 90%
- Extend the service life of system hardware
  Extend general service life by 30%
  Reduce fault replacement rate by 60%
- Introduction of Direct Liquid Cooling (DLC) in 2024
  AI servers equipped featuring the latest AMD, Intel and NVIDIA chips can all use DLC to overcome the limits of conventional air-cooling

Friendly Packaging

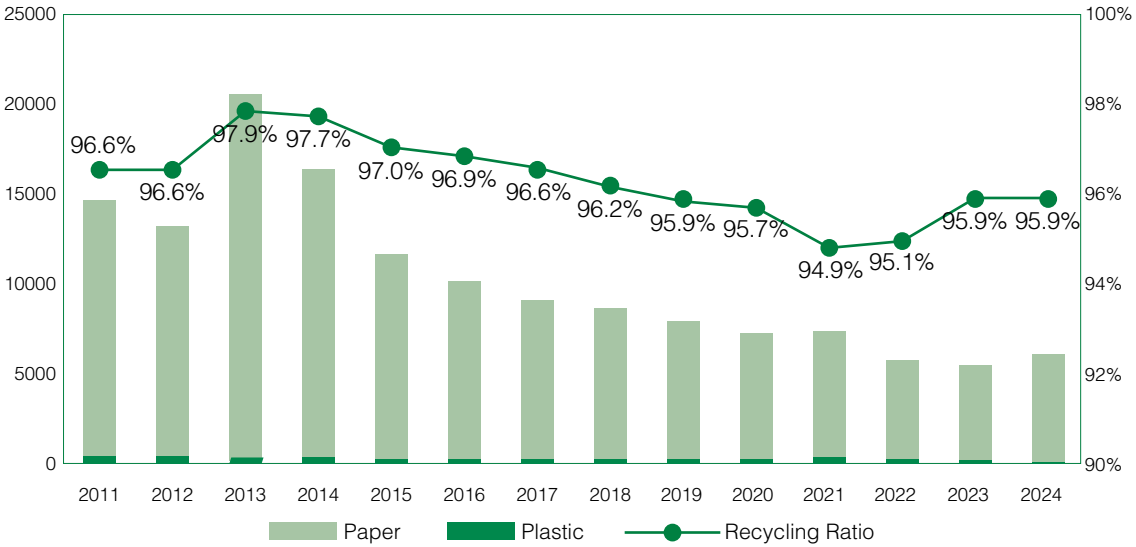
GIGABYTE product packaging complies with the EU Packaging and Packaging Waste Directive (PPWD). Emphasis is on source reduction supplemented by increasing the ratio of recyclable packaging to progressively reduce environmental impact from packaging materials. For packaging material management, various strategies including use of EPS-free buffer materials, marking packaging with recycling marks, and restrictions on hazardous substances are employed. We analyze packaging material recycling rates every year to gauge the reduction performance and promote packaging reduction projects with the goal of eliminating all disposable packaging by 2030.

▪ Status of Product Packaging in 2024

Transportation carton	Product box
▪ Recycled pulp content averaged over 80% ▪ Use of 100% recycled wood pulp for e-sports graphics cards, peripherals, parts and components ▪ Introduction of FSC virgin pulp for mainboards, display monitors, and notebook products ▪ Use of FSC-certified virgin pulp for all autotronics	▪ Recycled pulp content averaged over 85% for key products
Padding	**Accessories box**
▪ Introduction of recycled pulp and plastics for mainboards and notebook products	▪ Recycled pulp content increased from 76% to 80%
Packaging bag (film)	**User manual/card**
▪ Introduction of recycled plastic for mainboard and monitor products	▪ Increased the ratio of recycled pulp for MB products ▪ Introduction of recycled pulp for Notebook products

▪ Packaging recycling ratio

GIGABYTE makes every effort to avoid excessive packaging without compromising on protection. Total weight of product packaging has trended downwards in recent years. In 2024, GIGABYTE used 5,945.3 tonnes of paper and 165.3 tonnes of plastic in packaging materials, a reduction of 57.6 % compared to 2011. The recycling ratio for packaging was 95.9%. In the future, we will continue to fulfill our targets through reduction projects and continue to increase the recycling ratio of packaging materials.



Note 1: The recycling ratio for packaging materials was calculated using the percentage of paper in all packaging materials.

Note 2: There was an error in the table data for 3.3 Friendly Products on p. 42 of the 2023 GIGABYTE Sustainability Report. The bar chart showing the product recycling ratio for 2023 has been corrected to 95.9%

3.3.2 Hazardous Substance Management

GIGABYTE became the first original-brand system manufacturer in the world to pass IECQ QC 080000 certification in 2005. To GIGABYTE, ensuring our products are safe for consumers and friendly to the environment is the basic principle as a manufacturer. The trends and changes in international hazardous substances management standards are reported quarterly at the Green Sustainability Committee meetings. A cross-department response plan will be started when it is necessary. The plan will set a response time target to ensure that GIGABYTE's products comply with the latest laws and regulations in time.

To ensure all products and services purchased by the Company reduce their content of environmentally hazardous substances, GIGABYTE defines the "Harmful Chemical Substances Requirements (HCSR)", which classifies the substances into three levels: Level A prohibited substances, Level B prohibited substances with time limits, and Level C potentially prohibited substances in the future. We can quickly eliminate prohibited substances through systematically managing the list of high-risk substances and forming respective response plans according to the hazardous levels.

2024 Management Performance

Achieved a 100% record of no hazardous substance violations.

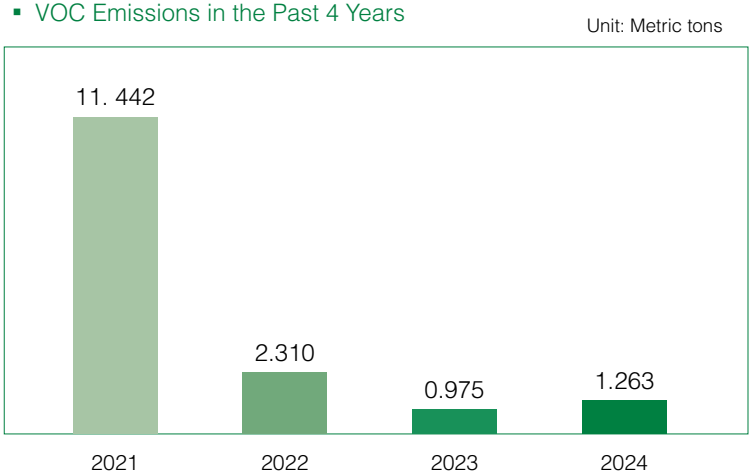
Green and Sustainable Development Committee reported 4 updates on international environmental regulatory trends.

- Harmful Substance Management Process

Volatile Organic Compounds (VOCs)

Volatile Organic Compounds (VOCs) can easily react with other pollutants in the lower atmosphere, such as photochemical reactions with nitrogen oxides (NOx) to form ozone or smog, one of the main causes of poor air quality. GIGABYTE's air pollution control complies with Taiwan and mainland China regulations and standards. Taoyuan Nanping Factory is not subject to Taiwan's "Air Pollution Control Act" at present. Dongguan and Ningbo Factories have been inspecting VOCs every year since 2020 in order to properly solve the problem of xylene and non-methane total hydrocarbon emissions. In 2024, the Dongguan factory has no emissions, while the Ningbo factory recorded 1.263 metric tons.The emissions comply with local regulations and standards.

- VOC Emissions in the Past 4 Years



Note: Since 2023, the Dongguan factory has no longer operated any VOC-related processes and has deregistered its emissions permit with the competent authority.

3.3.3 Product Transportation

Product transportation management is one of GIGABYTE's key metrics for maintaining competitiveness. To improve the efficiency of product transport and reduce carbon emissions generated during transportation, GIGABYTE has continued to introduce green logistics into our supply chain. This included the optimization of the Company's internal product transportation policies and the use of sustainable fuels during the transportation process. Through the execution of strategies in different dimensions, we will continue to strengthen the sustainability management of our global logistics. In addition to greater control over transportation costs, carbon emissions generated during transportation can be reduced as well, resulting in a solution that delivers improved operating costs and environmental sustainability.

- The 4 Key Aspects of Green Logistics at GIGABYTE

Company Management

- Application for related certifications:Such as the ISO 14000 series, and Net Zero Emissions graded mark. GIGABYTE has introduced ISO 14001 and ISO 14064-1 certifications so far
- Membership of organizations promoting green logistics
- Volunteering of related data reports:Including the environmental performance data report, GHG emissions performance evaluation, and carbon emissions tracking.
- Communication to each department:Communicate to each department the importance of green logistics and carbon footprints

Partner (logistics) vendors

- Give preference to vendors participating in green logistics organizations
- Encourage vendors to provide related data reports:Use transport contracts to encourage the provision of related reports such as carbon emissions data
- Consolidate goods for shipment:Arrange for combined transportation to avoid generating excess carbon emissions from dispersed transportation
- Include carbon fees in transportation costs

Product Manufacturing

- Green Packaging:Select appropriate packaging materials
- Carbon Footprint Label
- Electronic waste recycling

Warehouse planning

- Automated warehousing:Precision management of warehouse power consumption and storage performance through AI and big data
- Energy-efficient Equipment
- Reduce the use of printed documents
- Green Building:Select warehouse vendors that are Green Building compliant

Green Logistics

GIGABYTE is reducing Scope 3 GHG emissions through green logistics. In addition to continuing to invest in sustainable fuels through the DHL Go Green Plus service, we also partnered with logistics companies to introduce new energy vehicles and barcode-based management to continue reducing logistics-related emissions. We also introduced automated warehousing at our US location and this reduced our error rate in 2024 to 0%, effectively boosting our logistics efficiency. We are continuing to conduct internal communications to raise awareness on green logistics.

▪ 2024 Green Logistics Management Performance

Adoption of sustainable fuels during transportation	Joined the DHL Go Green Plus service program and received emissions reduction certification
Internal Communication	Continue to communicate green logistics information to all Company departments
Green logistics management	1. Partnered with E-Road Logistics in China to introduce sustainable operations Added 10 new energy vehicles, barcode-based management, and provided carbon emissions data for the entire process Increase vehicle turnover, wireless terminal operation mechanism, reduced paper usage 2. Business Headquarters partnered with shipping agent and DHL (courier)/DGF (air cargo) on use of bio-fuel transportation
Green Warehousing	Automated warehousing adopted at US location with robotic pickers and loaders. Automated warehousing zone achieved an error rate of 0% for the year.

▪ Results of the Green Logistics investigation

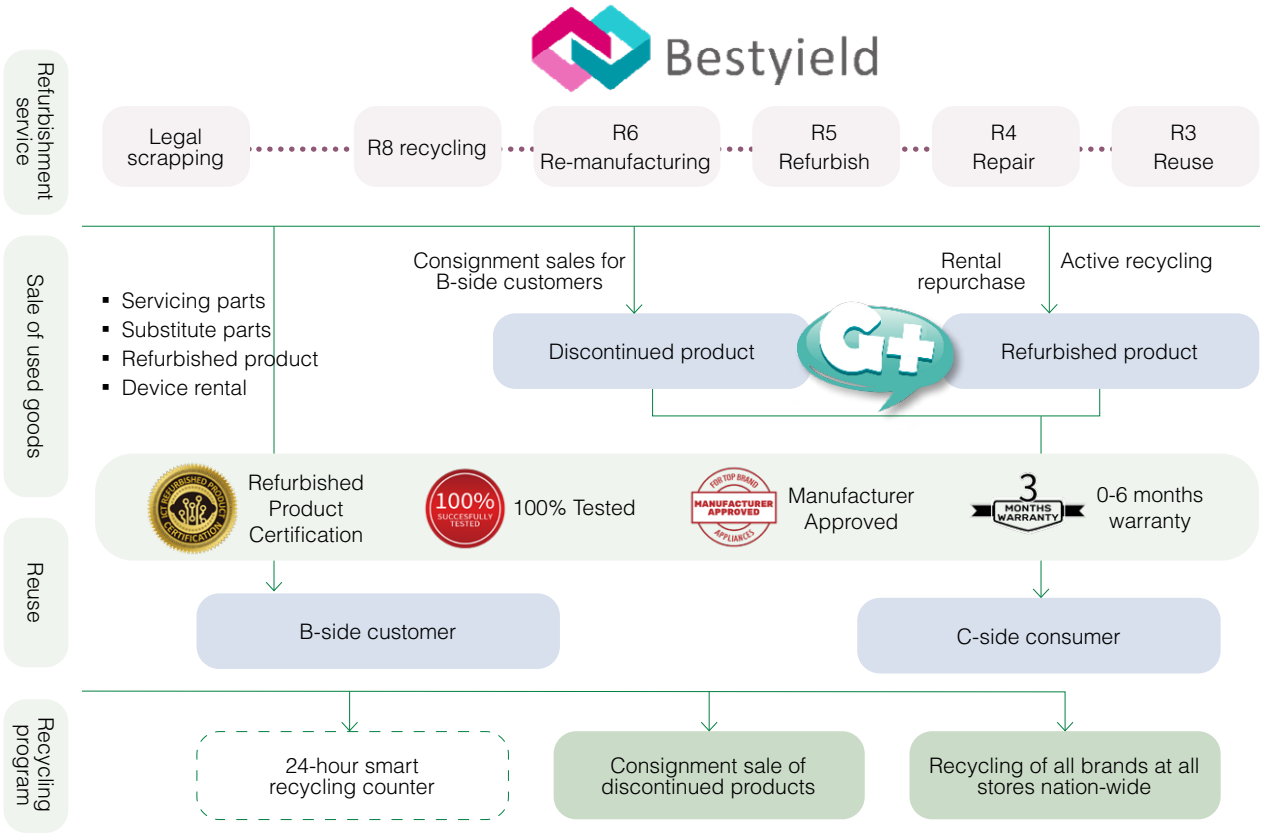
Aspect	Indicators	The proportion of partner agents that have implemented this measure (n=26)
Business strategy	Implement the ESG sustainability policy	84.62%
	Green transportation plan	76.92%
	GHG emissions reduction targets	76.92%
	ISO specification	73.08%
	Green specialists	69.23%
	Join the green logistic organization	46.15%
Carbon Transparency	Carbon offsetting plan	61.54%
	Carbon emission estimation	76.92%
	Online carbon emissions calculator	42.31%
	Carbon reports	57.69%
	Route optimization	96.15%
	Multimodal transport	88.46%
	Biofuel solution	57.69%
	Electric vehicles	73.08%
	Using recyclable plastic pallets	53.85%
	Environment reverse logistics	73.08%
	Reducing paper processes	92.31%
Warehouse	Green warehousing	69.23%

3.4 Circular Economy

GIGABYTE is uncovering value-adding business opportunities through after-sales service for products. Bestyield International became an independent subsidiary in 2018 specializing in IT/3C reverse logistics and eco-friendly re-manufacturing/reuse solutions. The "4-stage Leasing Cycle" ensures 100% closed recovery and repair of products to improve resource utilization. In 2020, Bestyield International was certified to have achieved the highest level of "Optimized" on the maturity of its business model under the BS8001 circular economy standard. It also actively participates in the circular economy industry associations such as the Taiwan Circular Economy 100 (TEC100) and 8+N Resource Circulation Alliance to continue expanding the reach and influence of circular economy.

Circular model for electronic waste

Bestyield International analyzed and used the 9R circular economy values defined by the PBL Netherlands Environmental Assessment Agency to develop an action strategy in response to "SDG 12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse." The handling of electronic waste has already resulted in measurable environmental benefits.



- 2024 Waste reduction outcomes

Repair

479,517 products were sent for repairs and 475,223 pcs were picked up after being repaired; pickup rate for repaired products reached 99.1% and facilitated the circular reuse of 825.17 tonnes in electronic waste.

Refurbishment

A total of 17,918 products were refurbished and 968 sold after refurbishment. Unsold products were returned to the distributor's refurbished goods warehouse for reuse, facilitating the circulation of 22.23 tonnes in electronic waste.

Recycling and Reuse

Consumers actively scrapped 42,520 pcs with 61 scrapped products purchased by Bestyield International. These refurbished or re-manufactured for reuse to facilitate the circulation of approximately 39.3 tonnes in electronic waste。

- Total amount electronic waste circulation facilitated during the year:
  886.7 tonnes
- Carbon reduction benefit for the year:
  110.16 tonnes CO_2e

Note: According to the product carbon footprint website of the Ministry of Environment, stabilization and solidification treatment for hazardous Industrial Waste is calculated at 130 kg CO_2e/tonne

- 2024 Outcomes of circular economy promotion

16 cross-industry collaborations

Visits or refurbishment events introduced students and the general public to the concept of the circular economy and how "cherish and reuse" is implemented

9 invitations

Sustainability actions such as developments and innovations in resource circulation technology were shared with peers in various settings such as forums, networking events and launch conferences.

2 awards

Awarded the "Social Innovation Category - SME Award" at the Global Views ESG Corporate Sustainability Awards
Outstanding Green Procurement Enterprise by New Taipei City

2030 Circular-Cross Circular Innovation Exhibition

Taipei Net Zero 101 Circular Recycling Program launch ceremony

Service center transformation and value promotion

Bestyield International is building on more than 20 years of professional repair expertise and customer service experience to make the transition to its next phase. The existing high-quality repair services are being experimented even as the company experiments with different ways of promoting the spirit of the circular economy to an even broader consumer segment. Bestyield International broke away from the traditional service center stereotype by converting six service centers into G+3C Outlets. Some of the fast repair centers were also converted into hybrid sales and service centers in 2021. In addition to customer and repair services, the G+3C Outlet also sells GIGABYTE refurbished products, discontinued products, and products on consignment to consumers with related requirements. The bright, airy and minimalist interior design provides consumers with a pleasant and stress-free shopping experience. At the same time, the store also features a repair display area to explain the repair process and reusing of products to the public. The educational display hopes to promote the concept of "cherish and reuse" to even more people. This not only showcases innovative applications of matter but also how products can be granted a second life of even greater value.

G+ 3C Outlet

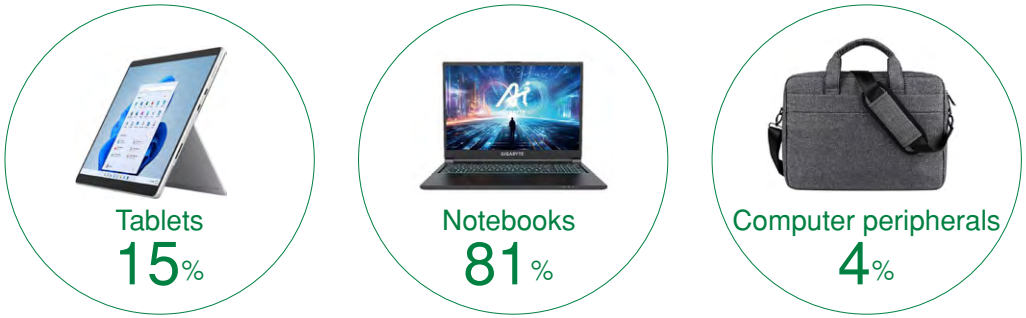
Repair Display

Refurbished parts display

Subscription-based Device as a Service

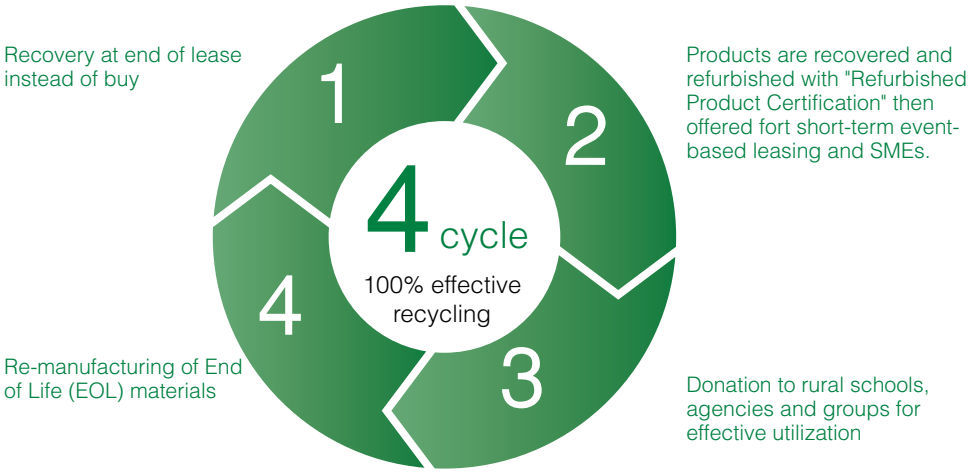
Bestyield International actively promoted enterprise rental services by providing "Device as a Service (DaaS)" subscriptions for notebooks, servers, and smart OA. Government agencies and business owners can reduce their IT infrastructure costs by leasing instead of purchasing. The 4-stage circulation plan based on product life cycles also maximizes the value of electronic products and reduces the generation of electronic waste. Reverse logistics implement the closed circulation ideal by ensuring 100% recovery and repair of products. DaaS has now been expanded to government agencies, schools, and non-government organizations. The "Lease instead of own" circular economy model is continuing to be promoted.

- Popular leasing categories and leasing ratio



- 4 key cycles for product leasing

Bestyield International has designed a 4-stage circulation plan for IT devices that are routinely used by agencies, groups and enterprises to ensure effective reuse and to reduce the generation of electronic waste.



Building Trust in the Used Market

The "Refurbished Product Certification" (RPC) was introduced by Bestyield International to improve consumer trust in used products. RPC not only ensures that products are repaired and tested to quality standards but also has a resume that allows the consumer to trace the product's entire history . The arrangement offers an alternative to the "used market" where defective products proliferate due to the information disparity between buyers and sellers. "Manufacturer Approved" and "100% Tested" marks have also been introduced, with "0 ~ 6 months warranty" offered depending on product type to increase consumer trust and willingness to buy.

- Certification mechanism for used product

Refurbished Product Certification

Products that have been repaired and tested against quality standards by Bestyield International are issued the RPC. A RPC resume is also provided to give consumers a full service record for the product.

Manufacturer Approved

In addition to receiving products from the GIGABYTE parent company, Bestyield International also accepts products on consignment from other manufacturers, or purchases discontinued products from third parties for full servicing with original manufacturer's quality approval.
*Manufacturer approval has been obtained from GIGABYTE. Other manufacturer approvals are still being arranged

100% Tested

The notebook refurbishment process for example tests I/O ports, display, external appearance, battery health, and memory after refurbishment. The product is then rated and priced accordingly for resale.

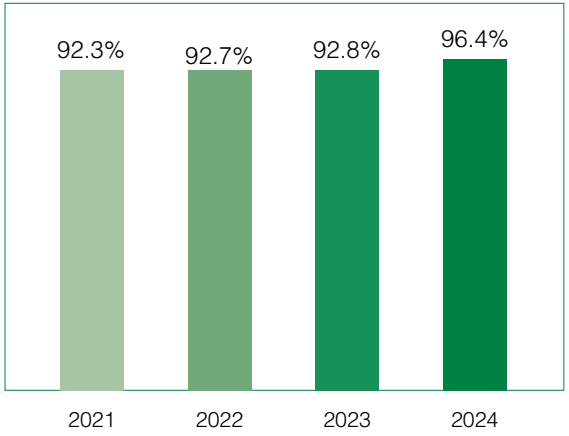
After-sales warranty

Different warranty periods are provided depending on the product category so that consumers do not end up as IT orphans.

- Product Recycling Rate

In addition to promoting the circular economy business model and reinforcing terminal recovery, GIGABYTE is working on increasing the proportion of reusable materials in our products to reduce the environmental burden at their disposal stage. Motherboards manufactured by GIGABYTE are mostly made of metal and plastics. In 2024, 10,852.64 tonnes of metal, 2,158.19 tonnes of plastic, 802.98 tonnes of glass, and 523.23 tonnes of other raw materials were used to produce motherboards. The average recyclability rate of raw materials was above 96.4%.

- Recyclability Rate of Raw Materials Used by Motherboards



Note: The motherboard form factors and model analyzed in 2024 included ATX (Z890 A ELITE X ICE), Micro ATX (B890M AORUS WIFI7), and Mini ITX (B890I AORUS ULTRA).

3.5 Disclosure of Product Environmental Impact

Environmental impact data is calculated based on the CNS 14040 Life Cycle Assessment (LCA) principles, with system boundaries defined in reference to Taiwan's Product Category Rules (PCR). The Screening LCA method is applied for the assessment. The Product Environmental Report highlights the emission proportions of CO_2 and PM2.5 across various life cycle stages. For details on the remaining 14 environmental impact indicators, please refer to the "Product Responsibility" section on our CSR website.

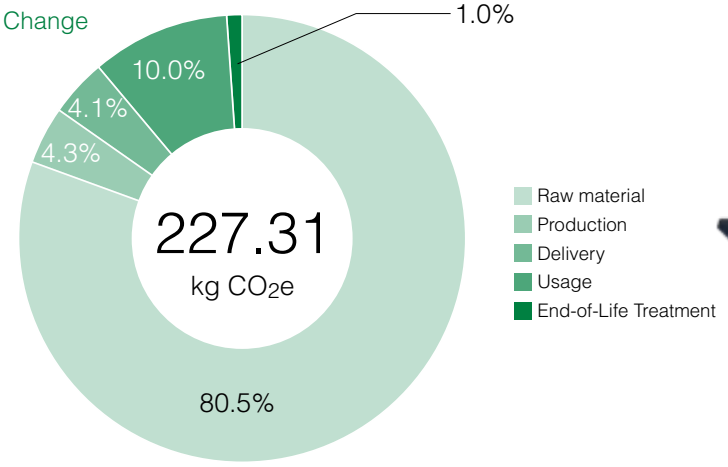
- Product Environmental Report

Version	Year Adopted	Number of Released Reports	Disclosed Environmental Impact (based on EU Product Environmental Footprint (PEF))	Other Information
Version 1	2018	21	3 impacts: greenhouse gases; suspended particles; terrestrial/aquatic acidification	
Version 2	2019	37	12 impacts: climate change; ionizing radiation; particulate matter; ozone depletion; photocatalytic ozone formation; mineral, fossil, and raw resource depletion; acidification; freshwater eutrophication; terrestrial eutrophication; freshwater ecotoxicity; human toxicity (cancer effects); human toxicity (non-cancer effects).	
Version 3	2020	97	16 impacts: climate change; particulate matter; ozone depletion; water use; freshwater eutrophication, marine eutrophication; resource use (energy carriers); resource use (minerals and metals); land use; terrestrial eutrophication; photochemical ozone formation; acidification; freshwater ecotoxicity; human toxicity (cancer effect), human toxicity (non-cancer effect); ionizing radiation.	Composition and recycling ratios of the materials used in the product and packaging.

- Product Environmental Report Example - AOURS 16

Environmental impact data is calculated based on the CNS 14040 Life Cycle Assessment (LCA) principles, with system boundaries defined in reference to Taiwan's Product Category Rules (PCR). The Screening LCA method is applied for the assessment. The Product Environmental Report highlights the emission proportions of CO_2 and PM2.5 across various life cycle stages. For details on the remaining 14 environmental impact indicators, please refer to the "Product Responsibility" section on our CSR website.

- Climate Change



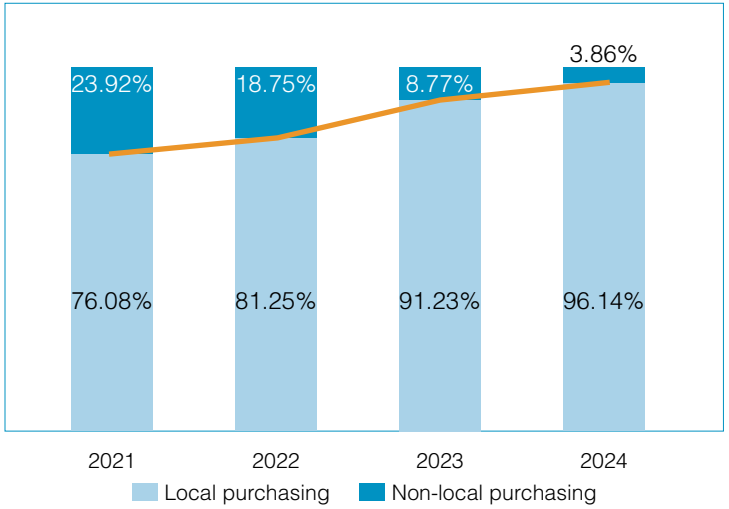
04 Sustainable Value Chain

4.1 Sustainable Supply Chain Overview

Businesses can not only fulfill their social responsibility to the community by choosing local suppliers but also reduce the environmental impact from transportation and distribution over long distances. In 2024, over 96% of GIGABYTE's tier-1 suppliers were located in Asia. Around 94% of partners were located in the same region as the main GIGABYTE production bases (Nanping Factory, Dongguan Factory, Ningbo Factory). Local purchasing is embraced by GIGABYTE to maintain productivity and continuity of operations as well as stimulate local economic development.

GIGABYTE's local purchasing ratio at our main production bases has always exceeded 75% in previous years. The inclusion of the Giga Computing subsidiary in the calculation of the local purchasing ratio for the first time in 2023 meant there was a significant change to the ratio. The local purchasing ratio in 2024 was 96.14%.

- Ratio of Local Purchasing by Amount in the Past 4 Years



Note 1: Local means the source was located in the same region as GIGABYTE's main production bases

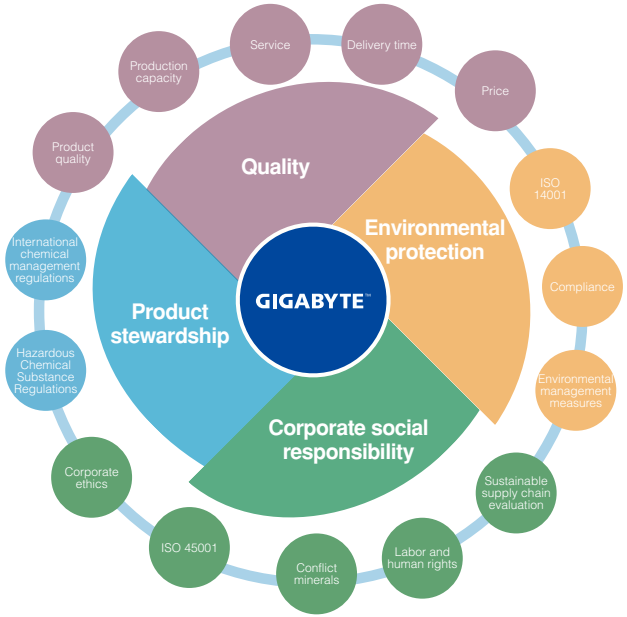
Note 2: Purchasing amount is based on the amount spent for the year.

4.2 Supply Chain Risk Management

The "GIGABYTE Sustainable Purchasing Guidelines" were first issued in 2018 and updated in 2024. The Guidelines apply to the Headquarters, Taoyuan factory, China factories, as well as subsidiaries in Taiwan controlled by GIGABYTE. We reference the RBA Code of Conduct issued by the Responsible Business Alliance as our top guiding principles. We have defined the 4 management aspects (15 sub-targets), the 4 zero-tolerance rules, and the list of prohibited substances in order to evaluate supplier risk.

Effective implementation of supply chain management is jointly enforced by each BU and the Sustainable Development Office. Periodic meetings are held to review supply chain risk management, promote cross-department collaboration and the sharing of new knowledge on sustainable supply chains. The GIGABYTE Green Sustainable Development Committee oversees the entire process. The GIGABYTE Green Sustainable Development Committee held 7 monthly meetings in 2024. The meeting agendas included: international chemical and environmental regulations, environmental safeguard activities in the supply chain, RBA audits, the evaluation outcomes of high-risk suppliers, packaging reduction and Group sustainable development courses. To improve the supply chain/procurement personnel and related departments' understanding of trends in sustainable supply chain promotion as well as the roles played by each department, two Group sustainability courses were organized in 2024 on topics such as global climate change trends, net zero trends, and sustainable supply chain management practices. Total participation was 138.

- Supplier management aspects and regulations



4 Zero-tolerance rules

- Prohibition against Child Labor
- Use of Forced Labor/Prison Labor
- Discharge of untreated toxic or hazardous substances/materials
- Behavior that causes immediate physical harm to employees

Tiered Supplier Management

GIGABYTE evaluates all existing and new suppliers in accordance with the "Supplier Quality Management Operating Procedures" for tiered management. In addition to existing supplier supply contract (CMRT, RBA) and material assessments (quality, delivery time, cost, and service), the GIGABYTE sustainable supplier evaluation system was also integrated so that ratings better reflect the overall sustainability performance of suppliers. Supplier CSR high-risk audits are also conducted every quarter to ensure quality continuity and sustainability in the supply chain. Additionally, the "GIGABYTE Sustainable Purchasing Guidelines" explicitly require existing and new suppliers to comply with the Supplier Code of Conduct and the GIGABYTE Hazardous Chemical Substance Regulations (HCSR). The supplier must submit their Certificate of Non-use for Controlled Substances and test report from third-party notarization bodies for verification before they can begin making deliveries. Non-compliant new suppliers may undergo a re-assessment after improvements are made. If they still fail to pass the re-assessment then they are de-listed. Approved suppliers are subject to annual audits and tiered management. A deadline for improvement is imposed for non-compliance or even exclusion from the supply chain if necessary.

GIGABYTE requires suppliers for "Outsourced Manufacturing and Long-term Supply" contracts to sign declarations guaranteeing their compliance with the "Sustainability Standards in the Environmental, Human Rights, and Social Aspects." A total of 43 suppliers renewed their contracts in 2024 and 100% signed the declaration. 86% of suppliers also took this a step further by submitting statements on non-use of conflict minerals.

Tiered supplier system

Grading guide		Description
Divided into grades 1 ~ 4 based on purchasing amount		Four grades based on annual purchasing amount is used to identify key suppliers
Comprehensive Rating Level A ~ D	Material Rating	Includes quality, delivery time, cost, and service quality
	Sustainability Standards Declaration	Signing of declaration on compliance with the sustainability standards for the following environmental, human rights and social aspects ▪ Environmental Aspect: Suppliers must comply with HCSR, RoHS, WEE, VOCs, and other government environmental protection laws and regulations on pollution prevention and waste treatment in the region specified by Party A. ▪ Human Rights and Social Aspect: Suppliers must comply with the RBA Code of Conduct as well as the social and labor laws/ regulations in the region where Party B is located.
	Sustainable Supply Chain Participation	▪ Sustainability Evaluation: The evaluation covers the six major aspects: environmental protection, corporate social responsibility, labor practices and human rights, supply chain responsibility, fair trade and social engagement ▪ Participation in supplier conference/education and training ▪ Participation in reduction/carbon reduction projects or other sustainability-related supplier projects

Note: All new suppliers added during the year are given a D rating. Adjustments are made after the evaluation is complete

2024 Grading of key suppliers

A	B	C	D
25.8%	40.8%	20.6%	12.7%

Note: Key suppliers are divided into grades 1 ~ 2 based on purchasing amount

Supplier Audit

GIGABYTE has established a supplier quality system audit and RBA risk tracking model in response to requirements relating to Group operating risk, stakeholder concern, and sustainability disclosure. The system is being progressively rolled out to BUs and subsidiaries. The results of supplier audits are periodically compiled and reported. An annual audit plan is devised by GIGABYTE and suppliers selected for auditing. Supplier transactions and quality are reviewed on a monthly basis and rolling adjustments made to the audit plan.

Supplier audit management process

Audit aspects

RBA CSR audit	Quality System Audit (QSA)	Quality Process Audit (QPA)	Restriction of Hazardous Substances (RoHS) Directive
Assess the overall performance of the supplier in terms of labor, health and safety, environment, ethics, and management systems	Review the quality management system of an enterprise to ensure its conformity with international standards (e.g. ISO 9001)	Quality control measures during the production process are reviewed to ensure the consistency and reliability of the products	The use of designated hazardous substances is restricted to reduce their negative impact on the environment

Risk rating

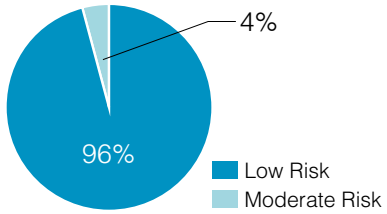
Low Risk: A Moderate Risk: B High Risk: C

Disclosure and mentoring

- The risk level from audit findings is posted to provide a reference during procurement
- A deadline for corrective action is imposed on suppliers for deficiencies found during audits. Follow-up and monitoring is introduced as well; a change of suppliers is suggested to the BU if improvements are not made.

In 2024, 50 new and existing suppliers were chosen for on-site audits. 96% of the suppliers audited during the year were found to be low risk and 4% were found to be moderate risk. 100% of existing suppliers were rated as low risk by the audit; among the new suppliers, 2 were flagged as moderate risk by the audit. Corrective action was taken and both were changed to low risk after re-inspection.

Explanation of 2024 supplier audit findings



Follow-up improvement and tracking of moderate risk suppliers:

- Major deficiencies: The two moderate risk suppliers were both found to have omissions in their SOP and labels in the "Process Aspect."
- Improvement and follow-up: Deficiencies were immediately recorded and corrective action required after the first audit. The two moderate risk suppliers were found to have taken corrective action upon re-inspection. Adherence to SOP by operators on the floor improved safety in the work environment. The suppliers were re-classified as low risk after the re-inspection.

Supplier Risk Assessment

GIGABYTE conducts supplier high-risk assessments on the four aspects of society, environment, governance, and business every quarter based on the tiered supplier management system. Particular emphasis is placed on sanctions over labor, environment, financial transactions and conflict minerals among level 1 and 2 key suppliers (accounting for 32% of all suppliers in 2024); corporate governance evaluation, scope of ESG disclosure, and positive/negative media coverage are also added to the weighted matrix to identify and screen high-risk suppliers for that quarter. The outcomes are provided to the relevant personnel at each BU and subsidiary to ask for supplier improvements. In 2024, the proportion of high risk suppliers dropped from 31% in Q1 to 1% in Q4. Suppliers that made improvements accounted for 62.9% of all suppliers.

- Identification framework for high-risk suppliers

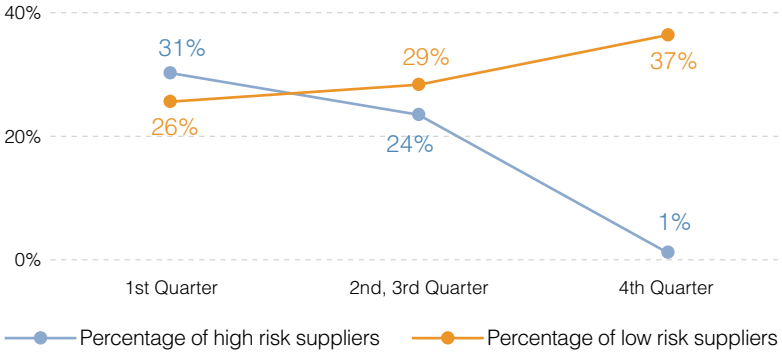
Identification process

Compile → Gather → List incidents → Sort → Identify

Risk identification item

Principles	Legal basis	Information
1.Responsible business principles 2.Quarterly assessment	1.Domestic/overseas regulations 2.International standards management process	1.Violations or sanctions 2.Sustainability Disclosure 3.Media coverage 4.Conflicts minerals management

- Annual identification outcomes



Note: total number of assessments = High risk + Low risk + Xerox risk suppliers. The same number of vendors were assessed on all three occasions.

4.3 Environmental Impact Management for Supply Chain

In addition to setting in-house short-term, long and medium-term management targets for carbon emissions, water use, and waste, GIGABYTE also actively encourages suppliers to pitch in and help minimize the negative environmental impact of the supply chain as a whole. The international trend towards net zero and emerging carbon tariff mechanisms means that reducing trade risk by accelerating the low-carbon transition of products requires cooperating with the supply chain on sharing of environmental protection information, choice of materials, and carbon reduction technology. We continue to invent and track changes in upstream carbon emissions. By building a localized carbon information sharing, circular design, and recycling platform for materials, we hope to effectively track trends in the environmental impact of material flows of the value chain, develop a business for resource recycling and adapt to the net zero transition in the international market

Reduction. Sharing. Love the Earth Alliance

GIGABYTE launched the "333 Reduction Plan" in 2016 and set a target of reducing carbon emissions, water use, and waste by 3% every year. we invited all of our suppliers to join the "Reduction. Sharing. Love the Earth Alliance" and reach the "333 Reduction" targets together with GIGABYTE.

Status of "Reduction. Sharing. Love the Earth Alliance" Initiative

- 172 suppliers supported the 333 Reduction Plan
- 80 suppliers provided their reduction performance
- 39 companies participated in beach cleanup activities.
- 20 companies conducted tree planting on their own.
- 69.1% have concrete carbon reduction targets
- 59.3% have concrete water reduction targets
- 48.1% have concrete waste reduction targets

- "Reduction. Sharing. Love the Earth Alliance" Reduction Performance

After the Alliance was established, GIGABYTE started to investigate the reduction performance of carbon emissions, water use, and waste by each Alliance member in 2018. Every effort made was to practice the Alliance's core value of reduction. Furthermore, with an outline of the overall reduction trends, we can then develop a more practical strategy for the future. In 2024, we continued to track the reduction statistics from the previous year. The subjects of the study were 81 companies, including partner advocates and GIGABYTE itself. The reduction outcomes from 2024 compared to previous years are shown below.

	Emissions Reduction	Water Reduction	Waste Reduction
Rate of Reduction >3%	22	35	37
3%>Rate of Reduction >0	6	9	4

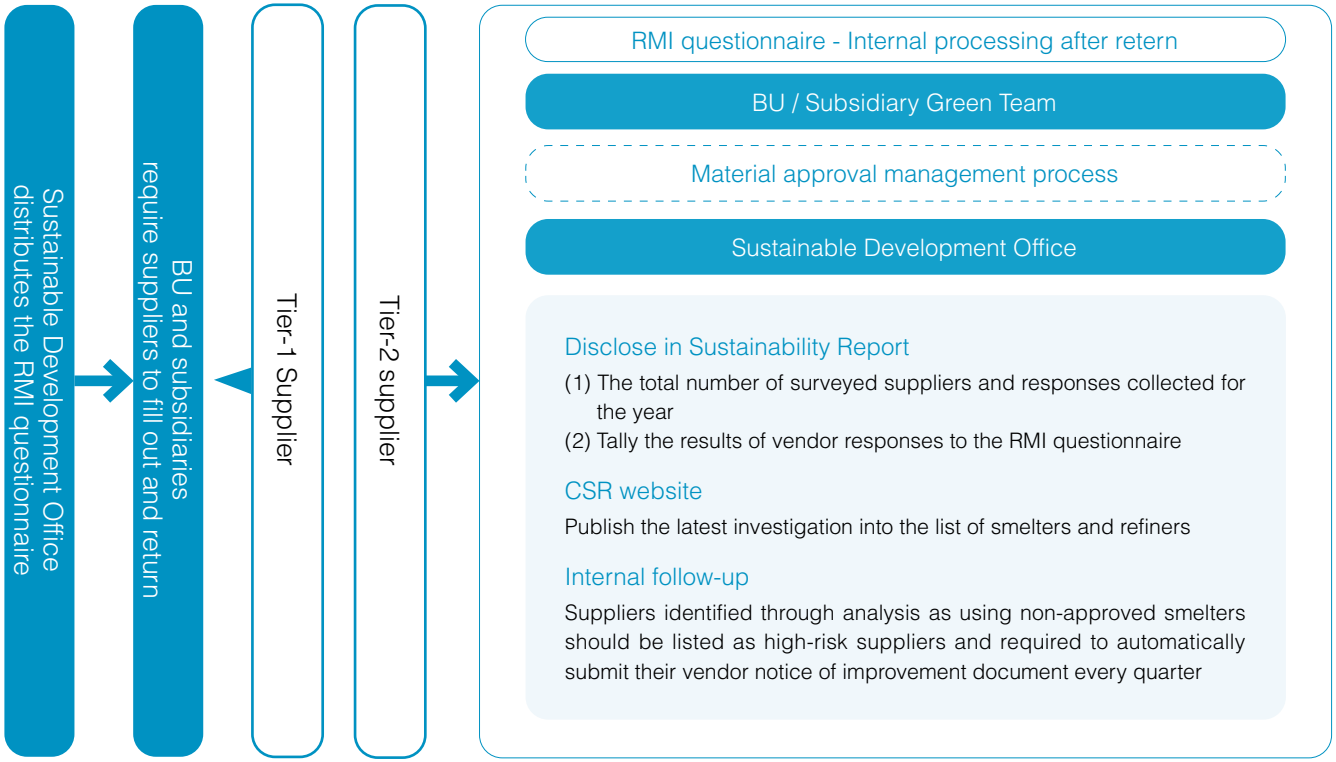
The statistics showed that approximately 34.4% of investigated companies met the carbon reduction target, and over 40% met the water and waste reduction targets. The measures to reach targets included establishing environmental policies, setting concrete targets and timetables for reduction measures, and implementing innovative sustainability-related programs. To be more specific, emission reduction actions taken by most of the suppliers are such as using renewable energy, carrying out sustainable procurement, monitoring the energy efficiency of equipment, and replacing old and energy-consuming facilities; the water use reduction actions involve water recycling and intelligent water monitoring; the waste reductions are realized by reducing packaging, managing manufacturing processes through a product lifecycle's perspective, adjusting parameters to reduce solvent use, etc. In addition, many suppliers actively promote sustainability concepts as part of their corporate DNA and hope that every employee will serve as a guardian of sustainability risks.(For more details on reduction performance, please refer to the GIGABYTE CSR Website)

4.4 Conflict Minerals Management

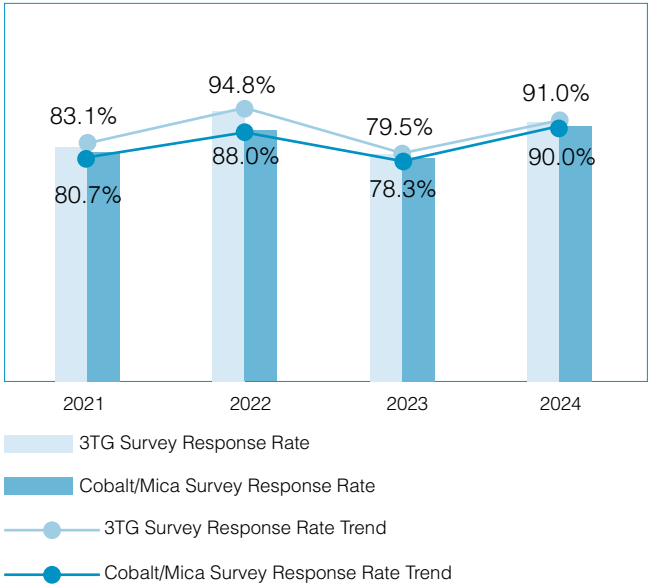
Tin, tungsten, tantalum, and gold (3TG) minerals are indispensable raw materials in electronic products. If these minerals are obtained from areas of forced labor, child labor, or armed conflict, they would be considered conflict minerals that oppress and harm local human rights and living conditions. Therefore, GIGABYTE reference with the Responsible Minerals Initiative (RMI) under the RBA to investigate the use of 3TG minerals by first-tier suppliers and gradually traces the source through the Conflict Minerals Report Template (CMRT6.4 and EMRT 1.3) to further manage raw materials to jointly safeguard human rights and values.

In 2024, GIGABYTE conducted its annual due diligence, achieving an overall response rate of 90%. According to the survey results, GIGABYTE sourced from a total of 483 smelters of 3TG, cobalt, and mica, primarily located in Asia, followed by Europe. Among them, 470 smelters were deemed compliant, accounting for 97.3%. The remaining 13 non-compliant suppliers included 10 related to 3TG and 3 related to cobalt and mica. For suppliers suspected of using non-compliant smelters, immediate discontinuation is enforced if the materials are non-designated. For designated materials, suppliers are required to make improvements or provide alternative sourcing solutions within 90 days, with progress tracked by responsible personnel.

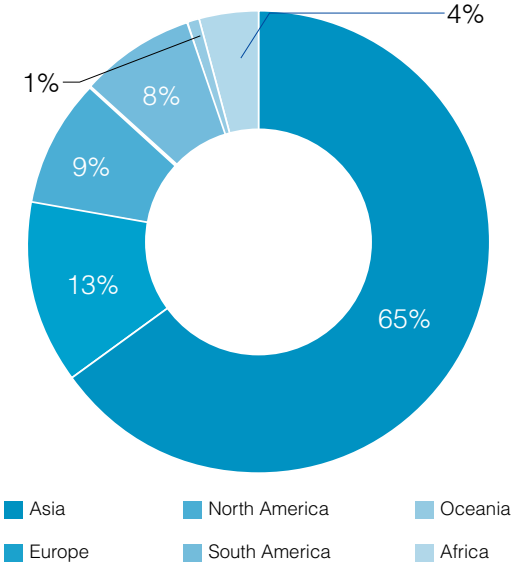
▪ Investigation Process of Conflict Minerals



▪ Conflict Minerals Investigation in the Past Four Years



▪ Geographic Distribution of Smelters and Refiners



3TG Minerals

GIGABYTE identified a total of 352 3TG Minerals smelters in 2024, among which 342 were verified as compliant, resulting in a compliance rate of 97%. In 2024, one supplier successfully removed six non-compliant smelters under GIGABYTE's guidance. The Company continues to monitor and urge the remaining suppliers to implement necessary improvements.

- Summary of 3TG Smelter Survey Results over the Past Four Years

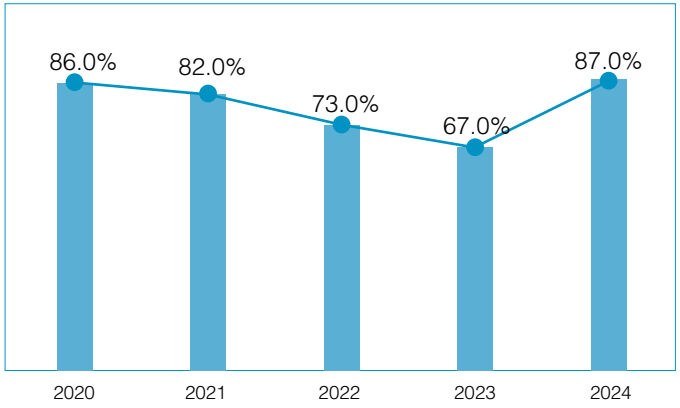
	2021	2022	2023	2024
Number of Compliant Smelters	346	334	264	342
Number of Non-Compliant Smelters	5	10	9	10
Percentage of Compliant Smelters	98.6%	97.1%	96.7%	97.2%

Cobalt and Mica

GIGABYTE identified a total of 131 cobalt and mica smelters in 2024, among which 128 were verified as compliant, resulting in a compliance rate of 97.7%. For the three smelters deemed non-compliant, GIGABYTE has issued improvement requests and confirmed that corrective actions have been implemented.

In 2024, 87% of GIGABYTE's top 100 critical component suppliers by purchasing volume had established conflict minerals management mechanisms, representing a 20% increase compared to the previous year. GIGABYTE will continue to emphasize the importance of responsible mineral sourcing through supplier engagement and compliance requirements, with the goal of expanding implementation across the supply chain and supporting the protection of fundamental human rights.

- Conflict Minerals Management Implementation Rate among the Top 100 Suppliers by Procurement Value in 2024



4.5 Supply Chain Engagement and Communication

The reinforcement and maximization of impacts from corporate sustainable development depend on inter-connections and cooperation throughout the entire value chain. GIGABYTE reinforces engagement and communication with our supply chain through a variety of channels, such as evaluations, awards, education and training, and alliances. We strive to build a partnership beyond trade relations and realize the core philosophy of "Reduction Sharing. Love the Earth" hand in hand.

- 2024 Status of Supplier Engagement

Host for 13 consecutive years

Supplier Sustainability Evaluation and Award Ceremony

- Number of participated suppliers: 234
- 61 suppliers won awards, including 37 top 100 suppliers by purchasing amount
- Percentage of top 100 suppliers by purchasing amount that won awards: 61%

Host for 7 consecutive years

"Reduction. Sharing Love the Earth Alliance "Supplier Conference

- Number of participated suppliers: 71
- The participation rate of the top 100 suppliers by purchasing amount: 15 %

Assess for 7 consecutive years

Reduction Performance "Reduction. Sharing. Love the Earth Alliance" Member

- Number of top 100 suppliers by purchasing amount that of "Reduction. Sharing. supported the Alliance: 69
- Number of participated suppliers in reduction performance Members assessment: 81

Supplier Sustainability Award

GIGABYTE has been conducting annual supplier sustainability evaluations since 2012. The GIGABYTE "Sustainable Supplier Evaluation" process started by asking suppliers to conduct a self-assessment of their performance in 6 key aspects, namely "CSR management", "environmental protection", "labor practices and human rights', "fair trade", "supplier responsibility', and 'social/ local contribution." A fair and impartial selection process was then carried out by the Supplier Evaluation Team from the Sustainable Development Office on the 4 aspects of completeness, rationality, level of cognition, and level of attention. Outstanding suppliers will be presented with excellent partnership awards at the end-of-year party. GIGABYTE hopes that the annual award presentation will encourage constructive competition between vendors and the pursuit of even more outstanding performance in sustainability.

The theme for the 2024 GIGABYTE Supplier End-of-year Party and Sustainability Award Ceremony was "Taking off with GIGABYTE on Flight Green24 towards Net Zero Future." The theme symbolizes GIGABYTE as a "caption', as it works together with suppliers (passengers) to achieve green production, energy savings, and efficiency enhancements. A stable and sustainable supply chain depends on joint partnerships facing and tackling challenges and opportunities hand in hand. At this event, GIGABYTE also awarded the outstanding suppliers of this year.

In addition to the awards, we also use purchasing to encourage CSR fulfilment by suppliers. In 2024, the purchasing amount from the suppliers participating in the supplier sustainability evaluation accounted for 89%. We will continue to increase our purchasing ratio in the future to give suppliers even more incentive to embrace sustainability and construct a self-sustaining supply chain.

Supplier Conference

GIGABYTE has held Supplier Conferences since 2009, inviting multiple pioneers in sustainability to share their experiences as well as ESG tendency and practical measures with our suppliers, CSR-related personnel, and manager-level employees. Starting in 2018, GIGABYTE has hosted one supplier conference annually, with each year's theme aligned with the latest sustainability developments. Following each conference, practical initiatives are launched, including on-site guidance to support suppliers in building sustainability capabilities.

In response to Taiwan's net-zero transition policies and the gradual implementation of international mechanisms such as the Carbon Border Adjustment Mechanism (CBAM), the 2024 supplier conference was themed "Corporate Net-Zero Transition." Guest speakers were invited to share insights on net-zero trends, regulations, and response strategies. The event was simultaneously held across three locations—Taiwan, Ningbo, and Dongguan—with a total of 71 companies and 107 supplier representatives participating. The conference facilitated in-depth discussions on corporate sustainability. Going forward, GIGABYTE will continue to provide suppliers with sustainability knowledge, updates on international trends, and grievance mechanisms, fostering collaboration and mutual growth .

▪ Reduction. Sharing. Love the Earth Alliance Advocacy

GIGABYTE employees have long been volunteering for environmental protection actions. We also join the academia and industry in supporting related initiatives. Since 2020, supplier partners have been recruited to take part in the "Reduction. Sharing, Love the Earth Alliance" coastal cleanups. GIGABYTE hopes that our supplier partners can join us in paying attention to topics, such as the ocean environment and plastic contamination, and incorporate awareness of such topics into their value chain thinking so we can work together to reduce the environmental impact during our product life cycles.

In 2024, GIGABYTE organized a supplier beach cleanup event, inviting suppliers to participate at the coastal area of Shalun, Dayuan District in Taoyuan—a site GIGABYTE has long been committed to protecting. This marked the fifth "Reduction. Sharing. Love the Earth Alliance" supplier beach cleanup activity. A total of 189 participants joined the event, including 144 representatives from 39 supplier companies and GIGABYTE employees. Together, they removed 1,894 kilograms of waste from the coastline.

Upholding the principle of "Loving the Earth Starts from the Heart," GIGABYTE continues to promote a sustainable supply chain. In addition to strengthening unity through ongoing beach cleanups and tree-planting activities, the Company aims to further expand the impact of the "Reduction. Sharing. Love the Earth Alliance" initiative. GIGABYTE looks forward to more supplier partners joining this alliance to collaboratively build a low-carbon and sustainable value chain.

05 Happy Workplace

5.1 Human Rights Protection

GIGABYTE regularly examines the workplace management outcomes for internal employees and adjusts to related mechanisms when appropriate. There were no major violations of human rights in 2024. Suppliers are also required to adhere to regulations on labor rights.

- GIGABYTE human rights standards: Please refer to the Code of Business Conduct
- Supplier human rights standards: Please refer to 4.2 Supply Chain Risk Management

- GIGABYTE Human rights commitment and management action

Human Rights Commitment	Management mechanism and action
Talent inclusion and non-discrimination (Please refer to 5.2.1 Diverse and inclusive workplace)	▪ The "Corporate Code of Conduct" explicitly states that "There shall be no discrimination on the basis of race, gender, age, skin color, sexual preference, language, religion, political bias, ethnic origin, nationality, disability and marital status in employee recruitment, assignments and promotions ▪ GIGABYTE employees at least 1% employees with disabilities at locations in Taiwan in accordance with the "People with Disabilities Rights Protection Act"
Prohibition against forced labor and child labor (Please refer to 4.2 Supply Chain Risk Management)	▪ Suppliers are required to comply with regulations relating to the human rights of workers in accordance with the "RBA Code of Conduct" and "GIGABYTE Sustainable Purchasing Guidelines". Due diligence is also conducted on their usage of conflict minerals. ▪ The hiring of workers under the age of 15 is explicitly proscribed in the "New Hire Management Regulations"
Prevention of illegal infringement in the workplace	▪ The "Plan for Prevention of Illegal Infringements in the Performance of Duties" and procedure were defined to protect employees against illegal physical or mental infringement at work from the conduct of others, and for hazard identification and risk assessment ▪ The "Written Statement on Prohibition of Workplace Violence" was issued to protect employees against bullying or violence in the workplace
Gender Friendly Workplace (Please refer to 5.3.2 Healthy and LOHAS Workplace	▪ The "Operating Instructions for Prevention of Sexual Harassment in the Workplace" specify that any employees that believe they have been sexually harassed may file a complaint with their supervisor, HR department, or the dedicated mailbox. Their complaint will be handled in strict confidence. If the complaint is investigated and upheld then disciplinary action will be taken against the offender and may result in termination of employment in serious cases. ▪ Established the "Workplace Maternal Health Protection Plan" along with lactation rooms and other parent-friendly measures ▪ One sexual harassment complaint was received in 2024, and the complaint was substantiated by the complaints investigation team. A meeting was convened, with the offending employee disciplined and given a warning. The case was also published on the intranet.
Fair compensation	The standard of compensation is based on open and transparent performance evaluations. Compensation at each operating location complies with the local minimum wage as well

Smooth Communication Channels between Management and Labor

Good communication between management and labor is on the basis of mutual trust and mutual assistance. Although GIGABYTE does not have a labor union, we enhance labor-management interaction and communication through regular labor-management meetings, division-level management discussions, online article promotion, and annual questionnaire surveys every year.

In 2024, GIGABYTE Headquarters averaged 83.01% for administrative satisfaction and 89.79% for satisfaction with health services. The average overall satisfaction at the Nanping and Dongguan factories were 88.56% and 79.67%, respectively.

- 2024 Communication status

Communication channels	Annual communication accomplishments	Annual communication focus
Labor meetings	Taiwan: 24 times China: 12 times	1. 2025 calendar and adjustments to basic salary 2. Communication of the latest labor laws 3. Optimization of the Employee Welfare Committee website 4. Communication of the Group's health incentive mechanism, health screening and partner health services
Internal Employee website	Irregular	Internal announcements and event promotions
Internal electronic publications "GIGA, HI!"	130 articles	Company activity reports Highlights of past seminars
HR website	Website was viewed 20,939 times during the year	Company development Employee career development information
Employee Feedback Surveys	1. One survey conducted at the Headquarters. 2. Monthly surveys conducted at the Nanping Plant. 3. Irregular surveys conducted at the China facilities. 4. One session of the Employee Assistance Program (EAP) implemented.	Surveys were conducted among staff in public service roles—including medical personnel, security, cleaning staff, and EAP participants—to continuously improve the company's infrastructure and service quality.

5.2 Talent Management

5.2.1 Diverse and inclusive workplace

GIGABYTE knows how important that talented employees are to the sustainable development of the company. Rigorous talent selection and cultivation are therefore employed to foster an inclusive and friendly workplace, construct a diverse and balanced human resource structure, and encourage talented people from diverse backgrounds to unleash their expertise, creativity and potential in their work. GIGABYTE had a global workforce of 6,473 people in 2024. The majority of the employees were based in Taiwan and China, with the remainder located in other parts of Asia, the Americas, and Europe. Male employees accounted for 57.5% and female employees accounted for 42.5%. The average age was 33. At the end of 2024, there were 33 disabled employees in Taiwan and 12 employees with diverse (indigenous) backgrounds. We also had 67 temporary workers including 38 men and 29 women.

- Overview of Group workforce structure

Gender		Male		Female		Subtotal	
		Persons	Ratio	Persons	Ratio	Persons	Ratio of workforce (%)
Workplace	Taiwan	1,549	48.8%	1,626	51.2%	3,175	49.0%
	Mainland China	2,099	65.7%	1,096	34.3%	3,195	49.4%
	Overseas Locations	77	74.8%	26	25.2%	103	1.6%
Age	≦ 30 Years	1,932	62.4%	1,162	37.6%	3,094	47.8%
	31–50	1,475	52.9%	1,315	47.1%	2,790	43.1%
	≧ 51 Years	318	54.0%	271	46.0%	589	9.1%
Position[2]	Senior management	108	85.7%	18	14.3%	126	1.9%
	Other management	741	69.4%	326	30.6%	1,067	16.5%
	Technical staff	2,515	57.9%	1,828	42.1%	4,343	67.1%
	Other staff	361	38.5%	576	61.5%	937	14.5%
Labor contact [3]	Permanent	3,100	56.5%	2,391	43.5%	5,491	84.8%
	Contract	625	63.6%	357	36.4%	982	15.2%
Employment Type [4]	Full-time	3,100	56.5%	2,391	43.5%	5,491	84.8%
	Part-time	625	63.6%	357	36.4%	982	15.2%

Note 1: The 2024 employee composition data is as of 2024/12/31. Rounding of the data may lead to the total being not 100%.

Note 2: Definition of positions: Technical staff includes personnel in technical/R&D/manufacturing positions; other staff includes personnel in marketing/sales/operational roles

Note 3: Definition of labor contracts - Permanent employees include expatriate personnel/permanent employee/R&D alternative service / consultants; contract employees include contract worker / casual worker / interns. Some of the casual workers do not have guaranteed work hours.

Note 4: Definition of employment type - Full-time employees include expatriate personnel/permanent employee/R&D alternative service / consultants; part-time employees include contract worker / casual worker / interns. Some of the casual workers do not have guaranteed work hours.

GIGABYTE strives to protect the labor rights of employees, promote gender equity, and provide job applicants with equal opportunity in employment. We are also an age-friendly employer that promotes career planning and employability. To foster a diverse and friendly workplace, GIGABYTE also actively recruits disabled people and provides them with adaptive work opportunities.

In response to the global digitization trend, GIGABYTE is continuing to reach out to international talent as part of our global market expansion. Enhancing the cultural diversity of our workplace promotes greater innovation as well. To help employees from different cultural backgrounds assimilate quickly with the GIGABYTE family, we have organized various activities and support measures that foster an inclusive workplace. In 2024 for example GIGAYTE hosted 4 social get-together, family day and other events for foreign employees at Nanping factory. The events provided employees working far away from home with an opportunity to enjoy the festive and welcoming atmosphere. Employee bonds were strengthened as well.

In terms of gender equity, GIGABYTE supports female employees in the workplace. The ratio of female managers increased to 28.99% in 2024 and has been trending upward for four straight years. The ratio of senior female managers increased to 9.26% last year as well. Female staff in STEM-related roles rose to 42.09% at the same time.

- Global employee distribution

Workplace	Persons	Ratio
Taiwan	3,175	49.05%
Mainland China	3,195	49.36%
Other parts of Asia	30	0.46%
Americas	38	0.59%
Europe	35	0.54%

- Distribution of employee nationalities

Nationality	Ratio of employees	Ratio of employees in management roles
Taiwan	42.99%	65.72%
Mainland China	48.71%	32.69%
Other	8.30%	1.59%

- Ratio of female employees

Year	2021	2022	2023	2024
Ratio of female employees	43.80%	41.09%	40.56%	42.45%
Ratio of female employees in management roles	6.00%	27.25%	27.87%	28.99%
Ratio of female employees in junior management roles	-	-	32.52%	33.84%
Ratio of female employees in senior management roles	-	-	12.12%	21.38%
Ratio of female employees in management roles at revenue-producing departments (excluding back office units such as HR, IT, and Legal Affairs)	-	12.15%	29.34%	14.61%
Ratio of female employees in all STEM roles	22.00%	39.58%	40.80%	42.09%

5.2.2 Talent Recruitment and Retention

GIGABYTE defines a clear set of criteria for recruitment. We look for multi-national and multi-disciplinary talents based on the development focus of each business unit and department. The cultivation of the younger generation is important to us as well. We establish industry-academia cooperation programs with colleges and universities and organize long-running product design competitions that provide students with a stage to showcase their knowledge and creativity, expand their horizons on career possibilities, and enrich their practical experiences.

2024 Team Up, Fight On x Project Eagle - Expanded Recruiting Campaign

GIGABYTE has been focusing on aligning technological progress and talent in recent years to keep up with our rapid business growth. Therefore, the "Team Up, Fight On" recruiting campaign has been launched since 2022 to expand our recruiting efforts and fill job openings in R&D, product management, integrated marketing, sales, and design. Very competitive salaries and benefits were offered to attract potential talent. International opportunities were also offered to top talent from each field who could put their skills to good use and chase their dreams.

GIGABYE launched the 2-year "Team Up, Fight On x Project Eagle" development program in 2024 to identify and cultivate outstanding talent with a passion for AI technology and an innovative mindset. Program participants will receive an in-depth introduction to the GIGABYTE AI ecosystem where they will collaborate with top global chip suppliers and software platforms. Technology trend courses and seminars will help them hone their professional skills even as they gain hands-on experience through real-world projects; Participants will also have the chance to meet with the CEO face-to-face to learn about the company's strategy. At the same time, we provide project funding to support the R&D of innovative products. Competitive compensation and benefits, a friendly environment and transparent career pipelines are also employed to recruit top AI talent.

2024 Team Up, Fight On recruitment and marketing accomplishments

1. Number of exposures in social media and campus recruitment website: Over **650,000** views
2. More than **1.2 million** exposures on social networking platforms
3. Up to **82%** visitor engagement rate for official event
4. Received **351** resumes
5. Offers made to **13** graduates
6. Sign-on rate of **77%**
7. **6** campus recruitment information sessions and **1** online information session held
8. Physical information event attended by **1,036** people, an increase of **40%** over 2023 and satisfaction rating approached **100%**
9. Overall event exposure exceeded **33 million** views, up **14%** from 2023

Industry-University Collaboration on Youth Development

- GIGABYTE server power! Student Team from NTHU Wins 2nd Place at 2024 ISC in Europe

GIGABYTE and Giga Computing partnered with National Tsing Hua University to promote the development of high-performance computing technology. A joint HPC lab was set up with professors to provide students with research opportunities and cultivate multi-disciplinary talent. Support was also given to students to participate in the 2024 ISC High Performance competition in Europe. The Giga Computing engineering team not only shared their practical experience with the student competitors but also supplied them with GIGABYTE's rack-scale servers, collaborative computing servers, technical support and sponsorship to boost their processing performance. Thanks to their help, the students came second in the competition.

- GIGABYTE Education Servers Boosts IC Design at NYCU

GIGABYTE and partners helped upgrade the NYCU EE Advanced Integrated Circuit Design Lab to boost the R&D capabilities and talent development of the Taiwanese semiconductor industry. The industry is now equipped with cutting-edge servers that greatly boost its computing power and educational effectiveness. Effective testing of IC layout designs as well as support for advanced learning and research will help cultivate more outstanding talent in innovative semiconductor R&D.

- Enterprise Internship Program

In 20214, the Bestyield International subsidiary partnered with Shi Hsin University and the Jinwen University of Science and Technology to host two information sessions and provide matchmaking for enterprise internship opportunities. Students accepted for internships that demonstrate outstanding performance are also offered full-time positions. The recruitment event interviewed 65 current students and one was accepted for an internship starting in the second half of the year. Bestyield International also embarked on a year-long industry-academia collaboration to offer part-time opportunities for 9 students. NT$200,000 in tuition assistance was also donated for economically disadvantage students to help them accumulate practical experience and prepare for future integration into the workforce.

The technical talent development initiatives at Bestyield International also extended to grassroots technical education at vocational high schools. Vocational students in special education were provided with more comprehensive counseling and vocational training. Bestyield International offered industry internships to 13 senior vocational high school special education students to hone their job skills and achieve a win-win outcome for both the industry and academia. (Student internship accomplishments)

Solid Compensation Structure

The compensation system at GIGABYTE is based on grade, education, background, seniority, and fair performance evaluations to ensure that they accurately reflect each employee's contribution. For detailed information on the distribution of employee and directors' compensation, please refer to p.21 and p.111-112 of the GIGABYTE 2024 Annual Report; for details on the number, average salary, and media salary of full-time employees in non-management positions in the Taiwan region, please refer to the Market Observation Post System website. A variety of rewards and benefits are offered by GIGABYTE on top of the basic salary, including long-service awards, patent awards, quarterly bonuses, performance bonuses, and employee stock ownership trust. We also started issuing restricted stock from 2023 as an incentive for outstanding employees. These can also stimulate inner enthusiasm and share the success of GIGABYTE with all of our employees.

At the same time,GIGABYTE referenced indicators such as the consumer price index for the year, industry salary adjustment scales, and the civil service salary adjustment ratio to adjust employee compensation based on their performance evaluations. Bonuses are also issued for meeting job targets. The Group made adjustments to the base salary based on operating location and performance in 2024. Salary adjustments over the past three years averaged from 0 ~ 5.9% in order to attract and retain quality talent.

Performance management was employed by GIGABYTE to enforce joint accountability and reward for employees during the business management process while also taking care of employees' career development. The internal performance e-management systems are used to set work target KPIs at the start of the year. Target progress is tracked and adjustments made if necessary. Target performance is inspected at the end of the period to evaluate employee performance. Performance evaluation results are then applied to HR decisions such as compensation and promotion. They are also used to encourage employee development and provide counseling. All Group employees underwent employee evaluations. The nature of the evaluation varied depending on the region and work format

▪ Type of performance evaluation

Type	Applicable Object	Frequency
Management by Objectives	According to the 'Performance Appraisal Work Instruction: ▪ Indirect labors who have been employed for more than three months (inclusive). ▪ Employees with Grade 8 and above are reviewed by year-end reports instead of performance appraisals, so they are not included in performance appraisals. ▪ Partial part-time employees and employees who are on leave without pay and have not been reinstated or have been reinstated but are not eligible for the above conditions will not be included in appraisal objects. ▪ Employees who transfer departments during the evaluation period will be evaluated by the head of the new department. The new head can consult the original head. ▪ Grade 1 direct labor is evaluated by each business unit.	Twice a year
360 Degree Evaluation	Employees at management levels	One every three years

▪ Ratio of employees participating in target management and performance evaluation

	Male	Female	Overall
Management	100%	100%	100%
Specialist	100%	100%	100%

Note: evaluation period includes both interim and final evaluations

▪ Ratio of entry-level employees' average compensation to the local minimum wage at main operating locations

Region	Taiwan																				Mainland China			
	NTD																				RMB			
Operating Location	GIGABYTE				Giga Computing						Bestyield International		G-Style		Cloudmatrix		Senyun		Selita		Dongguan Factory		Ningbo Factory	
	Headquarters		Nanping Factory		Headquarters		Nanping Factory		GIGAPIC															
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Ratio of entry-level employees' average compensation to the local minimum wage	1.09	1.11	1.15	1.06	1.22	1.18	-	-	1.09	-	1.16	1.16	-	-	-	-	1.00	1.00	-	-	1.72	1.73	1.28	1.37
2024 Local minimum wage	27,470(NTD)																				1,900(RMB)		2,490(RMB)	

Note 1: Base salary is the full-time salary of entry-level personnel not including any bonuses, overtime, and stipends. Entry-level is defined as grade P01; Giga Computing defines entry-level as grade P02

Note 2: Giga Computing's on-site personnel are counted as part of Giga Computing's Headquarters. GIGAPIC, G-Style, Cloudmatrix and Selita had zero personnel that met the definition for employees so the ratio between employee salary and local minimum wage is shown as "-" in the above table.

- Ratio of male to female compensation and salary adjustment at main operating locations

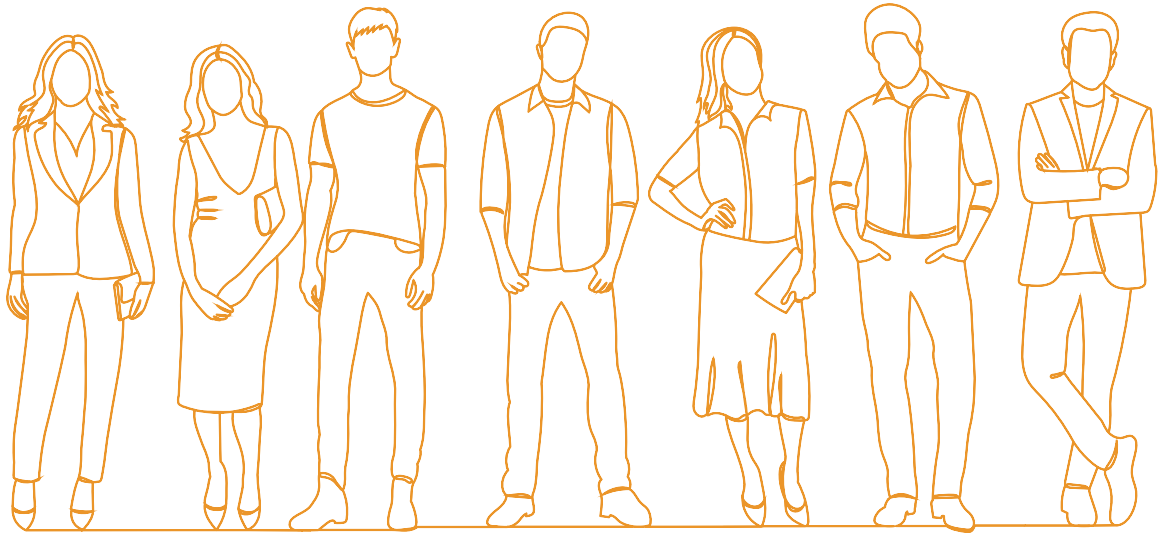
Grade[2]	Taiwan																Mainland China			
	Headquarters		Nanping Factory		Giga Computing		GIGAPIC		Bestyield International		G-Style		Cloudmatrix		Selita		Senyun		Dongguan Factory		Ningbo Factory	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Senior management	1.00	0.76	1.00	-	1.00	-	1.00	-	1.00	0.87	-		1.00	-	-		1.00	-	1.00	1.06	1.00	1.17
Middle management	1.00	1.06	1.00	0.99	1.00	0.94	1.00	1.24	1.00	0.96	-		-		-		1.00	0.89	1.00	1.00	1.00	1.03
Junior management	1.00	0.98	1.00	0.82	1.00	0.95	1.00	0.54	1.00	0.89	-		No male employees		-		1.00	0.89	1.00	0.98	1.00	0.89
Senior Specialist	1.00	0.96	-		1.00	-	1.00	-	-		-		-		-		-		-		1.00	-
General Specialist	1.00	0.91	1.00	0.79	1.00	0.84	1.00	0.64	1.00	0.89	No male employees		1.00	0.86	No male employees		1.00	0.85	1.00	0.95	1.00	0.91
Past three years Average salary adjustment[3]	3%		3%		0-4%		0-4%		3%		3%		3%		0%		3%		2.5%		5.25%	

Note 1: Compensation: Compensation paid to full-time personnel (including bonuses, overtime, and stipends)

Note 2: Senior management (grade M07 or above); middle management (grade M05 ~ M06); Junior management (grade M01 ~ M04); Senior specialist (grade P06 and above); general specialist (grade P01 ~ P05).

Note 3: Average compensation: Includes base salary, living stipend, and meal stipend but does not include annual bonuses

Note 4: The category had no employees and was therefore marked with a "–"



New hire rate and turnover

In 2024, the overall new hire rate at GIGABYTE was 49.3% with 1.34% being internal re-assignment. Overall turnover rate was 42.65% with 13.42% being voluntary separations. Turnover rate was relatively high due to departure of winter break workers and students when their contract expires, personnel resigning or applying for leave before the Lunar New Year holidays to return home, and the recruitment of additional personnel. Employees in Taiwan who submitted resignation applications were analyzed to identify the reasons for their departure. Most were due to the work was not what they expected, family reasons, health reasons, continuing education, and personal career plans. In the future, we will explain the nature of the job in greater detail during the interview to ensure that applicants are on the same page when it comes to work. We also offer unpaid leave and continuing education subsidies. For involuntary separations (retrenchment), counseling plans or assisted re-assignment to another department are offered depending on the actual situation. Employees are provided with all powerful support and caring. Labor shortage is becoming a widespread challenge in the industry. GIGABYTE will also initialize our key talent inventory plan in 2025 to boost the retention rate of key personnel and maintain the Company's competitiveness

- Statistics of 2024 New Hire Employees

	Taiwan				Mainland China				Overseas Locations			
	Male		Female		Male		Female		Male		Female	
≦ 30 Years	159	9.7%	239	13.8%	3,460	68.9%	1,502	62.3%	21	3.8%	21	11.3%
31–50	82	5.2%	84	5.3%	63	3.9%	74	14.5%	4	0.8%	4	2.4%
≧ 51 Years	5	0.3%	3	0.2%	57	3.5%	62	0.6%	1	0.2%	0	0.0%

Note 1: The New Hire Ratio was calculated as the total number of new hires of that category for the year ÷ (head count at the end of the previous year + total new hires in the current year)

- Statistics of 2024 Resigned Employees

	Taiwan				Mainland China				Overseas Locations			
	Male		Female		Male		Female		Male		Female	
≦ 30 Years	75	4.6%	85	4.9%	3,111	61.9%	1,299	56.7%	6	1.1%	4	2.2%
31–50	81	5.2%	104	6.6%	130	8.0%	133	15.4%	1	0.2%	1	0.6%
≧ 51 Years	12	0.8%	8	0.5%	3	0.2%	5	0.6%	0	0.0%	0	0.0%

Note 1:The Turnover Ratio was calculated as the total number of resigned employees of that category for the year ÷ (head count at the end of the previous year + total new hires in the current year)

Note 2:Turnover Ratio was relatively high due to departure of winter break workers and students when their contract expires, personnel separating or applying for leave before the Lunar New Year holidays to return home, and the recruiting of additional personnel.

Comprehensive employee benefits and retirement plan

A comprehensive benefits system has been set up place by GIGABYTE. In addition to providing better than statutory insurance, leave, pensions, and health exams, we also provide a variety of enhanced benefits to construct the most comprehensive support network for employees. A Joint Employee Welfare Committee has also been established to increase happiness in the workplace by enhancing the benefits policy and promotional events for employees at appropriate times. To help every employee balance their work and personal life, GIGABYTE has also introduced several policies and initiatives including flextime, family day, club activities, and diversified EAP activities to boost happiness in the workplace. The following employee benefits are mainly applicable to locations in Taiwan; The Dongguan and Ningbo factories in China enjoy statutory retirement plans, group insurance, annual health exam, flextime and long-service bonus.

▪ Diverse employee benefits

Item	Description
Comprehensive insurance plan	In addition to statutory Labor Insurance and National Health Insurance, we also offer comprehensive group insurance policies such as life insurance, accident insurance, medical insurance and critical illness insurance. Employees and their dependents are eligible to enroll in these policies.
Living stipend	▪ We offer subsidies for childbirth, hospitalization, bereavement, marriage and education as well as emergency financial aid ▪ Additional childcare subsidies were introduced in 2021. Employees with children under the age of 2 receive $3,000 per child each month and 2 hours of flextime
Leave System	As of 2024, all statutory make-up days are now waived and leave granted
Total healthcare	▪ Free health examinations are provided. For current employees with at least two years of service, those over 40 are eligible for one health exam each year, and those under 40 are eligible for one health exam every two years. Senior executives, high-risk employees and employees in certain age groups also receive subsidized health exams ▪ Promotion of "GigaHealth" incentives to help employees overcome risk factors for chronic illness ▪ Implementation of Employee Assistance Plans (EAP) providing psychological, work, management, wealth management, and legal advice to help employees with their life and mental well-being
Long-service bonus	The seniority bonus system is designed to encourage long-term development by employees. Long-serving employees are recognized for their contribution to improve their sense of belonging. In 2024, 389 employees received awards for 5 or more years of service
Retirement plan	▪ GIGABYTE makes contributions to the labor pension preparatory fund in accordance with the "Labor Standards Act" and "Labor Pension Statute." An "Employee Pension Preparatory Fund Supervisory Committee" was also established and contributions deposited into employee pension fund accounts. ▪ Additional retirement bonuses and retirement ceremony ▪ Provision of transition assistance plans to enhance continued employability and career planning such as personal interviews, career/legal consultations, and continued membership of company clubs
Employee Discounts	▪ We periodically contract with restaurants and childcare institutions to provide preferential pricing to GIGABYTE employees ▪ Discounts on purchase of company products; free arts and culture seminars, discounts on concerts, exhibitions, performances, or related ticketed events
Lifestyle benefits	In addition to the three holiday bonuses, we also disburse employee birthday bonuses and domestic/overseas travel subsidies. A fixed number of points are also provided to employees for purchasing charity products, small farmer produces etc. In 2024, it was increased to NT$12,000 per person with a further NT$10,000 added at the end of year to thank employees for all of their hard work.
Flextime system	Different attendance types and rules were defined according to the nature of the work. These included full flextime, one-hour flextime and half-hour flextime.
Diverse clubs Leisure activities	▪ There are 20 clubs at GIGABYTE for various sports, environmental services, handicrafts and e-sports. E-sports competitions, sports carnivals, family days, year-end parties, plant employee vacations, and food festivals are held at different times to encourage employees to diversify their interests and socialize with each other. ▪ In 2024, the Employee Welfare Committee hosted 7 events with a total participation of 7,235. The 20 clubs also received subsidies for organizing club activities.

▪ Family day
"GIGABYTE Chill Starlight Concert"

▪ Year-end party
"GIGABYTE Blazing a New Trail into the Future of AI"

Note: Employee benefits will vary depending on the year and operating location. Actual benefits will be as announced

▪ Long-term incentive program

Employee stock ownership trust
GIGABYTE set up the employee stock ownership trust in 2010. Employees above a certain grade may allocate a percentage of their monthly salary or bonuses to purchase company stock through the trust. A matching contribution is made by the Company as an incentive so that employees can share in the Company's profits and boost employee loyalty to the Company.

5.2.3 Talent Cultivation and Development

GIGABYTE has established diverse education and training resources as we; as a dual-track talent cultivation system targeted towards employee needs and career development plans. These are combined with the performance management mechanism to ensure that every GIGABYTE employee can realize their potential, find self-fulfillment, grow with the company and maintain their core competitiveness throughout the career development process.

Core competency, management competency, specialist and common training courses are provided for new hires, specialist personnel, and section/division-level managers. A variety of learning channels are provided to encourage self-study/external training by employees so they can engage in self-development, broaden their professional knowledge, as well as understand the company's vision for the future and current accomplishments. Sharing meetings are held at appropriate times as well so that employees can learn from and challenge each other. In addition to on-the-job employee training, GIGABYTE also develops specialized training courses for new hires based on the attributes of each operation location and plant as well as the basic knowledge and concepts needed in each role. The courses help new hires adapt more quickly to their work and environment.

Education and Training

GIGABYTE provides themed courses for new employees. They are also assigned mentors to help them settle into their new roles.

- Company introduction
- Brand and corporate identity
- Sustainability and environmental policy
- Code of business conduct
- Authorized Economic Operator (AEO)
- Intellectual Property and Personal Information Act guidelines
- Labor health and safety education
- Human resources, administrative services, invoicing process, etc.

E-Learning Platform

Digitize the internal training and lectures of all units and support online course selection to allow the employees to learn at any time.

Feedback and Review

Knowledge Cycle and Feedback

- Train internal lecturers and hold sharing sessions from time to time.
- Encourage the colleagues of all units to share their external training experience to benefit both teaching and learning.

Review of Training Performance

- Truthfully implement opinion surveys to check the benefits of the curriculum for career development and personal competence.
- Encourage employees to plan new task objectives or processes based on training content.

Professional Training

Competency is critical to successful work. GIGABYTE defines 6 core competencies all employees shall have, as well as additional 5 management competencies that personnel at management positions shall have. Related courses are provided in order to train talent and cultivate organizational culture.

6 Core Competencies

- Innovation and improvement
- Problem solving and analysis
- Self-learning and development
- Cost and quality awareness
- Communication and coordination
- Teamwork

5 Management Competencies

- Target setting
- Empowerment and delegation
- Communication and leadership
- Clear reward and punishment
- Leading reformation

Continuous Advance Learning

- Internal training of BU
- Trend lectures and technology forums
- Professional education of legal affairs and financial accounting
- Foreign language learning resources and allowances
- External education training allowances
- Encourage employees in self-learning

Management Education

- Annual senior-level consensus meeting
- Lecture for senior-level manager
- Training for division level manager and new manager
- Talent recruitment and interview skills, etc.

Internal Group training

688 education and training events were held in 2024 each employee undergoing on average 10.7 hours of training. These provided employees with the resources they need to build a better future for themselves and their team.

Education and Training Accomplishments in 2024

Topic	Management Competency	Core Competency	Professional Training	General Education Course
No. of Course Sessions	12	30	425	221
Course Duration	66.0	45.5	602.7	515.1
Participation	309	502	10,362	8,526
Average training hours per employee	5.7	1.2	1.0	1.7

2024 Average Training Hours per Employee by Region, Function, and Gender

Region	Taiwan		Mainland China	
Gender	Male	Female	Male	Female
Management	3.4	4.6	11.0	10.8
Specialist	4.0	6.0	15.5	19.3

Average Training Hours of Employees by Main Operating Bases

Region	Taiwan																		Mainland China			
Workplace	Headquarters		Nanping Factory		Giga Computing		GIGAPIC		Bestyield International		G-Style		Cloudmatrix		Senyun		Selita		Dongguan Factory		Ningbo Factory	
By Gender	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	7.35	9.01	19.12	8.34	5.81	6.97	5.40	5.22	18.02	17.16	-	4.88	0.68	1.06	4.31	3.60	-	6.00	15.00	13.46	8.15	8.51
By Base	8.11		11.23		6.19		5.35		17.74		4.88		0.96		4.11		6.00		14.48		8.25	
Management Position	8.10	10.17	20.83	28.05	8.35	9.63	6.15	5.09	1.40	1.54	-	-	0.30	1.20	-	-	-	-	10.99	13.63	19.62	22.05
Professional Position	6.86	8.61	18.61	7.60	4.41	6.17	5.01	5.27	1.31	1.33	-	4.88	0.80	1.05	4.31	3.60	-	6.00	15.17	13.45	7.72	7.67

Note 1: The G-Style and Selita Precision subsidiaries had no employees in certain categories, so these were shown as "-" in the table .

Note 2: The calculation formula of average training hours = total training hours / total number of employees trained

Course examples

Sexual harassment in the workplace prevention training

The three laws on gender equality took effect on March 8, 2024. To educate employees on sexual harassment prevention concepts, awareness, and responsibilities, GIGABYTE arranged mandatory classroom training for managers and mandatory online courses for employees. The course contents encompassed the latest laws, administrative interpretations and legal judgments. Case examples were dissected to give employees a better understanding of different sexual harassment in the workplace types and their legal liability. Everyone is responsible for maintaining a workplace that is safe and respectful.
Total of 33 sessions with 2,668 participants held in 2024

TRIZ Theory of Inventive Problem Solving

TRIZ is an approach to rapid and effective problem-solving based on past experience. Beginner and advanced TRIZ classes were set up by GIGABYTE in 2023 to enhance the inventive problem-solving skills of our employees. The TRIZ application class was introduced in 2024 and 25 people took part.

- Employee development plan

GIGABYTE regularly provides general knowledge courses and topical seminars on lifestyle and career to enhance employees' work ethics, promote diversified development and realize work-life balance. In 2024, 13 EAP/health/lifestyle seminars and courses as well as 93 occupational health and safety-related training courses were held. In addition to diverse education and training courses as well as the internal E-learning platform, GIGABYTE also encourages employees to participate in external training courses. Subsidies are also provided for courses on language proficiency, computers, or other skills. Current employees enrolling in credit courses (including in-service courses) may also apply for tuition subsidy, while those enrolling in the credit courses of EMBA and in-service programs may apply for a scholarship to enrich individual professional skills in the workplace.

- Group sustainability education course

GIGABYTE began offering a series of sustainability courses since 2022 to cultivate employees' ESG and sustainability awareness. The courses were also made mandatory for certain positions. We hoped to strengthen our corporate sustainability culture by providing employees with a progressive introduction to core concepts in ESG and corporate sustainability practices.

- Course objectives: GIGABYTE operations and product sales span multiple countries. requiring continuous updates to align with global sustainability trends and international standards. To enhance employees' sustainability competency, and ensure compliance with various standards. We will not only strengthen the Company's resilience through sustainability management but also take advantage of the business opportunities underlying sustainable development and the business opportunities between sustainable development and transition.
- Target: Includes all Group manufacturing, people, financial, Audit Office, and sustainability office's permanent cadre.
- Training outcomes: A total of 16 online and offline sustainability courses were held in 2024. Total participation was 458 people.

In response to the importance that the global market and supply chain places on climate issues, the Sustainable Development Office chose the two topics of "Climate Change Trends" and "Sustainable Supply Chain Management" for offline education and training. Sales-related personnel were also invited to attend the course to strengthen their sensitivity and ability to respond to related standards.

- The average score for the post hoc exam was 96.85 (passing grade was 60) indicating that the course provided employees with an enhanced understanding and awareness of emerging sustainability issues and standards.
- The course satisfaction of 4.91 indicated that the employee found the course helpful in their work.

The 2024 "CSR Course - Lecture 4"
- Trends in Global Climate Change: Risks and Opportunities Facing Business

Total of 68 participants

Through the course, employees gain a better understanding how climate change is no longer just about corporate image, but is a basic element of business survival, development and operations that affects the configuration of the global supply chain and their corresponding actions.

The 2024 "CSR Course - Lecture 5"
- Net Zero Trend and Sustainable Supply Chain Management in Practice

Total of 70 participants and the course topics included:

- Domestic and overseas sustainability trends
- Sustainable supply change trends and promotion advice
- Introduction to RBA and advocacy promotion
- Introduction to conflict minerals and advocacy promotion
- Net zero transition and value management in the ESG era

5.3 Occupational Health and Safety

5.3.1 Environmental Health and Safety

Occupational Health and Safety Management Policy

"Occupational Health and Safety Management Policy " is applicable to GIGABYTE and its domestic/overseas subsidiaries, as well as contractors or individual under the Company's control including employees, all personnel that enter the work site and their activities, workers, contractors, visitors, other personnel, and any personnel near the work site that may have an effect on organizational activities. An abstract of the relevant policies are provided below:

- Compliance with the ISO 45001:2018 standard and OHS-related regulations
- Strive for continuous improvement of OHS management system performance
- Establish quantitative targets, priorities, and action plans
- Implement clean production and pollution prevention while continuing to improve environmental performance
- Adhere to responsibility and obligation on environmental protection and promotion of employees' health and safety
- Control health and safety risks to prevent injury and unhealthiness

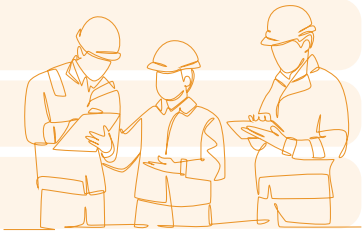
At the same time, GIGABYTE has already obtained ISO 45001:2018 Occupational Health and Safety System certification. The management system encompasses the Headquarters, Nanping Factory (Taoyuan), and the Dongguan and Ningbo factories in China. Applicable personnel include employees, on-site contractors, visitors, and any personnel near the workplace that may affect organizational activities. The subsidiaries Giga Computing, Bestyield International, G-Style, Cloud matrix, Senyun Precision Optical, and Selita, as well as the sub-subsidiary GIGAPIC are not certified yet. However, all subsidiaries as mentioned are also implementing related management measures based on the spirit of ISO 45001:2018. (For more information on quality and environment-related certifications, please visit the GIGABYTE CSR Website)

OHS management policy and matters are reviewed and constantly optimized in the spirit of continuous improvement to control OHS risks and ensure a healthy and safe workplace for employees. OHS management planning at GIGABYTE can be broken into 16 areas including workplace hardware inspection, SOP definition and training, health promotion, disaster response and project performance evaluations. Annual controls and audits are also enforced.

Reduce Occupational Injury and Promote Labor Safety and Health

Eliminate Workplace Risk Factors and Achieve Zero Accident Case

Operational Environment Monitoring	▪ Identification, evaluation, and control of work environment or harmful processes. ▪ Planning and monitoring of the sampling strategy of harmful operating environments. ▪ Process or construction safety assessment items in dangerous workplaces. ▪ Management and implementation of personal protective equipment.
Automatic Inspection and Equipment Maintenance	▪ Regular inspections, key inspections, operation inspections, and site patrol inspections. ▪ Management of machinery, equipment, or hardware.
General Knowledge of Dangerous Items and Hazardous Substances	▪ Classification, labeling, general knowledge, and management of hazardous chemicals.
Safety and Health Education and Training	▪ Hosting of safety and health education and training. ▪ Collection, sharing, and use of safety and health information.
Contractor Management	▪ Procurement management, contract management, and updates of management matters.
Health Management	▪ Health examination, management, and promotion.
Other Management Matters	▪ Emergency response measures. ▪ Processing and analysis of occupational accidents, false alarms, and the events affecting physical and mental health. ▪ Safety and health management records and performance evaluation measures. ▪ Safety and health standards. ▪ Identification and verification in accordance with the Environmental Safety Act.



Occupational Health Safety Committee

A specific EHS contact point was established by GIGABYTE for each BU to ensure effective OHS management. An Occupational Health and Safety Committee was also set up composed of the Group Operations Management Center, each BU, and at least 1/3 being labor representatives. A meeting is also convened quarterly with OHS committees at subsidiaries. OHS management policy and matters are reviewed and constantly optimized in the spirit of continuous improvement to control OHS risks for the Company, and ensure a healthy and safe workplace for employees.

▪ Composition of Occupational Health and Safety Committees

Location	Headquarters	Nanping Factory	Dongguan Factory	Ningbo Factory
No. of Labor Representatives	6	11	11	9
No. of Registered Members	18	28	33	94
Labor Ratio	33.33%	39.29%	33.33%	9.57%
			Not subject to the regulations in Taiwan	

▪ 2024 Occupational Health Safety Committee meeting agenda

Issues on the Committee agenda in 2024 included: Coordination of OHS management plans and recommendations, review of the health and safety training implementation plan, various health and safety proposals, occupational injury investigation reports and evaluation of on-site health and safety management performance. Nanping Factory raised 1 OHS-related proposal and the follow-up completion rate was 100%.

Hazard identification and risk assessment

GIGABYTE uses OHS risk assessment for early detection of potential hazards. An annual management plan is then devised for control and improvement. Risk assessments are periodically conducted by each BU on operating processes, equipment and materials, and the environment. Material risks are identified using risk levels to ensure that the proper operational controls are in place. Corrective action is taken if necessary to prevent occupational injury.

▪ Rating and Assessment of Potential Risks at the Headquarters, Taipei Sillicon Valley Park Offices, and the three Factories in 2024

Risk Classification	Level 1	Level 2	Level 3	Level 4
	High < ---------- > Low			
Number of Cases	3	49	13	630

Note 1: The main operating locations are the Headquarters, Taipei Silicon Valley Pary Office, and three Factories

Note 2: Level 1 high-risk incidents in 2024 included: Earthquakes that result in workshops collapsing on personnel or damage to machinery, and unsafe driving during employee commutes.

Once a risk is identified, GIGABYTE launches an operational management process review to verify the integrity of the Company's existing work rules, and make improvements to the management deficiency. For Level-1 high-risk incidents, risk control measures such as formulation/revision of operating procedures, as well as increased supervision, measurement, communication and training frequency were adopted. Health and safety targets and proposal management were also prioritized. OHS risks will continue to be controlled through the PDCA process in the future.

Incident Reporting and Handling

GIGABYTE formulates the "Incident Reporting and Handling Work Instructions" to enhance the employee reporting, recording, review, presentation, and handling procedures for occupational accidents. The "Labor Health and Safety Work Rules" were also formulated to explicitly state that employees are required to "stop work immediately if you feel that you or your colleagues are being put at risk. Only resume work after changes that will prevent harm to yourself and others have been organized."

▪ Process of Occupational Safety and Health Risk Assessment

Implementation Methods and Outcomes

▪ Operational Environment Monitoring

In accordance with statutory requirements and the work type in each unit, GIGABYTE monitors CO_2 concentrations and brightness in the workplace environment along with isopropanol, tin, and noise generated due to operational requirements. We also conduct voluntary monitoring of ambient radiation and equipment temperature. Monthly 5S audits are also conducted to examine environmental problems and deficiencies in a timely manner. Every effort is made to ensure the safety of the operational environment for all workers.

Item	Monitoring Results in 2024	Improvement Action
CO_2 Concentration	GIGABYTE's Headquarters voluntarily tightens the maximum allowable CO_2 concentration by reducing the threshold for working environments from the statutory limit of 5,000 ppm to under 1,000 ppm on each floor.	Enhanced self-monitoring for areas that exceed the 1,000 ppm threshold and assessed improvements to related equipment.
Noise	Due to an increase in operational demand, the maximum detected noise level at some product testing laboratories own by subsidiaries had reached 104.6 dB, exceeding statutory limits .	▪ The work areas that exceeded the threshold were set as areas only for machine testing. Separation of workers and machines has now been implemented. ▪ On-site personnel are provided with noise protection equipment with site supervisors responsible for the management of protective equipment ▪ To protect employees' hearing health, measures such as separating office and testing zones or adjusting working hours for personnel in noisy areas(exceeded 80 dB) have been implemented."
Temperature of Electrical Equipment	Temperature and risk monitoring for power-intensive equipment was implemented at the Headquarters to reduce fire risks. If the temperature of equipment increases by ±5~10°C or electrical wiring is overloaded, the supervisor of the relevant unit would be notified to carry out corrective action.	In 2024, supervisors were notified to monitor the power usage of equipment with significant temperature anomalies. Personnel from the EHS Division also continued to monitor the situation.

▪ Automatic Inspection and Equipment Maintenance

GIGABYTE carried out statutory self-inspections and maintenance for five categories of equipment: high/low voltage electrical equipment, lifts, local ventilation devices, fire safety equipment, and constant temperature/humidity equipment, to ensure stable operation of equipment and operators' safety.

▪ General Education on Dangerous and Hazardous Substances

The EHS Division audits the storage location, labeling condition, and document management of the Company's chemicals and hazardous substances every year. It also builds up a risk map according to the results, which can help improve the defects. In Addition, it provides high-risk employees with hazardous substances operation management, organic solvents, and chemicals general knowledge courses. Enhanced training is also provided to operations managers to strengthen the employees' sensitivity to avoiding potential chemical injuries.4 training sessions for General Education on Dangerous and Hazardous Substances were conducted in 2024 with a total attendance of 75 people

▪ Safety and Health Education and Training

Prize quizzes, EDM, education, and training are used by GIGABYTE to raise employees' hazard awareness and disaster response skills. In addition to mandatory OHS training for newcomers, current employees are also given training to obtain certifications (first-aid, fire safety, organic solvent operations supervisor) required by law. The cultivation and training of cadre personnel along with OHS management system evaluations and audits are conducted as part of ISO management system activities.

Training Courses and Attendance

Item	Taiwan Bases	China Bases
Basic Safety and Health Training (including basic training and newcomer training)	38 sessions 875 trainees	7 sessions 240 trainees
Evacuation and Disaster Prevention Training	29 sessions 2,272 trainees	15 sessions 929 trainees

Contractor Management

GIGABYTE requires all contractors (including caterers, security, cleaning, and personnel stationed on-site for extended periods) to sign the "Guidelines of Contractor Management" and reminds them of basic precautions. The work instructions specifically for working in constrained spaces or special operations are also provided when contractors enter the workplace. Contractor occupational disaster surveys are conducted monthly. In 2024, contractor training was conducted and with 109 participants. No cases of occupational injury related to contractors were reported.

Emergency Response Measures

"Familiarity with every action is essential for rapid response and prevention of casualties in an emergency." There have been several serious fire incidents in Taiwan in recent years. In addition to hosting static seminars on disaster prevention knowledge, GIGABYTE focused on fire safety drills for all employees and developing a series of disaster prevention measures. Training for personnel in the self-defense fire organization was also enhanced to ensure their operational effectiveness, proper division of labor, and proficiency in carrying out their missions. GIGABYTE is also a member of the New Taipei City Government's corporate disaster prevention program.

- December is designated as "Fire Safety Month" with EDMs and posters issued to promote disaster prevention concepts. Prize quizzes were hosted to ensure a proper employee mindset on disaster prevention

- Emergency no-notice fire and evacuation drills were held for all employees. To improve training realism, the drill involved a scenario in which escape routes were blocked.
- Conduct hose training to enhance real-world response skills.

- Emergency supplies, including water, emergency rations, and emergency tools, were stored in specific areas on each floor and refreshed annually in case of an emergency. In 2023, emergency thermal blankets were purchased and added to the supplies.
- In 2024, 44 evacuation and disaster prevention training sessions were conducted, with 3,201 participants.

Occupational Injury and Disaster Statistics

In 2024, GIGABYTE Technology reported a total of nine occupational accidents at its Nanping and Ningbo factories. The incidents primarily involved crush or pinch injuries during operational processes. Following each incident, case summaries were promptly compiled and shared through internal awareness articles. In addition, employee training was reinforced, and the design departments were notified to implement safety improvements .

Location		Taiwan Bases		China Bases	
Occupational Injury Category		Cases	Ratio	Cases	Ratio
Employee	Fatal Occupational Injury	0	0	0	0
	Severe Occupational Injury	0	0	0	0
	Recordable Occupational Injury	5	1.22	4	0.52
Non-employee Worker	Fatal Occupational Injury	0	0	0	0
	Severe Occupational Injury	0	0	0	0
	Recordable Occupational Injury	0	0	0	0

Note 1: Operating locations in Taiwan encompass GIGABYTE, Giga Computing, GIGAPIC, Bestyield International, and Senyun. Bases in China consist of Dongguan Factory and Ningbo Factory. Data does not cover injuries during commuting.

Note 2: The ratio is calculated based on per million work hours.

Note 3: Severe occupational injury: The worker is unable or unlikely to make a full recovery within 6 months as a result of the occupational injury.

Labor infringements

There were 2 cases of labor infringements at GIGABYTE in 2024. Corrective action has now been taken on these infringements and a post-incident review carried out. In the future, we will continue to strengthen our internal OHS management to ensure that the infringements do not recur.

Law violated	Cases	Reason for violation	Follow-up improvement procedure
Labor Standards Act	1	Exceeding statutory limits on extended work hours	Work hours were extended due to labor shortages at the plant; the Company is continuing to recruit aggressively to meet the manpower gap and avoid excessive overtime for employees
Occupational Health and Safety Act	1	Worker operating sit-down forklift not wearing the seat belt	Custom seat belt interlocks for the forklift seat were fabricated to prevent improper operation by the operator. Operators were also required to undergo 3 hours of refresher training in 3 years

5.3.2 Healthy and LOHAS Workplace

GIGABYTE creates a safe and friendly workplace for employees. All-aspect health management plans are also used to help employees identify their own physical and mental risks. Follow-up and improvement resources are provided so that even as employees focus on contributing to the Company, they can also become happy GIGABYTE people through proper personal health management.

- GIGABYTE Health Management Plan

Tiered Management of Employee Health
- Provide health exams, physician consultations, and occupational disease prevention and treatment
- Establish a tied health risk system and devise management actions for each level
- Track health status and promote health improvement for employees with high health risks

Comprehensive Health Exams
- Provide a variety of bonus packages for special health exams
- Encourage particular groups to take early health exams and improve health by offering health exam subsidies
- Effectively track employees who do not take health exams

Health Promotion
- Provide health education and medical information regularly and host health seminars and activities
- Flu vaccination
- Hold health-promoting activities for specific groups, e.g. LOHAS exercise courses for executive managers and core strength courses

Healthcare
- Provide emergency first-aid, follow-up, and support
- Replenish clinic and first-aid kits
- Emergency response to the pandemic
- Maternal health protection plan in the workplace

Employee Assistance Programs (EAP)
- Continue distributing articles and EDM on diverse topics
- Host seminars, workshops, and family excursions
- Increase the level of EAP support and happiness of employees

Disease Prevention and Tiered Management

"Precision Prevention" is the core philosophy of GIGABYTE for employee health management. We help employees identify their health risks and symptoms early by providing health knowledge over e-mail, regular and fine health exams, and medical consultation resources at each location. Professional nursing personnel then track and reach out to high-risk groups to enhance the physical health of all employees.

GIGABYTE provides health examination resources beyond the legal requirements and encourages employees to attend health exams through sustained education and monitoring. We also contract with partner clinics to provide additional high-end health exam services such as Heart Rate Variability (HRV), Fecal Occult Blood Test (FOBT), endoscopy, ultrasounds, and CAT at discounted rates. These give employees a more complete picture and protection for their health.

Health Bonus

Health Exam as a Friendly Welfare

Better than the Statutory Requirement
- For employees with 2 or more years of service years: provide a free health exam every 2 years for those aged 21–40; provide a free health exam every year and extra subsidies every 2 years for those aged over 41.

High-Risk Group
- Provide additional NTD5,000 per year for health exams or medical treatment.
- Actively contact employees with high health risks who have not taken health exams for more than 3 years or are living alone.

Families of Employees
- Enjoy the same health exam discounts and flu vaccination assistance as employees.

- Number of Employees Participating in Health Exams and Examination Rate in 2024

In 2024, three employees were notified of major health abnormalities following their checkups, and 71 were placed under follow-up observation. Based on the examination results, each operational site classified employees' health status and initiated appropriate follow-up management measures, including proactive arrangements such as physician consultations and continued health monitoring. The satisfaction rate for the 2024 health checkups was 89.79%.

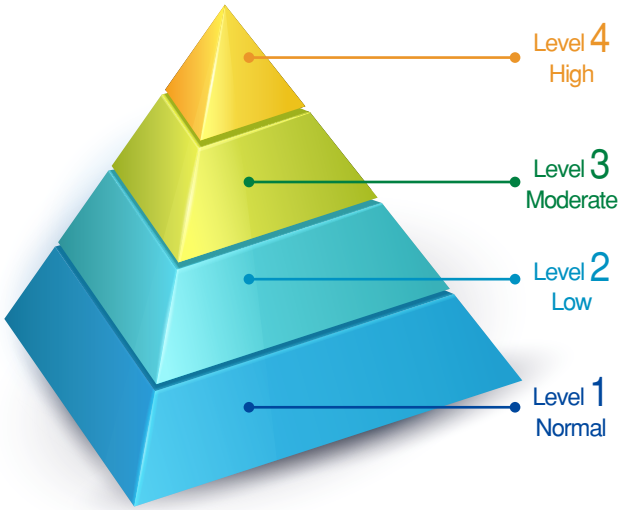
	Headquarters	Nanping Factory	Dongguan Factory	Ningbo Factory
No. of Employees Participating in Health Exam	811	665	581	511
No. of Consultations after Health Exam	150	214	-	-

Tiered Health Management at GIGABYTE Headquarters

Employees' health status is tiered into levels after the annual health exam. Follow-up and management are carried out for each level, including scheduling consultations with physicians and follow-up health exams.

Taking the Headquarters as an example, the occupational nurses classify employees' health into 1-4 levels. For any employee or high-level manager whose key health index like blood pressure, total cholesterol, and triglyceride are classified into level 4 high-risk group, a special follow-up and management such as consultations and health tracking will be launched.

In 2024, occupational physicians conducted interviews with Level 4 abnormal employees, while occupational nurses provided regular follow-up care. A total of 92 medical consultations were provided.



- Subsidies for high-end testing of abnormal items.
- Information on medical treatment and tracking of drug subsidies.
- Free participation in health promotion activities.
- Interview and health education by the company physician.
- Re-testing of abnormal blood test items.
- Priority access to health promotion activities, muscle power classes, fitness classes, flu vaccinations, etc.
- Health education EDM published on internal information platform on an ad hoc basis.
- Exclusive health guidance through face-face session/ telephone/e-mail.

Health management measures

- Environment and work time monitoring: Periodic inspection of tables, chairs, lighting and ventilation equipment as well as tracking of employee work hours and health status.
- Health risk assessment: Health exam reports are used to screen for employees at high risk of cardiovascular disease. Work hours or work format are then adjusted based on medical advice.
- Musculo-skeletal health: A 2024 survey found that pain was impacting on the work of 38 employees. We are also tracking the work hours and health of 60 high-risk employees.
- Factory improvement measures: Nanping Plant used the health exam and overtime data to assess the cardiovascular risk of 349 employees. Equipment was also introduced to improve and prevent Musculo-skeletal injury from lifting operations.

GigaHealth - Health management incentive mechanism

"GigaHealth" health incentives were introduced in 2022 to encourage GIGABYTE employees to look after their health, develop healthy habits, actively seek medical assistance, as well as achieve the indicators for disease control and improvement. If any employee has a level 4 rating for any of these health indicators, if they seek treatment, establish healthy habits, effectively bring the disease under control and can provide supporting proof within 3 years, they may apply and collect health recovery reward points once approved. A total of 10 people made improvements and applied for incentives in 2024.

Overwork and ergonomic hazard prevention

Employee health is important to GIGABYTE. The "Ergonomic Hazard Prevention Plan" and "Disease Prevention Plan for People with Abnormal Workloads" were therefore devised for risks associated with sitting down for long times in the office and working in the factory. Optimization of the health management mechanism ensured workplace safety so that employees can work in a safe and healthy environment.

Occupational Disease Statistics

In 2024, no case of occupational disease was reported at GIGABYTE locations in Taiwan andfactories in China. We will continue to maintain our high health management standard andrealize the goal of "early prevention and sound treatment."

Occupational Disease Category		Number of Cases	Number of Affected Persons
Employee	Fatal Occupational Injury	0	0
	Recordable Occupational Injury	0	0
Non-employee Worker	Fatal Occupational Injury	0	0
	Recordable Occupational Injury	0	0

Health Promoting Activities

The cultivation of healthy exercise habits and health awareness is not just the personal responsibility of employees. It should be fostered by the company through a healthy workplace culture. That is why exercising is promoted by GIGABYTE on top of basic disease prevention. Fully equipped fitness centers and aerobics classrooms are provided for employee use. Diverse health promoting activities are also organized to encourage health management by employees as well as more exercise for physical/mental well-being.

Headquarters

Improve the physical and mental health of GIGABYTE people Encourage regular exercise

- Muscle strength class (quarterly)
- Exercise, relaxation and growth camp (quarterly)
- GIGABYTE Spring Walk for Health (online sports carnival)
- Let's Go Exercise Introductory Class
  August - Pilates, Super Fight
  September - Dance Aerobics, Power Pilates

GIGABYTE provides you with the latest health information

- Health EDM articles (monthly)
- Physical and mental health magazine (monthly)
- Slow jogging seminar (March)
- Core reverse-aging seminar (April)
- Introduction to breast cancer and therapy (June)

If you want to keep illness at bay, Prevention starts at GIGABYTE

- 4-cancer screening at GIGABYTE (May)
- Age-based health exam (August)
- One-to-one report reading
- Technology physical fitness test (September)
- Flu vaccination (October)
- Halloween blood pressure measurement party (October)

Event outcomes

- GIGABYTE Spring Walk for Health:

This event held in May 2024 was attended by 320 people, more than double the same event from last year

- Health promoting event accomplishments:
  - 94 people took the technology physical fitness test
  - Let's Go Exercise Introductory Class for 75 people
  - Cancer screening for 188 employees (and 48 local residents)
  - Flu vaccinations for 179 people
  - Halloween blood pressure measurement party for 106 people
  - 114 people attended 3 health seminars

Nanping Factory

- 7000 Steps a Day for Metabolic Syndrome

The 6000 Steps a Day event at Nanping Plant from last year was upgraded in 2024 to "7000 Steps a Day" to combat the three-hypers threat from metabolic syndrome. A chat group was set up to remind employees to exercise more. Rewards were presented to those that met the target. Return visits to the employee clinic was also organized for employees with three-hypers anomalies. Blood test was arranged if necessary and medication for chronic illness dispensed. 48 people took part in 2024 and walked a total of 46,000 km for the event, the equivalent of circling Earth 1.17 times. Average distance walked by each person increased by 40% compared to last year. In the end, 36 people reached the threshold. target. More than 30% of participants saw improvements in their weight, cholesterol, blood sugar and other indicators during the plant's annual health exam compared to last year.

Preventive medicine, disease prevention, health guidance, and health promoting activities during 2024 were not only targeted at employees. Some of the events were also promoted to their family members and contractors. A total of 9 sessions were held and attended by 575 people.

- Outcomes related health promoting activities:
  - Fecal occult blood testing for 17 people
  - Mammogram for 29 people
  - Pap smear for 73 people
  - Osteoporosis and body fat testing for 184 people
  - Flu vaccinations for 120 people
  - Work adaptability assessment for middle-aged/older workers for 44 people

Dongguan Factory

- First-aid training for 50 people
- Health knowledge seminar for 44 people
- Work-related injury prevention education carnival for 54 people
- Work-related injury prevention online training for 100 people

Ningbo Factory

- Red Cross first-aid training for 40 people

Employee Assistance Plan (EAP)

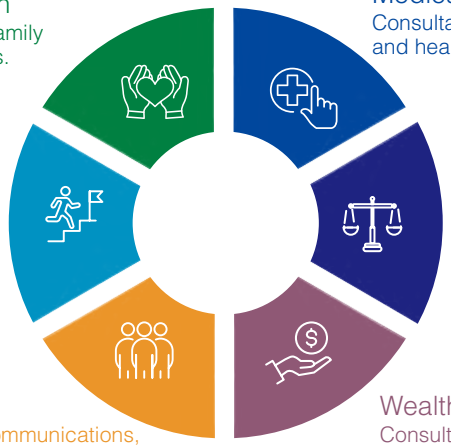
GIGABYTE strives to foster a safe, healthy and LOHAS workplace. We also trace daily and psychological needs We partnered with external units to provide consulting services on mental psychology, work, management, law, healthcare and wealth management. Employees can also use the dedicated website, consultation hotline, e-mail and LINE for confidential consultations, or book a one-to-one in-person consultation session. Each employee is eligible for up to three free professional consultation service sessions a year. For employees requiring extra care, the GIGABYTE EAP support team and consultation service provider can conduct a joint assessment to provide further sessions.

GIGABYTE regularly provides topical columns and related seminars in response to situations that employees may encounter in life or at work. A total of 4 EAP events and 9 health seminars, outdoor recreation, concerts, health exams, and other activities were held in 2024. We hoped that these activities will enhance employee happiness by making EAP a part of their work and life. Positive energy will empower them to embrace the future with confidence.

- Content of GIGABYTE Employee Assistance Plan (EAP) services

Psychological consultation
Consultation on mental health, family relationships, and gender issues.

Medical consultation
Consultation on healthcare, disease prevention, and health management.



Work consultation
Consultation on work-related stress, career development, and inter-personal relations

Legal consultation
Consultation on traffic accidents, consumption, inheritance, and marriage.

Management consultation
Consultation on management communications, performance evaluations, and conflict management

Wealth management consultation
Consultation on insurance planning, taxation planning, and wealth investment.

2024 EAP implementation accomplishments

Consultation service was used 195 times
Average satisfaction was 4.64 (out of 5)
Hosted 4 EAP events
Hosted 9 health seminars

Two book giveaway events were held in 2024

Guidance on parenting education helped colleagues who are parents themselves learn how to observe themselves and understand what their children are thinking during the parenting process. Through flexible parenting based on love and understanding, make children feel that they have the support, understanding and love of their parents. Enhance the child's learning ability through their parent's companionship during the learning journey.

Family Friendly Workplace

Women account for nearly half of the GIGABYTE workforce. The "Workplace Maternal Health Protection Plan" was therefore formulated by GIGABYTE to promote facilities and systems more friendly to female employees and maternal health in the workplace. In 2024, the Headquarters and Nanping Factory carried out maternal protection measures 31 times to ensure the health and well-being of female employees in the workplace.

Diverse and Complete Maternal-Friendly Measures

Pregnancy Care	▪ Establish maternal protection measures. Dedicated nursing personnel regularly contact and care for pregnant employees. ▪ Provide a "GIGA-baby Gift Pack" to employees at Headquarters who give birth to a baby. It included 6 practical baby products 5 packs were sent out in 2024 ▪ Enterprise customer partnership program established with Dianthus Medical Group Employees can access the benefits plan by showing their employee ID
Nursey Room	▪ Headquarters, Nanping Factory and Ningbo Factory set up nursery rooms, which locations are clearly marked and on main passageways. The Access is via swipe card for the safety of pregnant women and mothers. The rooms are equipped with refrigerators, basins, sofas, and heaters to provide female employees with a convenient and comfortable space. ▪ The use times of nursey rooms in 2024: 166
Childbirth Subsidy	▪ GIGABYTE provides a childbirth subsidy of NT$30,000 per child. In 2024, a total of 51 employees received the subsidy, amounting to NT$156,000.
Childcare Subsidy	▪ Employees with children under 2 years old and with Taiwanese citizenship can receive NTD3,000 per child every month. The employee may also apply for 2 hours of flex time. ▪ Number of employees subsidized in 2024: 988 ▪ GIGABYTE Headquarters signs contracts with qualified kindergartens nearby and provides subsidies in order to make employees convenient to drop off and pick up children.
Gender-friendly Parking	Due to the limited number of parking spaces at the headquarters, and to reduce the mobility risks for pregnant employees who commute by scooter and may need to search for parking outside, GIGABYTE has designated gender-friendly parking spaces. These spaces are available for priority use by employees who are pregnant or within one year postpartum.
Parental Leave	In accordance with the Labor Standards Act, female employees are entitled to 8 weeks (56 days) of fully paid maternity leave. Employees in mainland China are entitled to 98 days of statutory maternity leave, along with additional local incentive leave as stipulated by regional regulations.

Return Rate of Parental Leave in 2024

	Taiwan Bases		China Bases	
	Male	Female	Male	Female
Number of employees eligible for parental leave in 2024	341	853	31	29
Number of employees applying for parental leave in 2024	4	19	22	29
Number of employees who shall return to the Job with job retained for baby care leave in 2024 (A)	3	12	22	29
Number of employees who actually returned to the job with job retained for baby care leave in 2024 (B)	1	10	22	29
Number of employees who actually returned to job with job retained for baby care leave in 2023 and work for more than 1 year (C)	4	10	1	9
Number of employees who actually returned to the job with job retained for baby care leave in 2023 (D)	4	11	1	9
Rate of return to job (B/A)	33%	83%	100%	100%
Rate of job retained (C/D)	100%	91%	100%	100%

Note: The number of people eligible for baby care leave is calculated by the number of employees with children under 3 years old based on the national health insurance data.

GIGABYTE Happiness Station / Family-Friendly Enterprise Alliance

To help GIGABYTE employees achieve work-family balance and strengthen their family's support functions, GIGABYTE began organizing family-friendly education activities with local government family education centers and corporate partners in 2021. 14 seminars and family organization classes were held in 2024 attracting more than 554 participants .

(For more information, please refer to the report section of GIGABYTE Education Foundation)

06 Social Inclusion

The corporate mission of GIGABYTE is "Upgrade Your Life" and the core spirit of GIGABYTE's philanthropic endeavors — The creation of a harmonious and progressive society and environmental co-prosperity through the promotion of technology education, arts and humanities, and better living. Employees are encouraged to participate in charitable and social services, while the sustainability concepts of environmental and humanistic concern are incorporated into the corporate culture, products and services. Let the involvement of GIGABYTE people upgrade the life of all communities that we are located in. Events during the year were divided into four key axes — "Technology Education," "Social Welfare," "Arts and Humanities" and "Environmental Co-prosperity." With employees and inside the Company as the starting point, we apply our professional ability and spirit of philanthropy in the hopes of realizing sustainable development in partnership with the industry chain, suppliers, as well as stakeholders such as students, social welfare groups and the community.

4 Key Axes	Target	Focal Action	Target Beneficiary	Corresponding SDGs
Technology Education	Different courses and activities are designed for different age groups based on their needs. Participants can gain new knowledge through the activities that can be applied in their life, or serve as their direction for future education and career. Hardware, equipment and resources are also donated depending educational needs.	▪ The Secret to Computers ▪ Computer Doctor ▪ Bring Technology to Campus and PC DIY ▪ G・ Design Contest ▪ TRIZ Innovation and Invention Instructor Workshop ▪ Digital Charity ▪ Donation of Hardware	▪ Elementary school, junior high school, senior and vocational high school, university students ▪ Community residents	4 QUALITY EDUCATION
Social welfare	Corporate resources are combined with the voluntary actions of employees to support and give back to the local community as well as care for disadvantaged groups in partnership with the government and educational units.	▪ New Year red packet for scrap collectors ▪ Love from GIGABYTE Scholarship ▪ Double the Love Blood Donation	▪ Disadvantaged families/groups ▪ Social welfare groups	10 REDUCED INEQUALITIES
Environment co-prosperity	Activities are hosted to promote environmental awareness and action among employees. Action focus is on reducing waste and promoting positive natural development.	▪ Go Green Taiwan – Thousand-Mile Dream 2.0 ▪ The Ocean is Our Home ▪ SDGs Carnival ▪ Plant for the Planet ▪ Guanxi Blue Zone	▪ Employees and dependents ▪ Community residents ▪ Friends of GIGABYTE	12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION, 14 LIFE BELOW WATER, 15 LIFE ON LAND
Art and Humanities	GIGABYTE is a strong supporter of art-related activities and the introduction of art to the community, company and medical institutions. We support the incubation of artistic talent and upgrading the cultural literacy of an entire generation.	▪ Support for musical/skill road shows and art exhibitions	▪ Employee ▪ Art workers ▪ Community residents ▪ Medical institution	17 PARTNERSHIPS FOR THE GOALS

3unlight Volunteering Platform

The 3unlight volunteering platform was formally launched by GIGABYTE in 2022. Current/former/retired employees and their families were invited to use the platform based around the themes of "mobilization", "reach" and "influence." The platform integrates all Group volunteering activities such as coastal clean-ups, flea markets, and environmental education. It also automatically logs their hours of volunteering service to provide not only a more detailed record of each employee's participation but also includes a mechanism to redeem hours for gifts. In this way, more like-minded people can be recruited to join the volunteers.

2024 GIGABYTE Volunteering Accomplishments

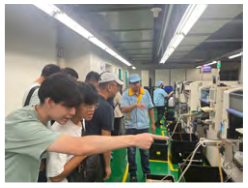
More than **2,696** volunteer engagements
8,583 hours of volunteer engagement

6.1 Technology Education

As high-tech hardware manufacturer on the forefront of technology and innovation, GIGABYTE strongly believes that everyone should have the opportunity and ability to enjoy the convenience and progress of technology. The GIGABYTE Foundation has continued to promote technology education in a wide range of ways since 2001. Updates have also been made in response to social needs to expand the meaningfulness and effectiveness of education. It's like build a wondrous city of technology where people from different walks of life, age groups and educational backgrounds can all experience the wonders and happiness created through technology.

2024 Technology Education Formula City

The Secret to Learning Computers



- Active Years:Since 2002
- Project summary : School tours are conducted at the Nanping Factory in Taoyuan which remains the only motherboard factory in Taiwan that offers public tours of its production line. The tours have expanded from summer camps for elementary schools to tour groups for junior/senior/vocational high schools and universities. Overseas tours are now being organized as well.
- Beneficiary Group: Elementary school to University/college students
- Promotion Accomplishments: 19 sessions / Total of 723 participants
- Society Influence : Promotion of industry exchanges to expand student understanding of the industry; overseas internship programs showcase Taiwan's technological prowess to international students

Computer Doctor

- Active Years:Since 2019
- Project summary : Students are given a tour of the repair operations at Bestyield International and then visit the circular reuse concept stores. The tours turn students' preconceptions about electronic waste recycling on its head. Workshops on hands-on assembly cultivate in students the "cherish and reuse" mindset.
- Beneficiary Group: Senior/Vocational high school and University/college students
- Promotion Accomplishments: 9 sessions / Total of 358 participants
- Society Influence : Promotion of the "Circular economy" concept to younger students and raise their sustainability awareness.

Bring Technology to Campus and PC DIY

- Active Years:Since 2005
- Project summary : GIGABYTE conducts on-campus technology education where teachers introduce students to the world of computers where they can learn scientific knowledge such as computers' secrets, binary logic, and AI through practical workshops, games and team activities.
- Beneficiary Group: Teachers and students
- Promotion Accomplishments: 27 sessions / Total of 763 participants
- Society Influence : Grass-roots technology education enhances the technology literacy of younger students.

G・Design Contest

- Active Years:Since 2003
- Project summary : The program is co-organized by the GIGABYTE Education Foundation and Wonderland Group. The program entered its 22nd year in 2024 and strives to provide the next-generation of industrial designers with a stage to showcase their skills.
  The 2024 themes were "Innovation Technology Division - Go Smart" where AI technology is used to design electronic products that conform to smart lifestyle applications; and "Upgrade Your Life Division - Stronger Together" is to design a product that parents can use to teach children under 12 about "safety knowledge" through play. This is to cultivate the child's emergency response skills. For finalists with patenting potential, we help them send their product to the U.S. to file a provisional patent application. The winning teams were invited to take part in the exhibition at Songshan Cultural and Creativity Park.
- Beneficiary Group: University/college students
- Promotion Accomplishments: 522 entries entered / The national campus information tour, preliminary judging, finals, artwork exhibition and award-presentation and networking afternoon tea were attended by 2,432 people in total during the year.
- Society Influence : Design and marketing are combined to craft a networking platform with international horizons and cultivate a new generation of Taiwanese industrial design talent.

TRIZ Innovation and Invention Instructor Workshop

- Active Years:Since 2021
- Project summary : TRIZ is a systematic way of innovative thinking. TRIZ invention principles and case examples can be used to quickly identify an innovative solution for effective problem-solving. GIGABYTE has collaborated with the Taiwan TRIZ Association since 2021 on hosting activities such as TRIZ "innovation and invention" instructor training and the TRIZ Cup Children's Creativity Challenge. We hope to cultivate innovative thinking at an early age and enhance the innovation ability of young students.
- Beneficiary Group: Teachers and students
- Promotion Accomplishments: In April, we traveled to the TRIZ thought classroom seminar held at Taiping Elementary School, Taichung. In April, Kanglang Elementary School formally incorporated TRIZ theory into third and fourth-year school curriculum for "Innovative thinking.
- Society Influence : Enhance the creative thinking skills of children and train instructors to incorporate innovative thinking concepts into their teaching plan.

Digital Charity

- Active Years:Since 2006
- Project summary : GIGABYTE visits local communities to teach digital courses that run for several weeks. Students such as community elders and charities learn about the basics of using digital tools like smart phones. These included practical skills such as LINE functions, photography tips, smart phone tutorials, fraud prevention and identification.
- Beneficiary Group: Digitally disadvantaged group(such as senior citizens and retirees)
- Promotion Accomplishments: A total of 36 classes were and 2,980 people benefited as a result.
- Society Influence : Assist digitally disadvantaged groups with learning digital skills so they can enjoy lag-free interactions with their peers and offspring as well as enhance their anti-fraud awareness.

Note: For G-Design entries and winners, please refer to the G-Designwebsite; for more exciting content about technology, education, please visit the GIGABYTE Education Foundation website

6.2 Social welfare

GIGABYTE strives to bring together enterprise, government, academic and social resources in order to respond to social and environmental requirements through actual action. Employees are also encouraged to join in supporting social welfare as well to bring the power of kindness to every corner of society. In the future, we will continue to uphold the core spirit of "Mutual benefit, Co-prosperity, local, and connection" and work together with society to build a better future.

6.2.1 Social Care

New Year red packet for scrap collectors

The "New Year Red Packet for Scrap Collectors" initiative has been held since 2015. Red packets have been given out to scrap collectors over the Lunar New Year and for the past ten straight years. Scrap collectors support themselves and their families by working quietly behind the scenes to recycle resources. Helping to make ends meet through recycling also helps to clean up the local community. Scrap collection and recycling helps planet Earth as well.

In the lead-up to the Lunar New Year holidays, NPO partners served as "Love from GIGABYTE Angels" at the recycling stores in Tongren and Xindian where they scrap collects red packets for the Lunar New Year. The event has been held for 10 straight years so far with 3,864 red packets given out so far over. We hope this will convey society's warmth and blessings during the winter cold at the end of the year.

GIGABYTE employee stories

The old lady said recycling have become difficult to do. There are also competitors and this has life difficult too. She is very grateful to the Company for the red packet.

This lady had been collecting scrap for 20 years. Her daughter also requires regular dialysis, so life is very hard indeed. She thanked GIGABYTE and Mr. Liu for their kindness and wishes everyone a happy and safe new year.

GIGABYTE Nanping Factory employee stories

The gift-giving was rather abrupt. It also attracted the attention of nearby merchants and crowds, so it was rather embarrassing. I hope the spirit of charity will live on eventually benefit the whole society.

Giga Computing employee stories

Granny may have not heard of GIGABYTE but she hopes that I will enjoy good health and that GIGABYTE will make lots of money. Her simple and frank blessing transforms an ordinary mortal into a force to be reckoned with. I hope GIGABYTE is both a leader in technology and a company with soul that keeps this warmth flowing.

G-Style employee stories

This was the first that I had taken part in this event. All the people that received a red packet were very happy. The cold snap just before the New Year made this act of charity particularly meaningful.

Bestyield International employees at Pingzhen

Mr. Ong is a regular collector of cartons for recycling. He thanked Mr. Liu for continuing to help the disadvantaged as it all felt very heart-warming. Hef also wished GIGABYTE strong sales.

Mr. Chen has been involved with recycling for 5 years. He said he was really grateful to Mr. Liu for the Lunar New Year charity red packets.

Love from GIGABYTE Scholarship

Education is the hope and future for disadvantaged kids. To help students in the Greater Taipei and Taoyuan regions who are economically disadvantaged and having family troubles concentrate on their studies, the GIGABYTE Education Foundation launches a mid-year donation drive every year to invite GIGABYTE employees to help students in need. The program is now in its 22nd year and has assisted 1,362 troubled families and school children. Total donations over the years amounted to NT$32.67 million! Bringing opportunities and hopes to the disadvantaged groups and families in need

This year, the spirit of charity continued to burn bright among GIGABYTE people. NT$2.544 million in donations went out to assist 106 students and families in need from 27 schools and 2 organizations in Greater/New Taipei, Taoyuan and Yilan. This represented a study scholarship that runs for one-year.

Donation of Hardware

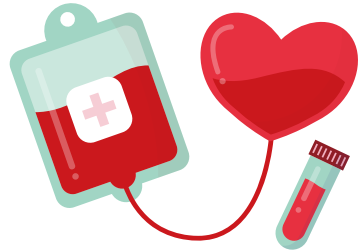
GIGABYTE formed a strategic alliance with other companies in 2015 to supply computer hardware to remote rural regions and disadvantaged groups. This helped them obtain more hardware and equipment resources. The following hardware were donated by GIGABYTE in 2024:

- 30 notebooks donated to Xiulang Elementary School in New Taipei City to help promote AI education and digital learning.
- 20 notebooks and notebook peripherals were donated to the NUTUH continuing education for physicians and newly appointed doctors.
- 4 servers were donated to the Institute for Biotechnology and Medicine Industry to help accelerate digital health reforms.
- Bestyield International donated 15 RPC-approved refurbished notebooks to the Sanchong service center in New Taipei City. These are to be supplied to children with learning requirements that don't have a computer at home. We hope this make e-learning more accessible while also reducing the environmental burden through proper resource recycling and reuse.
- One high-end e-sports notebook donated to the Liver Disease Prevention & Treatment Foundation to serve as the prize for the winner of the "Charity Leadership Transmission Movement."

In 2024, a total of 70 computer/server-related products were donated

Double the Love Blood Donation

Since 2003, we have mobilized our employees and neighboring enterprises, as well as community partners to join in donating blood. We have been recognized as a "Outstanding Blood Donation Organization" for many consecutive years. 13,458 participants have donated 5.092 million cc. of blood over past years



6.2.2 Group Purchasing of Local Farmer Produce and Social Enterprise Products

Support for earthquake-affected farmers

The Hualien earthquake on April 3, 2024, led to tunnel collapses that cut off major access roads. Chayote shoots grown in Hualien's Ji-an Township were in season at the time and sales to northern Taiwan were badly affected by transportation difficulties. To support local farmers, GIGABYTE Chairman Dandy Yeh purchased 1,200 kg of vegetables that were distributed among all employees at GIGABYTE Business Headquarters, Nanping Factory and Taipei Silicon Valley Park offices. This helped support Ji-an farmers affected by the earthquake and provided employees with healthy food. Other beneficiaries included Taoyuan City Department of Social Welfare officials visiting GIGABYTE on business, the local police station, merchants that assisted with blood donation drives, delivery drivers, nearby neighbors, and cleaners.

Support agricultural produce in season

2024 was a good year for rain and wind. Agriculture and Food Agency statistics showed that "Onion production is 34% higher than last year and 39% higher than standard years" so the Taiwanese people were encouraged to purchase more locally-grown onions. Mr. Ming-Hsiung Liu, the GIGABYTE Vice-Chairman at the time, purchased 3,000 kg of onions to help farmers and avoid waste. These were distributed among all employees in the GIGABYTE Group. In addition to helping farmers sell produce that is in season, employees were also reminded eat more vegetables in order to stay healthy and support local Taiwanese agriculture!

Support for the local agricultural, livestock, and fishery products

GIGABYTE began promoting group purchases of fish, agricultural and livestock products direct from the producer in 2002. For the past 22 years, charity direct sales, pre-typhoon emergency harvest, sales coordination for bumper crops, local production, and organic crops were used to help farmers and fishermen against exploitative channels and increase product value. GIGABYTE employees were able to purchase fresh and healthy fruits and vegetables, fishing catches, and agricultural livestock projects.

NT$ 6.08 million in group purchases in 2024 compared to the NT$ 40.67 million accumulated over the years.

Support for social enterprise products

To support solving social issues through innovative business models as well as social welfare institutions so that consumption can help generate employment for disadvantaged groups as well as give their lives meaning and value, GIGABYTE launched charity sales/group buys in support of social enterprises in 2024. More than NT$400,000 has been spent to date.

- Da Ai Sewing Workshop: Providing employment for women who lost their homes due to Typhoon Morakot
- Diyi Social Enterprise: Supporting employment for disabled people
- Zen Zhou: Reducing plastic containers
- Sundoor: Supporting tuition fund for rural children
- The Potential Development Center for Spinal Cord Sufferers: Helped people with spinal injuries with rebuilding their lives and careers
- PWSA Taiwan: Supporting employment for PWS suffers with genetic defect in their 15th chromosome.
- Yundao Coffee: Support for the "You drink coffee, i plant trees" program where 50% of coffee revenues goes to tree planting

6.2.3 Inclusive Community

Repair Cafe

Rapid obsolescence of electronic products in the digital age means that the huge amount of electronic waste generated every year have become an environmental problem. Electronic waste is a form of stealth pollution. Unless it is properly recovered and processed then all the polluting substances hidden within the electronic waste will cause harm to the environment and human health.

This is why Bestyield International, a GIGBAYTE subsidiary, leveraged its IT/3C product repair expertise to launch the "Repair Cafe" project. The initiative was rolled out in 2024 in Taipei, New Taipei City, Taoyuan, Tainan, and Kaohsiung at six locations. Members of the public were invited to bring their own electronic products for repair. 33 notebooks were successfully repaired for the general public. Professional guidance and hands-on operation during the event meant that participants not only learned repair skills but also gained a better understanding of how to extend product life and the resource cycle.

Extending the electronic product life cycle

Reducing electronic Waste

Participants repairing objects with their own hands changed people's preconceptions about old things. Developing an appreciation for how repairs can restore the value of objects promotes public awareness protecting the environment through cherish and re-use. The circular economy implementation of Bestyield International led to its recognition as a 2024 "Outstanding Green Procurement Enterprise by New Taipei City"

G+ Recycling Love - Used Notebook Rebirth Project

To ensure that electronics can return to circulation chain, Bestyield International offers old device recycling services at all 6 stores in Taiwan. Gift coupons were also gifted to members of the public participating in the hand-in program. To add more recycling locations, a partnership was formed with Simple Mart for the first time to set up used notebook recycling stations at its Xindian Beishin store in Xindian District, New Taipei City. More recycling stations will will continue to be expanded in the future to simplify recycling for the public and boost recycling interest. Professional refurbishment can also extend the life cycle of electronic products.

- Supporting International Repair Day

International Repair Day is on October 19. Bestyield International hosted computer repair events at 4 stores. The general public could register to attend and receive free refurbishment service. The "Repair/Flea Market BAR" event for promoting cherish and reuse was also hosted on the same weekend in a collaboration with the Environmental Administration of the Ministry of Environment. 15 notebooks were successfully repaired during the year. The ideals of cherish and re-use were promoted as well.

6.3 Cultivation of Sustainability Thinking and Natural Co-Prosperity

At the same time, GIGABYTE is continuing to organize environmental safeguard as well as sustainability activities within the Company and community. These will hopefully enhance the sustainability literacy of employees. Environmental issues such as ecological conservation and climate change are also monitored. Practical action is used to mitigate the environmental impact and boost positive environmental effects

6.3.1 Deep Cultivation of Sustainability Thinking in Workplace

Deep cultivation of sustainability concepts

The "Sustainability e-Newsletter" is published internally by GIGABYTE by every month. It features a hand-picked selection of the most popular sustainability affairs at the time and offers reward for submissions. Employees were encouraged to support the World Environment Days, or introduce GIGABYTE's sustainability policy and local/overseas sustainability trends in a fun manner. These encourage employees to think about sustainability topics and become willing to practice them in everyday work. 8 advocacy events were launched in 2024 with a total participation of 1,171 people.

- 2024 Supporting environment day

Environmental fays		Event content
February 2	International Wetland Day	Employees invited to share their thoughts on wetland conservation
March 21	International Forest	The Sustainable Development Office led colleagues in taking part in an environmental guided tour in the Yueyuan. National Forest Recreation Area.
April 22	Earth Day	Colleagues were invited to commit on plastic reduction, group purchase of drinking straws, and bringing own lunch box when buying food
May 22	International Day for Biological Diversity	Colleagues invited to share ways of boosting biodiversity
June 5	World Earth Day	Employees invited to share their implementation of the green office
September 22	World Car free Day	Colleagues invited to share their screenshot of "My Carbon Reduction Passbook."
October 13	International Day for Disaster Risk Reduction	Colleagues invited to share their way of raising disaster prevention awareness in their children
September 25	World Meat free	Employees invited to order one plant-based meal.

In addition to strengthening the sustainability awareness of senior employees, we also send out the "Sustainability Academy" series of EDMs for top manager. In 2024, 7 EDMs were posted to communicate important ESG and sustainability concepts, trends, as well as how they may be connected to company operations.

- 2024 Sustainability Academy EDM

Topic
Growing importance of sustainability course - How to use renewable energy
The 2024 "CSR Course - Lecture 4" - Trends in Global Climate Change Carries Risks and Opportunities Facing Business
"Scope 3" is the standard answer in the net zero fight.
TCFD, TNFD, TISFD? All you need to know about T-X-FD
The 2024 "CSR Course - Lecture 5" - Net Zero Trend and Sustainable Supply Chain Management in Practice
Introduction of the corporate sustainability investigation directive and RBA Code of Conduct.
Keep up international sustainability standards and determine how CSDDD and RBA affect businesses

SDGs Carnival - New Life for Old Things

GIGABYTE hosted the GIGABYTE Sustainability Carnival and Market with "Resource Circulation", "Friendly Community" and "Charity Care" as its key themes in 2024. For the event, employees and local residents were first invited to donate in kind. Social welfare institutions with related requirements were given first preference on donated new or used goods so they can do the best. On the day of the event, members of the public were able to collect free goods or sign up to be a market stall holder to hand out their own used goods. Bestyield International was also invited to set up a stall and helped the public recycle up to 40 kg of electronic waste. A total of 8 organizations including the transportation section of the Xindian police station, nearby businesses (Baochiang branch of CTBC, Yulong Construction), and charities took part in the event to raise community awareness on traffic safety, cherishing items, and helping the disadvantaged.

2024 Accomplishments

- Total number of used goods (Including donations in kind by the public and cooperate units)
  2,642 pcs
- Total number of used goods
  737.5 kg
- Total carbon reduction
  265.5 kg CO_2-e

* Carbon reduction values were based on the EPA Product Carbon Footprint database which indicated that waste disposal services in 2020 generated 360 kg Co_2e per metric ton of waste.

6.3.2 Natural Co-Prosperity

Go Green Taiwan – Thousand-Mile Trek 2.0

"Follow our dream, protect our land, care about all life" has always been the mission of GIGABYTE Go Green Club. In 2015, a group of nature-lovers at GIGABYTE decided to get out of the office and launch the "GoGreen Taiwan - Thousand-Mile-Trek" for circumnavigating Taiwan on foot. Many employees came with their dependents and became volunteers, while some were retired employees that joined of their own accord. Many employees volunteer with their families and some retired employees came of their own free will. GIGABYTE has been inviting university/college students to take part in the round-island trek since 2019 to draw the attention of more environmental groups to the environment. On 2023 World Earth Day, the project completed its final stage with a team led personally by Chairman Dandy C. Yeh. The follow-up island-hopping itinerary for "Go Green - Thousand-Mile Trek 2.0" was launched in October of the same year to safeguard the environment on Green Island.

In 2024, the "Go Green - Thousand-Mile Trek" island-hopping and coastal clean-up program is now entering its second year. Volunteers traveled to the "Mazu Niujiao Beach" where they worked together to restore the beach to its original beauty. The scattered polystyrene, fishing net and rubbish on the beach gradually removed, resulting in 864.7 kg of marine waste. The clean-up won praise from local residents and the association president. (For more information, please refer to GIGABYTE CSR website)

Cumulative participants : 2,056

Cumulative volunteer time : 33,348 hours

Cumulative trash removal : 17,598.47 kg

The Ocean is Our Home

2024 Trash removal: 4,732 kg

Picking up every piece of marine trash by hand symbolized the pure commitment that GIGABYTE has made to the shoreline. GIGABYTE formally launched "The Ocean is Our Home" project in 2021 based on years of experience with coastal clean-ups. The activated project represented our commitment to protecting the ocean over the long-term. The project entered its 4th year on the north bank of Daku River, Taoyuan in 2024. Four coastal clean-ups were completed to remove 4,732 kg of waste (including 1 syndicated coastal clean-up by suppliers — GIGABYTE and suppliers' employees and families totaled 189 participants). In the future, GIGABYTE will continue to reach out to other units to engage in tangible action that make a difference to boost awareness of ocean protection topics among businesses and individuals.

Plant-for-the-Planet Collaboration

GIGABYTE partnered with the Plant-for-the-Planet Foundation from Germany for a second time to launch a new 5-year "Plant Trees x Carbon Credits" partnership model at the end of 2022. The project promises to achieve 2,500 tonnes of carbon reductions a year by planting 12,500 trees. To decide what species to plant, an expert team analyzed the degraded land, the local soil conditions, precipitation, and species in order to regenerate the forest. Rare species of crucial importance to restoring the ecosystem were cultivated. A carbon fee of 2.5 euro is used to cultivate the Climate Justice Ambassador. A further 2,500 tonnes of carbon credits were also caught and used to cancel out 2,500 tonnes purchased separately. (please see 3.1.1 GHG and Energy Management). The project expects to plant 62,500 trees by 2027 and sponsor the training of up to a thousand children as climate justice ambassadors. Material actions will help cancel out more than half of the Headquarters' annual carbon emissions. This is the second year of the project. A total of 12,500 trees were planted in 2024. GIGABYTE has now planted more than 100,000 trees across the world. (For more project information please refer to GIGABYTE CSR website)

Guanxi Blue Zone Diary

In keeping with its original tree-planting mission of "planting trees for Earth" and "pursuit of human-environment co-prosperity," GIGABYTE launched the "Guanxi Blue Zone" project in the second half of 2024. Volunteers and their dependents were recruited to help protect the mountains, waters and land. It has a friendly and natural environment where organisms can thrive. The active rehabilitation of biodiversity filled everyone with the healing energy of Nature.

2024.09

Seasonal vegetable garden

Volunteers planted Taiwanese Incense Cedar and Taiwanese Cherry saplings of hope for planet Earth. They also tilled, covered, and watered the Golden Needles and Cabbage seedlings with their hands, transforming fallow land into farmland teeming with life.

2024.11

Evergreen all year round

For this initiative, the volunteers traveled to the new forest area to weed and prepare the land. 20 Taiwan Cherry saplings and 200 Golden Needle saplings were then planted. Frequent trips were also made to look after the crop. Crops such as cabbages, ginger and persimmon were harvested.

2024.11

Good things happen

This event had elders around to pass on their wisdom on planting. Other volunteers worked carefully to cultivate the peanut seedlings. At the same time, seasonal crops such as pumpkins, mustard greens, crown daisy, and chrysanthemum greens were also planned by volunteers to fill the farmland with a riot of colors.

6.4 Art and Humanities

GIGABYTE has long support art and cultural activities in various ways. The Upgrade Your Life Gallery, art and culture appreciation, Upgrade Your Life seminars, and art and cultural recreational activities encourage employees to purchase and participate in different art and cultural activities. In this way, these support performing arts groups through the box office.

Upgrading Your Life Gallery

The art gallery uses different exhibition themes and lectures to enhance everyone's aesthetic literacy. Seminar topics in 2024 included movie appreciation with "Komorebi" on the theme of embracing diversity, "What is a drag queen," and "The battle between playwrights and directors." Artistic formats are used by GIGABYTE to explore cultural diversity and the development of the theater industry.

Supporting musical performances and traditional crafts

GIGABYTE supported the establishment of the OneSong Orchestra Cultural and Creative Base and the Contemporary Legend Theatre to help cultivate future generations of performing arts talent. At the same time, GIGABYTE sponsored the European tour of the National Symphony Orchestra to showcase through music the diversity and uniqueness of Taiwanese culture to the world.
In 2024, employees were mobilized to support 45 art and cultural performances over 74 sessions. Total Foundation sponsorship for art and cultural events amounted to NT$2.84 million.

Appendix I. Sustainability Performance Summary in the Past 5 Years

Aspect	Main Index		2020	2021	2022	2023	2024
Economic Aspect	Consolidated Revenue (NTD 100 million)		846.03	1,219.05	1,072.64	1,367.73	2,651.5
	Operating Cost (NTD 100 million)		701.38	923.15	906.47	1,201.98	2,730.56
	Operating Expense (NTD 100 million)		102.47	151.04	107.71	116.80	153.15
	Income Tax Expense (NTD 100 million)		11.20	27.78	19.11	13.24	28.43
	Employee Salary and Benefits (NTD 100 million)		69.14	107.23	48.74	66.12	92.23
	Earnings per Share (NTD)		6.88	21.01	10.29	7.46	15.03
Environmental Aspect	Greenhouse Gas Emission ($t\text{-}CO_2e$)[*1]	Scope 1	648.09	1,063.52	627.81	832.86	824.73
		Headquarters	170.19	275.23	293.27	303.18	400.44
		Taipei Silicon Valley Park Office	-	24.69	41.17	10.95	10.95
		Taoyuan Nanping Factory	82.21	80.43	70.48	73.48	104.3
		China Dongguan Factory	167.85	360.02	24.62	304.38	144.22
		China Ningbo Factory	227.84	323.15	198.27	140.87	164.83
		Scope 2	28,123.84	28,874.43	27,283.64	26,606.40	22,687.85
		Headquarters	3,461.81	3,605.31	3,830.76	3,658.20	4,014.66
		Taipei Silicon Valley Park Office	-	311.78	476.46	406.90	421.76
		Taoyuan Nanping Factory	6,206.85	6,461.34	6,107.90	6,238.19	7,308.65
		China Dongguan Factory	11,255.87	10,909.10	9,875.28	9,606.41	6,062.38
		China Ningbo Factory	7,199.31	7,586.89	6,993.24	6,696.71	4,880.4
	Greenhouse Gas Emissions Intensity ($t\text{-}CO_2e$ / 1,000 motherboard equivalent pieces)		2.22	2.49	2.86	2.76	2.05
	Electricity Consumption (MWh)[1]	Headquarters, Taoyuan Nanping Factory, Taipei Silicon Valley Park	18,995.40	20,674.18	20,556.94	20,814.72	23,775.45
		China Dongguan Factory, China Ningbo Factory	22,794.11	22,534.26	20,504.23	20,595.71	22,218.86
	Energy Consumption (GJ - including steam, gasoline, diesel fuel, LPG, and electricity)		154,879.76	163,903.31	154,346.18	154,311.42	259,520.36
	Water Use (tonnes)[2]	Headquarters, Taoyuan Nanping Factory	90,120	89,087	89,909	89,002	97,210
		China Dongguan Factory, China Ningbo Factory	201,063	170,148	163,055	160,768	156,943
	Waste Production (tonnes)		2,071.08	2,478.00	2,214.82	2,512.25	2,878.94
	General Industrial Waste-Non-recyclable (tonnes)	Headquarters	41.83	42.62	52.83	55.88	206.17
		Production Bases[3]	513.47	800.96	868.41	900.46	996.28
	General Industrial Waste-Recyclable (tonnes)	Headquarters	26.80	32.17	33.24	35.64	24.26
		Production Bases[3]	1,271.45	1,368.84	1,118.78	1,192.38	1,424.56
	Hazardous Industry Waste (tonnes)	Headquarters	0.6	1.22	0.88	1.45	3.76
		Production Bases[3]	216.93	232.19	140.69	326.46	223.91
	Volume of Waste per Unit Production (tonnes /1,000 motherboard equivalent pieces) of Production Bases		0.15	0.20	0.22	0.24	0.23
	Average Waste Production per Person (tonnes /person) of Headquarters		0.06	0.06	0.07	0.07	0.17
Social Aspect	Total Number of Employees		7,303	7,026	7,269	6,018	6,473
	Ratio of Female Employees (%)		39.72	43.81	41.09	40.56	42.45
	Ratio of Females at Management Level (%)		27.41	27.34	27.25	27.87	28.83
	Employee Education Training Hours	Headquarters, Taoyuan Nanping Factory; subsidiaries Bestyield International, G-Style, Giga Computing, Cloudmatrix, Senyun, Selita; sub-subsidiary GIGAPIC[4]	19,904	15,359	30,088	28,907	34,513
		China Dongguan Factory, China Ningbo Factory	18,998	15,169	13,136	68,933	76,747
	Fatal Occupational Injuries Ratio	Headquarters	0	0	0	0	0
		Taoyuan Nanping Factory	0	0	0	0	0
		China Dongguan Factory	0	0	0	0	0
		China Ningbo Factory	0	0	0	0	0
	Severe Occupational Injuries (SOI) Ratio	Headquarters	0	0	0	0	0
		Taoyuan Nanping Factory	0	0	0	0	0
		China Dongguan Factory	0	0	0	0	0
		China Ningbo Factory	0	0	0	0	0
	Recordable Occupational Injuries	Headquarters	0.39	0.39	0	0	0
		Taoyuan Nanping Factory	0.69	0	0	0.51	2.33
		China Dongguan Factory	0	0	0	0	0
		China Ningbo Factory	0.41	1.27	2.21	1.21	1.72

Note 1: As of 2021, the Taipei Silicon Valley Park Office, where GIGABYTE subsidiaries Bestyield International and G-Style are located, has been included in the boundary of GHG emissions and electricity consumption. In 2022, the subsidiaries GIGAPIC and Selita located in the same park were also included.
Note 2: The boundary of water resource calculations included the Headquarters, Taoyuan Nanping Factory, China Dongguan and Ningbo Factories. 4F of Building B of the Headquarters was also added in 2022.
Note 3: Production bases include GIGABYTE's three main factories, namely Taoyuan Nanping Factory, China Dongguan Factory, and China Ningbo Factory.
Note 4: The subsidiaries Cloudmatrix, Senyun, and Selita were included in total employee training hours in 2022.

Appendix II. GRI Content Index

Terms of Use	The 2024 Sustainability Report was published by GIGABYTE in accordance with GRI Standards. The disclosed data is for the period running from January 1 and December 31, 2024.
GRI 1 Version	GRI 1: Foundation 2021
GRI Sector Standards Used	None

GRI Standards / Disclosure Items	Page	Description and Omitted
The organization and its reporting practices		
2-1 Organizational details	7	-
2-2 Entities included in the organization's sustainability reporting	3	-
2-3 Reporting period, frequency and contact point	3	-
2-4 Restatements of information	9,55	1.The retained economic value generated and distributed over the past three years has been adjusted to align with the financial statements as retained earnings. 2.The packaging recyclability rate for 2023 has been corrected and is now indicated as 95.9% in the bar chart.
2-5 External assurance	3,104	Please refer to Appendix VIII.
Activities and workers		
2-6 Activities, value chain and other business relationships	7	-
2-7 Employees	70	-
2-8 Workers who are not employees	70	-
Governance		
2-9 Governance structure and composition	26	For more information, please refer to GIGABYTE 2024 Annual Report
2-10 Nomination and selection of the highest governance body	26	For more information, please refer to GIGABYTE 2024 Annual Report p.34-36.
2-11 Chair of the highest governance body	-	The chairman is also a member of the management team.
2-12 Role of the highest governance body in overseeing the management of impacts	13	-
2-13 Delegation of responsibility for managing impacts	13	-
2-14 Role of the highest governance body in sustainability reporting	4	-
2-15 Conflicts of interest	27	For more information, please refer to GIGABYTE 2024 Annual Report p.56.
2-16 Communication of critical concerns	13	-
2-17 Collective knowledge of highest governance body	26	For more information, please refer to GIGABYTE 2024 Annual Report p.33
2-18 Evaluating the highest governance body's performance	-	For more information, please refer to GIGABYTE 2024 Annual Report p.24-25
2-19 Remuneration policies	-	The current remuneration policies of the Board have not connected to the Company's ESG targets and performance. For more information, please refer to GIGABYTE 2024 Annual Report p.21.
2-20 Process to determine remuneration	-	
2-21 Annual total compensation ratio	27-28	-
Strategy, policies and practices		
2-22 Statement on sustainable development strategy	4,10	-
2-23 Policy commitments	10,26 63,69	-
2-24 Embedding policy commitments	11-12, 27-28, 63,69	-
2-25 Processes to remediate negative impacts	29	-
2-26 Mechanisms for seeking advice and raising concerns	29	-
2-27 Compliance with laws and regulations	29	In 2024, there were zero major violations of regulations. A major violation is defined as an incident resulting in a fine exceeding NT$1 million .
2-28 Membership associations	9	-
Stakeholder engagement		
2-29 Approach to stakeholder engagement	24-25	-
2-30 Collective bargaining agreements	-	No trade unions or collective bargaining agreements.
GRI 3: Material Topics of 2021		
3-1 Process to determine material topics	14	-
3-2 List of material topics	16	-
3-3 Management of material topics	21-23	-

Material Topics GRI 200 Economy; GRI 300 Environment; GRI 400 Society

GRI Standards / Disclosure Items		Page	Description and Omitted
Code of Ethics and Conduct			
GRI 3: Material Topics	3-3 Management of material topics	21	-
GRI 205: Anti-corruption	205-3 Confirmed incidents of corruption and actions taken	-	No occurrence
GRI 206: Anti-competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-	No occurrence
Customer Relations Management			
GRI 3: Material Topics	3-3 Management of material topics	21	-
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	34,37	-
Climate strategy and risk management Greenhouse gas and energy management			

GRI Standards / Disclosure Items		Page	Description and Omitted
GRI 3: Material Topics	3-3 Management of material topics	22	-
GRI 302: Energy	302-1 Energy consumption within the organization	43	-
	302-3 Energy intensity	41-42	-
	302-4 Reduction of energy consumption	41	-
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	43	-
	305-2 Energy indirect (Scope 2) GHG emissions		-
	305-3 Other indirect (Scope 3) GHG emissions		-
	305-4 GHG emissions intensity		-
	305-5 Reduction of GHG emissions		-
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant	43	-
Product stewardship			
GRI 3: Material Topics	3-3 Management of material topics	22	-
GRI 416: Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	-	68.8% of products launched in the last two years have published product environmental reports
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	-	There were no product violations of health and safety regulations regarding products and services in 2024
Supply chain environmental and social impact management			
GRI 3: Material Topics	3-3 Management of material topics	21	-
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	63	-
GRI 308: Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	-	GIGABYTE currently requires Party B in contract manufacturing and long-term supply contracts to make a declaration on adherence to HCSR, RoHS, WEEE, VOCs, and other government environmental protection laws and regulations on pollution prevention and waste treatment in the region specified by Party A. Related declarations were issued by 100% of the 43 suppliers that renewed their contracts in 2024.
	308-2 Negative environmental impacts in the supply chain and actions taken	63	4.2 Supply Chain Risk Management
GRI 407: Freedom of Association and Collective Bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	There were no risk incidents relating to freedom of association and collective bargaining at operating locations in 2024; no related risks were found at the 85 suppliers investigated through the Supplier Sustainability Assessment in 2024.
GRI 408: Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	-	There were no major risk incidents relating to the use of child labor at operating locations in 2024; no related risks were found at the 85 suppliers investigated through the Supplier Sustainability Assessment in 2024.
GRI 409: Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	-	There were no risk incidents relating to forced or compulsory labor at operating locations in 2024; no related risks were found at the 85 suppliers investigated through the Supplier Sustainability Assessment in 2024.
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	-	Currently, GIGABYTE's outsourced manufacturing and long-term supply contracts require suppliers to declare and guarantee compliance with the RBA Code of Conduct and relevant social and labor laws or regulations in their respective locations. In 2024, 43 suppliers updated their contracts, with 100% including the required declarations. Additionally, 86% of them made further declarations stating they do not use conflict minerals.
	414-2 Negative social impacts in the supply chain and actions taken	63	4.2 Supply Chain Risk Management
Talent attraction and retention			
GRI 3: Material Topics	3-3 Management of material topics	23	-
GRI 401: Employment	401-1 New employee hires and employee turnover	75	-
	401-2 Benefits provided to full-time employees (excluding temporary or part-time staff)	76	-
	401-3 Parental leave	88	-
Talent cultivation and development			
GRI 3: Material Topics	3-3 Management of material topics	23	-
GRI 404: Training and Education	404-1 Average hours of training per year per employee	78	-
	404-2 Programs for upgrading employee skills and transition assistance programs	75-77	-
	404-3 Percentage of employees receiving regular performance and career development reviews	73	-
Occupational health and safety			
GRI 3: Material Topics	3-3 Management of material topics	23	-
GRI 403: Occupational Health and Safety (2018)	403-1 Occupational health and safety management system	80	-
	403-2 Hazard identification, risk assessment, and incident investigation	81	-
	403-3 Occupational health services	84	-
	403-4 Worker participation, consultation, and communication on occupational health and safety	84	-
	403-5 Worker training on occupational health and safety	82	-
	403-6 Promotion of worker health	86	-
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	82	-
	403-8 Workers covered by an occupational health and safety management system	81	-
	403-9 Work-related injuries	83	-
	403-10 Work-related ill health	85	-

Company-Defined Material Topics

GRI Standards / Disclosure Items		Page	Description and Omitted
Corporate Governance			
GRI 3: Material Topics	3-3 Management of material topics	21	-
Company-Defined Material Topics	Corporate Governance	26	-
Innovation Management			
GRI 3: Material Topics	3-3 Management of material topics	21	-
Company-Defined Material Topics	Innovation Management	35	-
Brand Strategy and Business Reputation Management			
GRI 3: Material Topics	3-3 Management of material topics	21	-
Company-Defined Material Topics	Brand Strategy and Business Reputation Management	38	-
GRI 417:Marketing and Labeling	GRI417-2 Incidents of non-compliance concerning product and service information and labeling	39	-
	GRI417-3 Incidents of non-compliance concerning marketing communications		

Other Topics Disclosure

GRI Standards / Disclosure Items		Page	Description and Omitted
GRI 306: Waste (2020)	306-2 Management of significant waste-related impacts	45	GIGABYTE not only manages the waste we generate but also track the reduction performance of 333 Reduction Alliance supplier partners (including carbon, water, and waste) by questionnaire surveys every year.
	306-3 Waste generated		-
	306-4 Waste diverted from disposal		-
	306-5 Waste directed to disposal		-
GRI 303 Water and Effluents	303-3 Water withdrawal	44	-
	303-4 Water discharge		-
	303-5 Water consumption		-

Appendix III. Cross-Reference Table with the Ten Principles of UN Global Compact

Category	The Ten Principles	Report Content or Description
Human Rights	Businesses should support and respect the protection of internationally proclaimed human rights	5.1 Human Rights Commitment
	Make sure that they are not complicit in human rights abuses	4.4 Conflict Minerals Management
Labor Standards	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	5.1 Human Rights Commitment
	The elimination of all forms of forced and compulsory labor	
	The effective abolition of child labor	
	The elimination of discrimination in respect of employment and occupation	
Environment	Businesses should support a precautionary approach to environmental challenges	Chapter 3 Green Production
	Undertake initiatives to promote greater environmental responsibility	3.3 Product Stewardship 6.3 Cultivation of Sustainability Thinking and Natural Co-Prosperity
	Encourage the development and diffusion of environmentally friendly technologies	3.3.1 Friendly Design
Anti-corruption	Businesses should work against corruption in all its forms, including extortion and bribery	2.1 Integrity Management and Legal and Regulation Compliance

Appendix IV. TCFD Index

Core Element	Description	Recommended Disclosures		
Governance	Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the board's oversight of climate-related risks and opportunities	b) Describe management's role in assessing and managing climate-related risks and opportunities	
		3.2.1 Climate Governance Organization	3.2.1 Climate Governance Organization	
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2° C or lower scenario
		3.2.2 Climate Management Strategy	3.2.2 Climate Management Strategy	3.2.3 Climate Scenario Analysis
Risk Management	Disclose how the organization identifies, assesses, and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks	b) Describe the organization's processes for managing climate-related risks	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management
		3.2.2 Climate Management Strategy	3.2.2 Climate Management Strategy	2.3 Risk Management 3.2.2 Climate Management Strategy
Metrics and Targets	Disclose the metrics and targets used to assess and management relevant climate-related risks and opportunities where such information is material.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets
		3.2.2 Climate Management Strategy	3.1.1 Greenhouse Gas and Energy Management	3.1.1 Greenhouse Gas and Energy Management

Appendix V. Cross-Reference Table with the Climate-related Disclosures for TWSE/TPEx Listed Companies

Item	Implementation Status/Corresponding Chapter
1. Describe the board of directors and management's oversight and governance of climate-related risks and opportunities.	3.2.1 Climate Governance Organization
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	3.2.2 Climate Management Strategy 3.2.3 Climate Scenario Analysis
3. Describe the financial impact of extreme weather events and transformative actions.	
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	
6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	3.2.2 Climate Management Strategy GIGABYTE has not yet formulated a climate transition plan that complies with the "Paris Climate Agreement "and the 1.5° C temperature increase scenario. We are, however, using SBTi tools to analyze the pathway for science-based reduction targets. The corresponding physical risks and transition risks have been incorporated into our climate scenario analysis as well.
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	3.1 Environmental Management
8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	3.1.1 Greenhouse Gas and Energy Management More information on GHG inventory and assurance can be found on P.69-70 of the GIGABYTE 2024 Annual Report
9. Greenhouse gas inventory, assurance status, emissions reduction targets, strategies, and concrete action plans.	

Appendix VI. SASB Index (2025)

Topic and Code	Accounting Metric	Chapter or Explanation
Product Security		
TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	2.4 Information Security and Privacy Protection
Employee Diversity and Inclusion		
TC-HW-330a.1	Percentage of gender representation for (1) senior management (2) non senior management (3) technical staff (4) all other employees	SASB Statistics
Product Life Cycle Management		
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	GIGABYTE's products are 100% compliant with IEC 62474 declarable substances list.
TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	GIGABYTE's main products are components of system hardware (e.g. motherboards, graphics cards), so cannot obtain EPEAT and Energy Star certification which primarily aim at terminal electrical and electronic products.
TC-HW-410a.3	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria	
TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	SASB Statistics
Supply Chain Management		
TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP), or equivalent, by (a) all facilities and (b) high-risk facilities	SASB Statistics
TC-HW-430a.2	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP), or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	In 2024, all 42 audited suppliers who underwent RBA Verification Audit Process (VAP) or an equivalent audit successfully passed the audit.
Materials Sourcing		
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	4.4 Conflict Minerals Management

SASB Statistics

TC-HW-330a.1

Percentage of gender representation for (1) senior management (2) non senior management (3) technical staff (4) all other employees

	Male	Female
Senior management	1.7%	0.3%
Non senior management	11.4%	5.0%
Technical staff*	38.9%	28.2%
All other employees	5.6%	8.9%
Total	57.5%	42.5%

Note: Technical staff is defined here as personnel in technology/R&D/manufacturing positions.

TC-HW-430a.1.

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

(a) Number of suppliers audited under CMA process by a third party/ Number of suppliers with ongoing trading records = 15.73%

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

TC-HW-410a.4

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

Total weight of recycled (tonnes) / Total weight of products sold (tonnes) = 5.15%

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

Appendix VII. Sustainability Disclosure Indicators - Computer and Peripheral Equipment Industry

Indicator	Indicator Category	Annual Disclosure	Unit
1. Total energy consumption, percentage of externally purchased electricity, and renewable energy usage	Quantification	Please refer to 3.1.1 Greenhouse Gas and Energy Management	Gigajoule (GJ), Percentage (%)
2. Total water withdrawal	Quantification	Please refer to 3.1.2 Water Resource Management	1,000 m3
3. Total mass of hazardous waste produced and percentage recycled	Quantification	227.67 metric tons of hazardous waste were produced in 2024; 135.79 metric tons were recycled Percentage recycled was 59.64%	Tonnes (t), Percentage (%)
4. Occupational disaster types, frequency, and ratios	Quantification	Please refer to 5.3.1 Environmental Safety and Health	Ratio (%), Frequency
5. Disclosure of product life cycle management: Include mass of scrapped products and waste electronics, as well as percentage recycled (Note 1)	Quantification	886.70 metric tons of electronic products were repaired, recycled, and refurbished in 2024; 839.98 metric tons were collected after repairs and refurbished after recycling for re-manufacturing or resale. The recycling ratio was 94.73%	Tonnes (t), Percentage (%)
6. Description of risk management related to the use of critical materials	Qualitative Description	Please refer to 4.4 Conflict Minerals Management	N/A
7. Total monetary losses caused by litigation relating to laws and regulations on anti-competitive behavior	Quantification	There was no litigation relating to laws and regulations on anti-competitive behavior in 2024.	Reporting Currency
8. Product output of key products by category	Quantification	Please refer to the reports of 2024 Q3 Investor Conference, 2024 Q1 Investor Conference	Varied depending on product type

Note: An explanation should be provided for the sale of scraps or their disposal in some other means

Appendix VIII. Independent Assurance Opinion Statement

bsi.

bsi By Royal Charter

INDEPENDENT ASSURANCE OPINION STATEMENT

2024 GIGABYTE Sustainability Report

The British Standards Institution is independent to GIGA-BYTE Technology Co., Ltd. (hereafter referred to as GIGABYTE in this statement) and has no financial interest in the operation of GIGABYTE other than for the assessment and verification of the sustainability statements contained in this report.

This independent assurance opinion statement has been prepared for the stakeholders of GIGABYTE only for the purpose of assuring its statements relating to its sustainability report, more particularly described in the Scope below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read.

This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by GIGABYTE. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate.

Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to GIGABYTE only.

Scope

The scope of engagement agreed upon with GIGABYTE includes the followings:

1. The assurance scope is consistent with the description of 2024 GIGABYTE Sustainability Report.
2. The evaluation of the nature and extent of the GIGABYTE's adherence to AA1000 AccountAbility Principles (2018) in this report as conducted in accordance with type 1 of AA1000AS v3 sustainability assurance engagement and therefore, the information/data disclosed in the report is not verified through the verification process.

This statement was prepared in English and translated into Chinese for reference only.

Opinion Statement

We conclude that the 2024 GIGABYTE Sustainability Report provides a fair view of the GIGABYTE sustainability programmes and performances during 2024. The sustainability report subject to assurance is free from material misstatement based upon testing within the limitations of the scope of the assurance, the information and data provided by the GIGABYTE and the sample taken. We believe that the performance information of Environment, Social and Governance (ESG) are fairly represented. The sustainability performance information disclosed in the report demonstrate GIGABYTE's efforts recognized by its stakeholders.

Our work was carried out by a team of sustainability report assurors in accordance with the AA1000AS v3. We planned and performed this part of our work to obtain the necessary information and explanations we considered to provide sufficient evidence that GIGABYTE's description of their approach to AA1000AS v3 and their self-declaration in accordance with GRI Standards were fairly stated.

Methodology

Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- a top review of issues raised by external parties that could be relevant to GIGABYTE's policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers on approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- 15 interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
- review of key organizational developments.
- review of the findings of internal audits.
- review of supporting evidence for claims made in the reports.
- an assessment of the organization's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality, Responsiveness, and Impact as described in the AA1000AP (2018).

Conclusions

A detailed review against the Inclusivity, Materiality, Responsiveness and Impact of AA1000AP (2018) and GRI Standards is set out below:

Inclusivity

This report has reflected a fact that GIGABYTE has continually sought the engagement of its stakeholders and established material sustainability topics, as the participation of stakeholders has been conducted in developing and achieving an accountable and strategic response to sustainability. There are fair reporting and disclosures for the information of Environment, Social and Governance (ESG) in this report, so that appropriate planning and target-setting can be supported. In our professional opinion the report covers the GIGABYTE's inclusivity issues.

Materiality

GIGABYTE publishes material topics that will substantively influence and impact the assessments, decisions, actions and performance of GIGABYTE and its stakeholders. The sustainability information disclosed enables its stakeholders to make informed judgements about the GIGABYTE's management and performance. In our professional opinion the report covers the GIGABYTE's material issues.

Responsiveness

GIGABYTE has implemented the practice to respond to the expectations and perceptions of its stakeholders. An Ethical Policy for GIGABYTE is developed and continually provides the opportunity to further enhance GIGABYTE's responsiveness to stakeholder concerns. Topics that stakeholder concern about have been responded timely. In our professional opinion the report covers the GIGABYTE's responsiveness issues.

Impact

GIGABYTE has identified and fairly represented impacts that were measured and disclosed in probably balanced and effective way. GIGABYTE has established processes to monitor, measure, evaluate, and manage impacts that lead to more effective decision-making and results-based management within the organization. In our professional opinion the report covers the GIGABYTE's impact issues.

GRI Sustainability Reporting Standards (GRI Standards)

GIGABYTE provided us with their self-declaration of in accordance with GRI Standards 2021 (For each material topic covered in the applicable GRI Sector Standard and relevant GRI Topic Standard, comply with all reporting requirements for disclosures). Based on our review, we confirm that sustainable development disclosures with reference to GRI Standards' disclosures are reported, partially reported, or omitted. In our professional opinion the self-declaration covers the GIGABYTE's sustainability topics.

Assurance level

The moderate level assurance provided is in accordance with AA1000AS v3 in our review, as defined by the scope and methodology described in this statement.

Responsibility

The sustainability report is the responsibility of the GIGABYTE's chairman as declared in his responsibility letter. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Competency and Independence

The assurance team was composed of auditors experienced in relevant sectors, and trained in a range of sustainability, environmental and social standards including AA1000AS, ISO 14001, ISO 45001, ISO 14064, and ISO 9001. BSI is a leading global standards and assessment body founded in 1901. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

For and on behalf of BSI:

Peter Pu, Managing Director BSI Taiwan

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Thank you for reading GIGABYTE 2024 Sustainability Report

If you have any suggestion, welcome to e-mail CSR@gigabyte.com