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Appendix I: Sustainability Performance Over the Past Five Years

Category	Key Indicators		2021	2022	2023	2024	2025	
Economic Aspect	Consolidated Revenue (TWD hundred million)		1,219.05	1,072.64	1,367.73	2,651.49	3,369.37	
	Cost of sales (TWD hundred million)		923.15	906.47	1,201.98	2,730.56	3,017.52	
	Operating expenses (TWD hundred million)		151.04	107.71	116.80	153.15	184.13	
	Income tax expense (TWD hundred million)		27.78	19.11	13.24	28.43	36.95	
	Employee benefit expenses (TWD hundred million)		107.23	48.74	66.12	92.24	98.54	
	Earnings per share (TWD)		21.01	10.29	7.46	15.03	18.20	
Environmental Aspect	GHG Emissions (metric tons of CO ₂ e) ^{*1}	Scope 1	1,063.52	627.81	832.86	824.73	784.27	
		Verified by a third party	Headquarters	275.23	293.27	303.18	400.44	403.76
			Taipei Silicon Valley Park Office	24.69	41.17	10.95	10.95	11.68
			Nanping Factory	80.43	70.48	73.48	104.30	105.77
			Dongguan Factory	360.02	24.62	304.38	144.22	80.26
			Ningbo Factory	323.15	198.27	140.87	164.83	124.42
		Voluntary Inventory	Other overseas locations	-	-	-	-	58.37
		Scope 2	28,874.43	27,283.64	26,606.40	22,687.85	23,435.66	
		Verified by a third party	Headquarters	3,605.31	3,830.76	3,658.20	4,014.66	4,300.84
			Taipei Silicon Valley Park Office	311.78	476.46	406.90	421.76	416.17
			Nanping Factory	6,461.34	6,107.90	6,238.19	7,308.65	8,331.65
			Dongguan Factory	10,909.10	9,875.28	9,606.41	6,062.38	6,075.40
			Ningbo Factory	7,586.89	6,993.24	6,696.71	4,880.40	4,412.27
		Voluntary Inventory	Other overseas locations	-	-	-	-	899.34
		GHG emissions intensity (metric tons of CO ₂ e per thousand motherboard equivalents) ^{*1}		2.49	2.86	2.76	2.05	1.75
	Electricity consumption (MWh) ^{*2}	Headquarters, Taipei Silicon Valley Park Office, Taoyuan Nanping Factory	20,674.18	20,556.94	20,814.72	23,775.45	257,528.81	
		Dongguan Factory; Ningbo Factory	22,534.26	20,504.23	20,595.71	22,218.86	22,389.35	
	Energy consumption (GJ—including steam, gasoline, diesel, LPG, and electricity)		163,903.31	154,346.18	154,311.42	172,858.78	182,854.94	
	Water consumption (m ³) ^{*3}	Headquarters, Taoyuan Nanping Factory	89,087	89,909	89,002	97,210	118,196	
		Dongguan Factory; Ningbo Factory	170,148	163,055	160,768	156,943	145,046	
	Waste generation (metric tons)		2,478.00	2,214.82	2,512.25	2,878.94	2,994.37	



Category	Key Indicators		2021	2022	2023	2024	2025
Environmental Aspect	General Industrial Waste - Non-recyclable (metric tons)	Headquarters	42.62	52.83	55.88	206.17	215.00
		Total production sites ¹⁴	800.96	868.41	900.46	996.28	638.55
	General Industrial Waste - Recyclable (metric tons)	Headquarters	32.17	33.24	35.64	24.26	22.75
		Total production sites ¹⁴	1,368.84	1,118.78	1,192.38	1,424.56	1,968.34
	Hazardous Industrial Waste (metric tons)	Headquarters	1.22	0.88	1.45	3.76	0.47
		Total production sites ¹⁴	232.19	140.69	326.46	223.91	149.25
	Waste generation per unit of product (metric tons per 1,000 motherboard equivalents) - Production site		0.20	0.22	0.24	0.23	0.19
Social Aspect	Per capita waste generation (metric tons/person) – Headquarters		0.06	0.07	0.07	0.17	0.18
	Total Number of Employees		7,026	7,269	6,018	6,473	6,316
	Percentage of Female Employees (%)		43.81	41.09	40.56	42.45	44.25
	Percentage of Female in Management (%)		27.34	27.25	27.87	28.99	28.95
	Total Employee Training Hours	GIGABYTE; Subsidiaries: Bestyield International, G-STYLE, Giga Computing, Cloudmatrix, Myelin Tek, Selita Precision; Second-tier subsidiary: GIGAIPC	15,359	30,088	28,907	34,513	42,474.2
		Dongguan and Ningbo Factories	15,169	13,136	68,933	76,747	98,805.2
	Occupational injury fatality rate	Headquarters	0	0	0	0	0
		Nanping Factory	0	0	0	0	0
		Dongguan Factory	0	0	0	0	0
		Ningbo Factory	0	0	0	0	0
	Serious Occupational Injury Rate	Headquarters	0	0	0	0	0
		Nanping Factory	0	0	0	0	0
		Dongguan Factory	0	0	0	0	0
		Ningbo Factory	0	0	0	0	0
	Recordable Occupational Injury Rate	Headquarters	0.39	0	0	0	0
		Nanping Factory	0	0	0.51	2.33	1.87
		Dongguan Factory	0	0	0	0	0
		Ningbo Factory	1.27	2.21	1.21	1.72	1.13

Note 1: GHG emission intensity is calculated based on the boundaries of the Headquarters, Taipei Silicon Valley Park Office, Nanping Factory, Dongguan and Ningbo Factories (primary operational and production sites)

Note 2: Since 2021, the boundaries for GHG emissions and electricity consumption include the Taipei Silicon Valley Park Office, where subsidiaries Bestyield International and G-STYLE are located; starting in 2022, the boundaries include subsidiaries Selita Precision and subsidiary GIGAIPC, both located in the same park

Note 3: The water resource calculation boundary includes the Headquarters, Nanping Factory, and the Dongguan and Ningbo Factories. Since 2022, the boundary for the Headquarters was expanded to include the 4th floor of Building B; starting in 2024, water usage from dormitories at the Nanping Factory was added

Note 4: Total production sites: Includes GIGABYTE's three main facilities: the Nanping, Dongguan and Ningbo Factories



Appendix II: GRI Content Index

Terms of Use

GIGABYTE has published its 2025 Sustainability Report in accordance with GRI Standards. The data covers the period from January 1, 2025, to December 31, 2025

GRI 1 Version GRI 1: Foundation 2021

GRI Sector Standards Used None

GRI Standards/Disclosure Items	Page	Description
GRI 2: General Disclosures (2021)		
The organization and its reporting practices		
2-1 Organizational details	8	-
2-2 Entities included in the organization's sustainability reporting	3	-
2-3 Reporting period, frequency, and contact point	4	-
2-4 Restatements of information	-	No data reorganization
2-5 External assurance	4,131	Please refer to Appendix VIII
Activities and workers		
2-6 Activities, value chain, and other business relationships	8-10	-
2-7 Employees	93	-
2-8 Workers who are not employees	93	-
Governance		
2-9 Governance structure and composition	31-32	For details, please refer to GIGABYTE's 2025 Annual Report , Section III: Corporate Governance
2-10 Nomination and selection of the highest governance body	32	For details, please refer to GIGABYTE's 2025 Annual Report , p.36-38
2-11 Chair of the highest governance body	32	The Chairman is also a member of the management team
2-12 Role of the highest governance body in overseeing the management of impacts	12	-

GRI Standards/Disclosure Items	Page	Description
2-13 Delegation of responsibility for managing impacts	12	-
2-14 Role of the highest governance body in sustainability reporting	3	-
2-15 Conflicts of Interest	32	For details, please refer to GIGABYTE's 2025 Annual Report , Section III: Corporate Governance
2-16 Communication of critical concerns	12	-
2-17 Collective knowledge of the highest governance body	32	For details, please refer to GIGABYTE's 2025 Annual Report , p.33-34
2-18 Evaluation of the performance of the highest governance body	32	For details, please refer to GIGABYTE's 2025 Annual Report , p.29
2-19 Remuneration policies	33	The Board of Directors' remuneration policy is not directly linked to the company's ESG goals and performance. For detailed information, please refer to GIGABYTE's 2025 Annual Report , p.22
2-20 Process to determine remuneration	-	
2-21 Annual total remuneration ratio	33	-
Strategy, policies, and practices		
2-22 Statement on sustainable development strategy	13	-
2-23 Policy commitments	80,90	-
2-24 Embedding policy commitments	80-88, 90-92	-
2-25 Processes to remediate negative impacts	33-34	-
2-26 Mechanisms for seeking advice and raising concerns	34	-



GRI Standards/Disclosure Items	Page	Description
2-27 Compliance with laws and regulations	34-35	The total number of major regulatory violations in 2025 was 0. A major violation is defined as a fine exceeding TWD\$1 million
2-28 Membership associations	10,56	-
Stakeholder engagement		
2-29 Approach to stakeholder engagement	28-29	-
2-30 Collective bargaining agreements	92	There are no labor unions or collective bargaining agreements in Taiwan; however, labor unions have been established at both Dongguan Factory and Ningbo Factory.
GRI 3: Material Topics (2021)		
3-1 Process to determining Material Topics	16	-
3-2 List of material topics	20	-
3-3 Management of material topics	22-27	-

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

GRI Standards/Disclosure Items	Page	Description
Code of Ethics and Conduct		
GRI 3: Material Topics	3-3 Management of material topics	22 -
GRI 205: Anti-Corruption (2016)	205-3 Confirmed incidents of corruption and actions taken	34-35 No relevant incidents
GRI 206: Anti-competitive Behavior (2016)	206-1 Legal actions for anti-competitive, behavior, anti-trust, and monopoly practices	34-35 No relevant incidents
GRI 415: Public Policy (2016)	415-1 Political contributions	10

GRI Standards/Disclosure Items	Page	Description
Information Security and Privacy Protection, Customer Relationship Management		
GRI 3: Material Topics	3-3 Management of material topics	22 -
GRI 418: Customer Privacy (2016)	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	43 -
Climate Strategy and Risk Management		
GRI 3: Material Topics	3-3 Management of material topics	23 -
GRI 302: Energy (2016)	302-1 Energy consumption within the organization	-
	302-3 Energy intensity	50 -
	302-4 Reduction of energy consumption	-
GRI 305: Emissions (2016)	305-1 Direct (Scope 1) GHG Emissions	-
	305-2 Energy indirect (Scope 2) GHG emissions	61 -
	305-3 Other Indirect (Scope 3) GHG emissions	62 -
	305-4 GHG emissions intensity	61-62 -
	305-5 Reduction of GHG emissions	-
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	54 -
Product Stewardship Responsibility, Transparent Disclosure and Green Consumption		
GRI 3: Material Topics	3-3 Management of material topics	23 -
GRI 416: Customer Health and Safety (2016)	416-1 Assessment of the health and safety impacts of product and service categories	75 -
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	- Incidents of non-compliance with health and safety regulations related to products and services in 2025



GRI Standards/Disclosure Items		Page	Description
GRI 417: Marketing and Labeling (2016)	417-1 Requirements for product and service information and labeling	44	-
	417-2 Incidents of non-compliance concerning product and service information and labeling		-
Resource Circulation and Circular Economy			
GRI 3: Material Topics	3-3 Management of material topics	23	-
GRI 301: Materials (2016)	301-1 Materials used by weight or volume	69	-
	301-2 Recycled input materials used	69	-
	301-3 Reclaimed products and their packaging materials	73,77	-
Supply Chain Environmental and Social Impact Management			
GRI 3: Material Topics	3-3 Management of material topics	22	-
GRI 204: Procurement Practices (2016)	204-1 Proportion of spending on local suppliers	80	
GRI 308: Supplier Environmental Assessment (2016)	308-1 New suppliers that were screened using environmental criteria	81	-
	308-2 Negative environmental impacts in the supply chain and actions taken	85	-
GRI 414: Supplier Social Assessment (2016)	414-1 New suppliers that were screened using social criteria	81	-
	414-2 Negative social impacts in the supply chain and actions taken	85-86	-
Human Rights Protection			
GRI 3: Material Topics	3-3 Management of material topics	24	-
GRI 405: Employee Diversity and Equal Opportunity (2016)	405-1 Diversity of governance bodies and employees	32,93-94	For information on board member diversity, please refer to GIGABYTE's 2025 Annual Report , p.9-10
	405-2 Ratio of base salary and remuneration of women to men	97	-

GRI Standards/Disclosure Items		Page	Description
GRI 407: Freedom of Association and Collective Bargaining (2016)	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	There have been no incidents of violations of the right to freedom of association or the right to collective bargaining, nor have there been any significant risks at GIGABYTE's operational sites.
Talent Recruitment and Retention			
GRI 3: Material Topics	3-3 Management of material topics	24	-
GRI 401: Employment (2016)	401-1 New employee hires and employee turnover	96	-
	401-2 Benefits Provided to full-time employees that are not provided to temporary or part-time employees	99	-
	401-3 Parental leave	111	-
Talent Cultivation and Development			
GRI 3: Material Topics	3-3 Management of material topics	24	-
GRI 404: Training and Education (2016)	404-1 Average hours of training per year per employee	101	-
	404-2 Programs for upgrading employee skills and transition assistance programs	102	-
	404-3 Percentage of employees receiving regular performance and career development reviews	98	-
Occupational Health and Safety			
GRI 3: Material Topics	3-3 Management of material topics	24	-
GRI 403: Occupational Health and Safety (2018)	403-1 Occupational health and safety management system	103	-
	403-2 Hazard identification, risk assessment, and incident investigation	104	-
	403-3 Occupational health services	106-109	-
	403-4 Worker participation, consultation, and communication on occupational health and safety	104	-
	403-5 Worker training on occupational health and safety	105	-
	403-6 Promotion of worker health	108-109	-
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	105-106	-



GRI Standards/Disclosure Items	Page	Description
403-8 Workers covered by an occupational health and safety management system	103	-
403-9 Work-related injuries	106	-
403-10 Work-related ill health	108	-
GRI 410 Security Practices (2016)	103	410-1 Security personnel trained in the human right policies or procedures

Company -Defined Material Topics

GRI Standards/Disclosure Items	Page	Description
Corporate Governance		
GRI 3: Material Topics	22	3-3 Management of material topics
Company -Defined Topics	31-33	Corporate governance

GRI Standards/Disclosure Items	Page	Description
Innovation Management		
GRI 3: Material Topics	22	3-3 Management of material topics
Company -Defined Topics	41	Innovation management

Other Topics Disclosure

GRI Standards/Disclosure Items	Page	Description
GRI 306: Waste (2020)	53-54	306-2 Waste diverted from disposal
		306-3 Waste directed to disposal

Appendix III: Cross-Reference Table with the 10 Principles of the UN Global Compact

Category	10 Principles	Report Content
Human Rights	Businesses should support and respect the protection of internationally proclaimed human rights	5.1 Human Rights Protection
	Businesses should make sure that they are not complicit in human rights abuses.	4.3.2 Conflict Minerals Management
Labor Standards	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	
	Businesses should uphold the elimination of all forms of forced and compulsory labor	5.1 Human Rights Protection
	Businesses should uphold the effective abolition of child labor	
	Businesses should uphold the elimination of discrimination in respect of employment and occupation	
Environment	Businesses should support a precautionary approach to environmental challenges	Chapter3 Green Production
	Businesses should undertake initiatives to promote greater environmental responsibility	3.4 Product Stewardship Responsibility 6.4 Environmental Co-Prosperity
	Businesses should encourage the development and diffusion of environmentally friendly technologies	3.4 Product Stewardship Responsibility
Anti-Corruption	Businesses should work against corruption in all forms, including extortion and bribery.	2.2 Code of Ethics and Conduct



Appendix IV: TCFD Index

TCFD Framework	Description	Recommended Disclosures		
Governance	Disclosures the organization's governance of climate-related risks and opportunities	a) Describe the board's oversight of climate-related risks and opportunities 3.2.1 Climate Governance	b) Describe management's role in assessing and managing climate-related risks and opportunities 3.2.1 Climate Governance	
Strategy	Disclose the actual and potential climate-related risks and opportunities on the organization's business, strategy, and financial planning	a) Describe the climate-related risks and opportunities that organization has identified over short, medium, and long term 3.2.2 Climate Management Strategy	b) Describe the impacts of climate-related risks and opportunities on the organization's business, strategy, and financial planning 3.2.2 Climate Management Strategy	c) Describe resilience of the organization's strategy, considering various climate-related scenarios (including a 2° C scenario or more stringent scenarios) 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 risk 3.2.2 Climate Management Strategy	b) Describe the organization's processes for managing climate-related risks 3.2.2 Climate Management Strategy	c) Describe how the processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management system 2.3 Risk Management 3.2.2 Climate Management Strategy
Metrics and Targets	For material information, disclose the indicators and targets used to assess and manage climate-related issues	a) Disclose the indicators used by the organization to assess climate-related risks and opportunities in accordance with its strategy and risk management processes 3.2.2 Climate Management Strategy	b) Disclose Scope 1, Scope 2, and Scope 3 (if applicable) GHG emissions and related risks 3.1.1 Energy Management	c) Describe the targets the organization uses to manage climate-related risks and opportunities, as well as its performance in achieving those targets 3.1.1 Energy Management

Appendix V: Cross-Reference Table with the Climate-Related Information of TWSE/TPEX Listed Company

Item	Implementation Status / Corresponding Chapter
1. Describe the board's and management's oversight and governance of climate-related risks and opportunities.	3.2.1 Climate Governance
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of business (short, medium, long term).	
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.	3.2.2 Climate Management Strategy 3.2.3 Climate Scenario Analysis
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 uses the SBTi tool to analyze science-based carbon reduction target pathways and incorporates relevant physical and transition risks into climate scenario analysis.
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 GHG emissions, the planning horizon, and 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 the carbon credits or RECs to be offset should be specified.	3.2.4 Climate Resilience and Response Strategy
9. GHG inventory and assurance status, and reduction targets, strategies, and concrete action plans.	



Appendix VI: SASB Index: Hardware (2023-12)

Topic and Code	Indicator Description	Corresponding Chapter/Information		
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 (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees		Male	Female
		Senior Management	1.84%	0.35%
		Non-Senior Management	11.18%	4.96%
		Technical Staff ^{Note}	12.00%	5.60%
		All Other Employees	30.73%	33.34%
		Total	55.75%	44.25%
		Note: Definition of technical personnel: personnel in technical, R&D, and manufacturing positions		
Product Lifecycle Management				
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	100% of GIGABYTE products comply with IEC 62474 reportable controlled substances		
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 hardware system, such as motherboards and graphics cards; therefore, the company cannot directly obtain EPEAT and Energy Star certifications intended for end-user electronic products		
TC-HW-410a.3	Percentage of eligible products, by revenue, certified to an energy efficiency certification	Revenue from power supplies and servers equipped with power supplies meeting or exceeding 80 PLUS Gold standards reached 23.2% in 2025		
TC-HW-410a.4	Weight of end-of-life products and e-waste recovered; percentage recycled	Total recovered weight (metric tons) / Total product sales weight (metric tons) = 5.55%		
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	(a) Number of suppliers audited in the RBA Validated Audit Process (VAP) or equivalent by third-party / Number of all active suppliers = 7% (b) Number of suppliers audited in the RBA Validated Audit Process (VAP) or equivalent by third-party / Number of high-risk suppliers = 64%		
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 2025, 45 Tier 1 suppliers audited under the RBA Verification Audit Process (VAP) or standards successfully passed the audit.		
Material Sourcing				
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	4.3.2 Conflict Minerals Management		



Appendix VII: Sustainability Disclosure Indicators—Computer and Peripheral Equipment Industry

Indicator	Indicator Category	Annual Disclosure	Unit
I. Total Energy Consumption, percentage of purchased electricity, utilization rate (renewable energy)	Quantification	3.1.1 Energy Management	Gigajoules (GJ), Percentage (%)
II. Total water withdrawn, total water consumption	Quantification	3.1.2 Water Resource Management	Thousand cubic meters (m³)
III. Total hazardous waste generated and percentage recycled	Quantification	Total weight of hazardous waste in 2025: 149.72 metric tons; weight recycled: 78.36 metric tons; recycling rate: 52.34%	Metric tons (t), percentage (%)
IV. Types of, number of employees in and rate of occupational accidents	Quantification	5.3.1 Environmental Safety and Health	Rate (%) and Quantity
V. Product Life Cycle Management Disclosure: Including weights of scraps and electronic waste and percentage recycled ^{Note}	Quantification	In 2025, a total of 1,307.59 metric tons of electronic products were repaired, recycled, and refurbished; 1,242.61 metric tons were recovered after repair and refurbished or resold after recycling; the recycling rate was 95.03%	Metric tons (t), percentage (%)
VI. Description of the management of risks associated with the use of critical materials	Qualitative description	4.3.2 Conflict Minerals Management	Not applicable
VII. Total amount of monetary losses resulting as a result of legal proceedings associated with anti-competitive behavior regulations	Quantification	No legal proceedings related to the Anti-Competitive Conduct Act occurred in 2025	Reporting currency
VIII. Production by product category	Quantification	Please refer to the GIGABYTE Investor Conference Report , 2025 Q1, p. 11; 2025 Q3, p. 11	Varies by product category

Note: Includes sales of scrap or other recycling and disposal.

