



Driving the Future with Innovation,
Coexisting in Harmony with Nature

2025 GIGABYTE Sustainability Report

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About the Report

Editorial Principles and Reference Guidelines

The structure of this report is based on the GRI Standards published by the Global Sustainability Standards Board (GSSB) in 2021, and incorporates the Sustainability Accounting Standards Board (SASB) sustainability metrics, the Task Force on Climate-related Financial Disclosures (TCFD), the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies," and the Financial Supervisory Commission's sustainability disclosure indicators. It discloses GIGABYTE's sustainability commitments, strategies, and implementation results during the reporting period.

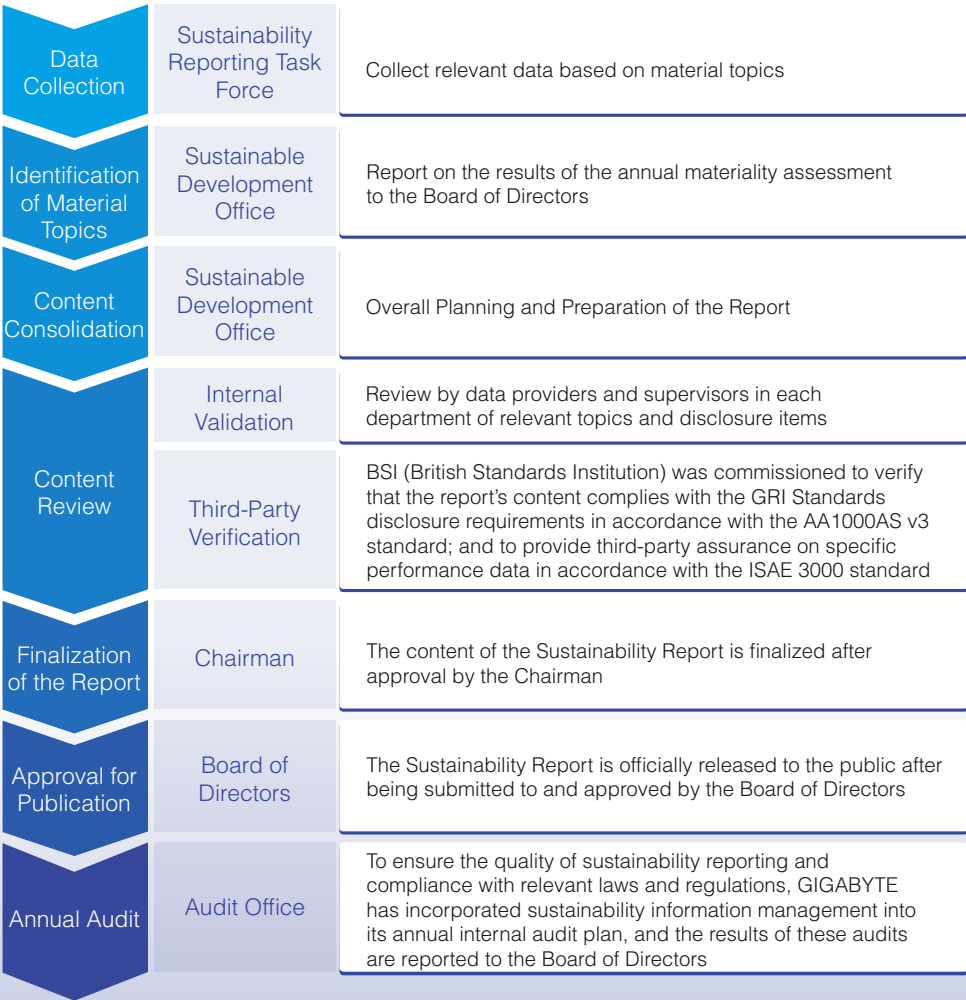
Scope of Disclosure and Boundaries

This report discloses GIGABYTE's sustainability actions and performance at its major global operational sites from January 1 to December 31, 2025. A summary of the organizational boundaries covered is listed below. Any discrepancies between the disclosure scope of certain sustainability indicators and the following are explained in detail within the report:

- GIGABYTE: Headquarter, Taoyuan Nanping Factory, Dongguan Factory, Ningbo Factory, and subsidiaries in Taiwan with significant influence—G-STYLE, Giga Computing, Bestyield International, Cloudmatrix, Myelin Tek, Selita Precision, and the sub-subsidiary GIGAIPC (collectively referred to as the GIGABYTE Group).
- GIGABYTE (Individual Financial Statements): Headquarter, Taoyuan Nanping Factory.
- Consolidation Scope: GIGABYTE and its operational sites in Europe, the Americas, and other Asia-Pacific countries; the financial data disclosed in the report is compiled from the consolidated financial statements of GIGABYTE and its subsidiaries (for detailed scope, please [refer to GIGABYTE's 2025 Annual Report](#)).

Internal Review and Approval Process for the Report

In accordance with the Financial Supervisory Commission's "Regulations Governing Establishment of Internal Control Systems by Public Companies," GIGABYTE has established the "Sustainability Information Management Procedures" within the company to ensure the internal management processes for sustainability information, thereby guaranteeing the quality of externally disclosed sustainability information and reports.



Report Publication

GIGABYTE's Sustainability Report is signed off by the Chairman and approved by the Board of Directors, and is published annually on [the Sustainability Website](#); the latest sustainability information is also released from time to time.

- Issue time: September 2026
- Last issue time: September 2025
- Next issue time: Scheduled in September 2027

Report and Data Verification

This report was verified by British Standards Institution (BSI) Taiwan Branch upon the approval of the Chief Operating Officer, in accordance with the requirements of the GRI Standards (2021) and AA1000AS v3 Type 1 Moderate Assurance. This ensures the reliability of the disclosed information. Please refer to the appendix for the independent assurance statement, and to the table below for the basis and assurance of other data.

Data Quality Management Basis	Verification Body
This Report: AA1000AS v3 Type 1 Moderate Assurance	BSI Taiwan
Sustainability Data Under Review: ISAE 3000 Independent Limited Assurance	
Financial Data	
ISO 14001:2015 Environmental Management System	PwC Taiwan
ISO 50001:2018 Energy Management System	
ISO 14064-1:2018 Organizational Greenhouse Gas Inventory	
ISO 45001:2018 Occupational Health and Safety Management System	SGS Taiwan Ltd.
ISO 9001:2015 Quality Management System	
ISO/IEC 27001:2022, CNS 27001:2023 Information Security Management System	
	TCIC Taiwan

Feedback and Contact Information

If you have any comments or suggestions regarding this report or GIGABYTE's sustainability efforts, we sincerely welcome you to contact us via the following methods.

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Message from the Chairman

In 2025, multi-faceted challenges—including geopolitical shifts, technological revolutions, and the codification of sustainability regulations—tested the operational resilience of enterprises worldwide, establishing what has now become the "new normal." Concurrently, AI technology is reshaping every dimension of industry operations, driving exponential growth in demand for generative AI and high-performance computing (HPC). As a global technology leader, GIGABYTE not only delivers one-stop solutions spanning AI agents, physical AI, and AI infrastructure, but also adheres to a "human-centric" design philosophy. By infusing AI with high practicality, we seamlessly integrate smart applications into daily life, active in fulfilling our corporate purpose: "Upgrade Your Life."

Following the Ministry of Environment's implementation of the carbon fee framework in 2025, Taiwan has officially entered the "carbon pricing era." For enterprises, carbon reduction has transitioned from voluntary mitigation to a mandatory regulatory requirement closely tied to cost management. Low-carbon capability is no longer merely an environmental slogan, but a core competence for market expansion. GIGABYTE has long been committed to mitigating the impacts of corporate operations on the natural environment and climate change. Setting 2009 as our base year, we committed to a 50% carbon reduction by 2025. To operationalize this commitment, we launched the "Sustainability Fund and Reduction Reward Program" in 2019, providing structural motivations and incentives to spark innovative thinking and green design. This program has driven energy conservation across our manufacturing sites and accelerated the development of low-carbon products. Over the past six years, it has accumulated 412 reduction proposals. These diverse sustainability actions enabled GIGABYTE Group to fulfill its long-term climate commitment of a "50% carbon reduction by 2025" in 2024—achieving this milestone one year ahead of schedule.

As the global focus on decarbonization extends from a company's direct operations (Scope 1 & 2) to the more challenging value chain (Scope 3) emissions, GIGABYTE recognizes that true net-zero transformation can only be realized by collaborating with our supply chain partners. As a technology pioneer, we continuously innovate and optimize air cooling, Direct Liquid Cooling (DLC), and immersion cooling solutions. By delivering highly energy-efficient technology products, we help our customers reduce both their carbon footprints and operational costs. Simultaneously, we are strengthening collective collaboration across our supply chain, aiming to integrate upstream and downstream capabilities to collectively navigate climate uncertainties and unforeseen risks.

In recent years, "human rights and nature-related risks" have emerged as the next critical focus areas globally, following climate change. In response to these evolving sustainability trends, GIGABYTE mobilized internal resources in 2025 to design and develop a Supplier Sustainability Platform, driving a systemic transformation in our operations and supply chain management. This platform will integrate carbon risk management and sustainability assessment systems, which will not only deepen the multi-dimensional sustainability facets of our supply chain but also significantly enhance governance efficiency. Furthermore, GIGABYTE conducted specialized training sessions to communicate the significance of the EU's Corporate Sustainability Due Diligence Directive (CSDDD) and biodiversity to our suppliers. By empowering our partners to grasp domestic and international regulatory updates in a timely manner, we are collectively forging a more resilient and sustainable supply chain.

Amidst rapidly changing markets and international landscapes, GIGABYTE embeds sustainability governance into its core corporate decision-making. In 2025, we established a cross-functional task force to launch the adoption roadmap for IFRS S1 (General Requirements for Disclosure of Sustainability-related Financial Information) and IFRS S2 (Climate-related Disclosures). Spanning the four core pillars, governance, strategy, risk management, and metrics and targets—we are comprehensively evaluating the risks and opportunities within our sustainability journey. This ensures our capacity to create long-term, stable value for our stakeholders in a volatile environment. Upholding the spirit of "altruism and mutual prosperity," we will continue to institutionalize our sustainability initiatives while reinforcing operational resilience, ensuring that every small change converges into a profound, lasting sustainable impact.

Chairman



Sustainability Highlights

Corporate Governance

TWD\$336.937 billion

Annual revenue, up 27%
year-on-year

TWD\$18.2

Full-year earnings per share

3,195

Cumulative Approved Patents

22nd

Taiwan's Best International Brands

Corporate Commitment

3,209 participants

EAP program participants

4.55

Employee Satisfaction Score

87%

Average satisfaction with
administrative services

141,279.4 hours

Total Training Hours

Environmental Friendliness

**0.07 metric tons per
million in revenue**

Carbon intensity for Scope 1 and
2 decreased by 18.8% compared
to the previous year.

**Cleaner Production
Assessment System
Label**

Nanping Factory obtained the
label in 2025

1,307.59 metric tons

Promoting waste recycling

**91 events with 20,626
participants**

Environmental education and
sustainability activities

Social Inclusion

5,743 participants

Annual participation in technology
education

5,557 kg

Total waste removed during beach
cleanup activities throughout the
year

12,968 trees

Total trees planted throughout the
year

8,698.5 hours

Total annual volunteer hours, a
22.6% increase from last year

Awards and Recognition

Governance Engagement



The 21st Global Vies ESG Corporate Sustainability Awards Outstanding Performance Award in Electronic Technology



S&P Corporate Sustainability Rating: Top 15% in the industry of THQ Computers & Peripherals and Office Electronics



FTSE4Good TIP Taiwan ESG Index



MSCI ESG Rating ^{v4.3} BBB



FTSE Russell ESG Rating 3.7



Sustainalytics ESG Risk Rating 17.5 (Low Risk)



Taiwan Sustainability Rating AA



Taiwan High Compensation 100 Index

Environmental Friendliness



CDP Climate Change Rating: B (Management)



Financial Times Asia-Pacific Climate Leader



Department of Industrial Development, Ministry of Economic Affairs Cleaner Production Assessment System Label

Outstanding Brand



No. 22 in Taiwan's International Brand Value Brand Value: US\$109 million, 25% growth



Taiwan Excellence Award (6 products)



4 Products Awarded the iF Design Award



2025 Golden Peak Award: Top 10 Outstanding Enterprises (Giga Computing)



7 products awarded the Red Dot Design Award



Best Choice Award (1 product)

Corporate Commitment



2025 Commercial Weekly Top 100 Age-Friendly Enterprises



Linking Corporate Humanities Awards-Social Care Award, Excellence Award



2025 Happiness Enterprise Survey-Silver Award



Passed the 2025 Workplace Health Promotion Self-Assessment



2025 New Taipei City Learning Organization Award (Bestyield International)

GIGABYTE Operational Overview

Company Profile

GIGA-BYTE Technology Co., Ltd. (Stock Code: 2376) was founded in 1986 and is headquartered in Xindian District, New Taipei City. Since its inception, GIGABYTE has upheld the corporate mission of "Upgrade Your Life," dedicating itself to developing comprehensive digital solutions and services. By leveraging our breakthrough patented technologies, we continuously pioneer and expand the boundless possibilities brought by AI and future technologies. At the same time, we embrace our business philosophy of giving back to and caring for society, aligning with the Sustainable Development Goals and striving to bring a better life to all humanity.

As a global technology leader, GIGABYTE leverages over 30 years of R&D experience in the motherboard and personal computer sectors to gradually expand its business. We have been cultivating server R&D and investing in the cloud industry for over 20 years, integrating 5G, AI, and AIoT technologies to build a cloud intelligence ecosystem. We strive to create user experiences that best meet the needs of consumers and enterprises worldwide (for more smart technology applications, please [visit GIGABYTE Solutions](#)).

Headquarters	Total Employees	Number of Global Service Locations	Consolidated Revenue in 2025	2025 Income After Tax
Xindian Dist., New Taipei City	6,316	76	TWD\$336.937 billion	TWD\$12.19 billion

Business Scope

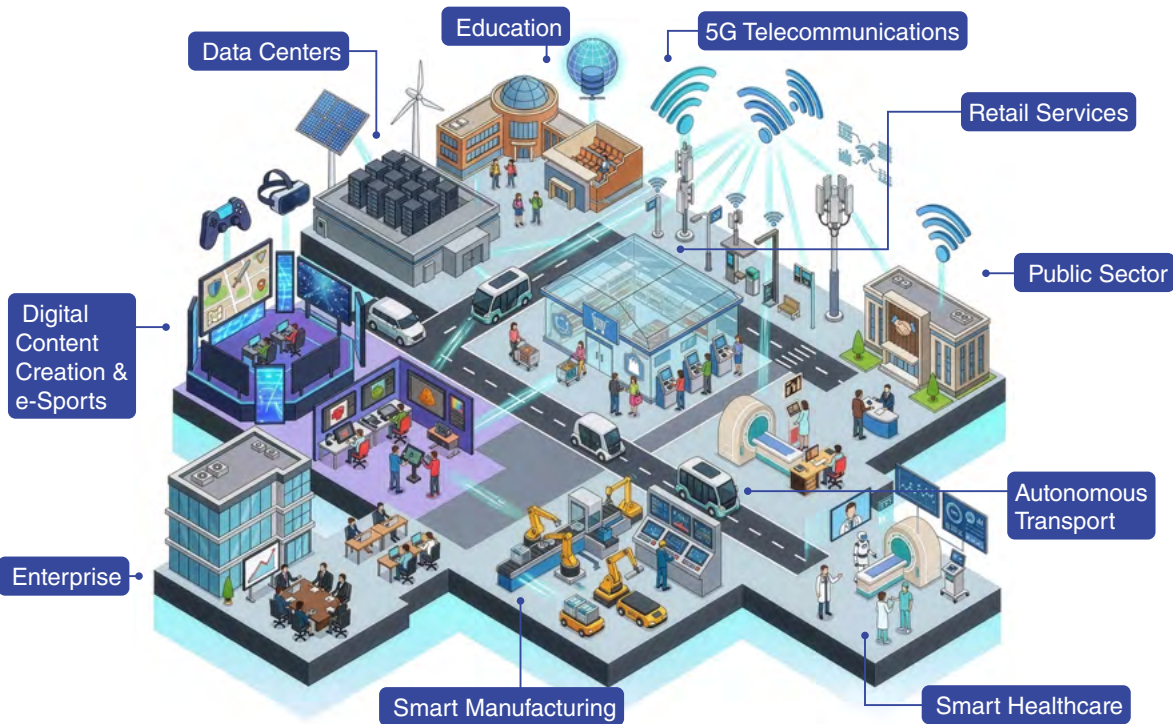
As industries transform and lifestyles continue to evolve, GIGABYTE integrates AI technology into its products and services while continuously expanding its diverse business portfolio. From personal use to enterprise applications, our products span fields such as gaming and entertainment, autonomous transportation, 5G communications, smart healthcare, and digital graphics, meeting diverse consumer needs and enhancing market competitiveness. To strengthen internal specialization, GIGABYTE has established multiple business groups and subsidiaries that focus on providing even more professional services and solutions in their respective domains.

Specialized Subsidiaries

	Bestyield International	Specializes in IT/3C repair, leasing, and reverse logistics services
	Cloudmartix	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	The company now focuses on the development, manufacture, and sales of enterprise application products and solutions
	GIGAIPC	A subsidiary of Giga Computing focusing on the sale of electronic components and computer IT products
	Myelin Tek	Specializes in AI technology development, creating AI software platforms to help clients optimize workflows

Customization Services

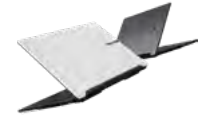
Application Solutions



Consumer and Enterprise Application Products

Computer-Related Products

- ▶ Motherboard
- ▶ Graphics Card
- ▶ Laptop



- ▶ Desktop Computer and Peripherals



Server and IT Infrastructure

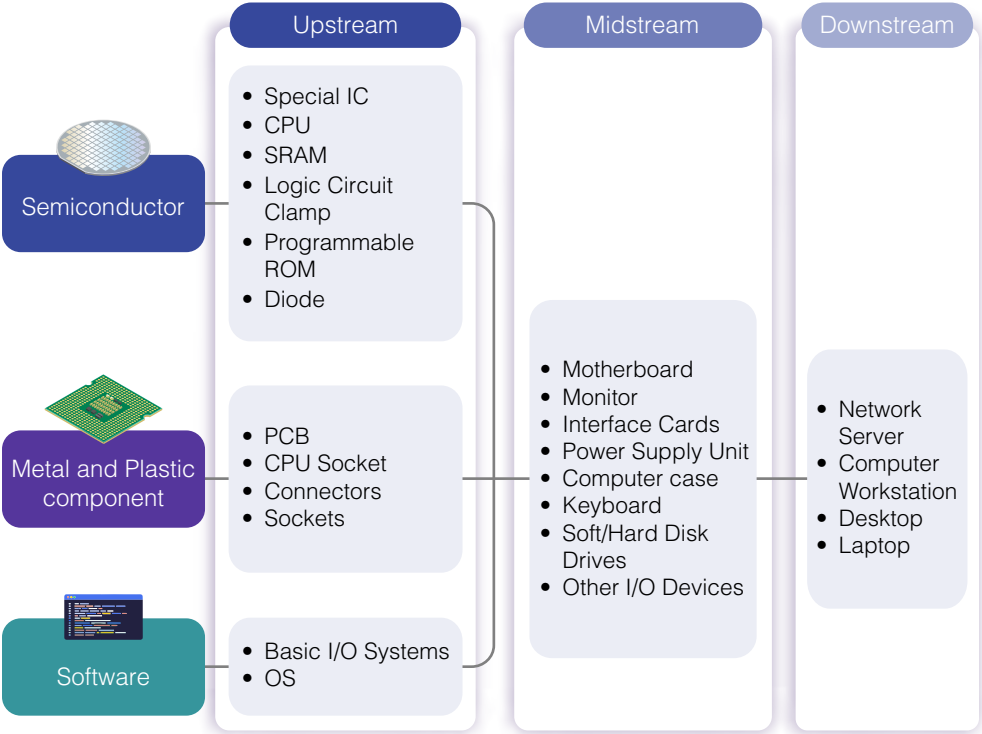
- ▶ All type of servers, server peripherals, and workstations



Operational Performance

GIGABYTE continues to deepen its commitment to the server and high-performance computing sectors. In 2025, driven by robust growth in the server business and a comprehensive AI product portfolio that spans market demands from the cloud to the edge, the Group's consolidated revenue once again hit a record high. GIGABYTE accurately identifies market needs and trends, integrates upstream, midstream, and downstream services, and prioritizes diverse innovation. The company builds a comprehensive AI ecosystem spanning cloud computing, edge applications, and end-user devices, while expanding into diverse application scenarios to help stakeholders—including customers, industries, government agencies, and academic research institutions—accelerate the development of high-performance computing solutions tailored to their needs. In response to rapid market growth, GIGABYTE continues to strengthen strategic partnerships with suppliers. By establishing robust supply chain alliances and integrating innovative R&D capabilities with high-quality manufacturing, the company enhances overall operational efficiency and production line competitiveness. GIGABYTE continues to deepen its presence in existing markets while actively expanding into emerging markets to promote long-term, stable growth and sustainable development. In 2025, GIGABYTE's consolidated annual revenue reached TWD\$336.937 billion, with net income after tax of TWD\$12.19 billion and annual EPS of TWD\$18.20.

Upstream and Downstream Relationships of Major Products



Generation and Distribution of Direct Economic Value Over the Past 3 Years

Unit:TWD\$ thousand

Type	Item	2023	2024	2025
Generated Economic Value	Operating income	136,773,409	265,148,779	336,936,660
	Operating cost	120,197,968	237,056,292	301,751,564
	Employee salary and benefits	6,612,034	9,223,606	9,853,772
	Payments to investors	3,941,271	4,259,116	6,698,889
Distributed Economic Value	Income tax	1,323,536	2,842,723	3,695,478
	Retained earnings	26,967,976	32,521,925	37,995,456

Note: For detailed financial information, please refer to GIGABYTE Technology's financial reports at <https://www.gigabyte.com/tw/Investor/134>

Donations, Political Contributions, and Membership Fees to Public/Professional Associations over the Past 4 Years

Unit: TWD\$ thousand

Item	2022	2023	2024	2025
Political Contributions				
Lobbying, advocacy, or similar activities	0	0	0	0
Local, regional, or national political campaigns/organizations/candidates	0	0	0	0
Other (e.g., expenditures related to ballot measures or referendums)	0	0	0	0
Membership dues paid to public/private associations	327.31	327.51	302.28	433.54
Donations (as reported by the GIGABYTE Education Foundation)	362.80	2,121.10	400.00	742.70

Membership of Associations

Association Name	Role
Taiwan Circular Economy 100	Member (Bestyield International)
8+N Resource Recycling Alliance	Member (Bestyield International)
Taipei Computer Association (TCA)	Member (GIGABYTE, Bestyield International)
Taiwan Excellence Brand Association (TEBA)	Member
Cloud Computing & IoT Association in Taiwan (CIAT)	Member
Taiwan Electrical and Electronic Manufacturers' Association (TEEMA)	Member
Taiwan Computer Emergency Response Team/Coordination Center	Member
Taiwan Chief Information Security Officer Alliance	Supplier Team Member
MLCommons (U.S.)	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 (U.S.)	Member (Giga Computing)
Family-Friendly Enterprise Alliance	Member
INTEL® Internet of Things Solutions Alliance	Member (GIGAIPC)

01 Sustainability Commitment

1.1 Sustainability Governance

1.2 Sustainability Goals and Strategies

1.3 Material Topic Analysis

1.4 Stakeholder Engagement

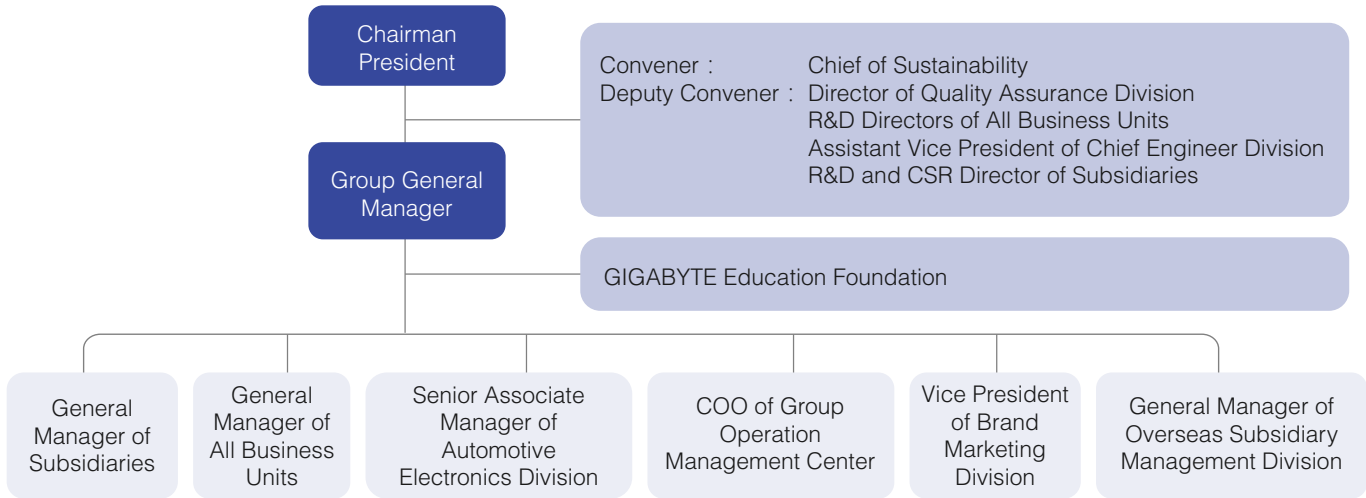


1.1 Sustainability Governance

The "GIGABYTE Green Sustainable Development Committee" is the top decision-making and implementation committee for sustainable development matters at GIGABYTE. It is chaired by Chairman Dandy Yeh, with the Chief Sustainability Officer serving as convener. Heads of business groups, subsidiaries, and relevant departments, along with personnel responsible, participate in the committee meetings. Meetings are held every 1–2 months, during which representatives from various organizations report on sustainability, environmental, or product regulations and trends, while simultaneously proposing corporate strategies to promptly address international developments.

The conclusions and communication items from each meeting are regularly reported to the President's Office and Board members via the GIGABYTE central meetings. At least once a year, the Board is briefed on the current year's sustainability performance and the implementation plan for the following year. The Board reviews and evaluates the feasibility of these strategies, review strategic progress, and, if necessary, requests the Committee to make adjustments. This ensures that Corporate Governance policies are closely aligned with sustainability trends, enabling GIGABYTE to consistently lead the way in corporate sustainability.

GIGABYTE Green Sustainable Development Committee



2025 Committee Focus Areas

In 2025, the Committee convened 10 meetings and discussed 8 major critical events. In addition to routine tracking and review of regulations, the heads of each BU also report on important policies and reforms related to sustainability, as well as performance and accomplishments of sustainability projects. This ensures that GIGABYTE can respond in advance to the domestic and international sustainability trends to adjust strategies and directions in a timely manner.

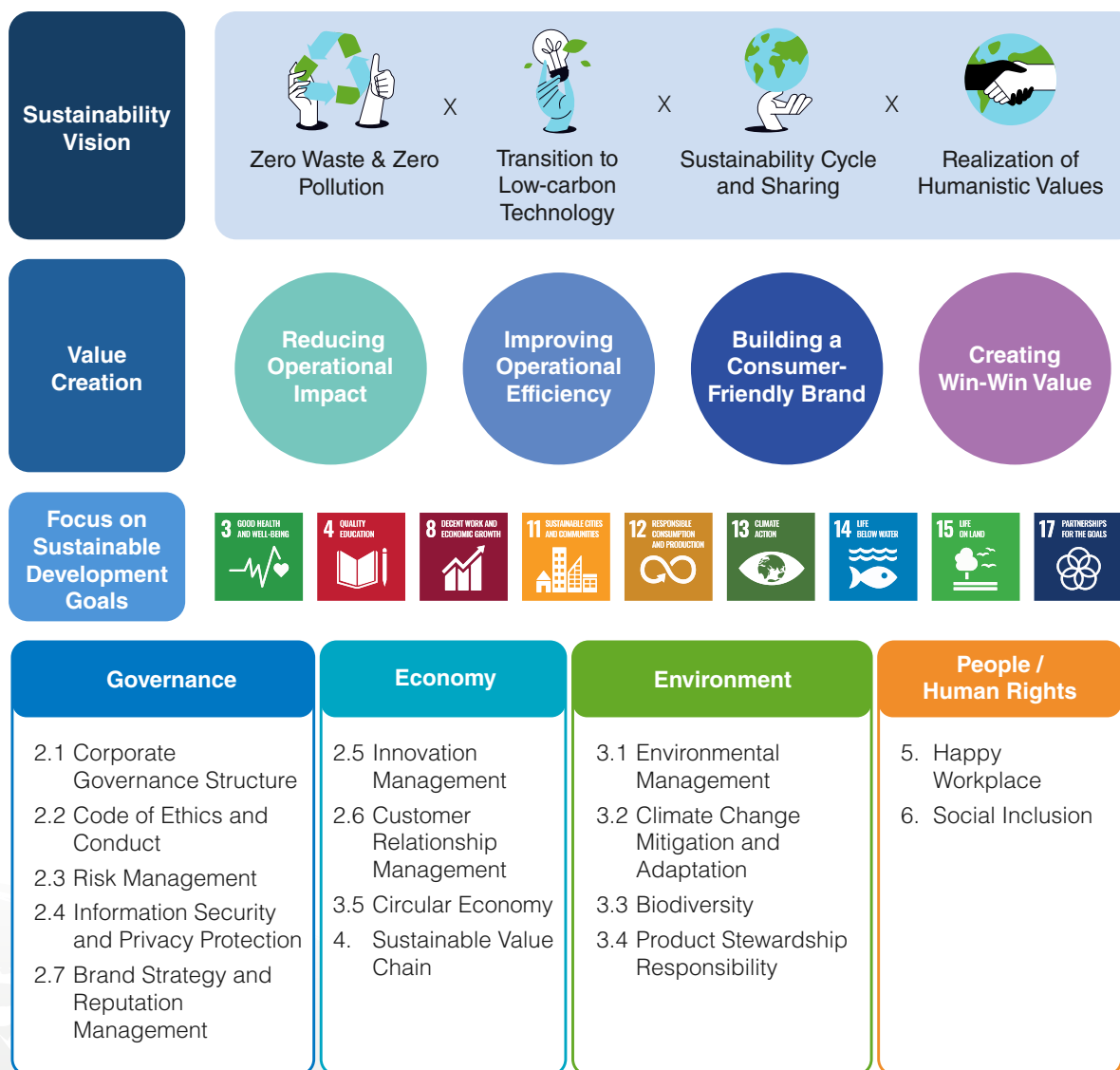
Focus Areas	Committee Discussion and Oversight Agenda (Critical Incidents)	Development and Implementation of Internal Measures
Climate Change	Progress on Group GHG Inventory	Emissions Hotspots and Carbon Reduction Pathway Planning
Supply Chain Management	EU Corporate Due Diligence Directive (CSDDD)	Conducting Group CSDDD Training
	Supplier Risk Management Report	Providing analytical information to procurement-related units for tracking and management
Product Stewardship Responsibility	Green Product Development Trends	Promoting the Setting of Product Sustainability Goals and Inventory Checks
	Management of Hazardous Substances	Revise the Group's hazardous substance management policy in response to revisions in regulations regarding banned substances in markets such as the EU and the U.S.
	Packaging Reduction Plan	Reviewing the current status and proposing potential future directions for reduction
Sustainable Development	Updates on Environmental Regulations and Current Sustainability Trends	Identify potentially affected businesses/products and propose management recommendations
	Implementation of IFRS Sustainability Disclosure Standards	Establish a cross-functional task force to promote cross-departmental sustainability governance mechanisms

1.2 Sustainability Goals and Strategies

GIGABYTE operates sustainably under the corporate mission of "Upgrade Your Life," striving to improve the well-being of humanity through technology. While continuing to deepen its market presence and create growth momentum, GIGABYTE also deeply recognizes that sustainable development has long been a key core of corporate operations. To strengthen our Corporate Governance framework, we have integrated our operational strategies with stakeholder concerns. Through systematic assessment and materiality analysis, we have identified four key sustainability visions to serve as the foundation for driving long-term corporate value and sustainable operations: Zero Waste & Zero Pollution, Transition to Low-carbon Technology, Sustainability Cycle and Sharing, and Realization of Humanistic Values. These serve as our long-term sustainability goals, and we have further outlined the expected value creation: reducing operational impact, improving operational efficiency, building a consumer-friendly brand, and creating win-win value. We have formulated four strategic pillars that address both economic value and sustainability, thereby creating a comprehensive blueprint for sustainable development.

In 2015, the United Nations established 17 Sustainable Development Goals, setting a clear vision for sustainability for governments, businesses, nonprofit organizations, and individuals. We adopted the methodology provided by SDG Compass to identify six priority response goals that align closely with our core competencies, as well as three voluntary response goals. We have integrated the core spirit of each goal into the overarching vision of our strategy map and adjusted our implementation strategies to ensure that every sustainability initiative aligns with global benchmarks (for more details on the response goals, please visit the [GIGABYTE Sustainability Website](#)).

Through the regular compilation and publication of sustainability reports, GIGABYTE systematically reviews the effectiveness of its operational strategies and evaluates the extent to which each sustainability initiative contributes to the company's sustainability vision. The report's structure is designed based on the company's overall operational strategy, aligning item by item with the core directions outlined in the sustainability strategy map. It fully discloses relevant management actions and performance metrics, striving to provide stakeholders with information that is transparent, accurate, and comparable.





Sustainability Strategy in Practice—Green Action Plan

To realize its four sustainability visions, GIGABYTE has, since 2009, adopted "Starting from the Heart" as its core philosophy and launched the "Green Action Plan." This initiative implements sustainability strategies across four key dimensions—governance, economy, environment, and people/human rights—while establishing a phased timeline of objectives. By establishing guidelines and policy commitments, GIGABYTE has built a framework for sustainable governance while promoting diverse projects to fulfill its corporate mission of "Upgrade Your Life" and generate sustainability influence.

		2009–2015 Green Action Plan	2016–2018 Green Action Plan 2.0 Phase 1	2019–2021 Green Action Plan 2.0 Phase 2	2022– Green Action Plan 2.0 Phase 3	Long-Term Target
 Zero Waste & Zero Pollution	Environmental Impact from Operation	Inventory the total water consumption and waste generated at operational sites	- Launched the "333 Reduction Plan" in 2015, aiming for a 3% annual reduction in water and waste - Implemented a plastic reduction initiative at the staff canteen of the Headquarters	Launched a packaging reduction initiative to minimize the use of disposable materials	- By 2025, water consumption was reduced by 32.54% compared to the 2010 baseline year; water consumption per million in revenue was reduced by 91.56% compared to the 2010 baseline year - By 2025, total waste generated increased by 18.98% compared to the 2010 baseline due to operational growth; however, waste generated per million in revenue decreased by 85.11 % compared to the baseline - In 2025, the recycling rate for packaging materials will be 88.16 %	- By 2030, reduce water use by 20% and waste by 50% compared to 2010 - Eliminate single-use packaging starting in 2030
	Environmental Impact from Products	Enforced GIGABYTE Guidelines for the Management of Harmful Chemical Substances Requirements (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	- Revise HCSR Version 5.0 in 2025 to update international chemical regulatory requirements and add a dedicated chapter on sustainable development - A total of 117 Product Environmental Reports has been published	- Products contain no hazardous substances; reduce environmental and human health impacts - Discloses environmental impacts across the entire product life cycle; environmental reports for mainstream products are published promptly
	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	2025: "Go Green Taiwan – Thousand-Mile Trek 2.0 Island-Hopping Project" heads to Kinmen, removing 1,740 kilograms of marine debris	Continuing to promote marine conservation initiatives and the importance of "reducing waste at the source" and "proper waste disposal"
 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	2025 CDP Climate Change: B (Management Level); Water Security: B (Management Level); Supplier Engagement: A (Leadership Level)	The company's has referred to the Science-Based Targets (SBT) methodology to set carbon reduction targets
	GHG Inventory and Reduction	Initiated GHG inventory and obtained third-party verification	- 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	- Achieved a 50% reduction in carbon emissions compared to the 2009 baseline by 2025 (achieved ahead of schedule in 2024) and updated the baseline year to 2020 - In 2025, Scope 1 and 2 emissions increased by 3.19% year-over-year due to operational expansion but decreased by 15.67% compared to the baseline year 2020. Carbon emissions per million in revenue decreased by 18.80% year-over-year and by 78.83% compared to the baseline year	With the base year updated to 2020, we have set medium- to long-term targets to reduce Scope 1 and 2 emissions by 42% by 2030 and 63% by 2035
	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	- The 2016–2025 Sustainability Fund 1.0 program accumulated 412 proposals - The Sustainability Fund has entered Phase 2.0, launching product carbon reduction initiatives	Strengthening internal innovation capabilities to drive the Transition to Low-carbon Technology and improve the company's environmental performance



		2009–2015 Green Action Plan	2016–2018 Green Action Plan 2.0 Phase 1	2019–2021 Green Action Plan 2.0 Phase 2	2022– Green Action Plan 2.0 Phase 3	Long-Term Target
 Sustainability Cycle and 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 "Bestyfield International" in 2018 to promote reverse logistics integration services		- Launch Product-as-a-Service (PaaS) to ensure 100% product take-back - 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 - Bestyfield International obtained BS 8001 Circular Economy certification	- Facilitate the recycling of 1,274.06 metric tons of electronic waste by 2025 - In 2025, Bestyfield International conducted a total of 20 B2B and B2C circular economy awareness campaigns	- Continuously improving e-waste collection and recycling rates - Enhance Supply Chain Environmental and Social Impact Management capabilities to support the development of environmental impact assessments and circular systems
	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	- In 2025, a total of 74 suppliers provided data on carbon, water, and waste, along with details on their reduction efforts - In 2025, 90 suppliers and 121 partners participated in the Supplier Conference and training sessions	- Implement a supplier tiering management system and integrate sustainability assessments into the procurement evaluation process - Fully integrating sustainability awareness into corporate culture and work processes
	Enhancing Employees Sustainability Awareness	- 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	- In 2025, published 15 articles in the "Sustainability Initiatives" and "Sustainability Classroom" series, with a total of 1,781 interactions - In 2025, a total of 142 sustainability-related training sessions were conducted, with a cumulative total of 1,911 participants - In 2025, sustainability activities saw 2,956 volunteer participation instances, contributing a total of 8,698.5 hours	Through diverse collaborative initiatives, we will lead supply chain partners in giving balanced attention to sustainability issues
 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 the Ministry of Sports' "Sports-Friendly Enterprise" certification to promote healthy eating and regular exercise - Implementing health checkups that exceed regulatory requirements and gradually tracking the health status of those who have not undergone checkups	- Implementing a tiered health risk management system for employees and providing medical expense subsidies for those in the highest-risk category - Conducting disaster preparedness drills and improving the work environment - Increase welfare points, maternity benefits, and distribute pandemic prevention allowances - Enhanced the functionality of the Employee Assistance Program (EAP)	- Foster a healthy corporate culture by participating in the New Taipei City Government's "Itinerant Exercise Guidance Program," hosting a series of 7 classes with a total of 184 participants - Creating a family-friendly workplace environment; in 2025, we introduced a "Pregnancy Care Kit" for expectant employees and expanded the GIGA-baby Gift Pack" of baby supplies to include new fathers	
	Digital Inclusion and Equitable Society	Promote science and technology education projects to cultivate students' interest in computers and practical experience	- 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	- Launched the "Computer Doctor" course from a circular economy perspective - Launch the "Fun Play with IoT Summer Camp" that trains children's problem-solving skills	- Total participation in technology education programs reached 5,743 people in 2025 - The G-Design Competition has been held for 22 consecutive years from 2003 to 2025, accumulating 10,734 entries over the years and fostering tech talent	- 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
	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	Promoted voluntary tree-planting initiatives; in 2025, continued our partnership with the Plant-for-the-Planet Foundation to plant 12,500 trees and purchase 2,500 metric tons of carbon credits, bringing the cumulative total to over 120,000 trees. Additionally, we donated €6,250 to support the training of Climate Justice Ambassadors	Implement climate education to cultivate climate citizenship among the next generation
	G-HOME GIGABYTE Eco-Rooftop	Construction of the G-HOME GIGABYTE 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 for the G-HOME GIGABYTE Eco- Rooftop expires in June 2022; dedicated staff have continued to maintain the ecological sustainability of the roof	

1.3 Material Topic Analysis

GIGABYTE conducts an annual material topic analysis to update sustainability topics based on international sustainability standards and trends, business goals, and the materiality of benchmark companies and industry peers. At the same time, a "double materiality" analysis is employed, with the scope covering the disclosure boundaries of this report and the boundaries. This involves surveying stakeholders' level of concern regarding sustainability issues and analyzing the impact of these issues on operations and sustainable development. Finally, 14 material topics are prioritized and selected, and related information is disclosed as a priority 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

Identification Results



1. Identification

- (1) Identification of Key Stakeholders: Referencing the AA1000 SES Stakeholder Engagement Standard, the Sustainable Development Office's internal task force identified GIGABYTE's seven key stakeholder groups. We conducted surveys and analyses of their concerns and planned appropriate communication methods to respond to stakeholder needs more effectively and promptly.
- (2) Identification of Sustainability Issues: Based on the nature of operations of the Group's subsidiaries and sub-subsidiaries, international sustainability guidelines and standards (GRI Guidelines, SASB Standards, ISO 26000), sustainability ratings (MSCI, S&P, FTSE Russell, CDP, etc.), regulatory requirements, current trends, corporate vision, goals, and codes of conduct, as well as stakeholder engagement, to focus on GIGABYTE's sustainability issues.

The seven key stakeholders include employees, investors, customers, suppliers, communities/non-profit organizations/schools, government, and the media.

Identified 22 sustainability issues for GIGABYTE: 7 in the Governance/Economic category, 8 in the Environmental category, and 7 in the People/Human Rights category.



2. Investigation

- (1) Degree of Stakeholder Concern: A questionnaire survey was conducted to investigate the degree of concern regarding sustainability issues among seven major categories of stakeholders.
- (2) Business Impact: An internal task force within the Sustainable Development Office, along with managers at the director level and above, assessed the impact of sustainability issues on four business factors: product and brand strategy, brand image, regulatory sensitivity, and revenue growth.
- (3) Sustainable development Impacts: An internal task force within the Sustainable Development Office assesses the positive and negative impacts of sustainability issues on the economy, the environment, and people/human rights, using the "OECD Well-being" and "GIIN IRIS+" impact indicators as references. The significance of each issue's impact is analyzed based on "severity of impact" and "likelihood of occurrence."

745 valid stakeholder questionnaires

26 senior executives and the internal team of the Sustainable Development Office assessed the operational impacts

An internal task force of the Sustainable Development Office assesses sustainability impacts



3. Analysis and Confirmation of Material Topics

- (1) Compile the results of internal and external surveys to identify issues with significant impacts, construct a materiality matrix, and consider the connection between the issues and GIGABYTE. Finally, select the annual material sustainability issues and prioritize the disclosure of relevant information.
- (2) Impact Factors and Risk/Opportunity Analysis: Based on the identified material topics, and by comprehensively referencing MSCI, S&P, FTSE Russell, Sustainalytics, CDP, and others, further assess the risk and opportunity impact factors of material issues.

14 material topics were identified



4. Review of Disclosure

The 14 identified sustainability topics were corresponded to 16 topic standards in the GRI Standard, thereby defining the scope of information disclosure for GIGABYTE's value chain as the basis for reporting.

16 GRI Specific Topic Standards



5. Formulation of Sustainability Targets

To ensure that GIGABYTE's various sustainability initiatives meet stakeholder expectations, we have established sustainability targets based on the material topics, which also serve as benchmarks for internal performance evaluation.

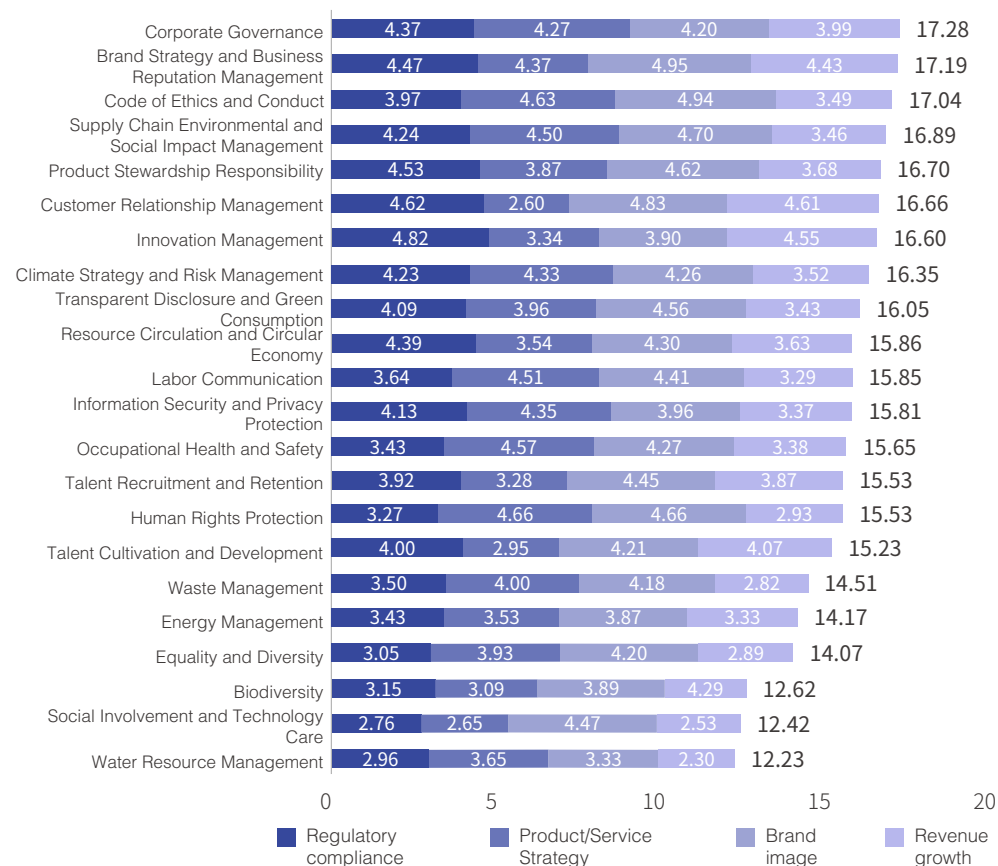
Establish and disclose management policies and targets for material topics, and review implementation status and target achievement



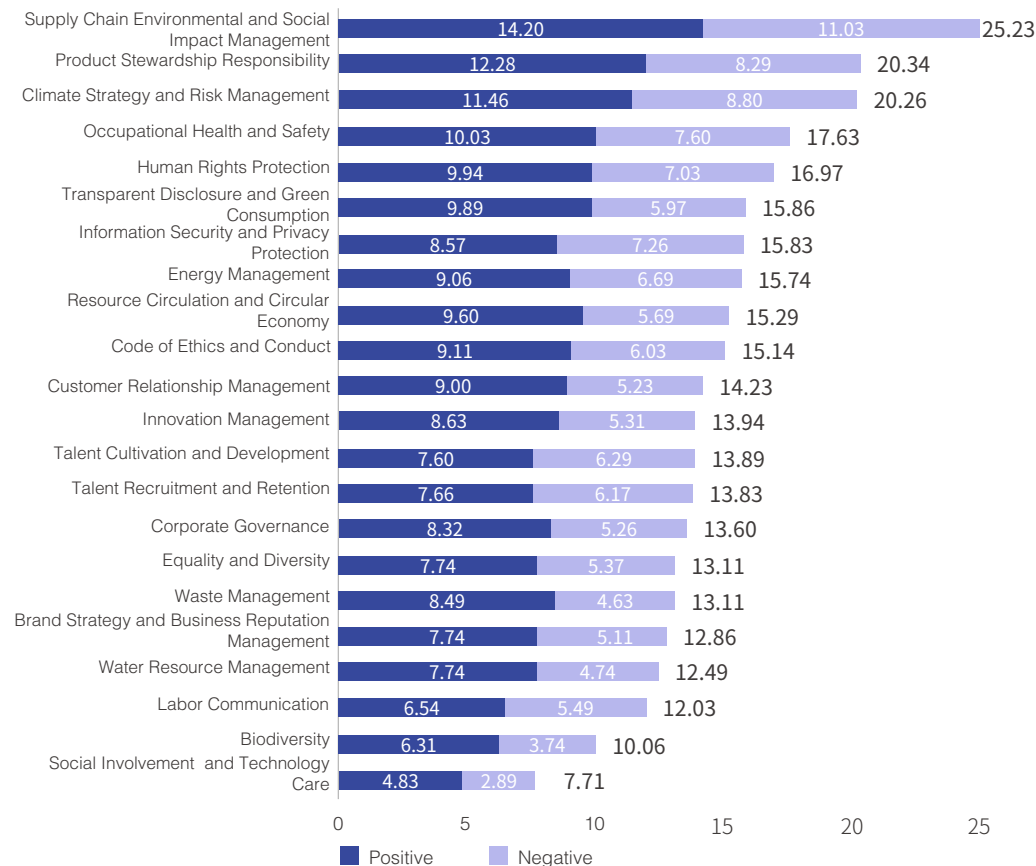
1.3.1 Sustainability Issue Impact Assessment

GIGABYTE assesses the impact of various sustainability issues on the company's operations and further references the "OECD Well-being and GIIN IRIS+" impact indicators to evaluate the impact of these issues on the sustainability of the value chain (including supply chain, customers, environment, people/human rights). Governance-related indicators include: trust, property damage, favorability/satisfaction, and potential changes in market competitiveness; Environmental indicators include property damage and carbon costs; People/Human Rights indicators include turnover rate, job satisfaction, health impacts, and community relations. The results of the double materiality analysis serve as a reference for implementing various management measures.

Impact on GIGABYTE's Operations (corresponding to the matrix X-axis)



Impact of GIGABYTE's Operational Activities and Value Chain on Sustainability (corresponding to the matrix Y-axis)



Note: Sustainability impacts are measured by the indicators from the "OECD Well-being" and "GIIN IRIS+" frameworks

* Governance: Trust, Property Loss, Favorability/Satisfaction, Market Competitiveness

* Environment: Property damage, carbon costs

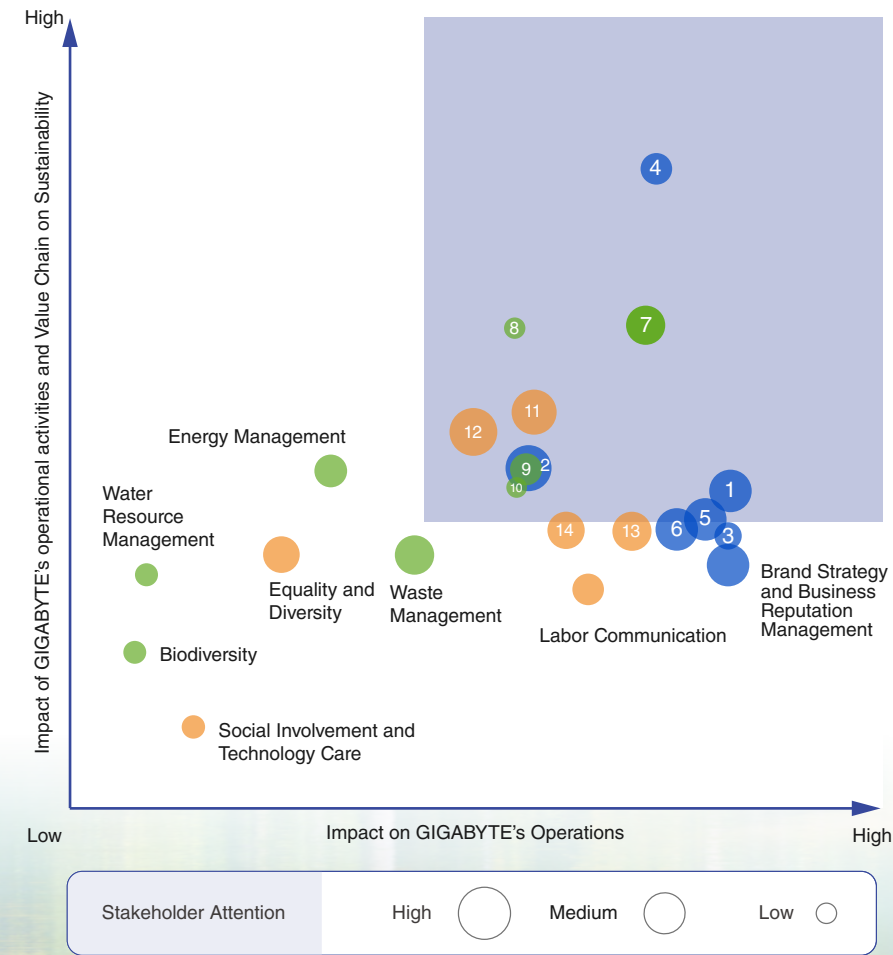
* People/Human Rights : Turnover Rate, Job Satisfaction, Health Losses, Neighborhood Relations



1.3.2 Results of Material Topic Analysis

Through a two-step materiality analysis, GIGABYTE identified a total of 14 material topics for 2025 and created a materiality matrix. The final set of identified material topics was then reviewed and ranked based on stakeholder concern, operational impact, and sustainability impact. If the relative scores for both operational impact and sustainability impact assessments are greater than or equal to the first quartile, the topic is included as a material topic in the annual materiality matrix.

GIGABYTE 2025 Material Topic Matrix



GIGABYTE 2025 Material Topic

Corporate Governance	Stakeholder Attention	Impact on GIGABYTE's Operations	Impact of GIGABYTE's operational activities and Value Chain on Sustainability	Rank
Governance				
1 Code of Ethics and Conduct	●●●●	●●●	●●●	6
2 Information Security and Privacy Protection	●●●●	●●●	●●●	8
3 Corporate Governance	●●	●●●	●●	12
Economy				
4 Supply Chain Environmental and Social Impact Management	●●	●●●	●●●●	1
5 Customer Relationship Management	●●●	●●	●●●	9
6 Innovation Management	●●●●	●●●	●●	11
Environmental Sustainability				
7 Product Stewardship Responsibility	●●●	●●●	●●●●	2
8 Climate Strategy and Risk Management	●	●●	●●●●	3
9 Transparent Disclosure and Green Consumption	●●	●●●●	●●	7
10 Resource Circulation and Circular Economy	●	●●	●●●	10
People/Human Rights				
11 Occupational Health and Safety	●●●●	●●●	●●●●	4
12 Human Rights Protection	●●●●	●●	●●●●	5
13 Talent Recruitment and Retention	●●●	●●●	●●	14
14 Talent Cultivation and Development	●●●	●●●	●●	15



I Explanation of Material Topic Changes

Material topic	Materiality Ranking			Change Description
	2024	2025	Change	
Human Rights Protection	-	5	▲ / +	New sustainability topic was added in 2025; labor and human rights regulations have become stricter in recent years, and human rights management in supply chains has gained significant attention
Transparent Disclosure and Green Consumption	14	7	▲ / +	Green product regulations in Europe and the U.S. have become stricter, strengthening requirements for product labeling
Information Security and Privacy Protection	13	8	▲ / +	The EU has implemented the Cyber Resilience Act, and new types of cyberattacks continue to evolve
Resource Circulation and Circular Economy	15	10	▲ / +	In response to the 2050 net-zero emissions target, the EU proposed a draft "Circular Economy Act" in 2025, and Taiwan's Ministry of the Environment also released its first draft "2050 Circular Economy Roadmap." The circular economy has become a topic of significant discussion and attention
Energy Management	3	13	▼ / -	In response to the evolving depth of climate governance, "Energy Management" was separated from the original "GHG and Energy Management" category in 2025. Given that the Group has long been committed to energy conservation strategies and has established a mature energy management system with a track record of emission reductions, the materiality ranking has been adjusted
Brand Strategy and Business Reputation Management	4	16	▼ / -	Currently has no significant impact on sustainable development

Note: ▲ Up ▼ Down +New -Removed



1.3.3 Management of Material Topics

GIGABYTE focuses on managing the ESG impacts of its own operations and value chain activities, using this as a key basis for driving corporate sustainability strategies and actions to continuously strengthen the company's long-term value and resilience. To ensure the effectiveness of management measures, we conduct preliminary impact assessments specifically for the top three issues ranked by sustainability impact and materiality. We examine the impact of these issues on stakeholders, as well as current management mechanisms and improvement outcomes, to continuously optimize relevant strategies for risk mitigation and long-term value creation, ensuring the company remains competitive amid sustainability trends.

Material Topic Management

Material topic	Value Chain Impact Boundary			Operations Impact Aspects	Impact Aspect and Impact Description	GRI Topic Standards	SASB Topics	Disclosure Section
	Upstream Supply Chain	Company Operations	Downstream Products & Services					
Corporate Governance	△	▲		G	⊕ Stable Governance and Performance, Strengthening Trust and Reputation for Integrity ⊖ Impact on Operational Performance	Customize Material Topics		Chapter 2: Corporate Governance
Code of Ethics and Conduct	△	▲	▲	G	⊕ Reducing Operational Risks and Penalties ⊖ Operational risks such as legal violations and penalties	GRI205-3 GRI206-1 GRI415-1		2.2 Code of Ethics and Conduct
Supply Chain Environmental and Social Impact Management	▲	▲	△	E/S	⊕ Reduce the risk of supply chain non-compliance, ensure supply stability, and enhance supply chain resilience ⊖ Supply chain disruptions increase product costs; supply chain operations have negative impacts on environmental and human rights issues	GRI204-1 GRI308-1 · 308-2 GRI414-1 · 414-2	Supply Chain Management Material Procurement	Chapter 4: Sustainable Value Chain
Innovation Management		▲	△	G	⊕ Technological and Product Innovation: Creating New Business Opportunities ⊖ Intellectual property infringement or litigation	Customize Material Topics		2.5 Innovation Management
Information Security and Privacy Protection		▲	△	G/S	⊕ Robust information security mechanisms to maintain customer trust ⊖ Leakage of customer or R&D-related information	GRI418-1		2.4 Information Security and Privacy Protection
Customer Relationship Management		▲	▲	S	⊕ Build customer trust and enhance brand loyalty ⊖ Loss of customer orders			2.6 Customer Relationship Management
Climate Strategy and Risk Management	△	▲	△	E	⊕ Reducing GHG emissions from operations and products (e.g., by using renewable energy) can lower the burden of carbon border taxes or carbon fees ⊖ Failure to manage climate change risks may lead to operational disruptions or increased carbon costs	GRI302-1 · 302-3 · 302-4 GRI305-1~305-5 · 305-7		3.2 Climate Change Mitigation and Adaptation
Product Stewardship Responsibility	▲	▲	△	E/S	⊕ Ensure product safety and sustainability, and develop business opportunities for green products ⊖ Failure to meet customer or regulatory requirements may result in lost business opportunities or negative impacts on the environment and health, potentially leading to penalties	GRI416-1 · 416-2 GRI417-1 · 417-2	Product Life Cycle Management	3.4 Product Stewardship Responsibility
Transparent Disclosure and Green Consumption		▲	▲	E/S	⊕ Enhance consumer trust in the product ⊖ Non-compliant labeling may result in a risk of sales prohibition			3.4 Product Stewardship Responsibility
Resource Circulation and Circular Economy	▲	▲	▲	E	⊕ Using recycled materials to improve resource efficiency and expand the circular services market ⊖ Failure to increase the proportion of recycled materials in products may expose the company to risks of soaring costs or shortages of virgin materials	GRI301-1~301-3		3.4 Product Stewardship Responsibility
Human Rights Protection	△	▲		G/S	⊕ Safeguarding employees' basic rights, promoting workplace inclusion, and reducing human rights violations ⊖ Increased management costs, which may result in a negative corporate image	GRI405-1 · 405-2 GRI407-1		5.1 Human Rights Protection
Talent Recruitment and Retention		▲		S	⊕ Recruit excellent talent, reduce turnover, and enhance competitiveness and operational stability ⊖ Talent drains and the risk of labor shortages	GRI401-1~401-3		5.2 Talent Management
Talent Cultivation and Development		▲		S	⊕ Opportunities for talent growth to enhance corporate competitiveness and innovation ⊖ Insufficient talent skills, leading to a decline in corporate competitiveness and innovation	GRI404-1~404-3		5.2 Talent Management
Occupational Health and Safety	△	▲		S	⊕ Healthy and Safe Workplace ⊖ Occupational accidents or occupational diseases, and potential penalties	GRI403-1~403-10 GRI410-1		5.3 Occupational Health and Safety

Value Chain Impacts Boundary: ▲ Direct Impact △ Indirect Impact

Material impacts: ⊕ Positive actual impacts ⊕ Positive potential impacts ⊖ Negative actual impacts ⊖ Negative potential impacts

Operational Impact Aspects: E represents Environmental, S represents People/Human Rights, G represents Governance



Impact Assessment of the Top Three Material Topics

Material topic	Impact Occurrence Stage			Sustainability Impact	Impact Description	Management Actions	Management Outcomes	Impact Assessment
	Upstream	Operations	Product					
Supply Chain Environmental and Social Impact Management	V	V		Environment	+ Reduce the impact of supply chain activities on environment - Natural resource consumption and waste generation	Launched the "333 Reduction Plan" initiative and engaged with suppliers	A total of 174 suppliers has participated since 2016	• 77% have met their carbon reduction targets • 62% have set water reduction targets • 58% have set waste reduction targets
						Negotiated and signed long-term supply agreement with suppliers (Sustainability Compliance Declaration)	A total of 285 suppliers has signed long-term supply contracts	Suppliers with long-term supply agreements may be included in the priority procurement reference list; by 2025, their share of total procurement value reached 14%
				Social Non-employee workers	+ Prevent human rights violations caused by supply chain activities - Violations of fundamental labor rights	Occupational Health and Safety Management for Non-Employee Workers	A total of 106 non-employee positions (including temporary staffing, contract work, and internships) resulted in 1 occupational injury and 0 occupational disease incidents	• Provided employment opportunities for 106 non-employee workers; calculated based on the statutory minimum wage, this generated an economic value of TWD\$15.78 million for the labor market • For employees involved in occupational injury incidents, insurance coverage and post-incident medical care were provided, while education, training, and awareness campaigns were strengthened. For detailed information, please refer to 5.3.1 Environmental Safety and Health
						Implementation of Conflict Minerals Due Diligence	• 99.37% (CMRT) and 97.23% (EMRT) of smelters partnered with key suppliers comply with RMI standards. • 285 suppliers signed the Conflict Minerals Sustainability Compliance Declaration	Procurement from key suppliers accounts for over 99% of total spending, ensuring compliance in component production while generating economic value
Product Stewardship Responsibility	V	V	V	Environment	+ Reducing Dependence on Natural Resources - Consumption of natural resources and waste generation have an environmental impact	Promoting green product management Developing a circular economy business model	Used 3.74 metric tons of recycled metal Promoted the recycling of 1,274.06 kg of electronic waste	• Overall product recyclability rate of 94.78% • Overall recyclability of packaging materials reached 88.16 % Carbon Reduction from E-Waste Recycling: approximately 165.63 metric tons
				Consumers / Customers	+ Providing safe products - Products that do not comply with hazardous substance regulations may endanger consumer health	Implementing hazardous substance management mechanisms	A total of 798 due diligence sampling tests for hazardous substances were conducted (including components and finished products)	100% pass rate for due diligence sampling tests of hazardous substances
Climate Strategy and Risk Management	V	V	V	Environment	+ Promoting operational resource management and resilience - Supply chain or operational disruptions caused by extreme weather events, as well as increased carbon costs and management expenses	Implement carbon reduction strategies	Implemented 13 energy-saving initiatives, with environmental protection expenditures exceeding TWD\$45 million	Compared to pre-improvement energy usage, electricity savings reached 1,036,237 kWh, equivalent to a carbon reduction of approximately 474.41 metric tons
					+ Enhancing Resource Efficiency - Declining value of ecosystem services and rising costs of natural resources	In collaboration with the German Plant-for-the-Planet Foundation, launched the "Tree Planting x Carbon Offset" initiative	12,500 trees planted in 2025; since the initial partnership in 2017, a cumulative total of over 110,000 trees have been planted	• Collaborated on carbon offset projects to purchase carbon credits, achieving a cumulative reduction of 7,500 tCO₂e to support global climate transition • Ongoing tree-planting initiatives are projected to generate 22,500 tons of carbon sequestration benefits over the years
				Consumers / Customers	+ Providing consumers and customers with low-carbon and energy-efficient products	Research, develop, and provide energy-efficient products	• 82.8% of power supplies meet or exceed 80+ Gold certification standards • 79.6% of servers are equipped with power supplies rated at 80 PLUS Gold or higher	Sales of power supplies and servers meeting or exceeding 80 PLUS Gold certification accounted for 23.2% of revenue



1.3.4 Management and Implementation of Material Topics

Corporate Governance

Material topic	Policy Commitments	Management Actions	Tracking Mechanisms	Stakeholder Engagement and Effectiveness
Corporate Governance	Establishment of regulations such as the "Code of Business Conduct," "CSR Best Practice Principles," "Employee Code of Ethical Conduct," "BOD Meeting Rules," and "Corporate Governance Best Practice Principles"	- Convene regular meetings of the Board of Directors and various functional committees and disclose implementation status - 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 the status of Corporate Governance implementation in the annual report - Participate in Corporate Governance Evaluation annually	- Regularly disclose the latest Corporate Governance developments in annual reports, on the company website, and in sustainability reports - 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	- Establish an internal control system and formulate the "Code of Ethical Conduct" to ensure compliance with regulations, fair competition, anti-corruption, intellectual property protection, and management of conflicts of interest - Implement management practices in accordance with the Responsible Business Alliance (RBA)	- Implement an annual audit plan - Code of Ethical Conduct listed as one of the signed documents that new employees must submit - Plan relevant training programs	- Regularly review and update the Code of Conduct. Ensure timely crisis management and appropriate resolution. - Conduct regular internal audits to investigate any violations of ethical integrity or major laws and regulations	- Provide communication and complaint channels for stakeholders - Report internal control and audit-related information to government agencies as required
Supply Chain Environmental and Social Impact Management	The "GIGABYTE Sustainable Procurement 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.	- Implement a supplier tiering management system to optimize sustainability assessments, which serve as a reference for procurement decisions - Regularly monitor supplier risks and develop response strategies - Organize supplier conferences to encourage suppliers to join the "Reduction, Sharing, Love the Earth" Alliance - Conduct regular surveys on suppliers' use of conflict minerals to reduce negative social impacts in the supply chain	- Conducting supplier audits on an ad hoc basis - Regularly track supplier participation in assessments and the reduction performance of the "Reduction, Sharing, Love the Earth" Alliance	- Establish diverse communication channels with suppliers and conduct supply chain audits and evaluations - Supplier management tasks are carried out by relevant personnel from the Sustainable Development Office, business groups, and subsidiaries
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.	- Implement patent incentives annually in accordance with relevant regulations - Allocate at least 3% of annual revenue to R&D expenses to ensure mastery of future key technologies	- The Legal Affairs and Intellectual Property Division oversees all patent applications and maintenance activities within the Group - Optimize internal management processes to drive technological innovation	- Reward employees who obtain patents annually in accordance with the regulations - Disclose R&D expenses for the most recent two fiscal years and as of the date of publication in the annual report on a regular basis
Information Security and Privacy Protection	Formulated the "Information Security Policy," "Privacy Protection Policy," and "Personal Data Protection and Management Regulations," and comply with international information security standards as well as domestic and international regulations; review and revise relevant management regulations annually.	- Conduct training sessions on an ad hoc basis - Convene regular information security meetings and report implementation status to the Board of Directors	Conduct vulnerability scans, penetration tests, information asset identification and risk assessments, and social engineering drills on an ad hoc basis	- Issue over 150 security awareness emails annually - Organized 5 training sessions with a total of 9,125 participants
Customer Relationship Management	Formulated the "Customer Complaints Procedure" and "Customer Problems Procedure" to actively deal with customer problems and protect their rights.	- Established a dedicated unit to handle service quality and customer complaints - Host meetings to review and improve service and operational quality	Conduct regular customer satisfaction surveys	- Establish an online customer service system and platform Provide diverse channels for feedback - Establish physical service centers to provide after-sales service

I Environmental Sustainability

Material topic	Policy Commitments	Management Actions	Tracking Mechanisms	Stakeholder Engagement and Effectiveness
Climate Strategy and Risk Management	- The "CSR Best Practice Principles" clearly stipulates that senior management is responsible for environmental issues arising from operational activities - Mitigate the impact of climate change on operations and promote climate-related mitigation and adaptation measures - Implement the "333 Reduction Plan" and set annual and long-term reduction targets	- GIGABYTE's Green Sustainable Development Committee is responsible for climate risk management and holds regular cross-departmental meetings - Implement the "Sustainability Fund" and "Reduction Reward Program" to encourage internal energy-saving proposals - Promote green logistics information, obtain green logistics certification, and reduce Scope 3 emissions - Partner with the Plant-for-the-Planet Foundation to retire 2,500 metric tons of VER carbon cancels annually from 2023 to 2027	- Update climate risk scenario analyses annually based on the latest actual data, operational status, and market forecasts - Global logistics and warehousing services planned by the Global Operations and Risk Management Center - Participate in the CDP survey annually to assess our governance performance and ensure our strategies align with international trends	- Respond to CDP questionnaires on climate change, water security, and supply chain engagement - The release of TCFD report, and disclosure of management outcomes through the Sustainability Report and corporate website
Product Stewardship Responsibility	Establish the "Guidelines for the Management of Harmful Chemical Substances and Sustainable Materials Requirements," requiring the reduction of environmentally harmful substances in products and services, and encouraging the use of sustainable raw materials	- Implement the IECQ QC 080000 Hazardous Substance Management System - Regularly review regulations and update the "Guidelines for the Control of Hazardous Substances and Sustainable Materials"	- Report quarterly to the GIGABYTE Green Sustainable Development Committee on trends in international product environmental regulations and implementing cross-departmental response plans - Conduct annual life cycle impact assessments for newly launched flagship products	- A total of 118 staff members completed 236 hours of training - Passed the annual external audit for IECQ QC 080000
Transparent Disclosure and Green Consumption	Published the "Product Environmental Report," disclosing the life cycle assessments of four major product lines	Set up a dedicated section on the official website to publish the Product Environmental Report, while the annual Sustainability Report regularly discloses management measures and performance regarding environmental aspects	- Conduct annual life cycle impact analyses for newly launched main products - Regularly collect, maintain, and disclose sustainability information	- A total of 117 Product Environmental Reports has been published - Disclose environmental management measures and performance on the official website and in reports
Resource Circulation and Circular Economy	Established the "Sustainable Procurement Guidelines" and incorporated the "Sustainable Raw Materials Policy" into the guidelines; simultaneously, established the subsidiary Bestyield International to develop a circular economy business model	- Launch a Group-wide product packaging reduction plan, set phased reduction targets and strategies - Promote sustainable raw material management - Subsidiary Bestyield International provides product circularity services	- Conduct an annual packaging survey to review annual target achievement rates and progress on packaging regulations - Conduct sustainable raw material inventory audits to review annual target achievement rates - Regularly track and compile statistics on the results of repair services	- Provide consumer product repair channels; annual product recovery rate reaches 97%, reducing 1,139.95 metric tons of electronic waste - Participates in sustainability events and organizes repair service events and student visits to promote circular services and related concepts



I People/Human Rights

Material topic	Policy Commitments	Management Actions	Tracking Mechanisms	Stakeholder Engagement and Effectiveness
Human Rights Protection	The "Human Rights Policy" and "Sustainable Procurement Guidelines" clearly stipulate that the company and its value chain must adhere to and implement human rights protections	• Provide mechanisms for reporting and redressing human rights violations • Conduct relevant training sessions on an ad hoc basis • Ensure alignment of policies with external regulations	• Conduct human rights risk assessments • Regularly investigate suppliers' use of conflict minerals to mitigate negative social impacts in the supply chain	• Hold regular labor-management meetings • 7 complaints were received; for details on handling and improvements, please refer to Section 5.1. Human Rights Protection • Organized gender equality training sessions, with a total of 1,329 participants completing the training
Talent Recruitment and Retention	The Articles of Incorporation stipulate that if the company generates a profit in a given year, 3–10% shall be allocated to share the economic benefits with employees	• Salary adjustments are based on the annual consumer price index, adjustments to public service pay scale, industry salary adjustments and performance evaluations • Establish a comprehensive benefits system, including an Employee Welfare Committee, which regularly reviews and updates benefit policies and promotional activities	• Conduct employee satisfaction surveys • Monitor changes in employee turnover rates • Staffing requirements are devised by employer units and recruiting requirements proposed based on their business operations • Enhance and update benefit policies and promotional activities as needed	• Post job openings on public recruitment websites and maintain a dedicated job listings section on the intranet • Establish an Employee Benefits Committee, with employee representatives holding regular meetings to manage benefits • Employee satisfaction survey for Taiwan locations: Overall satisfaction score of 4.55 (on a 6-point scale)
Talent Cultivation and Development	Establish a dual-track cultivation system for managerial and professional roles, combined with a twice-yearly performance review system, to support employee career development	• Plan competency-based training courses and providing diverse learning channels to encourage self-directed learning and development • Conduct regular performance evaluations to enhance employees' professional capabilities and skills, thereby achieving the company's operational goals	Regularly review corporate development strategies and employee needs to provide corresponding training resources	Periodic performance evaluations and promotions
Occupational Health and Safety	• Establish comprehensive environmental, health, and safety management measures to create a healthy and supportive workplace • Implement the ISO 45001 Occupational Health and Safety Management System and ensure its effective operation through full staff participation and internal and external audits	• Formulate an "Occupational Health and Safety Management Plan" • Implement an employee health classification management system, health management incentives, and maternity protection measures • Implement an Employee Assistance Program (EAP) • Obtaining Sports Workplace certification and launching of family-friendly plans	• The Occupational Safety and Health Committee regularly reviews Occupational Safety and Health Policy and matters • Periodic renewal of ISO 45001 OHS management system certification	Convening OHS Committee meetings on a regular basis

1.3.5 Material Topic Performance Indicators and Management Objectives

Corporate Governance

Material topic	2025 Management Objectives	Progress	2025 Implementation Status	Mid-to-Long-Term Goals
Corporate Governance	Strengthen the organizational functions of functional committees	Achieved	The Audit Committee was reorganized into the "Audit and Risk Management Committee," and a new "Corporate Governance and Sustainability Committee" was established	Continuously improve Corporate Governance, amend existing Corporate Governance regulations in accordance with laws and regulations, and optimize oversight mechanisms
Code of Ethics and Conduct	Zero incidents of corruption and commercial fraud	Achieved	No incidents of corruption or commercial fraud	- Zero tolerance for corruption and commercial fraud to ensure fair competition and integrity in transactions - Require all new employees to sign the "Employee Code of Ethics" - Provide annual integrity training to existing employees to enhance professional ethics and corporate culture
	Require 100% of new hires to sign the "Employee Code of Ethics"		100% signing rate for new employees	
	Regularly provide ethical management training		Conducted 81 corporate integrity and anti-corruption training sessions, totaling 456 training hours	
Supply Chain Environmental and Social Impact Management	75% of key suppliers were rated at or above the "Compliant" level, and a risk assessment mechanism was implemented	Achievement Rate 96%	The proportion of key suppliers rated above the "Compliant" level reached 71%. For detailed classification management and risk assessment mechanisms, please refer to 4.2.2 Supplier Tier 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 - Increase the participation rate of the top 100 suppliers in the Supplier Conference and the "Reduction, Sharing, Love the Earth" Alliance - 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
	Achieve a response rate of over 90% for the supplier conflict minerals questionnaire and require suppliers with smelters of concern to make improvements within a specified timeframe	Achievement Rate 96%	Due diligence on suppliers' use of conflict minerals; overall response rate for CMRT and EMRT reached 86%; see Section 4.3.2 for details on corrective actions Conflict Minerals Management	
	Hosted one supplier conference with 50 participating suppliers to share sustainability trends and response strategies	Achieved	- Hosted 1 supplier conference focused on "Supply Chain Carbon Management" to share net-zero trends and management actions; 89 suppliers participated, with a participation rate of 25% among the top 100 suppliers - Group's CSR course "Sustainability Risk Management Trends and TNFD" expanded invitations to suppliers, with a total of 31 suppliers and 53 supplier partners participating	
	Tracked the reduction efforts of "Reduction, Sharing, Love the Earth" alliance members and assisted at least 25% of suppliers in setting reduction targets	Achieved	To date, a cumulative total of 174 suppliers has joined the alliance, 77% of whom have set carbon reduction targets	
Innovation Management	Consistently secured over 100 patents and awards	Achieved	116 patents granted, bringing the cumulative total to 3,195 - Products have won 18 prestigious awards, including the Red Dot Design Award and the Taiwan Excellence Award	- Increase the ratio of annual patents to awards - Acquiring patents related to green products
Information Security and Privacy Protection	Conducted information security training	Achieved	Conducted 5 training sessions for employees at Group locations in Taiwan and suppliers, with an average completion rate of 84.7%	- Continuously enhancing cybersecurity awareness among employees and the supply chain - Strengthened internal information security management and maintained ISO/IEC 27001:2022 and CNS 27001:2023 Information Security Management System certifications
	Conducted annual social engineering drills		Conducted 4 times annually, with 14,799 participants	
	No violations or incidents related to information security or personal data protection		No violations or related incidents occurred throughout the year	
Customer Relationship Management	Customer satisfaction: 95% rated three stars or higher	Achieved	Customer satisfaction of 100% or higher (3 stars or above)	Continue to keep over 95% of customer satisfaction over three stars
	100% resolution of customer rights disputes		Tracked 8 customer complaint cases and successfully resolved them	100% resolution rate for customer disputes

I Environmental Sustainability

Material topic	2025 Management Objectives	Progress	2025 Implementation Status	Mid-to-Long-Term Goals
Climate Strategy and Risk Management	Scope 1 and 2 carbon emissions reduced by 4.2% in absolute terms	Not Achieved	Due to operational scale growth, carbon emissions increased by 3.19% compared to the previous year. GIGABYTE continues to optimize energy and resource efficiency; when examining carbon intensity per million in revenue, it decreased by 18.80% compared to the previous year. For improvement measures, please refer to 3.2.5 GHG Management	- Continue to participate in CDP, refine and drive the implementation of management actions, and maintain a rating of "Management" or higher in the climate change assessment - Continuously track the latest updates from SBTi, TCFD, and other initiatives to ensure that climate change response and carbon reduction plans align with international goals
	Scope 3: Achieve an absolute reduction of 3.5% in carbon emissions from purchased materials and sold end products, and a 3.5% reduction in carbon emissions per million in revenue	Not achieved	Due to rapid growth in server demand, carbon emissions from purchased components and sold end-products increased by 30.3%; carbon emissions per million in revenue also increased by 2.5% compared to the previous year. For improvement measures, please refer to 3.2.5 GHG Management	
	Maintain a CDP Climate Change Rating above the "Management" level	Achieved	CDP Climate Change Rating: B (Management) CDP Water Security Rating: B (Management) CDP Supplier Engagement Rating: A (Leadership)	
	Published a TCFD report and conducted analysis using at least three climate scenarios	Achieved	Published an independent TCFD report on the official website, incorporating three climate scenario analyses Strengthen climate strategy and risk management	
Product Stewardship Responsibility	Revise the HCSR in accordance with the latest chemical and substance regulations	Achieved	Revised and published HCSR Version 5.0	Ensured HCSR compliance with the latest chemical and substance regulations
	Due diligence spot checks: 0 cases of hazardous substances exceeding limits		798 components/products were tested through due diligence spot checks, with 0 instances of hazardous substance exceedances	Maintained zero incidents of hazardous substance exceedances in due diligence spot checks of products
Transparent Disclosure and Green Consumption	Published 100% "Product Environmental Reports" for 4 major product lines	Achieved	Published Product Environmental Reports for four major product lines ^{Note} , with 117 reports in the series made publicly available on the official website	Maintain the publication of Product Environmental Reports for 4 major product lines, available for review by stakeholders
Resource Circulation and Circular Economy	Implement tracking of total packaging material weight and recyclability rates, maintaining a packaging material recyclability rate of 90% or higher	Achievement Rate 98%	Recyclability rate of packaging materials: 88.16 %. For detailed improvement measures, please refer to 3.4.4 Product Packaging Management	Eliminate the use of single-use packaging materials starting in 2030
	Promote the recycling of 900 metric tons of electronic waste	Achieved	Promote the recycling of 1,274.06 metric tons of electronic waste	Promote the recycling of 1,200 metric tons of e-waste by 2030

Note: It doesn't include outsourced products



I People/Human Rights

Material topic	2025 Management Objectives	Progress	2025 Implementation Status	Mid-to-Long-Term Goals
Human Rights Protection	Formulate a "Human Rights Policy" to serve as the guiding principle for the company's human rights management	Achieved	Issued the Human Rights Policy and published it on the official website	- Continuously provide gender equality education and training to enhance employees' gender awareness and foster a workplace culture that respects diversity - Plan and implement human rights due diligence procedures
	Conduct training sessions on gender equality	Achieved	A total of 1,329 participants throughout the year	
Talent Recruitment and Retention	Host expanded recruitment events	Achieved	Held a total of 17 recruitment seminars domestically and internationally; participated in 12 campus career fairs	- Recruit suitable talent based on organization and operational needs - Continue to provide development resources and opportunities for diversified talent - Planning 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 female mid-to-senior level managers to 20%	Achieved	24.30% representation of women in mid-to-senior management	
	Voluntary turnover rate not exceeding 15%	Not Achieved	The voluntary turnover rate for employees in Taiwan is 10.10%; the voluntary turnover rate for employees in Mainland China is 42.70%. For details, please refer to 5.2.3 Talent Recruitment and Retention	
	Conduct employee satisfaction surveys	Achieved	Conducted the first employee satisfaction survey; satisfaction score was 4.55 (out of 6)	
Talent Cultivation and Development	Organize diverse training activities; target 10 hours of training per employee	Achieved	- Average training hours per employee: 22.40 hours - A total of 30,404 training sessions and courses were held, accumulating 141,279 training hours, with 68,182 participants	- Annual examination of the Company's development strategy and employee requirements so that the corresponding education and training resources can be provided - Conduct regular performance evaluations to help achieve the company's operational and development goals, while also enabling employees to enhance their professional capabilities and develop their skills
	Mid-term and end-of-term performance evaluations are implemented, with an overall evaluation rate of 100%		The Group's overall evaluation rate is 100%	
Occupational Health and Safety	Zero serious and fatal workplace accidents; zero cases of occupational diseases	Achieved	- No serious or fatal occupational accidents occurred - No occupational disease incidents	- Reduce occupational accidents and promote Occupational Health and Safety - Eliminate workplace hazards to achieve zero accidents - Reduce the number of employees with abnormal health classification results by at least 10%
	Ensure zero fire incidents	Achieved	Zero fire incidents	
	Conduct regular health exams, with 100% compliance with regulatory standards; conduct a health service satisfaction survey at the Headquarters	Achieved	100% compliance with regulatory standards for health examinations at the Headquarters and three plants - Satisfaction with health services and health promotion at the Headquarters reached 92.51%	
	Implement the EAP (Employee Assistance Program), with a satisfaction score of 4 or higher (out of 5)	Achieved	EAP services reached 8,236 participants, with a satisfaction rating of 4.68 for counseling services	

1.4 Stakeholder Engagement

GIGABYTE not only considers factors such as company operations and the market environment but also places great importance on stakeholder opinions and feedback. Therefore, we actively address issues of concern to our stakeholders, hoping to co-create sustainable value with them. Referencing the AA1000 SES stakeholder engagement standards, and following internal discussions within the Sustainable Development Office, we have identified seven key stakeholder groups: employees, investors, customers, suppliers, communities/non-profit organizations/schools, government, and the media. Based on the characteristics of each stakeholder group, we plan appropriate communication methods and channels. We also monitor domestic and international trends in sustainability issues and provide relevant information in a timely manner to ensure corporate transparency and meet the expectations of stakeholders affected by our operations.

Category	Objective of Engagement	Concerned Material Issues	Communication Channels and Frequency		2025 Engagement Performance
 Employees	Prioritizing employee communication and career development, and providing comprehensive and diverse work-life balance measures that promote inclusion	Occupational Health and Safety Human Rights Protection	Regular	- Occupational Safety and Health Committee - Labor-Management Meetings - Employee Satisfaction Survey	- Labor-Management Meetings and Occupational Safety and Health Committee Meetings Held Regularly in Accordance with the Law - EAP services reached 8,236 participants, with a satisfaction rating of 4.68 (out of 5) for counseling services - HR employee satisfaction: 4.55 (out of 6) - Total training hours: 141,279
			Ad hoc	- Departmental work meetings - Education and Training/Practical Drills - Employee Assistance Program (EAP) - Various events/seminars - Internal and External Website Announcements - Newsletter	
 Investors	Transparent disclosure of operational and financial status to enhance shareholder confidence in the company's management and maximize shareholder value	Customer Relationship Management Code of Ethics and Conduct	Regular	- Hold annual general meetings - Publish financial reports, annual reports, and sustainability reports - Responding to investor requests regarding domestic and international sustainability assessments	- Hold one annual general meeting - Hold two investor conferences - Completed the CDP Climate Change Assessment and Water Security Assessment at the request of investors, achieving a grade of B (Management) for both. Supplier Engagement received a grade of A (Leadership) - Participated in the S&P Global Corporate Sustainability Assessment (CSA), with a total score in 2025 improving by 8 points compared to 2024
			Ad hoc	- Investor Conferences - Publication of information on The Market Observation Post System or GIGABYTE official website - Respond to sustainability-related questionnaires requested by clients	
 Customers	Provide high-quality, innovative products to enhance customer satisfaction and help customers achieve their goals	Product Stewardship Responsibility Information Security and Privacy Protection Resource Circulation and Circular Economy	Regular	- Customer Satisfaction Surveys - Annual Response to CDP Questionnaire	100% customer satisfaction rate at service centers - In response to customer requests, we completed the CDP Climate Change Assessment and Water Security Assessment, both of which received a grade of B (Management). Supplier Engagement received a grade of A (Leadership)
			Ad hoc	- Audits and requirements from customers - Customer technical conferences - Online Service Systems and Platforms	

Category	Objective of Engagement	Concerned Material Issues	Communication Channels and Frequency		2025 Engagement Performance
 Suppliers	Promoting sustainable supply chain management measures to build a resilient supply chain	Code of Ethics and Conduct Occupational Health and Safety	Regular - Regular Supplier Audits/Sustainability Evaluation - Annual Supplier Conference - Conflict Minerals Investigation	Ad hoc - Supplier sustainability training - Business Review Meetings - Updated and published supply chain management policies, such as the "Sustainable Procurement Guidelines" and the "Harmful Chemical Substance Regulations"	83 suppliers participated in the sustainability assessment, accounting for 10% of total procurement 74 suppliers reported their environmental performance; among them, 20 achieved a 3% annual reduction in carbon emissions, 26 achieved a 3% annual reduction in water consumption, and 25 achieved a 3% annual reduction in waste - Hosted 1 supplier conference, with 89 suppliers and 122 participants - The response rate for supplier conflict minerals due diligence reached 86%
 Community/ Non-Profit Organizations/ Schools	Organizing and participating in charitable activities to amplify the company's sustainability impact and practice corporate social responsibility	Social involvement and digital inclusion Information Security and Privacy Protection	Ad hoc	- Organizing technology competitions or talent training programs - Co-organizing environmental and technology education events - Participation in the New Taipei City Corporate Partners Disaster Prevention Alliance - Participating in relevant organizations and forums - Invite communities and NGOs to participate in activities	- Organized a technology competition for college students, receiving 602 entries - A total of 171 science and technology education sessions were held, benefiting a cumulative total of 5,743 participants
 Government	Complying with local laws and ensuring accurate regulatory reporting across all operational sites	Corporate Governance	Regular - Publication of financial report / annual report / sustainability reports - Participation in Corporate Governance Evaluation	Ad hoc - Official correspondence - Participation in relevant industry association and government events - Disclosure of material information/sustainability-related information on the Taiwan Stock Exchange Market Observation Post System	- Ranked in 36-50% range in the 12th Corporate Governance Evaluation Ranked - Complete the declaration of ESG information reporting by the given deadlines
 Media	Provide stakeholders with accurate and timely information to strengthen the company's brand image	Brand Strategy and Reputation Management	Ad hoc	- Press Conferences - Press Releases - On-site visits - Topical reporting	37 press releases - Hosted 8 press conferences

Note: Members of the highest governance body participate in stakeholder engagements with investors, employees, suppliers, and the media, document stakeholder feedback, and follow up on it at the next meeting.

02 Corporate Governance

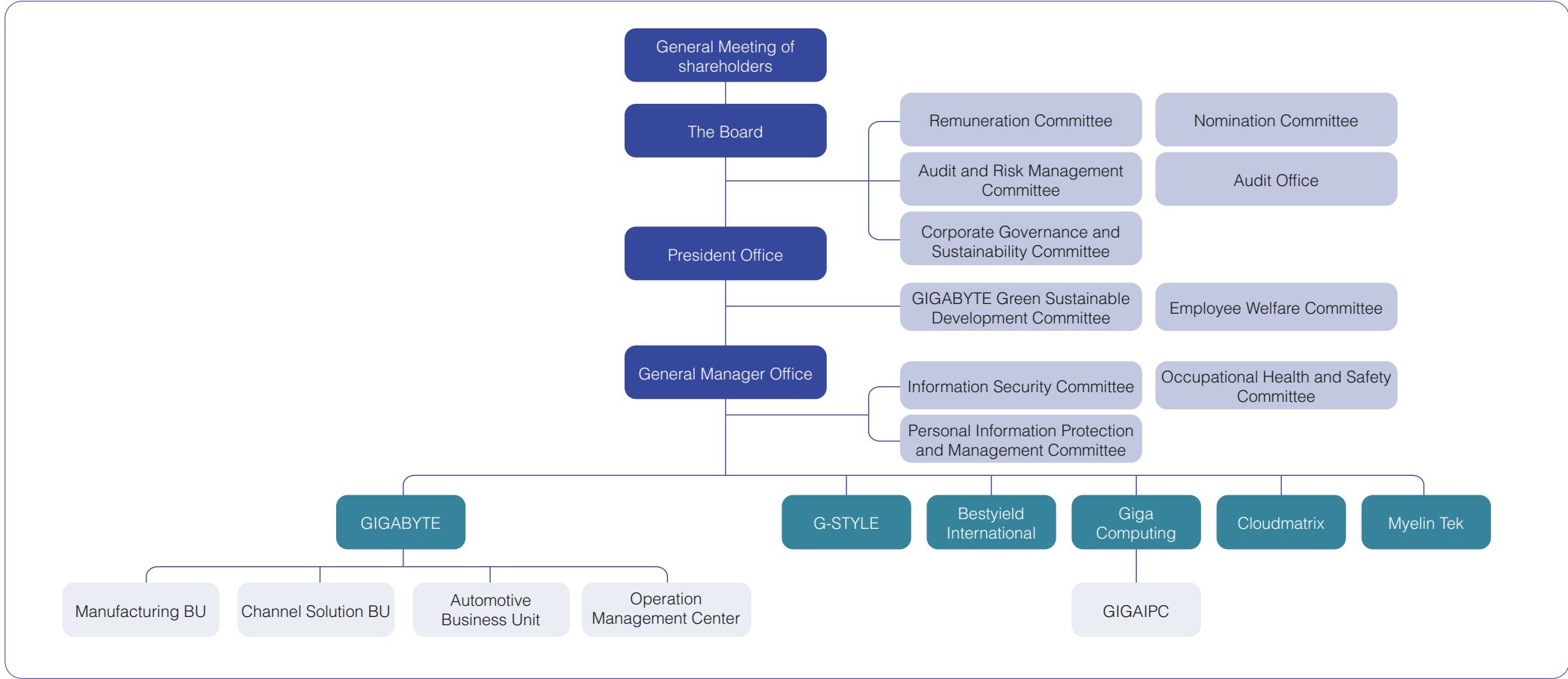
- 2.1 Corporate Governance Structure
- 2.2 Code of Ethics and Conduct
- 2.3 Risk Management
- 2.4 Information Security and Privacy Protection
- 2.5 Innovation Management
- 2.6 Customer Relationship Management
- 2.7 Brand Strategy and Reputation Management



2.1 Corporate Governance Structure

GIGABYTE adheres to the principle of integrity in business operations and has established a diversified, resilient, and sustainable governance mechanism to protect the rights and interests of all stakeholders. At the same time, in compliance with relevant Corporate Governance laws and regulations, the company has established clear rules and regulations such as the "Corporate Governance Best Practice Principles," "Rules of Procedure for Board of Directors Meetings," and "Procedures for Handling Material Inside Information." It also regularly implements internal audit and risk control mechanisms to strengthen self-review and oversight functions, thereby preventing and managing potential conflicts of interest and ensuring that the management team adheres to the principles of integrity, fulfills its Corporate Governance responsibilities, and upholds its commitment to sustainable development.

GIGABYTE is also committed to enhancing operational transparency. In addition to regularly disclosing relevant company information on the company website and the Taiwan Stock Exchange's Market Observation Post System, the company also participates in external evaluation mechanisms such as the Corporate Governance Evaluation. In the 12th Corporate Governance Evaluation, GIGABYTE was ranked in the 36–50% percentile among listed companies. Moving forward, the company will continue to monitor evaluation results to serve as a reference for improving its corporate governance mechanisms.



2.1.1 Board of Directors and Management Team

GIGABYTE adopts a candidate nomination system in accordance with the "Procedures for Election of Directors," whereby shareholders elect directors from a list of director candidates. In 2025, GIGABYTE's Board of Directors consisted of 11 members, with Mr. Dandy Yeh serving as Chairman. The Board comprised 6 executive directors and 5 independent directors, with independent directors accounting for 46% of the Board; none of the independent directors had served more than three consecutive terms. Among the Board members, there were 3 female directors, 2 of whom were independent directors, representing 27% of the Board. In 2025, the Board of Directors held seven meetings, with an average attendance rate of 98.70%.

To strengthen Corporate Governance and promote the sound development of the Board's composition, the Company's "Procedures for Election of Directors" explicitly stipulate that the Board's composition should consider diversity, while also specifying that the Board as a whole should possess capabilities including: operational judgment, financial and accounting analysis, business management, crisis management, industry knowledge, legal expertise, leadership, and decision-making. To maintain the professional strengths and capabilities of directors and promote sustainable corporate operations, directors regularly participate in continuing education courses on Corporate Governance, sustainable development, industry trends, and regulatory updates.

Diversity, Independence, and Professional Backgrounds of Board Members: For details, please refer to the [GIGABYTE Sustainability Website](#)

Status of Further Education of Directors: For detailed information, please refer to [GIGABYTE's 2025 Annual Report](#), p.33-34

Note: The average attendance rate for board meetings is calculated as follows: Actual attendance of BOD in 2025 / Expected attendance of BOD in 2025. Attendance by proxy is not included in the calculation.

Nomination and Election of Directors

In accordance with the relevant regulations of the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies," the Company has established the "Procedures for Election of Directors" and formed a Nomination Committee to regulate the standards and procedures for the election of directors. The Regulations emphasize that the election of directors should take into account the overall composition of the Board of Directors, prioritize diversity, and ensure that members possess the necessary knowledge and capabilities. Director elections follow a candidate nomination system. The Nomination Committee identifies, evaluates, and nominates candidates based on criteria regarding the professional competence, technical skills, experience, gender diversity, and independence required of Board members and the Group General Manager, to identify, review, and nominate candidates, who are then elected by shareholders at the shareholders' meeting, including both independent and non-independent directors. The Committee ensures there are no close familial relationships among directors and plans to include representatives of stakeholders related to the organization or individuals with relevant influence in future evaluations for selecting Board members. The election process is overseen by scrutineers and voting counters, with the results announced on the spot. Elected directors receive official notifications of their election.

Conflict of Interest Management

The Chairman of the Company also serves as the President. As one of the Company's founders, the Chairman is highly familiar with both the internal and external environments of the Company as well as the upstream and downstream industries, enabling him to lead the Company's long-term development. Currently, the Company has five independent directors, and a majority of the board members do not hold concurrent positions as employees or managers, thereby enhancing the supervisory function of the Board of Directors. 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. For detailed information regarding cross-shareholdings and concurrent positions held by directors with other interested parties, please refer to the "Corporate Governance Report" section II of [GIGABYTE's 2025 Annual Report](#).

2.1.2 Functional Committees and Performance Evaluation

To enhance the effectiveness of the Board of Directors, the following functional committees have been established under the Board: the Remuneration Committee, the Audit and Risk Management Committee, the Corporate Governance and Sustainability Committee, and the Nomination Committee. Each functional committee is accountable to the Board and submits proposals for resolutions by the Board.

Operation of Functional Committees

Remuneration Committee	- Composed of 3 independent directors 4 meetings in 2025, with an average attendance rate of 100% - Responsibilities: Assess the achievement of performance goals for the Company's directors, supervisors, and maintain the appropriateness of individual remuneration.
Audit and Risk Management Committee	- Composed of 5 independent directors 7 meetings in 2025, with an average attendance rate of 100% - Responsibilities: 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.
Corporate Governance and Sustainability Committee	- Composed of the Chairman and 2 independent directors - Established in April 2025 - Responsibilities: Supervise the promotion and implementation of the Company's corporate social responsibility, sustainable operations, and Corporate Governance; review relevant proposals and codes of conduct; and provide guidance on related evaluations and performance results.
Nomination Committee	- Composed of the Chairman and 2 independent directors 2 meetings in 2025, with an average attendance rate of 100% - Responsibilities: 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.

Board Performance Evaluation

Evaluation Method	Scope of Evaluation	Evaluation Cycle	Evaluation Dimensions
Self-Evaluation of Board	Board of Directors	Once a year	- Level of involvement in company operations, quality of Board decision-making, composition and structure, expertise and continuing education, management of internal relationships and communication, and internal controls. Currently, performance evaluations primarily focus on economic aspects of organizational management; in the future, the company will incorporate environmental, human rights, and other relevant indicators into its evaluations. - The evaluation results were reviewed and approved by the Remuneration Committee and adopted by the Board of Directors, with the reporting process completed within the prescribed timeframe.
Self-Evaluation of Board Members	Individual Board Members	Date of most recent assessment March 14, 2025	

Remuneration Policy for the Management Team

The remuneration for GIGABYTE directors is allocated in accordance with the Company's Articles of Incorporation and must be approved by the Board of Directors and reported to the Annual General Meeting of Shareholders. No director remuneration may be paid outside of these provisions; any additional changes require the approval of the Annual General Meeting of Shareholders. 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 executives 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 is determined based on educational background, professional experience, business performance, and level of contribution, and is approved in accordance with the Company's authorized approval authority.

The Company operates primarily in Taiwan. The following table compares the annual remuneration of the highest-paid individual at GIGABYTE with that of other employees:



Director and Executive Remuneration Policy

Item	Director Remuneration	The remuneration of president and vice presidents
Remuneration Policy	Remuneration is allocated in accordance with the Company's Articles of Incorporation; no additional remuneration shall be paid to directors. Any additional allocation or changes must be approved by a resolution of the shareholders' meeting	Administered in accordance with the Company's Remuneration Management Guidelines, Employee Performance Evaluation Guidelines, Business Group Financial Performance Assessment Principles, and the Balanced Performance Bonus Distribution Mechanism.
Criteria and composition of remuneration	Allocated based on the weighting of the directors' operational responsibilities and liability for guarantees	Base salary, living allowance, meal allowance, position allowance, non-vehicle allowance, holiday bonuses, performance bonuses, and severance pay, etc.
Interrelationship with the Company's business performance and future risks	Determined based on the company's operational performance and profitability. Fully fulfill management oversight duties, formulate business strategies, and turn crises into opportunities.	Remuneration is determined by comprehensively considering financial and non-financial indicators to strengthen employee loyalty, achieve the goal of profit and loss sharing between labor and management, and jointly address the risk environment - Financial indicators: Profitability, business unit performance, etc. - Non-financial indicators: Work target achievement rate, contribution level, etc.

Note: The specific remuneration metrics applicable to individual managers vary based on their respective roles and responsibilities to ensure alignment between managerial performance goals and unit/company strategies

2.1.3 Internal Audit

GIGABYTE's Audit Office is an independent unit reporting directly to the Board of Directors. It is responsible for formulating integrity management policies and preventive measures. Each year, it oversees implementation in accordance with the audit plan approved by the Board of Directors, conducts regular and ad hoc audits within its scope (GIGABYTE and its subsidiaries), and reports regularly to the Board of Directors to strengthen integrity management. In accordance with the "Regulations for Handling Internal Audit Systems," the purpose of internal audit is to assist the Board of Directors and management in continuously identifying potential operational risks and tracking the effectiveness of improvements, thereby enhancing overall governance quality and business performance.

Communication between Independent Directors and the Head of Internal Audit in 2025: [Please refer to the internal audit information on the GIGABYTE official website](#)

Internal Audit Activities Related to Integrity in Business Operations and Sustainable Development

Audit Items	Audit Frequency	Most Recent Audit Date	Reported to the BOD	Audit Results
Overtime and working hours management	Twice a year	August 2025	September 2025	Compliance with all regulations
Insider Trading Prevention Management	Once a year	October 2025	November 2025	Compliance with all regulations
Information Security Audit and Control Procedures	Once a year	November 2025	November 2025	Compliance with all regulations
Sustainable Information Management	Once a year	December 2025	December 2025	Compliance with all regulations
Legal and Regulatory Compliance	Once a year	December 2025	December 2025	Compliance with all regulations



2.2 Code of Ethics and Conduct

Ethical Business Practices

GIGABYTE believes that only through ethical business practices can the company earn the trust of its stakeholders. We adhere to the "Code of Ethical Conduct" approved by the Board of Directors and, with reference to the Responsible Business Alliance (RBA), have established the "Code of Business Conduct." This code provides guidance on an equal and safe work environment, legal compliance obligations, external business activities, and the protection of corporate assets, and establishes disciplinary and grievance procedures for violations of ethical business conduct. To establish sound internal mechanisms for handling and disclosing material information and to prevent improper information leaks, the Board of Directors has approved the "Regulations for the Prevention of Insider Trading" to ensure the consistency and accuracy of information released by the company to the public.

GIGABYTE's Internal Regulations on Ethical Business Operations

Regulations	Scope of Application	Description
Code of Ethical Conduct	Directors Executives Employees	Explicitly prohibits bribery, illegal political contributions, improper donations, offering or accepting improper benefits, engaging in unfair competition, and infringing on trade secrets
Code of Business Conduct		It establishes guidelines for four key management areas: "equal and safe work environment, protection of company assets, external business activities, and compliance with laws and fulfillment of social responsibilities"
Regulations for the Prevention of Insider Trading		The handling and disclosure of material inside information as defined in these regulations shall be conducted in accordance with relevant laws, orders, the regulations of the Taiwan Stock Exchange, and the Company's operating procedures
Sustainable Procurement Guidelines	Suppliers	Referring to the Responsible Business Alliance (RBA) Code of Conduct, four key management areas (quality, environmental protection, product responsibility, and corporate social responsibility) and four zero-tolerance standards have been established

GIGABYTE requires new employees to sign the "Employee Code of Ethical Conduct," with a 100% signing rate at Headquarters and the Nanping Factory. GIGABYTE continues to provide training on ethical business practices for current employees. Course topics cover legal and intellectual property matters, internal audits and controls, accounting systems, and ethical business practices. Courses are tailored for different employee categories, including management, general staff, and international employees, to ensure that all employees fully understand the company's vision and systems for ethical business practices. In 2025, a total of 81 training sessions were held, with a cumulative total of 403 participants and 456 training hours

Number of Training Sessions	Number of Trainees	Total Training Hours
81 sessions	403 participants	456 hours

Whistleblowing Mechanism

GIGABYTE provides employees with a secure and anonymous reporting channel to prevent violations of integrity-related regulations. Upon receiving a complaint, a special investigation will be initiated, and appropriate disciplinary actions will be taken against violators based on the severity of the offense. Furthermore, the scope of these complaints extends to the company's distributors to ensure employees strictly adhere to ethical boundaries in business dealings. To protect whistleblowers, GIGABYTE pledges that if an employee suffers commercial losses as a result of adhering to these guidelines, and this is verified, the employee will not face any disciplinary action or adverse consequences.



Grievance Channels

Complaint and Whistleblowing Email: Gbt-audit@gigabyte.com

Employee Complaint Mailbox: help@gigabyte.com

CSR-Related Communication Channels: CSR@gigabyte.com

Additional Communication Channels: [GIGABYTE Official Website-Stakeholder Section](#)

Violations of the Code of Business Integrity

Number of Violations	2023	2024	2025
Corruption and Bribery	0	0	0
Conflict of Interest	0	0	0
Money Laundering or Insider Trading	0	0	0
Customer Privacy Protection	0	0	0
Discrimination and Harassment	0	1 Note 1	7 Note 2

Note 1: The scope of definitions for corruption and bribery, conflicts of interest, money laundering or insider trading, and customer privacy protection follows the provisions of Article 4, Paragraph 1, Subparagraphs 2, 19, and 26 of the "Taiwan Stock Exchange Corporation Procedures for Verification and Disclosure of Material Information of Companies with Listed Securities".

Note 2: In 2024, one sexual harassment incident was reported. After the complaint investigation team verified the facts and held a meeting, the employee involved issued a disciplinary warning, which was announced on the company's intranet.

Note 3: In 2025, the company received reports of 5 incidents of sexual harassment and 2 incidents of workplace bullying. After the Grievance Investigation Team confirmed the allegations and held a meeting, the employees involved were issued disciplinary warnings, which were announced on the company intranet. Employee training sessions were conducted to strengthen communication and awareness. For detailed tracking and management information, please refer to [5.1.1 Identification and Assessment of Human Rights Risks](#)

Regulatory Compliance

In accordance with the definition of "materiality" in the Financial Supervisory Commission's "Sustainable Economic Activities Guidelines," GIGABYTE implements balanced reporting and information disclosure for penalties involving a single incident where the cumulative fine reaches TWD\$1 million or more, or where the competent authority orders a suspension of operations, closure, revocation, or cancellation of relevant permits. In 2025, GIGABYTE did not experience any material violations.

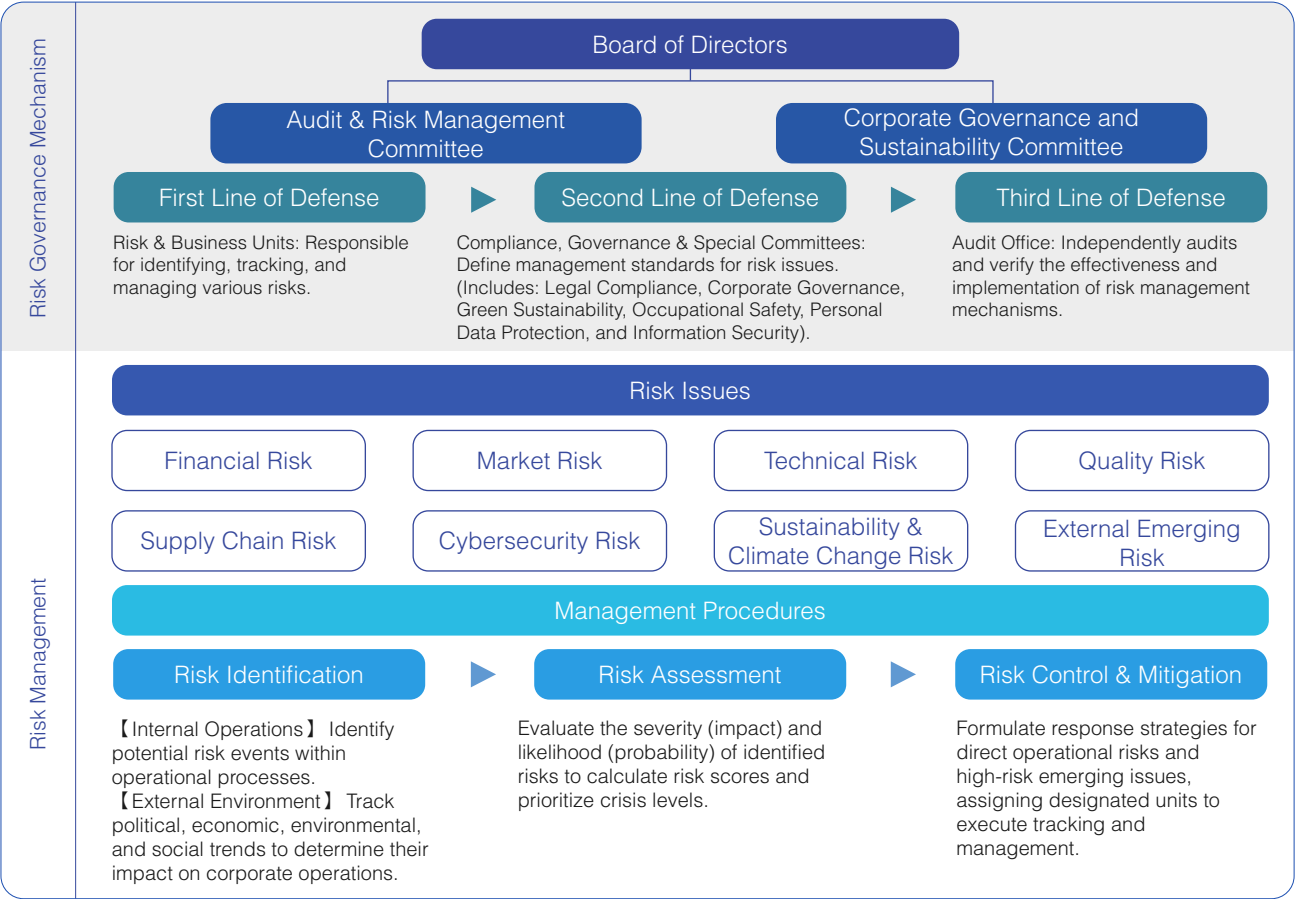
Year	2022	2023	2024	2025
Environmental Safety: Water Pollution Control Act, Air Pollution Control Act, Building Fire Safety and Toxic Chemical Substances Control Act	0	0	0	0
Products and Services: Privacy Protection, Marketing and Broadcasting, Product Information Labeling, Anti-competition, Anti-trust and monopoly	0	0	0	0
Labor Rights: Labor Standards Act, Gender Equality in Employment Act, Employment Insurance Act, Occupational Safety and Health Act	0	0	0	0

Note: GIGABYTE received a total of 6 fines for non-material violations in 2024, amounting to TWD\$211,700; in 2025, there was 1 fine for a non-material violation, amounting to TWD\$50,000.

2.3 Risk Management

Comprehensive risk management is a crucial foundation for building business resilience. In 2025, GIGABYTE reorganized its Audit Committee into the "Audit and Risk Management Committee." In addition to overseeing the preparation of the company's financial statements, the committee ensures the effectiveness of the company's compliance, risk management, and internal control systems. GIGABYTE introduces the concepts of a Business Continuity Plan (BCP) to establish three lines of defense for risk management. Dedicated units implement various management actions addressing eight major risk areas, identifying, defining, and assessing the threats, vulnerabilities, and risks faced by the company's operations. This enables the early formulation of countermeasures to prevent and mitigate the potential negative impacts on the company's operations in the event of disasters or accidents.

GIGABYTE Risk Management Framework





Risk Management Strategy

GIGABYTE establishes corresponding management strategies for risk issues directly related to its business operations, implements risk monitoring, and continuously optimizes management actions to enhance operational resilience. The progress of risk management initiatives is disclosed in public information such as annual reports and sustainability reports. In 2025, in accordance with various internal management measures, no events occurred that exceeded the company's expectations or had a significant negative impact.

Risk Issues and Management Strategies

Category	Risk Description	Management Strategy	Management Status
Financial Risk	The engagement in the investment in high risk and high leverage investments, financing a third party, acting as guarantor in favor of a third party by endorsement, and the policy in derivative trade may affect financial soundness and credit ratings	For outward loans, endorsement/guarantee and derivatives, GIGABYTE has faithfully complied with the policies duly enacted in accordance with "Procedures in Acquirement or Disposal of Assets", "Procedures in Outward Loans of Capitals" and "Procedures in Endorsement/guarantee" and conservative policy. Under no circumstances has the Company engaged in high leverage investment	2025 Annual Report P.120
Market Risk	Potential losses to the Company's financial assets due to market fluctuations (such as interest rates, exchange rates, and inflation)	We utilize appropriate financial instruments to manage interest rate fluctuations and reduce working capital costs; simultaneously, we closely monitor exchange rate trends, raw material procurement status, and prices	2025 Annual Report P.119-120
Technical Risk	Lagging behind the industry in technology application or innovation, leading to issues such as loss of competitiveness or insufficient market acceptance	Allocate a certain percentage of annual revenue to research and development expenses, and establish the "GIGABYTE Group Patent Reward Regulations" to encourage R&D innovation	2.5 Innovation Management 2025 Annual Report P.84-94
	Legal, financial, or reputational losses resulting from improper management of patents or intellectual property	Establish intellectual property and patent management regulations, including the "Intellectual Property Management Plan," "Patent Management Regulations," and "Confidential Information Management Regulations"	
Quality Risk	Legal, financial, or reputational losses due to poor product or service quality or non-compliance with local laws and regulations	Establish regulations such as the "Guidelines for the Management of Harmful Chemical Substances Requirements" and "Guidelines for the Management of Supplier Quality" to ensure the stability and sustainability of the supply chain and product quality. Simultaneously, obtain international certifications such as ISO 9001:2015 Quality Management and IECQ QC 080000:2017 Hazardous Substance Management	2.6 Customer Relationship Management 3.4 Product Stewardship Responsibility
Supply Chain Risk	Excessive concentration of procurement or sales, or failure to implement supply chain management, may lead to disruptions, losses, or even operational impacts due to significant changes in the market environment or other uncertainties	Regularly review procurement and sales status; establish the "Sustainable Procurement Guidelines" and "Guidelines for the Management of Supplier Quality" to implement a supplier tiering system; strengthen supply chain resilience through mechanisms such as evaluation, risk tracking, and audits	2025 Annual Report P.81 4. Sustainable Value Chain
Cybersecurity Risk	Insufficient information security measures may lead to data theft, tampering, or system attacks, potentially resulting in financial losses or business disruptions	Internal regulations such as the "Information Security Policy" and the "Personal Data Protection and Management Measures" have been established to ensure that the use of information security systems and data complies with regulations. Additionally, the company has obtained ISO/IEC 27001:2022 and CNS 27001:2023 information security management system certifications	2.4 Information Security and Privacy Protection 2025 Annual Report P.112-115
Sustainability and Climate Change Risk	Domestic and international corporate sustainability regulations are becoming increasingly stringent, which may pose challenges to internal management operations and increase management risks	With "Zero Waste & Zero Pollution; Transition to Low-carbon Technology; Sustainability Cycle and Sharing; and Realization of Humanistic Values" as long-term sustainable development goals, the company has launched the Green Action Plan. Concurrently, it conducts annual material topic analyses to assess the impact of sustainability issues on operations and sustainable development, and implements tracking and management	1.3 Material Topic Analysis
External Emerging Risk	Rapidly changing geopolitical, environmental, social/human rights, and economic conditions, as well as the uncertainty risks arising from these developments, test the resilience of corporate operations	Monitor changes in the industry, market, and external environment; refer to the Global Risks Report to identify the potential impact of emerging uncertainties on business operations; and formulate management measures	2.3 Risk Management

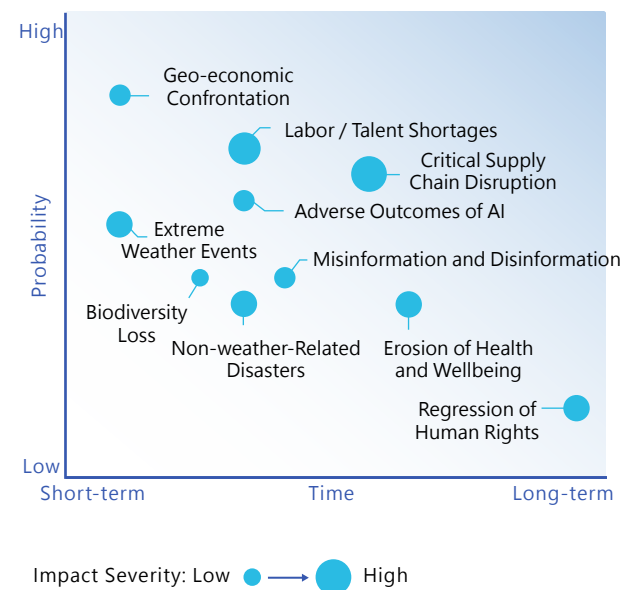
Note: A material adverse event refers to an incident resulting from the occurrence of a risk that necessitates the issuance of a material disclosure announcement, statement, or clarification, or that results in a fine exceeding TWD\$1 million.

Emerging Risk Management

GIGABYTE references the annual "Global Risks Report" published by the World Economic Forum (WEF) to analyze the potential impacts of emerging risk issues on various stakeholders. Through internal discussions, we have identified 10 emerging risk issues closely related to our industry and business operations.

These risks are evaluated based on their probability of occurrence (0–100%), time horizon (scored 1–5), and degree of impact on the company (scored 1–5). Based on this assessment, we have identified 6 short-term emerging risks and 2 long-term emerging risks. Furthermore, management policies have been established for material emerging risk issues to preemptively prevent or mitigate the potential impacts of these risks.

Emerging Risk Identification Matrix





I Emerging Risk Management Strategy

Short-Term Risks (within three Years)

Risk Issue	Potential Risk	Impact Boundary			Management Strategy	Corresponding Material Topics
		Upstream	Operations	Downstream		
Geopolitics Economic conflicts	- Domestic and international policy shifts increase market, supply chain, and regulatory risks - Evolving regulations may restrict production and sales, leading to heightened trade barriers and uncertainty	v	v	v	- Manage product compliance, logistics, and related matters through a management platform, and provide occasional education and training for employees - Establish self-inspection and external forensic/verification processes for strategic high-tech products - Create dedicated product pages and management platforms to archive relevant permits and certifications - Establish a control mechanism and system for the import inspection waiver process and organize briefings for the waiver procedures - Conduct training sessions on strategic high-tech goods customs clearance, cargo insurance, and customs origin determination practices	- Supply Chain Environmental and Social Impact Management - Climate Strategy and Risk Management - Transparent Disclosure and Green Consumption
Extreme weather events	Operational disruptions caused by extreme weather events, including concentrated rainfall, typhoons, and droughts	v	v		- Regularly assess the potential impacts of concentrated rainfall, typhoons, and droughts on production sites, logistics, and the supply chain, while taking corresponding actions and disclosures. - Enhance water resource and disaster prevention management to mitigate the impact of extreme weather events.	Climate Strategy and Risk Management
Non-weather-related disasters	Increased risks to operations and the value chain due to earthquakes, fires, or compound disasters	v	v		Regularly conduct emergency evacuation drills and environmental inspections to perform EHS (Environment, Health, and Safety) assessments and improvements.	Occupational Health and Safety
Labor / Talent Shortages	Critical shortages of specialized technical talent and general labor force	v	v	v	- Implement optimization measures such as production automation - Conduct employee satisfaction surveys to understand employee needs and address identified gaps - Provide diverse employee benefits and communication channels to reduce employee turnover	Talent Recruitment and Retention
Critical Supply Chain Disruptions	Risks associated with supplier instability, demand volatility, logistics, transportation, and international trade regulations	v	v		- Regularly evaluate supplier grading and encourage sustainable performance among vendors - Utilize a management platform for product compliance and logistics management while providing employee education and training	- Resource Circulation and Circular Economy - Supply Chain Environmental and Social Impact Management
Adverse Outcomes of AI	Emergence of AI-driven cyber threats, including hacker attacks using similar technologies, cloud security vulnerabilities, social engineering, and malicious viruses		v		- Regularly conduct employee training, external penetration testing, and drills - Comply with domestic and international information security regulations	- Supply Chain Environmental and Social Impact Management - Information Security and Privacy Protection

Long-Term Risks (three years or more)

Risk Issues	Potential Risk	Impact Boundary			Management Strategy	Corresponding Material Topics
		Upstream	Operations	Downstream		
Regression of Human Rights	Regression of labor rights, overwork, and excessive hours	v	v		- Promote supplier training and the signing of human rights documents - Provide employee communication channels and an Employee Assistance Program (EAP)	Human Rights Protection
Erosion of Health and Wellbeing	Psychological stress, rising cost of living, and workplace safety hazards		v		- Implement a tiered employee health management system and initiate follow-up management based on health checkup results - Provide medical subsidies and health management incentives for high-risk employees - Promote health promotion activities and awareness campaigns, as well as the Employee Assistance Program (EAP)	Occupational Health and Safety

2.4 Information Security and Privacy Protection

GIGABYTE strictly adheres to the "Personal Data Protection Act" and relevant regulations on information and communication security management. These serve as the basis for establishing the "Information Security Policy," "Privacy Protection Policy," and "Personal Data Protection and Management Measures." The company aligns with international standards by implementing various management mechanisms and ensures through training that both employees and partners comply with laws and regulations, effectively preventing data breaches and misuse. In 2025, GIGABYTE did not experience any material incidents involving information security or personal data breaches.

Information Security and Personal Data Protection Management Strategy

1 Information Security Commitment

The Company pledges to build a total information security management system to ensure the confidentiality, integrity and availability of data

2 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)

3 Security Incident Management

The Company pledges to protect the rights and interests of customers and stakeholders by responding swiftly and effectively to security incidents

4 Compliance

The Company pledges to comply with all applicable information security and privacy protection laws and regulations and take active measures to maintain compliance

5 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



Information Security and Personal Data Breaches

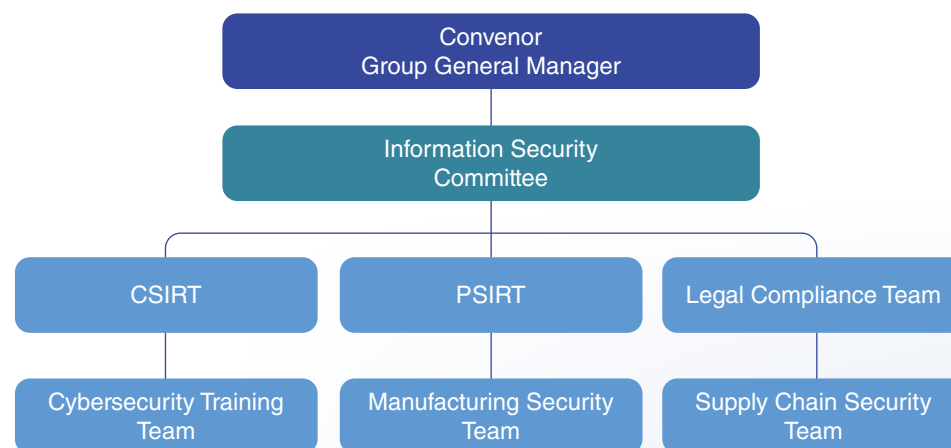
Items	2023	2024	2025
Total number of information security attacks	0	0	0
Total number of customers, consumers and employees affected by information security incidents	0	0	0
No. of cases involving violations of customer privacy	0	0	0
Total fines and penalties paid for information security or personal data protection violations (TWD)	0	0	0

2.4.1 Information Security

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 General Manager on the effectiveness of information security management activities and systems by the information security management organization.

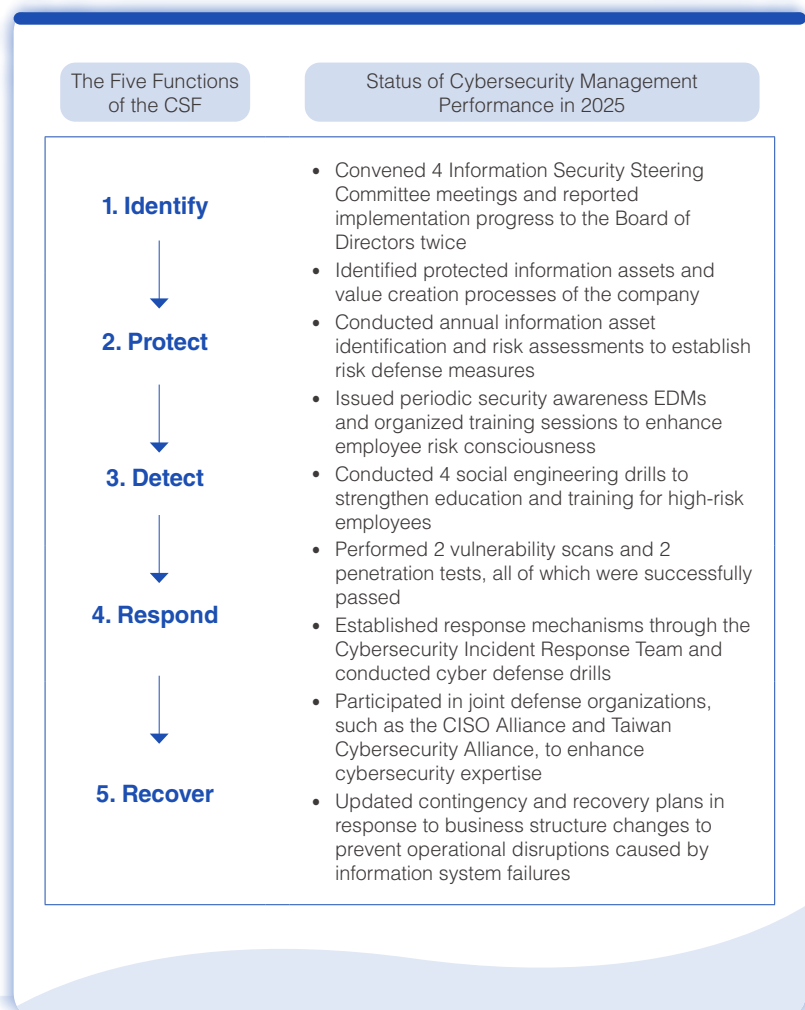
To address the expansion of AI server business, including new products, new suppliers, upgraded customer services, and cybersecurity risks. Group President who has extensive experience in IT and product information security was designated as the highest convener of the Information Security Committee responsible for directing the Committee's quarterly activities. A Chief Information Security Officer (CISO) and dedicated information security specialists were also appointed to strengthen security management and employee policy compliance. GIGABYTE's Information Security Steering Committee was convened four times in 2025. Additionally, two progress updates on security implementation were presented to the Board of Directors to ensure high-level oversight and risk mitigation.

Information Security Management Organizational Structure



GIGABYTE has adopted the U.S. National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF 2.0) to establish an information security management framework. The company has implemented comprehensive information security management standards that fully cover the lifecycle of information security risk management. Based on five key indicators—Identify, Protect, Detect, Respond, and Recover.

Information Security Management Framework



Information Security Risk Management and Response Mechanisms

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 Cybersecurity Defense

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 strengthened using 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 2025.

Information Security Education and Training

GIGABYTE has 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 2025, training sessions covering five distinct themes were conducted, with a cumulative total of 9,125 participants. The total training time reached 5,960.6 hours, with an average course completion rate of 84.7%.

2025 Information security education and training performance

Course Name	Target Audience	Number of Participants	Duration (hours)	Completion Rate
Workplace Security in Action/Security Beyond the Office/Email Security on Mobile Devices	All Group Employees	2,660	1,773.3	81.6%
Password Management/Email Protection Tools/Insider Threat Overview	All Group Employees	2,838	1,892	76.8%
Avoiding Dangerous Attachments/Data Protection and Disposal/Privileged Users	All Group Employees	2,672	1,781.3	72.3%
Remedial Social Engineering Class	Employees that failed the drill	882	441	96.5%
Supply Chain Information Security Evaluation Seminar	Suppliers	73	73	96.1%
Total		9,125	5,960.6	84.7%

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

2.4.2 Privacy Protection

To avoid the risk of violating the Personal Data Protection Act due to data breaches and to safeguard the privacy of stakeholders, GIGABYTE has established the "Personal Data Protection and Management Measures" and set up a Personal Information Protection and Management Committee to oversee all privacy protection initiatives. These include employee training, updating bylaws or management regulations in accordance with the Personal Data Protection Act, conducting audits and submitting deficiency and improvement reports, as well as developing and modifying IT systems, hardware, and network equipment.

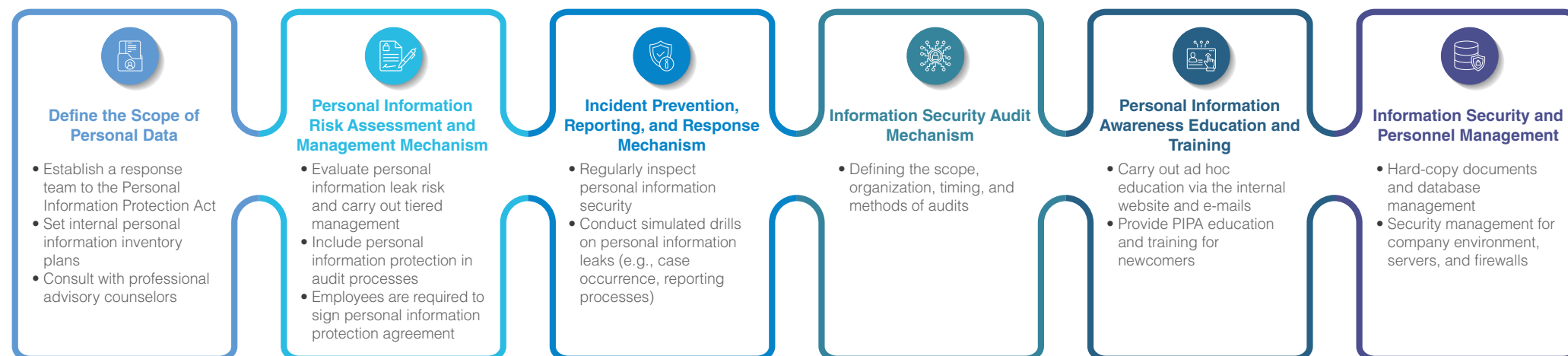
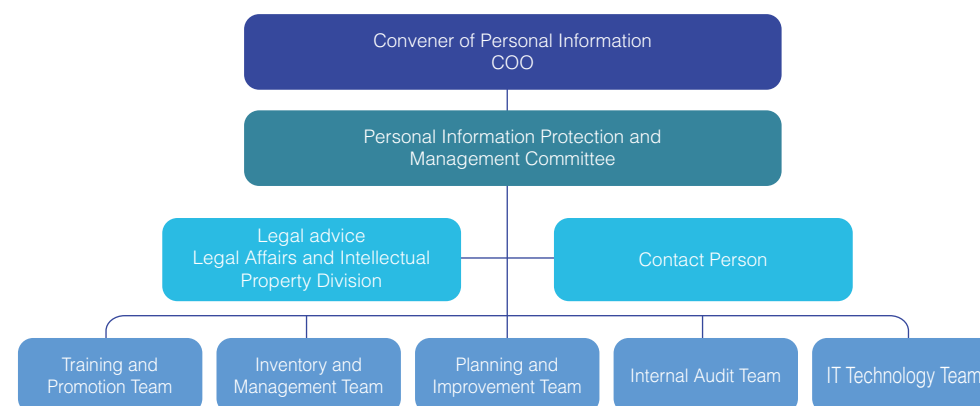
GIGABYTE has also issued internal guidelines on privacy, alerting employees to potential opportunities for data breaches and proposing countermeasures against external risks. These include strengthening information security technologies—such as firewalls and intrusion detection policies—to reduce the risk of attacks from outside the company; At the same time, the company has established various management measures, such as training, audits, and incentive/disciplinary programs, to ensure compliance among GIGABYTE staff. Detailed standard operating procedures (SOPs) have also been developed for operations involving the collection, use, outsourcing, and destruction of personal data to prevent the risk of data breaches.

Personal Data Protection and Management Regulations

GIGABYTE has established a "Privacy Protection Policy" covering the entire scope of operations (including suppliers and third-party service providers) to ensure that all risk management measures comply with the company's information security standards and legal procedures. We have established a dynamic compliance review mechanism to regularly review and update the privacy policy, ensuring it aligns with global personal data protection trends, such as international best practices like the EU's GDPR and California's CCPA.

Regarding personal data provided by customers through online communities, GIGABYTE has clearly defined a "[Privacy Policy](#)" that transparently discloses the complete operational processes for data collection, processing, use, cross-border transfer, and protection, thereby granting stakeholders full rights to information. To uphold data subject rights, stakeholders wishing to exercise their rights to inquire about, access, copy, supplement, correct, or delete their personal data may contact the Data Controller through the dedicated contact channel (mydata@gigabyte.com). GIGABYTE is committed to building a secure and trustworthy digital environment and safeguarding the privacy of stakeholders.

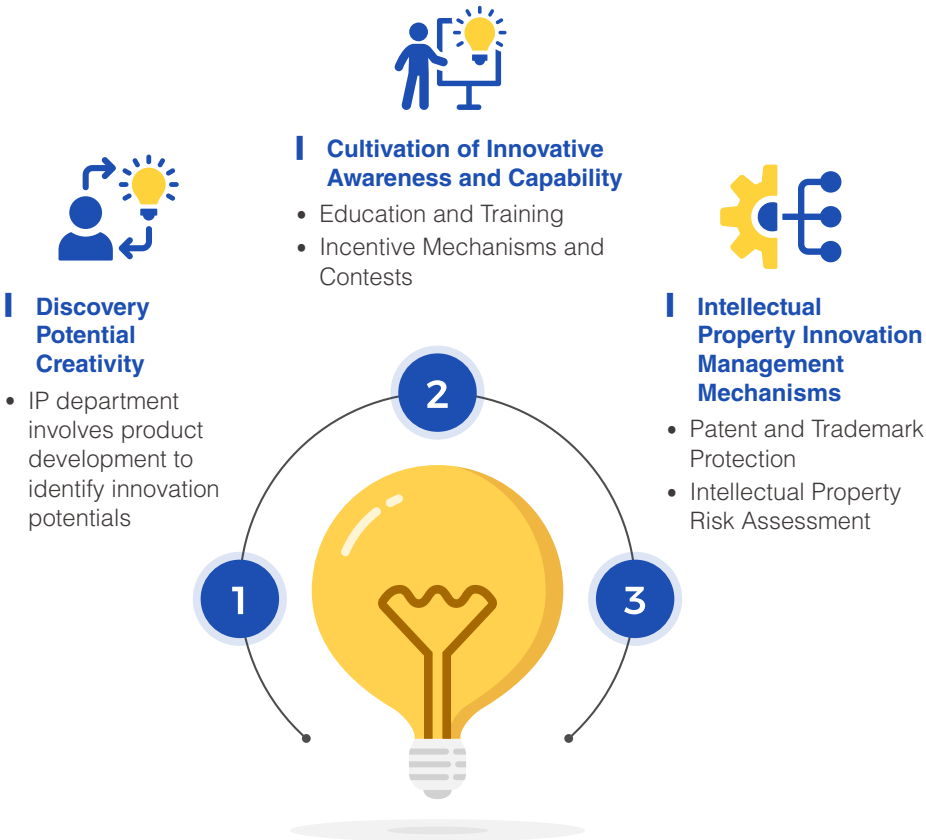
Organizational Structure for Personal Data Management



2.5 Innovation Management

GIGABYTE continuously focuses 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 GIGABYTE to help employees turn their creative inspirations into competitive products and services. We also implement the "GIGABYTE Group Patent Reward Regulations," which provides patent bonuses and rewards based on different stages of product development (proposal/application/approval/implementation). Additionally, we organize training sessions and proposal competitions to foster a corporate culture of continuous innovation and bold transformation.

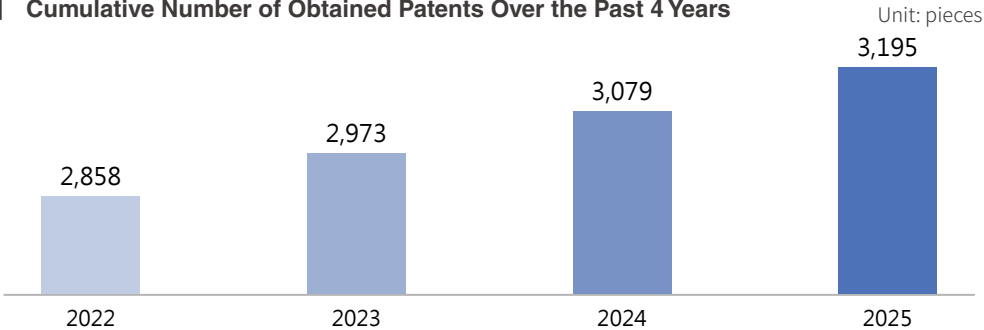
Innovation Management Process



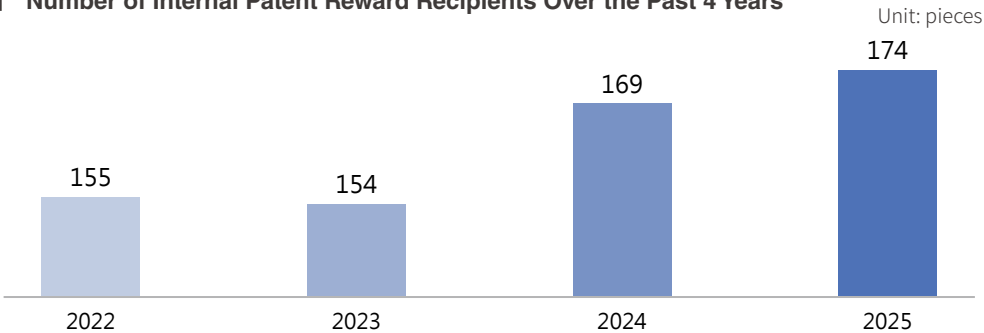
Intellectual Property Management Plan

To strengthen its industry leadership and protect key technologies, GIGABYTE has established a centralized management system under the Legal Affairs and Intellectual Property Division to oversee the Group's patent applications and maintenance. The company has also formulated management policies such as the "Intellectual Property Management Plan," "Patent Management Regulations," and "Confidential Information Management Regulations," and has progressively implemented a systematic intellectual property management system. Furthermore, through an internal patent incentive program, the company encourages employees to pursue innovation and bring their creative ideas to life. By aligning operational goals with R&D resources, GIGABYTE formulates intellectual property strategies to create corporate value, strengthen competitive advantages, and increase corporate profits, while reporting on intellectual property matters to the Board of Directors. As of 2025, GIGABYTE has accumulated 3,195 patents and, ranking among the top 100 domestic patent applicants (inventions, utility models, and design patents) in 2025. For detailed information, please refer to the official website of the Intellectual Property Office, Ministry of Economic Affairs: [Annual Top 100 Patent Rankings](#).

Cumulative Number of Obtained Patents Over the Past 4 Years



Number of Internal Patent Reward Recipients Over the Past 4 Years



Note: Awards include trophies, medals, and cash prizes; the same individual may receive multiple types of awards simultaneously.

Highlights of Innovation and R&D Achievements in 2025

Agentic AI Factory

GIGAPOD AI Infrastructure

Scaling from a single GPU server to eight racks, each containing 32 GPUs, to form a total computing cluster of 256 GPUs, we have built a high-performance integrated supercomputing system. The system offers both air-cooling and liquid-cooling solutions and is suitable for large language models, natural science and engineering simulations, and generative AI computing and training.



NVIDIA GB300 NVL72

Featuring a rack-level full liquid-cooling design, this solution integrates 72 NVIDIA Blackwell Ultra GPUs and 36 Arm®-based NVIDIA Grace™ CPUs onto a single platform. Optimized for scaling inference during the testing phase, it enables the deployment of generative AI and intelligent applications.



Reasoning AI Systems

We offer server systems tailored to workloads of various scales, including 8U racks for large enterprises and workstation series products for small and medium-sized businesses. These enable the development of custom AI models and leverage reasoning AI and HPC-enhanced computer simulations to boost AI computing power.



Physical Edge AI

Edge AI Collaboration

Edge AI platforms, such as small computers, elevate AI infrastructure to a new level through computational power, enabling functions like logical decision-making, data collection, and predictive maintenance. They enhance physical infrastructure in the real world and can be applied in manufacturing, warehouse management, logistics, and transportation.



Automated Physical AI

GIGABYTE and GIGAIPC have developed low-power, high-performance industrial computer systems capable of connecting to sensors to monitor external environmental conditions while precisely controlling various equipment such as robotic arms, conveyor belts, forklifts, AGVs, and AMRs. These systems are widely applied in innovative inventions involving autonomous vehicles and robots.



Personal AI platform

Desktop AI Training Solutions

The AI TOP series redefines local model development, delivering enterprise-grade performance in a desktop computing environment. Combining top-tier hardware with AI TOP software, it makes AI applications simple yet powerful.



AI Gaming

AI laptops equipped with high-performance graphics cards, combined with AI Agents, create immersive experiences that meet the diverse needs of gamers, content creators, and AI enthusiasts.



AI PC

For consumers who enjoy building their own PCs, we introduce a series of personal computer components that accelerate gaming and productivity performance. These components deliver unprecedented advancements in generative AI and accelerated computing, bringing disruptive computing power to gamers and creators.



2.6 Customer Relationship 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

To ensure the delivery of high-quality products and services, GIGABYTE has proactively implemented multiple international management systems and obtained relevant certifications. These include standards for Quality Management, Environmental Management, Hazardous Substance Management, Occupational Health and Safety, and Information Security. Through systematic management and continuous improvement, we consistently enhance operational efficiency and product quality to meet the diverse needs of our global customers. Notably, in 2025, there were no major product recall incidents.

GIGABYTE Management Systems Overview



Quality Management

ISO 9001:2015 Quality Management System



Environmental Management

- IECQ QC 080000:2017 Hazardous Substance Management System
- ISO 14001:2015 Environmental Management System
- ISO 50001:2018 Energy Management System
- ISO 14064-1:2018 GHG Verification Standard
- PAS 2050:2008 Product Carbon Footprint Inventory



Occupational Health and Safety Management

ISO 45001:2018 Occupational Health and Safety Management System



Manufacturing & Operational Management

Cleaner Production Assessment System Label from the Industrial Development Administration (IDA), Ministry of Economic Affairs



Information Security Management

- ISO/IEC 27001:2022 Information Security Management System
- CNS 27001:2023 Information Security Management System



Material Flow Cost Management

ISO 14051:2011 Material Flow Cost Accounting



Automotive Manufacturing

IATF 16949:2016 Automotive Quality Management System

Customer Privacy Protection

To ensure that confidential customer information obtained during business transactions is properly protected, GIGABYTE's "Code of Business Conduct" explicitly stipulates that the company is committed to protecting the privacy and security of information provided by customers and consumers. Customer data may not be accessed without a legitimate business reason; if access to customer data is required for business purposes, it must be done through lawful channels and with strict protection of customer information to prevent unauthorized disclosure or use. In addition, GIGABYTE strictly complies with the "Personal Data Protection Act," has established a Personal Information Protection and Management Committee, formulated and implemented the "Personal Data Protection and Management Measures," and periodically developed future improvement plans regarding personal data risks to protect the security of customer information. There were no leaks of customers' personal information in 2025.

Protection of Customer Rights

GIGABYTE highly values comprehensive after-sales service and has established internal protocols, such as the "Customer Complaint Handling Procedures" and "Customer Issue Resolution Procedures," to protect consumer rights. In 2025, a total of 8 customer complaint incidents were recorded, primarily involving appeals regarding product repairs. Maintaining a proactive approach, GIGABYTE followed its internal regulations to ensure dedicated personnel contacted the claimants within specified timeframes at each stage of the process. All cases have been properly resolved through effective communication or product replacements, successfully addressing consumer concerns.

Customer Complaint Handling Process

Receipt of Customer Complaint

1

- Provide an initial response within 24 hours
- Sort and rate complaints

Determine Responsible Unit

2

- Confirm the completeness of the investigation
- Define the scope of company liability

Convene Customer Complaints Meeting

3

- If a fault is with GIGABYTE
- Convene complaints meeting
- Devise response and approach
- Review by the head of responsible units and obtain confirmation

Timely Response by Responsible Unit

4

- Set a 2–6 weeks deadline for resolution of the complaint depending on the severity level
- Responsible unit respond to consumer requests

2.7.2 Brand Management Strategic Planning

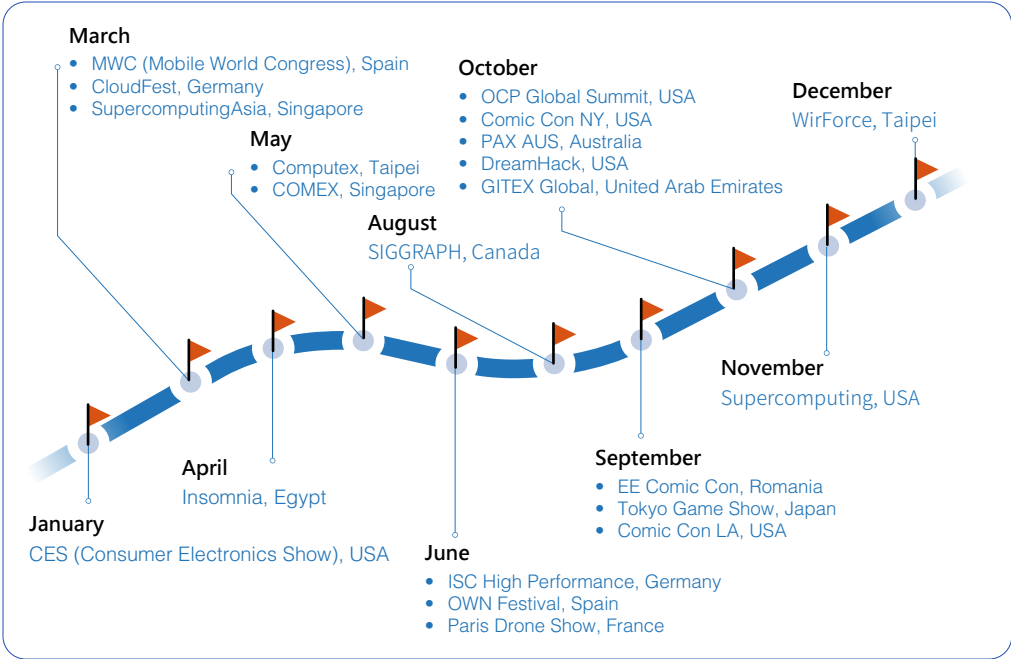
Through an integrated marketing strategy, GIGABYTE Technology has established a comprehensive presence spanning from online to offline environments. By synergizing diverse channels—including digital media, social platforms, physical events, and channel partnerships—we effectively reach and engage our target consumers. Our commitment to consistent branding and interactive experiences continuously strengthens consumer identification and trust, thereby enhancing our market influence and competitive advantage.

Brand Website	Online Networks	Newsletter	News Media	Product Launch Events
Support for 130 Official Languages	Cumulative reach Exceeds 4.2 billion Note	252 posts published 630,000 subscribers	37 press releases issued	8 events hosted

Note: Social media reach covers the official website, IG, FB, X, YouTube, LinkedIn, newsletters, and related platforms.

Large Exhibitions

To expand our presence in both domestic and international markets, GIGABYTE actively participates in major industry exhibitions, with a strategic focus on international events to maximize brand visibility. In 2025, we participated in a total of 22 major exhibitions. Beyond fostering industry exchange and collaboration, these events served as a platform to showcase our cutting-edge AI computing, forward-looking communications, immersive reality, green sustainability solutions, and innovative products, demonstrating our exceptional technological prowess.



Integrated Marketing

GIGABYTE actively expands channel partnerships, establishing diverse and convenient purchasing avenues ranging from online stores to physical retailers. This multi-channel presence allows consumers to easily select products that meet their specific needs, bringing high-quality technology closer to their daily lives. Furthermore, we continuously update and maintain our official website, regularly publishing product information, event updates, news announcements, brand perspectives, and multimedia content to ensure the timeliness and integrity of information. We also provide a multi-language interface to enhance convenience for international consumers, enabling them to quickly and intuitively understand our products and services.

To reach and connect with a broader audience, GIGABYTE utilizes digital platforms and social media to increase market visibility and consumer interaction. Simultaneously, we implement intelligent marketing tools, such as data analytics and Customer Relationship Management (CRM) systems, to achieve precision marketing, identify potential customers, and deepen relationships with our existing clientele.

Official Social Network

Sustainability Information

[GIGABYTE Sustainability Website](#)

[Facebook GIGABYTE CSR](#)

[YouTube GIGABYTE CSR](#)

Sales Channel

[Online and Physical Retail Locations](#)

Note: Social media channels may vary depending on the specific brands and subsidiaries under GIGABYTE.

03 Green Production

3.1 Environmental Management

3.2 Climate Change Mitigation and Adaptation

3.3 Biodiversity

3.4 Product Stewardship Responsibility

3.5 Circular Economy

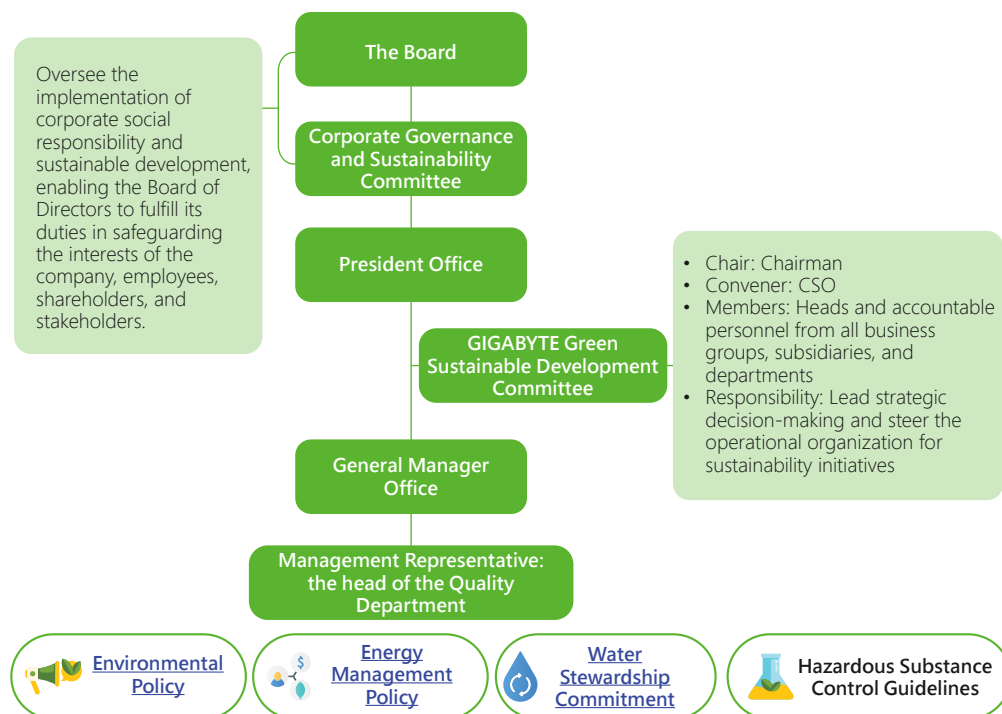


3.1 Environmental Management

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. To enhance management effectiveness, we have implemented the ISO 14001 Environmental Management System, ISO 50001 Energy Management System, IECQ QC 080000 Hazardous Substance Process Management System, and ISO 14064-1 Organizational GHG Inventory Mechanism. Additionally, the General Manager has appointed the head of the Quality Department to serve as the Management Representative, responsible for establishing, implementing, and maintaining the quality and environmental, health, and safety management systems. The company also regularly commissions third-party organizations to conduct audits and certifications to ensure the effectiveness and continuous improvement of these management systems.

At the same time, GIGABYTE implements the 5S management mechanism to strengthen order and safety in operational spaces through the five key aspects of Sorting (Seiri), Setting in Order (Seiton), Shining (Seiso), Standardizing (Seiketsu), and Sustaining (Shitsuke). In addition to training dedicated auditors, the company implements a "Monthly Internal Audit Plan" to strictly monitor compliance with waste management, energy safety inspections, and waste sorting. Through data-driven management and regular review meetings, GIGABYTE fulfills its commitment to high-quality and high-safety environmental management. Through its deep commitment to Green Production, GIGABYTE's Nanping Factory passed the "Clean Production Assessment System" audit conducted by the Industrial Development Administration of the Ministry of Economic Affairs in 2025. Furthermore, no material environmental violations (resulting in fines exceeding TWD\$1 million) occurred in 2025.

Environmental Management Mechanism



Actions	Tracking Indicators	Corresponding Section Content
Energy Management	Energy Consumption Status, Renewable Energy Usage	3.1.1 Energy Management
Water Resource Management	Water Consumption, Water Scarcity Risk Assessment	3.1.2 Water Resource Management
Waste Management	Waste generation, e-waste recycling	3.1.3 Waste Management 3.5 Circular Economy
GHG Management	Scope 1 to 3 Carbon Emissions and Performance of Carbon Reduction Measures	3.2.5 GHG Management

Implementation of Environmental Management Systems at Major Operational Sites

Management System	Coverage Rate	Headquarters	Nanping Factory	Silicon Valley Office	Dongguan Factory	Ningbo Factory
ISO 14064-1	89.56%	V	V	V	V	V
ISO 14001	88.94%	V	V		V	V
ISO 50001	88.94%	V	V		V	V
IECQ QC 080000	100%	V	V	V	V	V

Note 1: Coverage rate is calculated as the proportion of revenue generated by major operating locations relative to consolidated revenue

Note 2: All environmental management systems have been verified by third parties. For relevant certificates and statements, please refer to the ["Resource Hub"](#) on GIGABYTE Sustainability Website



Environmental Management Performance

GIGABYTE has established clear management targets for various environmental indicators. Based on the short-term "333 Reduction" targets, the company endeavors to achieving a 3% reduction in carbon emissions, water consumption, and waste each year. Additionally, through initiatives such as reduction incentive programs, green competitions, and energy audits, GIGABYTE fosters employees' awareness of conserving energy and water, while investing in the development of green products and low-carbon manufacturing processes.

2025 Environmental Resource Output Overview

Inputs			2025 Emissions and Resource Use			Change in Output		
						Compared to 2024	Compared to the Base Year	
Energy (GJ)	Gasoline	331.85	GHG (metric tons of CO ₂ -e)	Direct Emissions Scope 1	725.91	Scope 1-2 Carbon Emissions +3.19%	Scope 1-2 carbon emissions Compared to 2009 -91.69%	
	Diesel	732.70						
	LPG	28.64		Indirect emissions Scope 2				23,536.32
	Purchased electricity	179,705.36						
	Purchased steam	2,056.40						
Water (metric tons)	Tap water	263,242	Wastewater (metric tons)	Domestic sewage	220,840.50	Water consumption +3.58%	Water consumption Compared to 2010 -32.54%	
Resources (metric tons)	Plastic	3,998.03	Waste (metric tons)	General business Waste	2,844.65	Waste generation +4.01%	Waste generation Compared to 2010 +18.98%	
	Glass	1,025.82						
	Metal	13,408.27		Hazardous Waste				149.72
	Paper	7,872.47						
	Other	2,585.15						

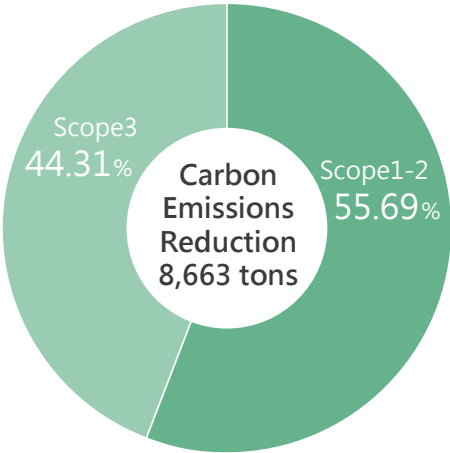
Sustainability Fund and Reduction Reward Program

GIGABYTE launched the "Sustainability Fund" program in 2019. The fund is sourced from annual energy-saving costs and is used to promote energy conservation, waste reduction, and low-carbon product proposals within the factory premises, as well as other sustainability-related initiatives. It provides employees with incentives and motivation for fostering innovative thinking and green design to achieve the company's reduction goals. A total of 85 employees participated in the 12th proposal round in 2025, submitting 32 reduction proposals. After review, awards were granted based on the significance of the reduction scale, feasibility, and proposal quality. Leverage energy-saving incentive mechanisms and evaluate employee engagement to award carbon reduction bonuses and integrate them into performance appraisals. Outstanding reduction proposals will be implemented in the workplace, and their implementation status will be continuously monitored.

Carbon Reduction Results from Past Proposals

As of the end of 2025, the reduction and low-carbon product proposal reward program has been held for 12 sessions, accumulating a total of 412 innovative reduction proposals. The review employs the "shadow pricing" concept for internal carbon pricing to quantify reduction performance. Carbon was therefore priced at USD 50 per ton.

Proposals in 2025 primarily focused on equipment energy efficiency, reduction of parts/consumables, and resource recycling. Scope 1 and 2 carbon reduction proposals accounted for 55.69%, mainly involving operational process improvements (such as automated monitoring and optimized jigs) and equipment upgrades; Scope 3 proposals accounted for 44.31%, primarily involving initiatives such as the recycling and reuse of packaging materials. Among these, some involved collaboration between the factory and suppliers to reduce waste generation through a cooperative model for the reuse of wooden pallets used in freight transport. Moving forward, the company will continue to design participation incentives and provide guidance to encourage employees to combine creativity with environmental awareness.



Annual Reduction Performance of Proposals from 2019 to 2025

Time Proposed	Electricity Savings	Water Savings	Waste Reduction	Carbon Emissions Reduction
Reduction Performance	9,488,726 units/year	32,657 metric tons/year	739,437 kg/year	8,663,799 kg CO ₂ e/year

Note: Waste reduction statistics include three categories: solid waste, solvents, and exhaust gases

3.1.1 Energy Management

Energy Usage

Based on the ISO 50001 Energy Management System and referred to the EP100 international initiative for improving energy productivity, GIGABYTE has set targets for both "absolute reduction" and "intensity reduction" in energy consumption. By setting these targets, the company evaluates the effectiveness of various energy-saving measures and makes rolling adjustments to ensure optimal resource utilization while maintaining business growth. GIGABYTE's total electricity consumption in 2025 was 49,918.16 kWh, an increase of 8.53% compared to 2024 and 19.45% compared to 2020. Analysis indicates that the primary reason for the rise in electricity consumption is the continued increase in market demand for servers, which has led to an expansion of factory production capacity and, consequently, higher energy consumption in manufacturing processes. Taking electricity and other energy sources into account, total energy consumption in 2025 was 182,854.94 GJ, an increase of 5.47% compared to 2024. In terms of energy intensity, energy consumption per million in revenue in 2025 decreased by 17.00% compared to the previous year and by 70.35% compared to the base year, indicating that GIGABYTE's energy consumption is gradually decoupling from operational expansion, with energy efficiency improving year-over-year over the past four years.

Energy Management Targets

Base Year: 2020	Absolute Reduction Target		Intensity Reduction Target	
	Target Description	2025 Achievement Status	Target Description	2025 Progress
Target Year	2025	⚠️ Not Achieved Energy consumption increased by 5.47%	Compared to the previous year, 2% reduction in energy consumption per million in revenue	✅ Achieved Energy consumption per million in revenue decreased by 17.00%
	By 2030	In progress 18.06% increase in energy consumption	Compared to the base year, 20% reduction in energy consumption per million in revenue	✅ Achieved Energy consumption per million in revenue reduced by 70.35%

Note: Statistical units are calculated in GJ

Energy Usage Over the Past 4 Years

Energy Type	Unit	2020 Base Year	2022	2023	2024	2025
Electricity		150,442.25	147,820.19	149,077.54	165,579.52	179,705.36
Purchased steam		2,917.05	5,409.32	4,025.16	6,488.60	2,056.40
Gasoline	GJ	314.26	232.27	334.64	377.01	331.85
Diesel		1,180.61	852.75	846.96	898.07	732.70
Liquefied petroleum gas		25.59	31.65	27.13	25.59	28.64
Total consumption	GJ	154,879.76	154,346.18	154,311.42	173,368.79	182,854.94
	MWh	43,022.50	42,873.97	42,864.32	48,158.04	50,793.45
Energy intensity	GJ per million in revenue	1.83	1.44	1.13	0.65	0.54
	MWh per million in revenue	0.51	0.40	0.31	0.18	0.15

Note 1: Energy consumption data has been verified by a third party

Note 2: Energy conversion units are calculated separately based on the regions where each energy source is used. Steam, liquefied petroleum gas (LPG), and gasoline use values from mainland China; diesel and gasoline use the energy calorific value conversion table in the Energy Statistics Manual published by the Ministry of Economic Affairs

Note 3: The energy data boundary aligns with the GHG inventory boundary: the Headquarters, Nanping Factory, Dongguan Factory and Ningbo Factory, and the Taipei Silicon Valley Park Office (subsidiaries Bestyield International, G-STYLE, Selita Precision and GIGAIPC). This inventory boundary accounts for 89.56% of consolidated revenue

Energy Management Measures

Approximately 95% of GIGABYTE's Scope 1 and 2 GHG emissions stem from purchased electricity. We have established an energy audit system, set energy-saving targets, and implemented action plans. By systematically auditing energy-consuming equipment, we comprehensively monitor energy usage across all categories and have established energy baselines and performance indicators (EnPI) to continuously improve energy performance. We have also implemented an internal self-inspection mechanism for energy usage. In addition to regularly reviewing Energy Management processes and equipment operational efficiency, we conduct monthly power inspections through our 5S internal audit system. Based on the results of these audits and inspections, we conduct in-depth analyses of the causes of energy waste to identify opportunities for improvement. To raise employee awareness of energy conservation and foster a corporate culture of energy efficiency and carbon reduction, the company held a total of 13 related training sessions in 2025. In the same year, GIGABYTE's Energy Management system obtained ISO 50001 Energy Management System certification. In 2025, a total of 13 energy-saving management measures were implemented, with investments in energy-saving projects amounting to TWD\$32,799,933, resulting in an estimated carbon reduction benefit of approximately 474.41 metric tons per year.

Electricity Usage Over the Past 4 Years

Electricity Consumption Unit: MWh; Electricity Intensity Unit: MWh/Million in Revenue

Category		2022		2023		2024		2025	
		Electricity Consumption	Percentage	Electricity Consumption	Percentage	Electricity Consumption	Percentage	Electricity Consumption	Percentage
Source of Electricity	Non-Renewable Energy	41,061.16	100%	41,410.43	100%	45,994.31	100%	49,918.16	100%
	Renewable energy	0	0%	0	0%	0	0%	0	0%
Total		41,061.16	100%	41,410.43	100%	45,994.31	100%	49,918.16	100%
Electricity Intensity		0.38		0.30		0.17		0.15	

Note: The statistical scope of electricity usage includes: the Headquarters, the Nanping Factory, the Dongguan Factory and the Ningbo Factory, and the Taipei Silicon Valley Park Office (subsidiaries Bestyield International, G-STYLE, Selita Precision, and GIGAIPC). The scope of the inventory accounts for 89.56% of consolidated revenue.

2025 Energy Conservation and Carbon Reduction Plan

Number of Energy-Saving Initiatives 13 items	Resources Allocated 32,799,933 TWD	Electricity Savings 1,036,237.35 kWh
Energy Reduction 3,730.45 GJ	Carbon Emissions Reduction 474.41 metric tons of CO₂e	Energy Education and Training 13 courses held Total of 253 participants

Note 1: Since the equipment replaced varies each year, energy savings are calculated based on the energy consumption of the equipment prior to the improvement

Note 2: Carbon emission reductions in Taiwan are calculated using the 2024 power emission factor of 0.474 (kg-CO₂e/kWh) announced by Energy Administration, Ministry of Economic Affairs on August 14, 2025

Note 3: For China, calculations are based on the electricity emission factor published by the National Bureau of Statistics of the Ministry of Ecology and Environment on December 20, 2024. The factor used for the Dongguan Factory is 0.4403 (kg-CO₂e/kWh); the factor used for the Ningbo Factory is 0.5153 (kg-CO₂e/kWh)

2025 Energy Management Measures

Operating Sites	Energy-Saving Measures	Electricity Savings (kWh)	Energy Reduction (GJ)	Annual Carbon Reduction (metric tons of CO ₂ e)
Headquarters	Upgrade pumps to boost motor efficiency and implement air curtain energy-saving measures etc.			
Nanping Factory	Optimize assembly processes to reduce power consumption, streamline production workflows, and implement heat recovery and reuse etc.	1,036,237.35	3,730.45	474.41
Dongguan Factory	Deploy energy-efficient equipment and optimize/upgrade HVAC systems etc.			
Ningbo Factory	Introduce high-efficiency, energy-saving air compressor systems etc.			

Note: The performance metrics for electricity savings and energy reduction are estimated based on the difference between pre- and post-improvement conditions. Calculations are based on identical usage scenarios and account for changes in energy consumption per unit of power or operating time resulting from the replacement of old equipment with new equipment or process improvements.

Use of Renewable Energy

In response to international trends and requirements regarding corporate use renewable energy, and in consideration of the increased electricity demand driven by future operational growth, GIGABYTE has invested in the construction of a solar power facility in Miaoli. Scheduled to officially commence operations in 2026, it is projected to supply approximately 10% of the electricity consumed by GIGABYTE's operational sites in Taiwan. In addition to its Taiwanese operations, GIGABYTE's German operations installed solar panels and began using renewable energy as early as 2020. In 2025, the German operations consumed a total of approximately 74,918 MWh of electricity, with renewable energy accounting for 50.9% of that total.

3.1.2 Water Resource Management

GIGABYTE's water usage relies solely on municipal supplies and recycled water (including rainwater), with zero extraction from groundwater. Because our product assembly is non-water-intensive, wastewater consists primarily of domestic sewage. All operational sites in Taiwan and China comply with local standards and discharge into public sewers without environmental impact.

In 2025, total tap water withdrawal was 263.2 million liters (+3.58% YoY due to business growth), marking a 32.54% reduction from the base year and early achievement of the 2030 medium-to-long-term 20% reduction target. Concurrently, increased recycled water use and operational efficiency drove an 18.49% year-on-year drop in water intensity per million in revenue.

333 Reduction Plan — Water Conservation Targets

Base Year : 2010	Absolute Reduction Target		Intensity Reduction Target	
	Target Description	2025 Achievement Status	Target Description	2025 Progress
Target Year	2025	3% annual water savings Not Achieved Water consumption increased by 3.58%	Compared to the 2024, 3% reduction in water consumption per million in revenue	Achieved 18.49% water savings per million in revenue
	By 2030	Compared to 2010, 20% water savings Achieved 32.54% water savings	Compared to 2010, 50% water savings per million in revenue	Achieved 91.56% water savings per million in revenue

Water Usage Over the Past 4 Year

Water usage unit: million liters (thousand m³); Water intensity unit: m³ per million in revenue

Year	2022			2023		
Water Use	Withdrawal	Discharge	Total consumption	Withdrawal	Discharge	Total consumption
Tap Water	253.0	214.0	39.0	249.8	212.0	37.8
Water Intensity		2.36			1.83	
Recycled Water	21.6	18.0	3.6	23.4	19.5	3.9
Recycled Water Utilization Rate		7.87%			8.57%	

Year	2024			2025		
Water Use	Withdrawal	Discharge	Total consumption	Withdrawal	Discharge	Total consumption
Tap Water	254.2	215.3	38.9	263.2	220.8	42.4
Water Intensity		0.96			0.78	
Recycled Water	21.8	18.2	3.6	56.3	46.4	9.9
Recycled Water Utilization Rate		7.90%			17.62%	

Note 1: GIGABYTE does not use water resources from "surface water, groundwater, seawater, or process water."
Note 2: Water intensity = Tap water withdrawal (m³) / Revenue (million)
Note 3: Recycled water utilization rate = Recycled water withdrawal / Total water withdrawal
Note 4: For the Drainage of Headquarters, Nanping Factory, and Ningbo Factory, estimates are based on water withdrawal multiplied by 0.8; for the Dongguan Factory, estimates are based on water withdrawal multiplied by 0.9
Note 5: The statistical boundary includes operations, Headquarters, the Nanping Factory, and the Dongguan and Ningbo Factories; the scope of the inventory covers 88.94% of consolidated revenue

Water Resource Management Measures

GIGABYTE continues to enhance Water Resource Management by implementing institutional incentive mechanisms to encourage employees and factory sites to propose water-saving improvement initiatives, which are then implemented through cross-departmental collaboration. Management measures include equipment inspections to reduce the risk of leaks, as well as the promotion of recycled water reuse in manufacturing processes. These efforts transform water-saving actions into process and equipment optimization outcomes, further improving water resource utilization efficiency.

Management	Key Actions	2025 Implementation Results
Regular Inspections and Maintenance and Internal Audits	- Implement equipment inspections and maintenance; promptly repair water leaks on the premises - Conduct regular 5S internal audits and water usage inspections	Implement monthly water inspection operations
Installation of Water Recycling Equipment	Installation of equipment at the Nanping Factory, Dongguan Factory, and Ningbo Factory, including central air conditioning cooling water circulation systems and wastewater treatment circulation systems for production lines	Total recycled water volume reached 56,263 tons
Installation of Rainwater Harvesting Systems	A rainwater harvesting system was installed on the G-HOME GIGABYTE Eco- Rooftop to provide water for ecological irrigation within the campus, and an irrigation system was used to minimize water loss	Rainwater Recovery Volume Provides approximately 50% of annual irrigation water
Wastewater Quality Management	- The Nanping Factory's manufacturing processes (non-wastewater regulated units) generate only domestic wastewater, which is treated on-site before discharge - The Dongguan and Ningbo Factories conduct regular annual testing of effluent to ensure it does not impact nearby water bodies. The treated wastewater is discharged into the local sewage system for further treatment	All three main manufacturing sites (Nanping Factory, Dongguan Factory, and Ningbo Factory) comply with statutory effluent quality standards
Education and Training	New employees participate in training on environmental protection topics; we periodically use e-newsletters or other promotional materials to raise employee awareness of water conservation	100% of new employees complete training on environmental protection topics

Note: The implementation of equipment at each operational site is subject to the actual spatial configuration of the facility

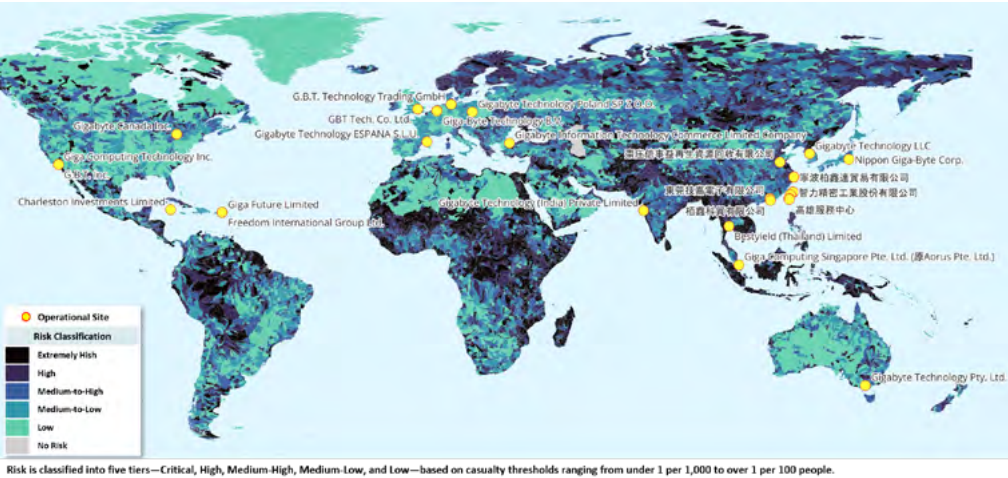
Water Resource Risk Assessment

GIGABYTE places high importance on the impact of extreme weather on the resilience of its global operations. To address the risks of drought and flooding associated with intensifying climate change, GIGABYTE utilizes GIS tools and the water risk assessment tool developed by the World Resources Institute (WRI) to conduct an exposure assessment of water-related risks at its global operational sites for 2025. This year's assessment focuses on two key indicators: "riverside flooding" and "coastal flooding." Through global geographic information analysis, we have identified the risk exposure levels of each site under various water resource scenarios. These findings serve as critical scientific evidence for disaster resilience planning at existing sites and for future site selection, ensuring that our operational sites possess robust climate change adaptation capabilities.

Riverside Flooding Risk

Regarding riverside flooding risk, GIGABYTE assessed 40 major locations worldwide. The results show that the vast majority of data points (approximately 77%) fall within low-to-medium or low-risk zones, indicating that the company's operations possess strong resilience under normal rainfall and river overflow conditions. However, the analysis also identified two sites in India and Canada as being at extremely high risk, with an additional six sites in China, Turkey, and Thailand classified as high-risk areas. For the identified medium-to-high-risk and higher-risk sites, GIGABYTE will continue to conduct dynamic monitoring and evaluate the necessary capital investment for equipment upgrades and the optimization of emergency response procedures; by strengthening resource allocation and the rigor of management procedures, the company will gradually enhance the climate resilience of its global sites.

Level	Number of Sites	Distribution
Extremely High Risk	2	South Asia, North America
High Risk	6	East Asia, West Asia, Southeast Asia
Medium-to-High Risk	1	East Asia
Medium-to-Low Risk	26	East Asia, North America, Europe, Australia, Southeast Asia, Northeast Asia
Low Risk	5	North America, Europe, Northeast Asia

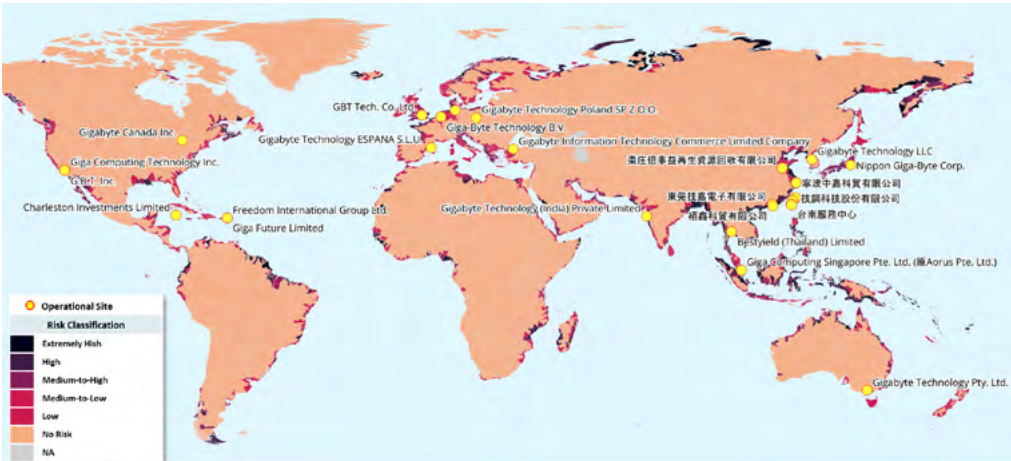




Coastal Flooding Risk

Regarding the risk of coastal flooding caused by sea-level rise and storm surges, the analysis indicates that five locations in China and Hong Kong are at extremely high risk, one location in India is at high risk, and 16 locations across Taiwan, China, and Japan are classified as medium-to-high risk. As GIGABYTE's facilities are predominantly concentrated in coastal areas of the Asia-Pacific region, these findings highlight the potential threat that sea-level rise poses to regional logistics and operational stability. For high-risk facilities in China, Hong Kong, India, and Taiwan, we will continue to monitor the situation and assess the feasibility of enhancing building flood barriers and relocating critical power equipment. Furthermore, future site selection and leasing plans for global locations will prioritize areas that meet the 2050 sea-level safety projections, thereby mitigating the potential threat to corporate value posed by long-term physical risks at the source.

Level	Number of Sites	Distribution
Extremely High Risk	5	East Asia
High Risk	1	South Asia
Medium-to-High Risk	16	East Asia, Northeast Asia
Low-to-Medium Risk	2	Europe, Southeast Asia
Low Risk	9	North America, Europe, Australia, West Asia, Southeast Asia
No Risk	7	Europe, North America, Northeast Asia, East Asia



Risk is classified into five tiers—Critical, High, Medium-High, Medium-Low, and Low—based on casualty thresholds ranging from under 9 per million to over 2 per thousand people.

3.1.3 Waste Management

GIGABYTE complies with local regulations to properly manage operational waste, including household waste, recyclable waste, and hazardous industrial waste, and entrusts qualified contractors with collection and final disposal. All waste is tracked and reported through weight verification and proper disposal certificates to ensure transparency and traceability of information. In addition, the Company conducts regular vendor audits to strengthen compliance management and environmental risk control in waste disposal. In 2025, the total waste volume reached 2,994.37 metric tons, falling short of both short-term and medium-to-long-term reduction targets. This was primarily due to increased server orders resulting from market demand fluctuations, which led to a corresponding rise in component procurement and a significant increase in packaging waste from components. However, GIGABYTE continues to implement waste recycling and reduction initiatives. Consequently, waste generated per million dollars of revenue has decreased compared to both the previous year and the baseline year. The company will continue to review reduction targets, promote internal waste reduction programs, optimize resource utilization and recycling mechanisms, and steadily achieve waste reduction targets.

333 Reduction Plan — Waste Reduction Targets

Base Year: 2010	Absolute Reduction Targets		Intensity Reduction Target	
	Target Description	2025 Achievement Status	Target Description	2025 Progress
Target Year	2025	Reduce waste by 3% annually ⚠️ Not Achieved Increase of 4.01%	Compared to the previous year, 3% reduction in waste per million in revenue	✅ Achieved 18.14% reduction in waste per million in revenue
	By 2030	Compared to the base year 50% waste reduction In progress 18.98% increase	Compared to the base year 50% reduction in waste per million in revenue	✅ Achieved 85.11% reduction in waste per million in revenue





Waste Management Over the Past 4 Years

Waste measurement unit: metric tons; Waste generation intensity unit: kg/million in revenue

Category	Disposal Method	2022	2023	2024	2025
Non-Hazardous Waste	Recycling/Reuse	1,152.01	1,398.49	1,757.47	1,991.09
	Landfill	431.21	453.99	362.20	136.30
	Incineration (energy recovery)	315.88	323.15	531.59	717.25
	Incineration (without energy recovery)	-	-	-	-
	Other (including composting)	174.15	8.72	0.01	0.01
	Subtotal	2,073.25	2,184.35	2,651.27	2,844.65
Hazardous Waste	Recycled	76.80	242.17	135.79	78.36
	Incineration (energy recovery)	32.42	37.06	49.30	37.50
	Incineration (without energy recovery)	-	-	-	-
	Physical disposal	32.35	48.68	42.58	33.86
	Subtotal	141.57	327.90	227.67	149.72
Total Waste (metric tons)		2,214.82	2,512.25	2,878.94	2,994.37
Waste generation intensity (kg per million in revenue)		20.65	18.37	10.86	8.89

Note 1: Waste data has been verified and confirmed by a third party

Note 2: Incineration (energy recovery): Thermal energy generated during the waste incineration process is recovered and reused

Note 3: The statistical scope includes the Headquarters, the Nanping Factory, and the Dongguan and Ningbo Factories; this scope accounts for 88.94% of consolidated revenue.

Note 4: All types of waste are disposed of off-site

Waste Reduction Management Measures

GIGABYTE promotes four major waste reduction management measures: "reward mechanisms for reduction, implementation of resource recycling, development of a circular economy, and organization of educational training." Among these, the waste reduction targets in the 2025 reduction incentive proposal include reducing solid waste by 77.5 metric tons. In the future, we will continue to enhance incentive mechanisms and promote diverse reduction projects to steadily advance our waste reduction and resource recycling targets.

Management	Key Actions	Achievements in 2025
Waste Reduction Incentive System	The Company continues to promote waste reduction proposals, encouraging employees to devise innovative actions to facilitate and implement waste reduction. This includes diverse reduction schemes such as reducing solvent usage, recycling packaging materials, and minimizing operational waste	A total of 15 innovative waste reduction proposals were implemented across major operational sites, resulting in a reduction of 77.57 metric tons of solid waste compared to pre-improvement levels benefits
Implementation of Resource Recycling Regular internal audits	- After tracking and properly sorting hazardous and non-hazardous waste, it is handed over to licensed contractors for disposal - Monthly 5S internal audits on scrap management and waste sorting	Recycling rate reached 69.11%
Waste reduction at the source Promoting the Circular Economy	- In accordance with the "Green Product Management Procedures," allocate R&D resources to promote sustainable design, striving to increase product recyclability, reduce product weight, and lower the weight of waste generated - Promoting circular economy business models by offering services such as electronic equipment leasing, repair of used products, and scrap recycling to maximize resource efficiency	- Read more about sustainable product design achievements 3.4.1 Product Raw Material Management - Read more about product packaging reduction achievements 3.4.4 Product Packaging Management - Read more about circular economy achievements 3.5 Circular Economy
Education and Training	New employees participate in 1–2 hours of training on sustainability-related topics; we periodically use newsletters or other promotional materials to raise employee awareness of recycling and waste reduction	100% of new employees complete sustainability-related training

Exhaust Gas Emission Management

Volatile Organic Compounds (VOCs) are one of the primary sources of poor air quality. GIGABYTE's air pollution control measures comply with regulatory standards in Taiwan and China. Furthermore, as our factories primarily utilize low-pollution assembly processes, there are no emissions of NOx, SOx, or PFCs. Due to the nature of their manufacturing processes, GIGABYTE's facilities in China have installed dedicated equipment for paint waste treatment and electronic waste disposal to effectively address xylene and non-methane hydrocarbon emissions. VOC emissions are monitored regularly; the combined monitoring data for both facilities totaled 0.968 metric tons, which complies with regulatory standards and represents a 23.36 % decrease compared to the previous year.

Volatile Organic Compound (VOC) Emissions from the Plant Over the Past 4 Years

Unit: metric tons

Factory	2022	2023	2024	2025
Nanping Factory	No emissions	No emissions	No emissions	No emissions
Dongguan Factory	0.561	No emissions	No emissions	0.577
Ningbo Factory	1.749	0.975	1.263	0.391
Total	2.310	0.975	1.263	0.968

Note: The inventory boundary accounts for 100% of consolidated revenue

3.2 Climate Change Mitigation and Adaptation

GIGABYTE has long been committed to mitigating the impact of its business operations on climate change and establishing robust climate governance and adaptation mechanisms. Through forward-looking management policies and systematic action plans, the company enhances operational cost efficiency and the green competitiveness of its products, while actively fulfilling its environmental responsibilities regarding climate change mitigation and adaptation.

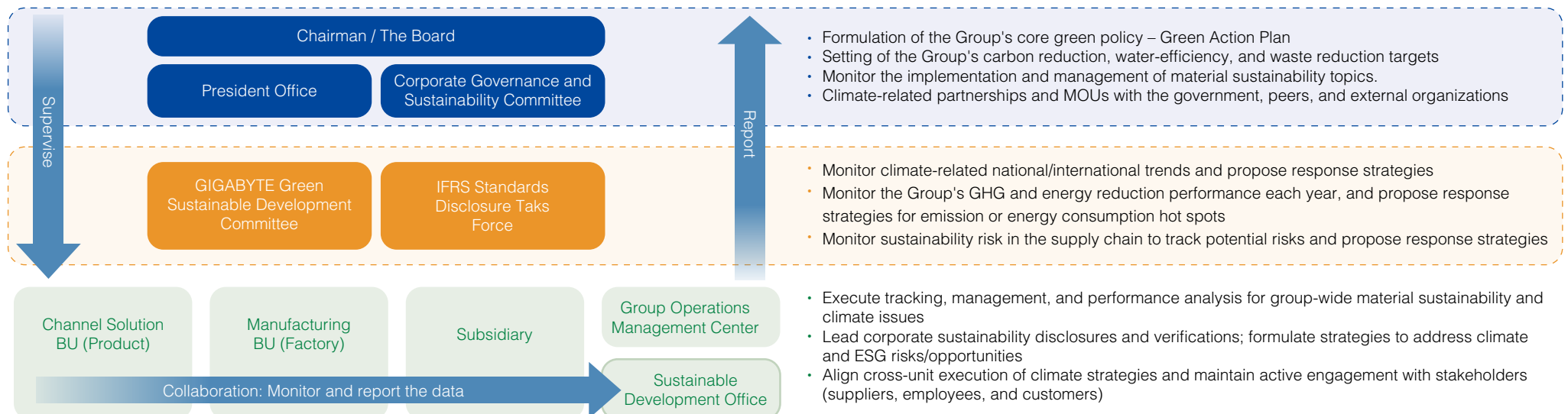
In 2020, GIGABYTE first disclosed climate-related information in its Sustainability Report following the framework recommended by the Task Force on Climate-related Financial Disclosures (TCFD), and published its first standalone TCFD report in 2023. This section provides a summary of the three core elements—governance, strategy, and risk management—as outlined in the TCFD disclosure recommendations. For more detailed information, please refer to [GIGABYTE Climate and Nature-related Financial Disclosures Report](#).

3.2.1 Climate Governance

GIGABYTE authorizes senior management, under the direction of the Board of Directors, to plan and execute management strategies regarding material economic, environmental, and people/human rights issues related to its operational activities. GIGABYTE Technology established the GIGABYTE Green Sustainable Development Committee in 2009, which serves as the highest responsible management body for climate action, supervised by the Board and chaired by the Board Chairman. The Sustainable Development Office serves as the coordinating unit for the committee, reporting weekly to the Chief Operating Officer on the progress and results of sustainability and climate-related work. Cross-business group, facility, and subsidiary meetings are held regularly every 1–2 months, where representatives from each unit report on sustainability, environmental, or product regulations and trends, and propose corresponding strategies to promptly adjust internal policies in response to international developments. Committee resolutions are submitted to the Chairman and Board members, and annual results are reported to the Board at the end of each year to facilitate the evaluation of the company's overall performance.

Furthermore, in response to global capital market demands for transparency in climate-related financial information, GIGABYTE established a cross-departmental "IFRS Sustainability Disclosure Standards Task Force" in 2025 to formally initiate the implementation of IFRS S2. The task force is chaired by the Chief Sustainability Officer, who is responsible for coordinating cross-departmental collaboration and overseeing the completeness and compliance of climate-related disclosures, while also operating under the supervision and guidance of the Corporate Governance and Sustainability Committee. Within the existing TCFD framework, the company continues to strengthen the linkage between climate governance mechanisms and financial performance, thereby transforming these into key indicators with decision-making value, enhancing the company's resilience to climate risks, and creating long-term value.

■ GIGABYTE Climate Governance Structure



GIGABYTE actively participates in domestic and international sustainability communities and professional advocacy organizations, driving the green transformation of industry and society through cross-sector dialogue. We continuously share practical experience in sustainability areas such as circular supply chain management, while participating in industry association forums and policy consultations to provide practical insights and resource support. We transform GIGABYTE's R&D momentum into a driving force that helps the industry align with international carbon reduction pathways, supporting impactful sustainability initiatives through action and alleviating bottlenecks in industrial transformation. Moving forward, GIGABYTE will continue to leverage its brand leadership to influence policy at a strategic level and collaborate with value chain partners to build a sustainable ecosystem that balances environmental resilience with commercial value.

Climate-Related Initiatives and Association Participation

Association/ Alliance Name	GIGABYTE's Role	Description	Resource Allocation / Collaborative Actions
BCSD TAIWAN	Member	As the sole global alliance partner of the World Business Council for Sustainable Development (WBCSD) in Taiwan, we align with international sustainability trends and transform our own experience into a driving force for industrial upgrading, working together to enhance the overall resilience and core sustainability values of Taiwan's industries	Contribution: 90,000 TWD
Taiwan Climate Partnership (TCP)	Member	By taking concrete actions to reduce carbon emissions, we drive the carbon reduction transformation of supply chains. While meeting the requirements of international brand clients, we also strengthen the attention paid by Taiwanese enterprises and all sectors to climate change issues	Contribution: 150,000 TWD
Ministry of Economic Affairs, Executive Yuan Taiwan Circular Economy Alliance	Alliance Member	The Alliance aims to promote the development of a circular economy in Taiwan. Through activities such as forums, it seeks to build consensus among industry, government, and academia to foster industrial development in the areas of circular economy, environmental protection, energy development, and circular technology	- GIGABYTE's subsidiary, Bestyield International, serves as the representative member and participates in the Alliance's various initiatives - Serving as a model case for the promotion of the circular economy by the Industrial Development Bureau of the Ministry of Economic Affairs
Ministry of the Environment, Executive Yuan 8+N Resource Recycling Alliance	Alliance Member	The Resource Circulation Administration of the Ministry of the Environment has formed the 8+N Alliance with eight major sectors—food, plastics, textiles, health, construction, electronics, inorganic resources, and the circular economy—with the aim of establishing a resource-sharing platform through public-private partnerships and cross-sector collaboration, thereby improving resource matching efficiency and achieving economies of scale	- GIGABYTE's subsidiary, Bestyield International, serves as the member representative and sends representatives to attend alliance member meetings hosted by the Ministry of the Environment - Together with partners from industry, government, and academia, the alliance discusses key issues such as circular procurement, resource recycling technology projects, and the draft Circular Economy Promotion Act, while providing practical recommendations



3.2.2 Climate Management Strategy

Climate issues not only have a direct impact on GIGABYTE's own operations but also cause varying degrees of indirect impact on the upstream and downstream of the value chain. To this end, GIGABYTE follows the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) framework to identify the risks and opportunities that climate-related issues may pose to the company's operations. For issues that significantly impact finances, alter operational strategies, or may extend their impact to the value chain, the company uses a risk-opportunity matrix to prioritize them by materiality, thereby planning countermeasures for significant risk and opportunity issues, while also implementing climate scenario analysis to assess potential future impacts, thereby enhancing GIGABYTE's resilience in the face of climate risks and opportunities.

Process for Identifying Climate-Related Risks and Opportunities

Stage 1: Information Gathering and Sorting

We extensively gather climate-related issues faced by the electronics industry at the international, regional, and local levels, and identify and classify these issues as risks or opportunities using the TCFD framework.

Stage 2: Financial Impact Assessment

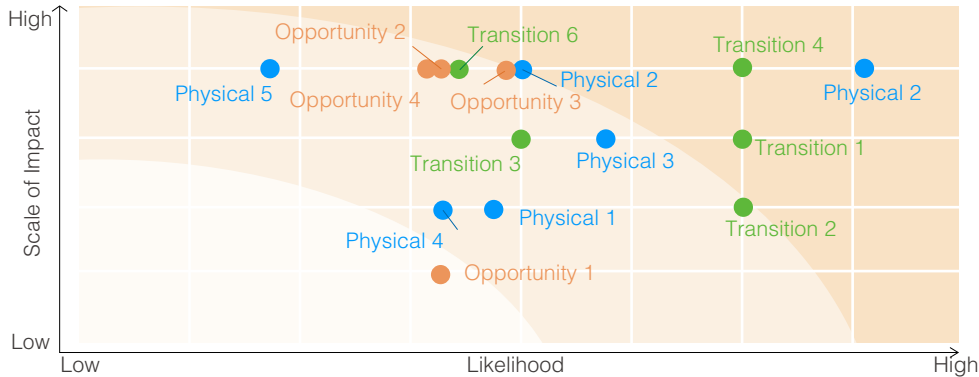
For the risks and opportunities collected in Phase 1, assess their potential direct or indirect impacts on GIGABYTE's operations, as well as the timeline for their occurrence.

Scope of Operational Impacts	Financial Impact Dimensions	Definition of Risk Timelines
Upstream	Revenue	Issues that have a significant impact on key parts and Tier-1 suppliers including raw materials, production capacity, transportation, and personnel safety
Operation	Cost	Issue has a significant impact on the routine operations of GIGABYTE including office work, energy, production capacity, commuting, distribution and sales, and employee safety
Downstream	Capital Expenditures	Issue has a significant impact on GIGABYTE customers, particularly in terms of preferences, user experience, use cost, and waste disposal

Changes in demand for products and services	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
Changes in market competitiveness		
Increase in direct costs	Mid-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
Increase in indirect costs		
R&D Investment in low-carbon transformation technologies		
Replacement and upgrade of energy-saving equipment	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
Investment in low-carbon production processes		

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. In 2025, GIGABYTE identified a total of 11 climate-related risks and 4 climate-related opportunities.



Transition Risks	Physical Risks	Opportunities
Transition 1 Taiwan carbon fee collection mechanism	Physical 1 Increase in Extreme Weather Events	Opportunity 1 Improve Energy Efficiency in Manufacturing Processes and Enhance Resource Productivity
Transition 2 Group GHG Inventory Requirements	Physical 2 Supplier Exposure to Water Stress Risks	Opportunity 2 Develop and Expand Low-Carbon Product Market
Transition 3 Renewable Energy Usage Requirements	Physical 3 Increase in Average Temperature	Opportunity 3 Product and Business Model Diversification
Transition 4 International Carbon Border Adjustment Mechanism and Carbon Tariffs	Physical 4 Water Shortage Risk at Operational Location	Opportunity 4 Strengthen Supplier Resilience to Co-create Value
Transition 5 Sustainable Consumption Awareness	Physical 5 Supply of Critical Components Impacted by Water Shortages	
Transition 6 Customer-Required Disclosure		

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-subsidary 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.

3.2.3 Climate Scenario Analysis

GIGABYTE uses a risk matrix tool to comprehensively consider the scale of impact and probability of occurrence (low to high) of risks, assessing the overall impact of climate issues on operations and transformation. Risk materiality is determined based on risk values derived from the weighted combination of "impact scale" and "likelihood"; items defined as "high risk" following the assessment are prioritized as key focus areas and serve as a reference for the company when formulating strategies, operational deployments, and capital expenditure planning.

GIGABYTE refers to the TCFD's "Guidance on Scenario Analysis for Non-Financial Companies" to analyze the potential transformative or physical impacts on its operations or supply chain under various future scenarios and incorporates the results into its management strategies. The selection of climate scenarios primarily references the latest scientific assessment reports published by the International Energy Agency (IEA) and the United Nations Intergovernmental Panel on Climate Change (IPCC). At the same time, we take into account our own operational development status, changes in the socio-economic conditions of regions where our primary operations are located, as well as carbon reduction action plans that have been implemented or are expected to be implemented, in order to conduct a more comprehensive analysis of the financial impacts and timing of climate-related risks and opportunities.

Selection of Climate Scenarios and Scenario Descriptions

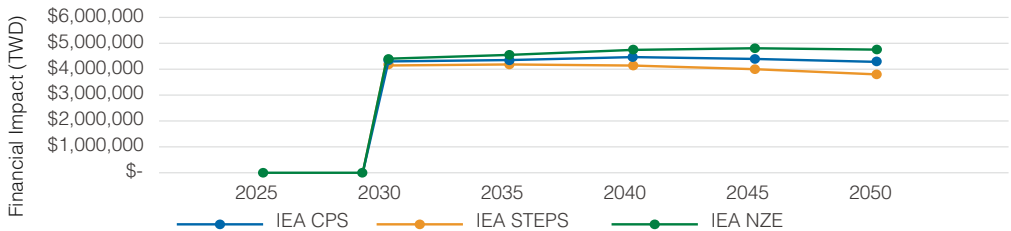
Risk Types	Climate Pathways	Climate Scenario Description	Expected End-of-Century Warming
Transition Risks	IEA CPS	Considers only policies that have been legislated and implemented, assuming that countries will not implement any additional energy policies; the clean energy transition faces obstacles	~2.9° C
	IEA STEPS	Includes policies announced by governments but not yet legislated, and assumes that countries will continue to implement policies that help address climate change	~2.5° C
	IEA NZE	A normative scenario aligned with the Paris Agreement's global 1.5° C climate goal	~1.5° C
Physical Risks	SSP 1–1.9	Driven by accelerated global cooperation and sustainable development, society transitions toward high efficiency and low-carbon practices, limiting warming to approximately 1.5° C.	~1.5° C
	SSP 1–2.6	Under robust sustainability policies and gradual green development, energy efficiency improves and emissions gradually decline, stabilizing global warming below approximately 2° C.	~1.8° C
	SSP 3–7.0	Insufficient international cooperation, stunted development, and low energy efficiency, emissions continue to rise, leading to a high-risk trajectory of approximately 3–4° C warming.	~3.6° C
	SSP 5–8.5	Driven by rapid fossil-fuel-powered economic expansion, society experiences significant growth but emissions spiral out of control, causing warming to exceed 4° C.	~4.4° C

Scenario Analysis Items

Risk Items	Climate-Related Risks	Risk Description
Transition 1	Taiwan carbon fee collection mechanism	Carbon Fee Collection Under Taiwan's Climate Change Response Act
Transition 4	International Carbon Border Adjustment Mechanism and Carbon Tariffs	EU Carbon Border Adjustment Mechanism (CBAM) Levies
Physical 2	Supplier Exposure to Water Stress Risks	Supply instability caused by water demand competition or scarcity

Transition Risk—Taiwan Carbon Fee Collection Mechanism

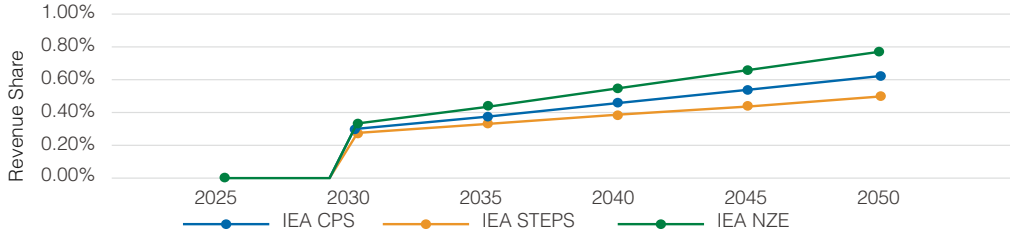
Against the backdrop of the implementation of a carbon fee system in Taiwan, this analysis assumes that GIGABYTE will be subject to the carbon fee starting in 2030, while taking into account various scenario parameters such as the increase in electricity demand driven by future operational growth and potential fluctuations in GHG emissions. The simulation results indicate that the potential financial impact in 2030 across various scenarios ranges from approximately TWD 4.15 million to TWD 4.36 million; even under the most stringent Net Zero Emissions (NZE) scenario, the estimated financial impact in 2050 is projected to remain stably controlled at around TWD 4.76 million. The analysis indicates that the impact of Taiwan's carbon fee policy on the company's overall financial position is relatively limited. However, given that there remains a degree of uncertainty regarding the rate adjustment mechanism, emission pricing methods, and coverage scope of the future carbon fee system, we will continue to monitor policy developments by the competent authorities while simultaneously strengthening Energy Management, improving energy efficiency, and accelerating the low-carbon transition to mitigate long-term carbon cost risks and enhance operational resilience.



Transition Risks—International Carbon Border Adjustment Mechanisms and Carbon Tariffs

Europe is one of GIGABYTE's primary export markets. If the EU Carbon Border Adjustment Mechanism (CBAM) is expanded in the future to cover Information and Communications Technology (ICT) products, it could directly impact on the Company's product sales performance and profitability in the EU market. GIGABYTE conducted scenario simulations incorporating parameters such as projected growth in European product sales, annual increases in carbon fees, and product carbon footprints, assuming that GIGABYTE will be subject to CBAM regulations starting in 2030.

The analysis results indicate that the estimated financial impact across various scenarios in 2030 is approximately 0.27% to 0.33% of revenue. By 2050, under the most stringent Net Zero Emissions (NZE) scenario, due to intensified global carbon reduction efforts and the EU's increase in carbon tariff rates to meet its emission reduction targets, the potential financial impact could reach up to approximately 0.77% of revenue. These analysis results are based on scenario projections derived from current policy directions and carbon reduction trends; the actual impact will ultimately depend on factors such as the scope of the CBAM regulations, tariff rates, and policy adjustments. GIGABYTE will continue to monitor relevant policy developments and mitigate potential future carbon cost risks through measures such as carbon footprint management, energy efficiency improvements, and carbon reduction in the supply chain.



Physical Risk—Supplier Exposure to Water Stress Risks

As climate change increases, the frequency of heavy rainfall increases, and sea levels are rising steadily. Coupled with growing competition for water resources across regions, water stress risks are escalating. If supply chains are disrupted due to water shortages, water withdrawal restrictions, or rising water stress, it could trigger material shortages, which in turn would impact procurement costs, production volumes, and revenue performance, exposing corporate operations and supply chain strategies to high levels of uncertainty. GIGABYTE utilized GIS tools and the Aqueduct water risk mapping database developed by the World Resources Institute (WRI) to screen for water stress risks at the locations of its top 100 key suppliers. This assessment covers three different climate scenarios: the Optimal Transition (OPT, SSP 1-2.6), Business-As-Usual (BAU, SSP 3-7.0), and Pessimistic (PES) scenarios, to gauge the potential impact of water stress on the supply chain in 2030 and 2050.

The assessment results indicate that under the Business-As-Usual (BAU) scenario, eight suppliers will be in medium-to-high-risk or higher zones by 2030 (accounting for approximately 1.5% of procurement value).If this scenario persists through 2050, the proportion of procurement value from suppliers at high risk or above will rise from 0.5% in 2030 to 1.0% in 2050; under the Proactive Transition (OPT) scenario, approximately 18.1% of procurement value faces medium-to-high risk or higher by 2030, with this proportion slightly decreasing to 17.9% by 2050.The proportion of medium-to-high-risk suppliers in the OPT scenario is higher than in the BAU scenario, primarily because the level of social development is higher in the OPT scenario. Population growth and urbanization drive up water demand and combined with uneven rainfall distribution and the effects of localized droughts, water stress is not necessarily lower than in the Business-As-Usual (BAU) scenario; If shifting to a high-emission scenario (PES), exposure to water stress is most significant. By 2030, a total of 10 suppliers will be at medium-to-high risk or higher, accounting for 18.2% of the procurement value, and this high exposure will persist through 2050.In response to these findings, GIGABYTE will continue to assess suppliers' climate resilience and enhance the stability of material supply through supply chain diversification and source diversification, thereby strengthening the overall supply chain's resilience to water stress impacts.

	Supplier Share of Total Procurement	BAU Scenario (SSP 3-7.0)	OPT Scenario (SSP 1-2.6)	PES Scenario (SSP 5-8.5)
2030	Risk Level	BAU	OPT	PES
	Extremely High	0.4%	0.5%	0.4%
	High	0.1%	0.5%	0.6%
	Medium-to-High	1.0%	17.1%	17.2%
	Medium-to-Low	93.9%	77.3%	77.2%
	Low risk	2.3%	2.3%	2.3%
2050	Risk Level	BAU	OPT	PES
	Extremely High	0.4%	0.4%	0.4%
	High	0.6%	0.6%	0.6%
	Medium-to-High	0.4%	16.9%	17.2%
	Medium-to-Low	94.0%	77.0%	77.2%
	Low risk	2.3%	2.7%	2.3%

3.2.4 Climate Resilience and Response Strategy

Based on the results of the identification and scenario analysis of climate-related risks and opportunities, GIGABYTE has proposed the following management measures:

- (1) Through regular cross-departmental and subsidiary sustainability meetings, we will continue to promote various mitigation measures as well as risk adaptation assessments and tracking. This ensures the company can better understand the impact of climate risks on operations and develop relevant preparedness and response procedures in advance.
- (2) In product manufacturing processes, the company uses a Life Cycle Assessment (LCA) platform to evaluate product carbon footprints and track GHG emission hotspots, establishing carbon reduction pathways and optimization plans. Concurrently, measures such as accelerating the replacement of energy-efficient components in testing equipment and upgrading production line machinery are implemented. These efforts are dedicated to process optimization and reducing GHG emissions, thereby mitigating the potential financial impact of future carbon-related taxes and fees.
- (3) The Company will continue to evaluate the feasibility of constructing our own photovoltaic equipment and energy storage facilities to gradually reduce our reliance on fossil fuels or coal-fired power.
- (4) Each facility has established a "Risk and Emergency Management Principle" and "Emergency Response Measures" in accordance with ISO 14001. We regularly conduct disaster drills to enhance the disaster response capabilities of on-site personnel and foster disaster prevention awareness, ensuring that operational losses are minimized in the event of a disaster.

The aforementioned response strategies integrate GIGABYTE's three core elements of climate governance, strategy, and risk management, in conjunction with the actions of our "Green Action Plan" and the metrics and goals of the "333 Reduce" initiative. We will continue to monitor trends in climate risk, rigorously assess the company's resilience in the face of climate risks, and advance toward a more sustainable business model.

Impact of Significant Climate-Related Risks and Mitigation Measures

Risk	Description	Timeframe	Impact and Scope			Financial Impact	Mitigation Measures			
			Upstream	Operations	Downstream					
Transition Risk	Existing Regulations	Taiwan Carbon Fee Collection Mechanism	Mid-term	Expected to be subject to carbon fee collection and regulation in 3–5 years	Increased production costs	Increased procurement costs	Impact on product prices or sales profits	Moderate	GIGABYTE has relatively low carbon emissions; the impact of carbon fees is expected to be minimal	Continue to monitor information related to Taiwan's climate regulations and adjust climate policy direction as necessary to mitigate the impact of rising costs on operations
	Emerging Regulations	International Carbon Border Adjustment Mechanism and Carbon Tariffs	Long-term	Expect European and American markets to impose carbon-related taxes on importers of electronic products and components in 5–10 years		Increased tax costs for products	Impact on product selling prices or sales margins	High	Depending on target market regulations, pay carbon tariffs on imported products or participate in local cap-and-trade mechanisms	Continuously monitor information related to international climate regulations and, if necessary, adjust climate policy direction to mitigate the impact of rising costs on operations
Physical Risk	Supplier Exposure to Water Stress Risks	Mid-term	Climate-induced drought or reduced rainfall impacts suppliers in water-stressed regions	Key component suppliers face supply disruption due to water scarcity	Unstable component supply affects production schedules, delivery times, and customer trust			High	Identify procurement value at risk from suppliers in water-stressed areas	Conduct annual sustainability supplier assessments to evaluate suppliers' climate change preparedness, thereby mitigating potential climate-related risks in supply chain management

3.2.5 GHG Management

GIGABYTE has established GHG reduction targets, using 2009 as the base year, aiming to reduce Scope 1 and 2 GHG emissions by 50% by 2025. Through clear target-setting, the company monitors progress and performance in GHG reduction. In 2024, GIGABYTE's Scope 1 and 2 GHG emissions were reduced by 51.97% compared to the base year, achieving the long-term 50% reduction target one year ahead of schedule. Although GIGABYTE has not yet announced the submission of an application for Science-Based Targets (SBTi), the company has consistently referenced the tools and target review criteria recommended by SBTi to develop carbon reduction targets.

GIGABYTE's Carbon Reduction Strategy

Scope 1	- Low-Carbon Transportation/Equipment Replacement - Procure and use equipment with eco-friendly refrigerants - Implement Energy Management - Promote ISO 50001.....
Scope 2	- Continuous automation to improve production efficiency and quality - Gradually replacing equipment to reduce energy consumption - Implementing renewable energy - Purchasing green electricity - Planning for the implementation of energy storage - Planning for Renewable Energy Certificates (RECs).....
Scope 3	- Improving product performance - Promoting low-carbon products (e.g., incorporating recycled materials, reducing packaging weight, etc.) - Promoting sustainable procurement and supplier agreements - Promoting the circular economy - Operations Management.....

Note: GIGABYTE employs a diversified portfolio of carbon reduction strategies, conducting rolling assessments based on technological maturity and development trends to implement the most appropriate carbon reduction measures at each stage; detailed reduction actions and results for the current year can be found in the information under subsections such as ["3.1 Environmental Management, 3.4 Product Stewardship Responsibility, 3.5 Circular Economy, and 4.3 Supply Chain Environmental and Social Impact Management"](#)

Voluntary Cancellation of VER Carbon Credits

GIGABYTE has partnered with the Plant-for-the-Planet Foundation and committed to offsetting 2,500 metric tons of carbon credits annually from overseas renewable energy projects between 2023 and 2027. The carbon credits under this partnership are issued under Gold Standard certification, with additionality, permanence, and leakage risks rigorously assessed. The initiative further emphasizes alignment with the Sustainable Development Goals (SDGs), generating significant social and environmental benefits alongside GHG reduction. This voluntary carbon credit cancellation is not included in the Group's 2025 GHG reduction and carbon reduction target achievement rate.

Scope 1 and 2 GHG Emissions

In response to achieving its medium- to long-term target one year ahead of schedule, GIGABYTE updated its base year to 2020 in 2025 and set medium- to long-term targets to reduce Scope 1 and Scope 2 emissions by 42% by 2030 and 63% by 2035. GIGABYTE is driving strategic transformation and product diversification, actively expanding production capacity while collaborating with global partners to develop innovative solutions. This approach responds to and capitalizes on market trends in cloud computing, digitalization, and automation, resulting in a significant increase in production volume in recent years. In 2025, GHG emissions increased by 3.19% compared to the previous year due to continued growth in operational scale, yet they remained 15.67% lower than the base year. In terms of emissions intensity, carbon emissions per unit of revenue decreased by 18.80% compared to the previous year and by 78.83% compared to the base year. Although absolute emissions rose slightly due to expanding market demand, the significant improvement in carbon intensity per unit of revenue clearly demonstrates that GIGABYTE has substantially enhanced its carbon emission competitiveness in process energy efficiency, Energy Management, and low-carbon product design, moving toward a low-carbon transition path where "operational growth is decoupled from carbon emissions."

Scope 1 and 2 GHG Reduction Targets

Base Year: 2020		Absolute Reduction Targets		Intensity Reduction Status
		Target Description	2025 Achievement Status	2025 Achievement Status
Target Year	2025	4.2% annual reduction	Not Achieved Carbon emissions increased by 3.19% compared to the previous year	Compared to the previous year Carbon emissions per million in revenue decreased by 18.80 %
	2030	Compared to the base year, 42% reduction in carbon emissions	Progress rate: 37% 15.67% reduction in carbon emissions compared to the base year	Compared to the base year 78.83% reduction in carbon emissions per million in revenue

Note: Due to GIGABYTE's operational growth in recent years and changes to the organizational scope of the inventory, the base year and reduction targets will be updated according to the adjusted scope.

Scope 1 and 2 GHG Inventories Over the Past 4 Years

Unit: metric tons of CO₂e

Scope		2020 Base Year	2022	2023	2024	2025
Scope 1	Scope 1	648.09	627.81	832.86	824.73	725.91
	Location Based	28,123.84	27,283.64	26,606.40	22,687.85	23,536.32
	Market Based	28,123.84	27,283.64	26,606.40	22,687.85	23,536.32
Subtotal		28,771.93	27,911.44	27,439.26	23,512.58	24,262.23
Carbon intensity (metric tons of CO ₂ e per million in revenue)		0.3401	0.2602	0.2006	0.0887	0.0720

Note 1: Global Warming Potential (GWP) values from the IPCC Sixth Assessment Report are used. The GHG included in the calculation are carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃). The data has been verified by a third party in accordance with ISO 14064-1:2018

Note 2: The scope of the inventory includes: the Headquarters, the Nanping Factory in Taoyuan, the Dongguan and Ningbo Factories in China, and the Taipei Silicon Valley Park Office (subsidiaries Bestyield International, G-STYLE, Selita Precision, and the subsidiary GIGAIPC). This scope accounts for 89.56% of consolidated revenue

Scope 1 and 2 GHG Inventories Over the Past 4 Years

Unit: metric tons of CO₂e

Scope	2022	2023	2024	2025
CO ₂	27,983.63	26,689.90	22,766.66	23,612.45
CH ₄	370.46	454.23	472.88	184.69
N ₂ O	1.36	1.41	1.56	1.18
HFCs	274.52	293.73	385.84	463.89
PFCs	0.00	0.00	0.00	0.00
SF ₆	0.00	0.00	0.00	0.00
NF ₃	0.00	0.00	0.00	0.00

Note: Data verified by a third party in accordance with ISO 14064-1:2018

Scope 3 GHG emissions

To identify climate change mitigation factors, GIGABYTE has also conducted an inventory of Scope 3 indirect GHG emissions to identify emission hotspots and drive carbon reduction across the value chain. By 2025, the company will set absolute reduction targets and intensity reduction targets for the two major GHG emission hotspots within Scope 3 emissions "purchased goods" and "use of sold finished products" setting 2024 as the base year. In 2025, due to the rapid growth in market demand for AI servers (the Group's consolidated revenue grew by 27% year-over-year), this was reflected in the carbon emissions from purchased components and the use of sold end-products, which increased by 30.3% compared to the previous year; When examining the unit carbon emissions per million in revenue for these two categories, the Group will be endeavor to reducing Scope 3 emissions in the future by promoting energy-efficient product design, applying for product sustainability certifications, managing suppliers, and implementing local procurement.

Scope 3 – GHG Reduction Targets for Purchased Goods and Use of Sold Finished Products

Base Year: 2024	Absolute Reduction Target		Intensity Reduction Target	
	Target Description	2025 Achievement Status	Target Description	2025 Progress
Target Year	2025	Annual 3.5% carbon reduction Not Achieved Carbon emissions increased by 30.31%	Compared to the previous year, 3.5% reduction in carbon emissions per million in revenue	Not achieved Carbon emissions per million in revenue increased by 2.55%
	2030	Compared to the baseline year 21% reduction In progress 30.31% increase in carbon emissions	Compared to the base year, 21% reduction in carbon emissions per million in revenue	In progress Carbon emissions per million in revenue increased by 2.55%

Note: Due to GIGABYTE's operational growth in recent years and changes to the organizational scope of the inventory, the base year and reduction targets will be updated according to the adjusted scope.

Scope 3 GHG Inventories for the Past 4 Years

Unit: metric tons of CO₂e

Scope 3 GHG Items			2022	2023	2024	2025
Indirect GHG emissions from transportation	Upstream Transportation and Distribution		58.32	617.35	2,905.56	45,269.54
	Downstream Transportation and Distribution		28,051.45	44,405.99	20,416.20	6,687.28
	Business Travel*		128.35	548.17	752.83	792.74
	Employee Commuting*		1,867.53	1,028.98	1,224.31	1,521.29
Indirect GHG emissions from the organization's use of products	Purchased Goods*		892,256.60	1,213,983.28	1,075,787.90	1,466,315.06
	Capital Goods		776.94	580.91	576.26	1,947.87
	Fuel and Energy-Related Activities		1,217.49	3,188.28	3,908.80	4,691.36
	Waste Generated from Operation*		1,238.66	1,911.11	2,238.90	1,920.12
Indirect GHG emissions from the use of the organization's products	Processing of Sold Product		2,312.99	1,541.80	1,603.54	522.77
	Use of Sold Products*	Finished Products	3,090,928.16	840,717.33	902,245.52	1,111,319.84
		Intermediate Products	2,598,674.12	3,684,402.10	4,532,367.64	3,852,154.44
	End-of-Life Treatment of Sold Products*		8,089.73	8,757.16	9,738.99	24,851.07
Total			6,625,600.33	5,801,682.44	6,550,860.89	6,517,993.37
Carbon intensity (metric tons of CO ₂ e per million in revenue)			61.76	42.42	24.70	19.34

Note 1: Items marked with *** have undergone external verification in accordance with ISO 14064-1:2018
Note 2: Finished products include laptops, servers, BRIX computers, monitors, and power supplies
Note 3: Intermediate products include motherboards and graphics cards

3.3 Biodiversity

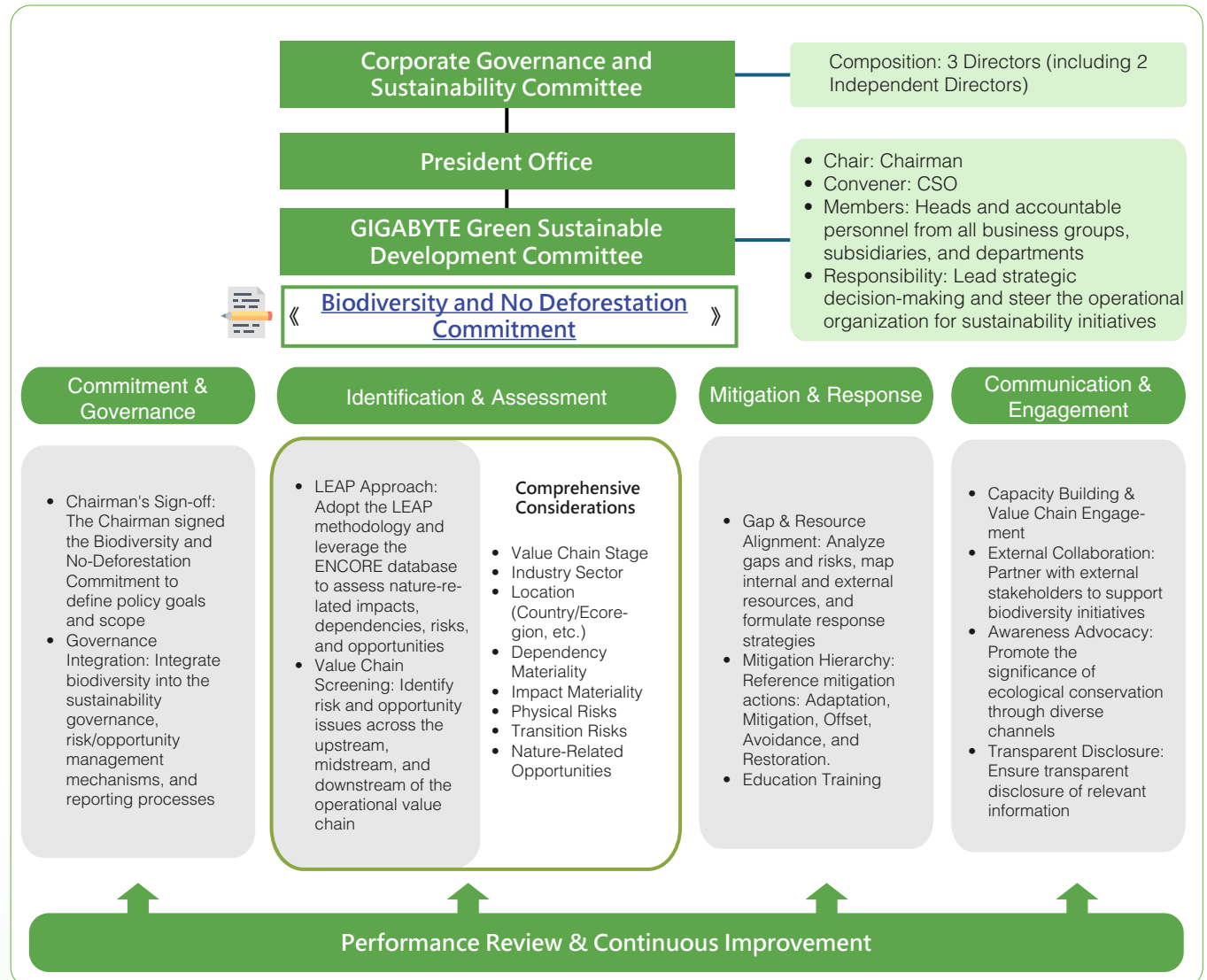
Natural capital is one of the key resources for corporate operations, and various operational activities interact with and influence natural ecosystems. GIGABYTE has long been concerned with environmental issues and is committed to taking action within its own operations to prevent operational activities from harming biodiversity. At the same time, in response to the "Zero Deforestation by 2050" initiative and to achieve the vision of "Zero Net Loss of Nature and Positive Net Benefits," the company has established the "Biodiversity and No Deforestation Commitment" as a guiding principle for promoting biodiversity management.

3.3.1 Biodiversity Governance

GIGABYTE recognizes that the stability of natural ecosystems is the cornerstone of sustainable business operations. Therefore, the company has integrated Biodiversity into its governance framework, building upon the principles of the Task Force on Climate-related Financial Disclosures (TCFD). The Board of Directors serves as the core decision-making body, overseeing management policies related to climate and nature-related risks. Since 2020, GIGABYTE's product environmental reports have included an Environmental Profit and Loss (EP&L) analysis of 16 environmental indicators, assessing the proportion of impact on each indicator throughout the product lifecycle. Under the guidance of GIGABYTE Green Sustainable Development Committee, the scope expanded in 2025 from product-level discussions to assessing the impact of corporate operations on the natural environment. By adopting the LEAP methodology from the TNFD's nature-related financial disclosures, the company evaluates the impact of value chain activities on natural capital, as well as nature-related risks and opportunities.

In practical implementation, GIGABYTE integrates resources across all departments by promoting four key strategies: "Operational Environmental Management," "Product Stewardship Responsibility," "Supplier Environmental Impact Management," and "Environmental Compensation Actions." This transforms nature conservation into concrete operational management actions, ensuring that the company achieves a dynamic balance of harmonious coexistence with the ecological environment while pursuing technological innovation.

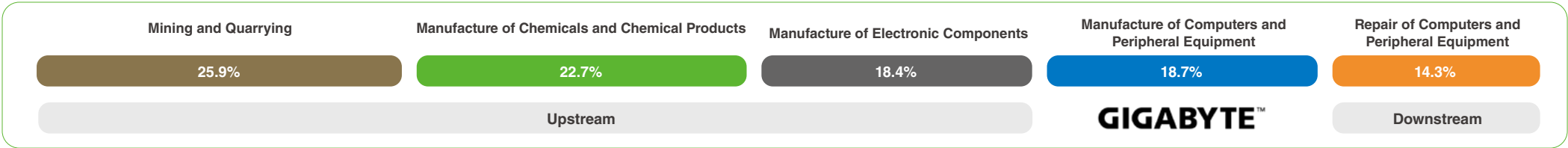
GIGABYTE Nature and Biodiversity Governance Mechanism



3.3.2 Analysis of Dependence and Impacts on Natural Capital

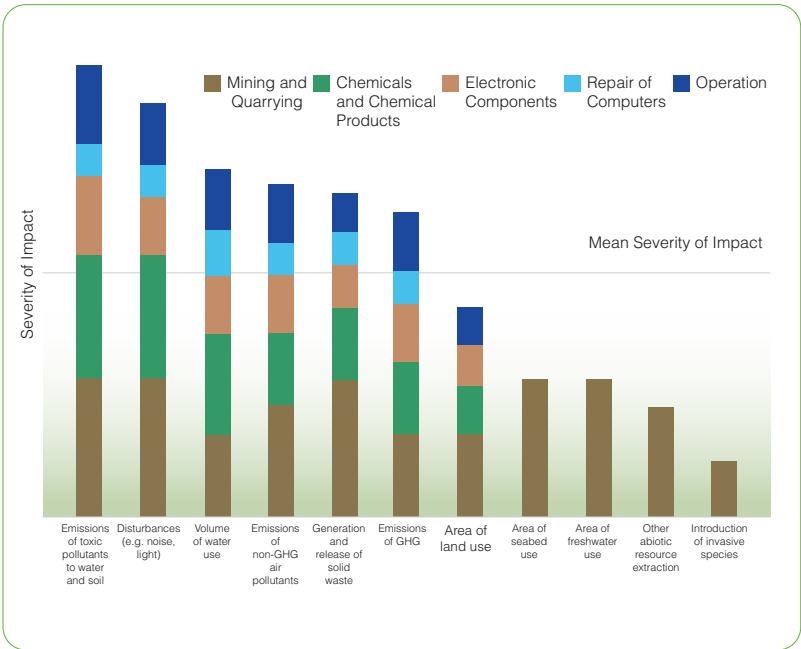
GIGABYTE adopts the LEAP methodology recommended by the Taskforce on Nature-related Financial Disclosures (TNFD) to assess the impact and dependency of its business services on natural capital. Based on the ENCORE database and materiality screening, the company identified the degree of dependency of its value chain on environmental assets. The analysis revealed that up to 67% of the dependency is concentrated in the upstream raw material production and component manufacturing stages. A closer examination of the top five environmental assets by dependency reveals: soil and sediments, terrestrial landforms, species, ecological structural integrity, and water resources; the top seven ecosystem services by dependency include: water provision, water purification, flood regulation, storm mitigation, flow regulation, rainfall pattern regulation, and local atmospheric and ecosystem dilution and buffering functions.

I GIGABYTE 's Natural Capital Dependency in the Value Chain

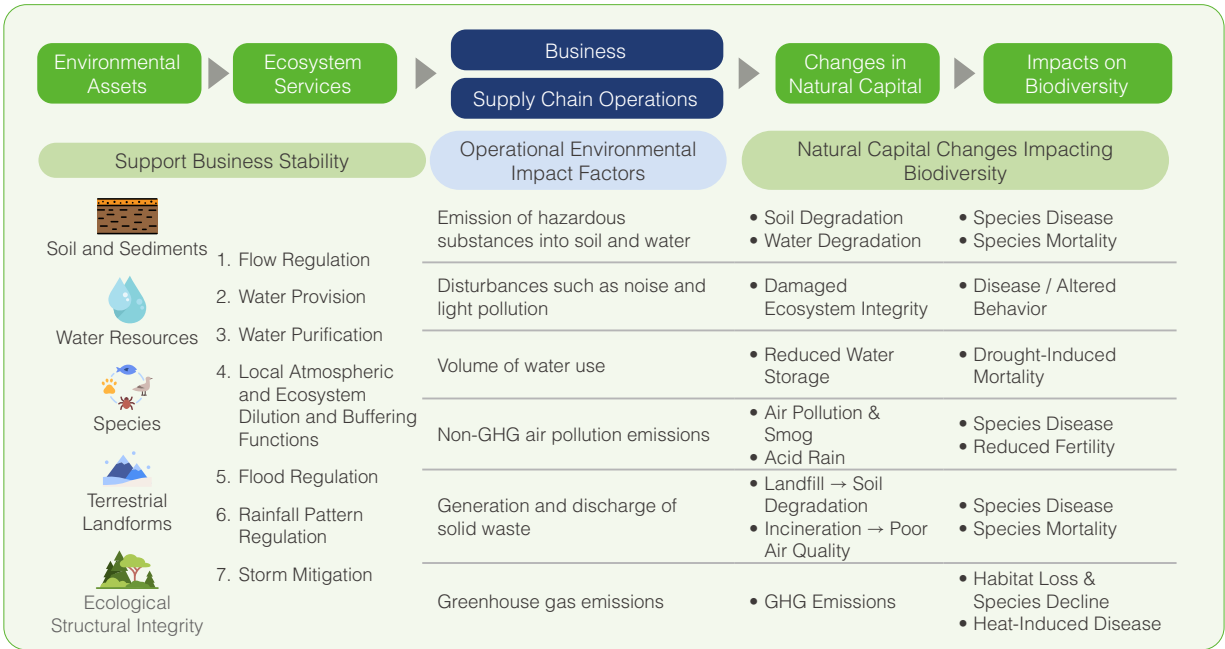


To further understand the impact of value chain operations on natural capital, GIGABYTE utilized the database of significant environmental impact factors established for various industries within the ENCORE platform. By incorporating and performing a weighted analysis of the value chain's dependence on natural capital at each stage, the company ultimately identified six potential environmental impact drivers ranked by materiality, including "emissions of hazardous substances into soil and water, disturbances such as noise and light pollution, volume of water use, non-GHG air pollution emissions, generation and discharge of solid waste, and GHG emissions."

I Environmental Impact Drivers of Value Chain Operations



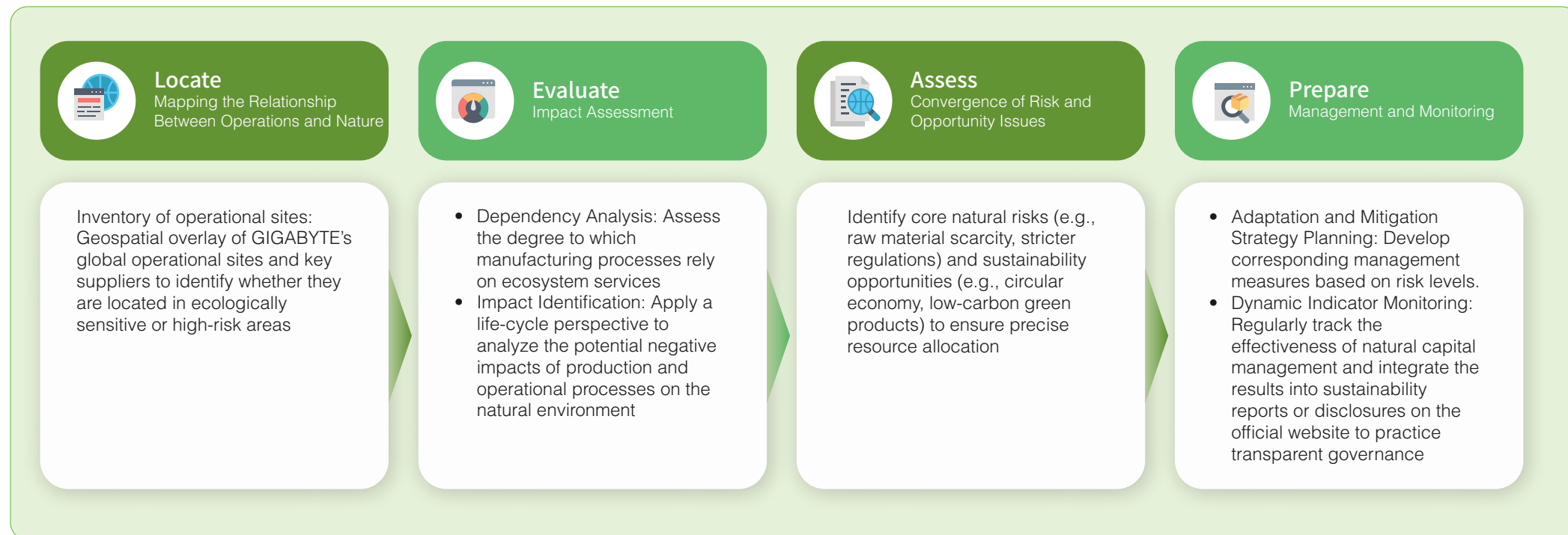
I GIGABYTE's Dependency-Impact Pathways on Natural Capital



3.3.3 Biodiversity Management Strategy

To fully understand the impact of nature-related issues on the company's operational development and identify potential opportunities, GIGABYTE references the TNFD (Task Force on Nature-related Financial Disclosures) framework to identify nature-related risks and opportunities. The company also examines the relationships between these risks and opportunities and environmental impact factors and assesses the impact boundaries within the value chain to plan corresponding management strategies.

Process for Identifying Nature-Related Risks and Opportunities



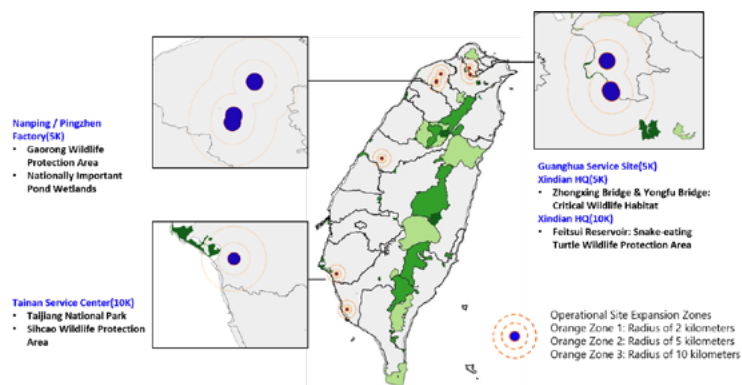
To deepen employees' and partners' awareness of natural capital, GIGABYTE is actively promoting a biodiversity and sustainability literacy empowerment program in 2025. The annual Group sustainability training series centers on "Sustainability Risk Management Trends and TNFD," featuring Dr. Wen Lih-Chyi, an advisor from the Center for Green Economy at the Chung-Hua Institution for Economic Research., who provided an in-depth analysis of the TNFD methodology and global trends. This session not only attracted key personnel from finance, procurement, R&D, and the Green Team but also, for the first time, extended invitations to supplier partners to participate in the training. A total of 126 internal and external stakeholders attended, achieving knowledge sharing across the value chain.

Additionally, at the 8th Supplier Conference in 2025, the company specially invited Professor Ming-Jer Tsai from the School of Forestry and Resource Conservation at National Taiwan University to lead suppliers in exploring transformation strategies for "Nature Positive" under the theme "Biocredits × Industrial Transformation: Co-creating Nature Positive Business Opportunities." Through cross-sectoral dialogue with leading experts and representatives from industry and academia, GIGABYTE is endeavored to helping the entire supply chain accurately assess nature-related risks and working together to create a win-win scenario that combines environmental resilience with commercial value.

Value Chain Operations and Biodiversity Conservation Areas

GIGABYTE utilized the IUCN's definition of protected areas to conduct an overlay analysis of its own operational sites, top 100 suppliers, upstream smelters, and downstream service locations. The results showed that GIGABYTE's own operational sites, overseas affiliates, the operational sites of its top 100 suppliers, and downstream after-sales service locations are not directly located within protected areas. To deepen our protection of surrounding ecosystems, GIGABYTE further centered the analysis on our operational sites in Taiwan and extended the analysis radius outward by 2 to 10 kilometers. Through this risk screening, we aim to identify potential indirect impacts and ecological dependencies, thereby establishing corresponding preventive measures or environmental education initiatives to address potential impacts. At the same time, we have traced back to smelters further upstream in the value chain to examine their overlap with ecological conservation areas. Analysis results indicate that approximately 5% of smelters may be at risk of being located within ecological conservation areas (for tracking and management, please refer to: [4.3.1 Supply Chain Environmental Impact Management, 6-4 Environmental Co-Prosperity](#)).

GIGABYTE's operational sites in Taiwan and downstream



GIGABYTE affiliates' operational sites in the Asia-Pacific region

- Affiliates in the Asia-Pacific region



GIGABYTE affiliates' operational sites in Europe and the Americas

- Affiliates in Europe and the Americas



Upstream Value Chain

● Top 100 Suppliers; ● CMRT Smelters; ● EMRT Smelters



Note: The biodiversity layer analysis draws on data from the UNEP-WCMC WDPA database, covering UNESCO World Heritage Sites, Ramsar Sites, UNESCO-MAB Biosphere Reserves, and OECMs (Other Effective Area-based Conservation Measures).



Nature-related Risk Issues

Risk	Issue	Environmental Impact Attribution Factors	Timeline	Impact and Scope			Management Strategies
				Upstream	Operations	Downstream	
Physical/ Immediate	Soil/Water Pollution	Emission of hazardous substances into soil and water	Mid-short term	● Pollution increases defect rate in processes/materials	○ Higher defect rate affects product quality	-	Implement management of hazardous substances and environmental issues to ensure the effectiveness of the Group's IECQ QC 080000 and ISO 14001 management systems
Physical/ Long-term	Water scarcity	Volume of water use	Mid-term	● Water shortage disrupts supply of key components	○ Supply disruption affects shipments	○ Component shortage affects repair services	Regularly assess the water resilience of operational sites and suppliers; improve water efficiency through measures such as water recycling and water-saving equipment
	Smog, acid rain	Non-GHG air pollution emissions	Long-term	● Increased cost for cleanroom equipment	● Increased cost for cleanroom equipment	-	Implementation of VOC emissions regulations and compliance with local laws and regulations
Transformation/ Policy	Expansion of hazardous substance regulations	Emissions of hazardous substances into soil and water	Short-term	● Non-compliant materials may lead to penalties or supply disruptions	● Non-compliant materials may lead to penalties or supply disruptions	-	Implementing management of hazardous substances to ensure the effectiveness of the Group's IECQ QC 080000 management system
	Stricter air emission regulations	Non-GHG air pollution emissions	Long-term	● Optimize exhaust gas monitoring equipment to ensure compliance	● Optimize exhaust gas monitoring equipment to ensure compliance	-	Implement VOC emissions monitoring and ensure compliance with local regulations
	Stricter waste disposal regulations	Generation and discharge of solid waste	Short-term	-	● Increased cost of e-waste disposal	● Penalties for improper e-waste handling	- Implementing management of hazardous chemicals and environmental protection to ensure the effectiveness of the Group's IECQ QC 080000 and ISO 14001 management systems - Provide consumer product recycling services, develop circular economy business models, and strive to improve e-waste recycling rates
Transition/ Technology	Ban on hazardous raw materials requiring alternatives	Emission of hazardous substances into soil and water	Mid-short term	● Higher cost of alternative materials	○ Increased product cost due to pricier components	-	Establish the "Guidelines for the Management of Harmful Chemical Substances Requirements" (HCSR) and set management targets for hazardous substances Gradually phase out high-risk controlled substances
Transformation/ Market	Increased consumer awareness of product safety	Emission of hazardous substances into soil and water	Short-term	-	● Enhance product verification and labeling to ensure safety	-	- Continuously publish product environmental reports to safeguard consumers' right to know - Accurately report operational waste information in accordance with the law
Transformation/ Responsibility	Noise from manufacturing/testing affecting humans and wildlife	Disturbances such as noise and light pollution	Short-term	● Raw material extraction may disturb wildlife behavior	● Compensate or mitigate noise impact on lab personnel	-	Monitoring laboratory noise levels and promoting measures such as human-machine separation testing and physical sound insulation/noise reduction

● Directly Impact ○ Indirectly Impact

Nature-related Opportunity Issues

Opportunity	Issue	Environmental Impact Attribution Factors	Timeline	Impact and Scope			Management Strategies
				Upstream	Operations	Downstream	
Market	Rising demand for green products	Hazardous substance emissions into soil/water	Mid-Long term	○ Use of eco-friendly materials may attract brand orders	● Eco-friendly products may earn environmental labels and boost market visibility	-	Establish "Green Product Management Procedures" and implement a Sustainability Fund system to encourage employees to develop environmentally friendly products
	Enhanced ESG ratings through positive brand image	Hazardous substance emissions into soil/water	Short-term	-	● Conservation efforts help maintain ecosystem services of soil and water	-	Organizing corporate sustainability training programs and environmental engagement activities, working together with employees and stakeholders to practice ecological conservation
Resource Use	Growth of circular economy market	Solid Waste Generation	Short-term	-	● Develop circular product design to enhance material reuse	● Offer refurbishment/recycling services to capture new business opportunities	Develop reverse logistics business models to increase the recovery and reuse of electronic waste and reduce environmental impact

● Directly Impact ○ Indirectly Impact

Biodiversity Management Strategy

GIGABYTE actively promotes Biodiversity management, demonstrating the company's commitment to sustainable development. We implement our strategy across four key areas: strengthening "Operational Environmental Management" by monitoring and managing process-related emissions to reduce ecological disruption; fulfilling "Product Stewardship Responsibility" by promoting green design and recycling mechanisms to minimize environmental pollution from e-waste; promoting "Supplier Environmental Impact Management" to enhance supply chain sustainability performance and build a sustainable value chain; and actively implementing "Environmental Compensation Initiatives" based on the "Make Earth Green Again" philosophy, such as tree planting and habitat restoration, to give back to the natural ecosystem.

Four Key Areas	Operational Environment Management					Implementation of Product Stewardship Responsibility					Supplier Environmental Impact Management		Environmental Compensation Initiatives
Key Management Actions	Implementing Digital Equipment to Track and Monitor Biodiversity	Implementation of the ISO 14001 Environmental Management System	Monitoring and improvement of wastewater, exhaust emissions, and noise	Implementation of Water Resource Management	Implementation of Operational Waste Management	Sustainable Raw Material Management	Management of Hazardous Substance	Recycling of End-of-Life Electronic Products	Continuous Publication of Product Environmental Reports	Development of Circular Economy Services	Tracking and managing suppliers' environmental impact	Supplier Communication and Training	Environmental and Ecological Education Initiatives
Corresponding Sections	In planning	3.1 Environmental Management	3.1.2 Water Resource Management	3.1.3 Waste Management	3.4.1 Product Raw Material Management	3.4.2 Hazardous Substance Management	3.5.2 Product Recycling Services	3.4.6 Disclosure of Product Environmental Impacts	3.5 Circular Economy	4.3.1 Supply Chain Environmental Impact Management	4.4 Supply Chain Engagement and Communication	6.4 Environmental Co-Prosperity	

3.4 Product Stewardship Responsibility

GIGABYTE incorporates a product lifecycle perspective into product R&D and production, establishing the "Green Product Management Operating Procedures." From the design stage, the company considers material recyclability and environmental friendliness, strictly adheres to hazardous substance controls in raw material selection, provides extended warranty periods and repair services after product sale, and pioneers a circular business model through reverse logistics services. The company is committed to achieving resource circularity and reducing the impact of products on the environment and people/human rights and. In terms of manufacturing processes, GIGABYTE adheres to the core philosophy of "Green Production and Sustainable Manufacturing," actively optimizing production processes and resource efficiency. In 2025, the Nanping Factory officially obtained the Ministry of Economic Affairs "Clean Production Assessment System Label" in recognition of its outstanding performance in resource conservation, environmental friendliness, and waste reduction technologies.

Product Life Cycle Approach

Life Cycle	Management Approach	Corresponding Section
R&D and Design Stage	- Allocate a portion of annual profits to research and development expenses^{Note} to master key hardware and software technologies, focusing on product innovation value and brand sustainability - Develop high-efficiency power supplies, low-carbon materials, and thermal management technologies to promote sustainable product design	3.4 Product Stewardship Responsibility
Raw Material Management	- Increase the proportion of recycled and recyclable materials in products and packaging; reduce packaging weight - Implement quality management for hazardous substances in raw materials	3.4.1 Product Raw Material Management
Green Manufacturing	- Establish a comprehensive environmental management system, including ISO 14001 and ISO 50001 - Optimize production processes to reduce electricity and water consumption as well as waste generation, and improve energy and resource efficiency	3.1 Environmental Management
Green Logistics	- Reducing carbon emissions from transportation - Optimizing automated warehouse management	3.4.5 Product Logistics Management
Use Phase	- Providing Energy-Efficient Products and Services to Customers/Consumers - Extend product lifespan through repair and refurbishment	3.4.3 Product Energy Efficiency Management 3.5 Circular Economy
End-of-life disposal	- Ensuring product recyclability - Developing reverse logistics-based circular business models	3.5 Circular Economy

* Note: R&D expenditures for 2025 totaled TWD\$4.307 billion and were audited and certified by a certified public accountant. For detailed information on the past two years, please refer to the "Operational Overview" section of the annual report.

3.4.1 Product Raw Material Management

To practice sustainable product management, GIGABYTE has established the "Sustainable Procurement Guidelines," which have been signed and approved by the Chairman. We promote sustainable product design and manufacturing from the inside out, influencing more supplier partners to reduce their reliance on raw materials. Additionally, the "Sustainable Raw Materials Policy" is explicitly defined under these guidelines. Adhering to the principle of "procuring raw materials with minimal negative environmental impact," the company commits to increasing the proportion of recycled and renewable materials and encourages component suppliers to use third-party certified materials while avoiding raw materials sourced from ecologically sensitive regions.

Five Commitments of the Sustainable Raw Material Policy

- Procure raw materials with minimal negative environmental impact, and prioritize the procurement of third-party verified sustainable raw materials
- Product packaging shall comply with relevant laws and regulations, and we will implement a plan to reduce product packaging and incoming packaging materials, with the goal of phasing out single-use packaging materials by 2030
- Proactively disclose environmental information regarding the organization and its products, while promoting suppliers' responsibility for disclosure
- Proactively promote sustainability-related issues, such as social and environmental management, to upstream suppliers
- Collaborate with external stakeholders to advance sustainable raw material initiatives and create sustainable products

Sustainable Raw Material Management Targets

Substances of Concern	2025 Targets		2030 Targets	
	Target Description	2025 Progress	Target Description	Progress Rate
Recycled Metal	Introduction of Recycled Metals (including PIR)	✔ Achieved 3.74 metric tons of recycled metal used	Recycled metal used in components reaches 20 metric tons/year (including PIR)	18.70 %
Recycled Plastic	Products Introduction of Recycled Plastic	✔ Achieved • Recycled plastic accounts for 0.77% of in-house laptop models • Average recycled plastic content in servers: 37.61%	Recycled plastic content reaches 15% in components weighing over 25g across in-house laptop models.	5.13%

Note 1: The scope of the inventory includes motherboards, graphics cards, servers, and laptops, with statistics based on representative models

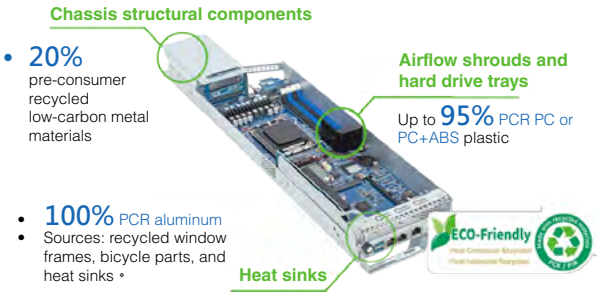
Note 2: PIR (Post-Industrial Recycled) refers to materials recovered and reused from manufacturing scraps or offcuts.

Low-Carbon Server Initiative

Sustainability Highlights:

- Chassis structural components utilize 20% pre-consumer recycled low-carbon metal materials
- Airflow shrouds and hard drive trays use up to 95% PCR polycarbonate or PC+ABS plastic
- Heat sinks use 100% PCR aluminum

Official Website Link: [Low-Carbon Server Initiative](#)

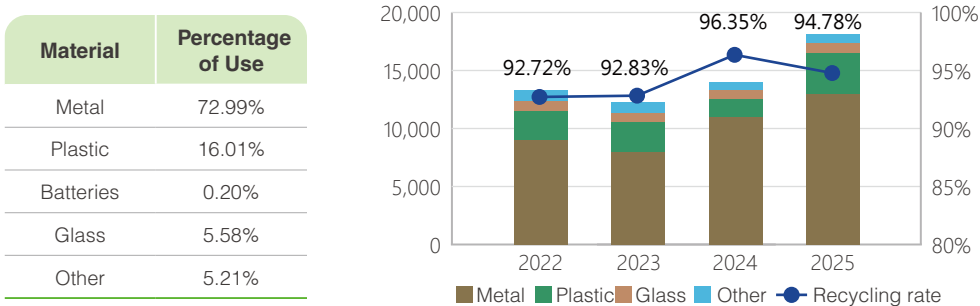


Note 1: PCR (Post-Consumer Recycled) refers to recycled material obtained from the recycling system after the end-of-life of the final product

Note 2: PC+ABS plastic refers to a composite plastic combining polycarbonate (PC) and acrylonitrile butadiene styrene (ABS)

Product Recyclability

In addition to promoting circular economy business models and strengthening end-of-life recycling, GIGABYTE is also committed to increasing the proportion of reusable materials in its products year by year to reduce the environmental impact caused by products at the end of their lifecycle. The raw materials used in GIGABYTE's motherboard products are primarily metals and plastics, totaling 13,408.27 metric tons of metal, 2,940.90 metric tons of plastic, 1,025.82 metric tons of glass, and 994.93 metric tons of other materials. The average recyclability rate of product materials in 2025 is 94.78 %.



Note: Analysis estimates motherboard sizes; representative models include ATX (B850 AI TOP), Micro ATX (B850M AORUS ELITE), and Mini ITX (Z890I AORUS ULTRA)

3.4.2 Hazardous Substance Management

In 2005, GIGABYTE became the world's first system brand manufacturer to pass IECQ QC 080000 standard certification, ensuring consumers use products that are safe and environmentally friendly. Every quarter, GIGABYTE's Green Sustainable Development Committee reports on trends in international environmental regulations, such as REACH, RoHS, and POPs, to stay abreast of changes in international standards and promptly initiate cross-departmental response plans to ensure products comply with the latest regulations (for more information, please visit [GIGABYTE's Sustainability Information website](#)).

To effectively track and manage the products and services it procures in accordance with the principle of "reducing the use of substances harmful to the environment," GIGABYTE established the "Guidelines for the Management of Harmful Chemical Substances Requirements (HCSR)" as early as 2003. This framework classifies substances into three levels: Level A (prohibited), Level B (phased out within a specified timeframe), and Level C (potentially prohibited). This enables systematic management of high-risk substances and the development of response plans based on hazard levels. The company has also updated the prohibited chemical list in the ["GIGABYTE Sustainable Procurement Guidelines,"](#) requiring all suppliers to comply with relevant regulations to rapidly phase out prohibited substances.

In response to the international market's emphasis on sustainable raw materials, GIGABYTE further revised the "Guidelines for the Management of Harmful Chemical Substances and Sustainable Materials Requirements" in 2025 and added a "Sustainable Development Chapter." Through a clear guidance framework, the company collaborates with supplier partners to reduce, from the source, the potential impact of product components on the environment and human rights, thereby strengthening the practice of responsible procurement. In 2025, we conducted one training session on hazardous substances management for the Group. Additionally, dedicated hazardous substances management personnel participated in relevant training courses on an ad hoc basis, completing a total of eight specialized training sessions with a cumulative attendance of 118 participants.

Status of Hazardous Substance Management in 2025

Revision of Regulations Completed	Completed the revision of the "Guidelines for the Management of Harmful Chemical Substances and Sustainable Materials Requirements" (HCSR Version 5.0) and added a dedicated chapter on sustainable development
Committee Oversight	• Submitted four reports on trends in international environmental regulations • Submitted two reports on the progress of hazardous substance management
Random Compliance Checks	798 products and components were randomly tested, with 100% showing no records of hazardous substance levels exceeding limits
Training	• 8 topics on hazardous substance management • 118 training sessions completed • Total training hours reached 236

Chemicals such as Phthalates and per- and polyfluoroalkyl substances (PFAS) have become a global focus in recent years due to their environmental persistence and bioaccumulative toxicity. Adhering to an environmentally friendly philosophy, GIGABYTE not only strictly complies with international directives but also proactively implements systematic phase-out plans for the aforementioned substances. By establishing a timeline for substances of voluntary concern and setting clear short-, medium-, and long-term prohibition and restriction targets, we ensure that high-risk chemicals are eliminated from products during the development stage.

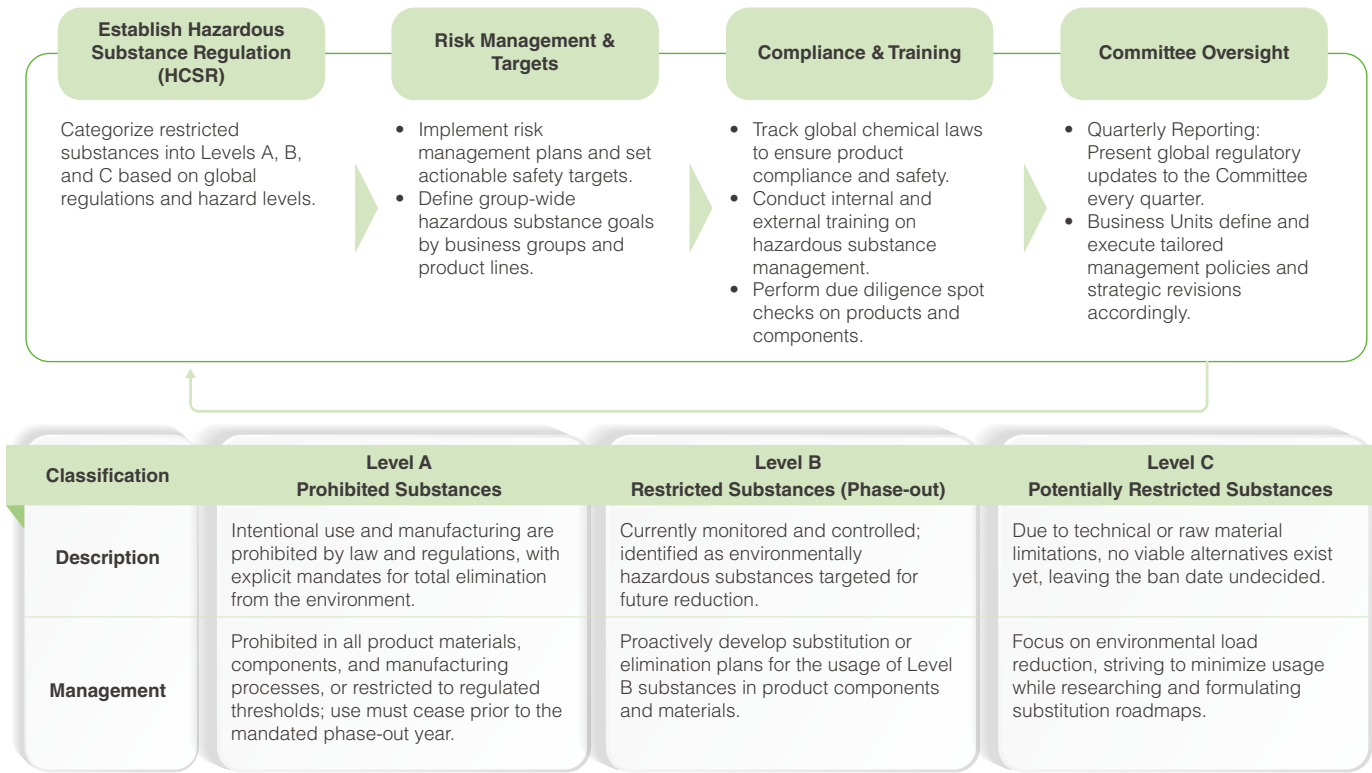
Management Status of Voluntary Substances of Concern in 2025

Weight ratio of Phthalate-free Components	91.52%
Weight ratio of PFAS-free Components	98.86%
Weight ratio of Halogen-free Components	78.52%

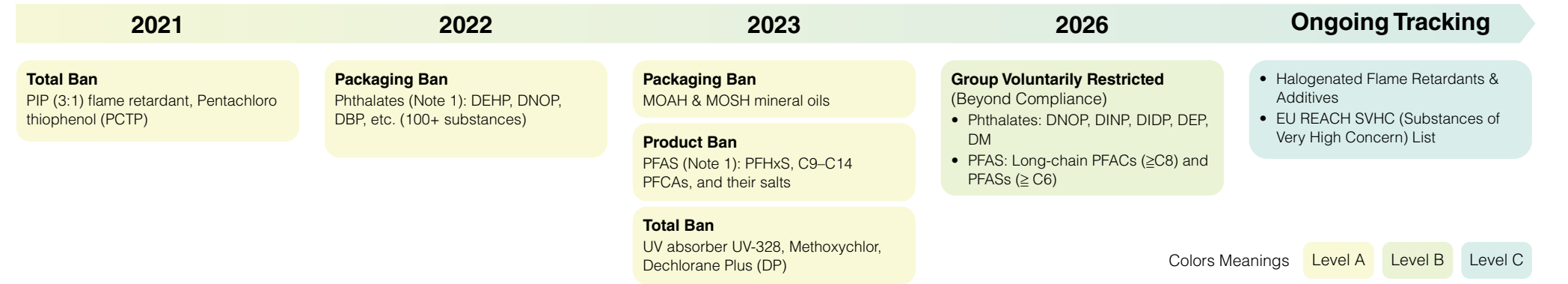
Note 1: There are over 100 types of phthalate chemicals, which may disrupt the human endocrine system and reproductive functions; there are over 12,000 types of perfluoroalkyl and polyfluoroalkyl substances (PFAS), which pose a carcinogenic risk to humans and are environmentally persistent and difficult to degrade. Due to the large number of substances in both categories and varying timelines for specific regulations, this summary lists key regulated items from the past five years. Detailed restrictions on hazardous substances are established in the "Guidelines for the Management of Harmful Chemical Substances and Sustainable Materials Requirements" to ensure product safety and compliance.

Note 2: The scope of the inventory includes motherboards, graphics cards, servers, and laptops, with statistics based on representative models.

Hazardous Substance Management Process



GIGABYTE's Hazardous Substance Phase-Out Plan for the Past 5 Years



3.4.3 Product Energy Efficiency Management

High-efficiency, low-energy-consumption product design

GIGABYTE's adoption of innovative materials, technologies, and rigorous management mechanisms at every stage of the product lifecycle has resulted in outstanding performance characterized by high efficiency, stability, and durability. For motherboard products, over the years, R&D has introduced innovative technologies such as power-saving switches, double-layer copper PCBs, current-resistant components, and nano-carbon backplates, significantly enhancing motherboard stability and thermal dissipation. Additionally, for graphics card products, technologies such as Smart Fan 5 and Water Force liquid cooling have been developed to significantly improve performance.

With the widespread adoption of AI high-performance computing, demand for servers is growing rapidly. In recent years, GIGABYTE has continued to strengthen R&D investments in thermal management and energy efficiency across multiple product lines, such as direct liquid cooling, single-phase liquid cooling, and two-phase liquid cooling solutions for data centers. These solutions help data centers optimize computing density and thermal efficiency within limited space, improve Power Usage Effectiveness (PUE), meet diverse workloads, help customers reduce costs, and achieve sustainability goals.

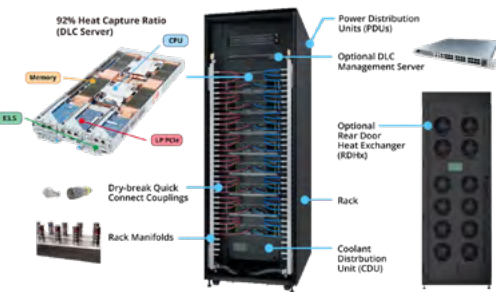
High-Efficiency, Low-Power-Consumption Product Development

High-Efficiency, Low-Power-Consumption Product Development

Direct liquid-cooled servers can remove over 92% of system heat directly via the coolant, requiring only minimal airflow to handle residual heat, resulting in the following benefits:

- Significantly reduced number of internal chassis fans
- Significantly reduced data center cooling load
- Further optimization of overall Power Usage Effectiveness (PUE)
- Enhanced system stability, supporting long-term operation of AI training and high-power CPU clusters

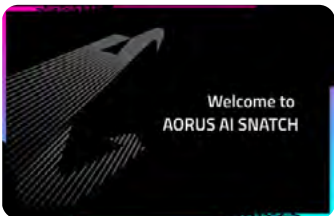
Official Website Link: [Direct Liquid Cooling Solutions](#)



AORUS AI SNATCH: Revolutionary AI-driven overclocking technology

- Uses neural network models to analyze hardware configurations in real time and automatically generate optimized memory overclocking profiles
- AI-powered fine-tuning boosts processing speed, shortens processing time, and reduces overall power consumption

Official Website Link: [AORUS 800 Series Motherboards](#)



All-in-One AI Data Center GIGAPOD

- From single-GPU servers to cluster data centers, optimized thermal designs or liquid cooling solutions ensure top-tier computing power
- Designed with high flexibility and future scalability to ensure optimal performance and efficiency

Official Website Link: [Integrated AI Data Center Solutions](#)



Product Energy Efficiency Management Targets

GIGABYTE understands that the "use phase" of a product's lifecycle is a hotspot for carbon footprints. To effectively reduce Scope 3 emissions, we continue to invest in R&D resources and regard "maximizing energy efficiency" as a core design principle. Referring to the international Energy Star standard, we have set a management goal for our power supply and server product lines to "achieve or incorporate 80 PLUS Gold certification or better across the entire series." Through the adoption of high-efficiency power conversion technology, the revenue share of power supplies and servers meeting or exceeding 80 PLUS Gold standards is projected to reach 23.24% by 2025, helping to improve end-users' energy efficiency. Looking ahead, GIGABYTE will continue to expand its global sustainability certification initiatives, leveraging third-party verification to enhance the brand's competitive edge in the green ICT market.

Product Category	2025 Target		2030 Target	
	Target Description	2025 Achievement Status	Target Description	Target Progress Rate
Power Supplies	Products meeting or exceeding 80+ Gold standards	✔ Achieved Platinum: 13.79% Gold: 68.97%	Achieved a product count 90% of products	91.95%
Servers	73% of servers are equipped with products exceeding 80+ Gold	✔ Achieved Titanium: 45.51% Platinum: 29.34% Gold: 4.79%	Proportion of products exceeding 80+ Gold reaches 90%	88.49%

Note: 80+ is a certification for evaluating the energy efficiency of power supplies. Energy efficiency requirements are divided into seven tiers from lowest to highest: Standard, Bronze, Silver, Gold, Platinum, Titanium, and Ruby.

3.4.4 Product Packaging Management

GIGABYTE's product packaging complies with the EU Packaging and Packaging Waste Regulation (PPWR), focusing on source reduction and increasing the use of recyclable and renewable materials to gradually reduce the environmental impact of packaging materials. In terms of packaging material management, we adopt strategies such as using non-expanded polystyrene cushioning materials, displaying recycling symbols on packaging, and restricting hazardous substances. We analyze packaging material recycling rates annually to review reduction results and promote packaging reduction initiatives, with the goal of completely phasing out single-use packaging materials by 2030.

Reduce Packaging Weight/Volume

Optimize packaging design to minimize waste and enhance resource circulation efficiency.

Use Recycled/Alternative Materials

Utilize PCR plastics, recycled paper pulp, or foam-free cushioning materials.

Increase Recyclability

Adopt recyclable materials and reduce material complexity to maximize recycling rates.

Restrict Hazardous Substances

Restrict substances such as MOSH/ MOAH mineral oils, PFAS, and phthalates.

Main Product Eco-Friendly Packaging Management Targets

Concerns	2025 Targets		2030 Targets	
	Target Description	2025 Progress	Target Description	Target Progress Rate
Recyclability Rate of Packaging Materials	Maintain 90% or higher	⚠️ 88.16%	Maintain 90% or higher	97.96%
Introduction of recycled pulp Note 1	80%	✅ 82.27%	Reached over 90%	91.41%
Introduction of PCR plastic Note2	Introduction of recycled plastic	Introduction of recycled LDPE packaging bags and films for designated motherboard and monitor lines	Reached over 90%	Ongoing

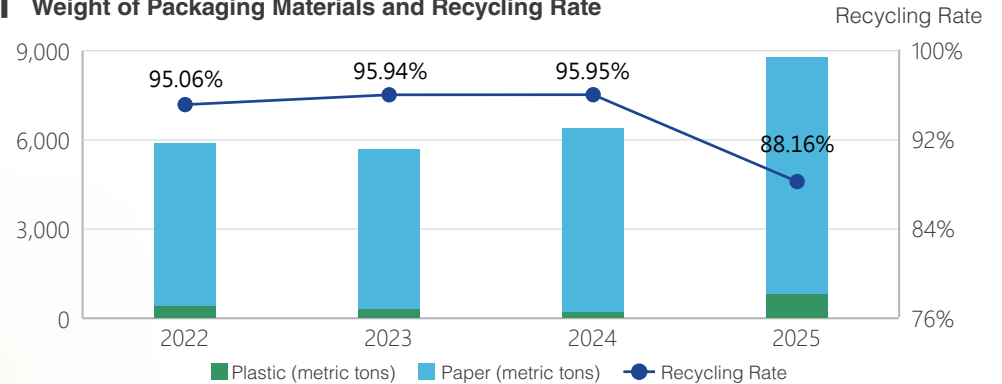
Note 1: The scope of the inventory includes motherboards, graphics cards, servers, laptops, and BRIX computers, with statistics based on representative models

Note 2: The scope of the inventory includes motherboards, graphics cards, servers, laptops, power supplies, and BRIX computers, with statistics based on representative models

Packaging Material Recyclability Rate

GIGABYTE strives to avoid excessive packaging while maintaining adequate protection. In 2025, GIGABYTE used a total of 7,872.47 metric tons of paper and 1,057.13 metric tons of plastic in packaging materials. The packaging material recyclability rate was 88.16%, a decrease of approximately 7% from the previous year. This was primarily due to the growing demand for artificial intelligence and high-performance computing, which led to an increase in the proportion of high-end products such as servers in shipments. Since high-end precision equipment requires higher-strength cushioning protection, the usage of specific plastic cushioning packaging materials has increased accordingly. In the future, we will continue to implement our reduction plan step by step to achieve our goals, while continuously increasing the recyclability of packaging materials and the proportion of recycled materials used.

Weight of Packaging Materials and Recycling Rate



Note: The packaging material recyclability rate is calculated as the proportion of paper by weight relative to the total weight of packaging materials

3.4.5 Product Logistics Management

Product transportation management is one of the key indicators for GIGABYTE to maintain market competitiveness. To improve product transportation efficiency and reduce carbon emissions generated by transportation, GIGABYTE continues to integrate green logistics into our supply chain management, which includes optimizing internal product transportation policies and using sustainable fuels during the transportation process. Through the implementation of strategies across various dimensions, we will continue to strengthen the sustainable management of our global logistics. This approach not only helps further control transportation costs but also reduces carbon emissions generated during shipping, achieving a win-win solution for both operational costs and environmental sustainability.

GIGABYTE is reducing Scope 3 GHG emissions through the promotion of green logistics. In 2025, in addition to continuing our investment in sustainable fuels through the DHL Go Green Plus service, we are collaborating with logistics companies to introduce new energy vehicles and barcode management systems to further reduce GHG emissions. Simultaneously, we are implementing automated warehousing at our U.S. facilities, which has reduced the error rate to 0% in 2025, effectively accelerating logistics efficiency. We continue to promote green logistics internally to enhance awareness of green logistics practices.

GIGABYTE Green Logistics Management Measures

Management Areas	Key Actions	Annual Implementation Results
Corporate Management	- Applying for Relevant Certifications - Joining Organizations Promoting Green Logistics - Proactively Provide Relevant Data Reports - Departmental Awareness Campaigns	- Join the DHL Go Green Plus program and obtain a carbon reduction certificate - Continuously promote green logistics information to all departments within the company - In 2025, we conducted five logistics management training sessions, with a total of 566 participants completing the training, to ensure that product transportation management complies with local regulations - Continue to implement the calculation and disclosure of Scope 3 carbon emissions from upstream and downstream transportation
Product Manufacturing	- Green Packaging: Select packaging materials that comply with established principles - Publishing product environmental reports - Recycling of electronic waste	- Continuing to promote packaging reduction initiatives - Publication rate of in-house product environmental reports reached 117 - Promote the recycling of 1,307.59 metric tons of electronic waste by 2025
Green Logistics Management	- Prioritize suppliers participating in green logistics organizations - Encourage suppliers to provide relevant data reports - Consolidated freight transport - Incorporate carbon fees into transportation costs	- Collaborated with Henglu Logistics in Mainland China to implement sustainable operations, adding 10 energy-efficient vehicles, implementing barcode management, and providing end-to-end logistics carbon emissions data Improved vehicle turnover rates, implemented wireless terminal operations, and reduced paper usage - The Headquarters Shipping Department collaborates with DHL (Express) and DGF (Air Freight) to use biofuels for transportation
Green Warehouse Planning	- Automated Warehousing - Energy-saving equipment - Reduced use of paper documents - Green Building	U.S. facilities utilize automated warehousing, employing robots for picking and shelving Achieved a 0% error rate in the automated warehouse area for the year

Results of the Global Green Logistics Survey



M1: Awareness of Global Carbon Trends

Surveying partners' awareness of the Paris Agreement, EU CBAM, and US CCA.

Score : 78

M2: Corporate Objectives

Surveying partners' sustainability policies, reduction plans, ISO certifications, green talent development, and green initiatives.

Score : 72

M3: Policy & Regulatory Strategy

Surveying partners' management measures for global regulations, such as carbon disclosure, carbon trading, or carbon offset plans.

Score : 65

M4: Green Logistics & Transportation

Surveying partners' green transport initiatives, including fleet renewal, route optimization, trip reduction, and multimodal transport.

Score : 68

M5: Green Warehousing & Storage

Surveying partners' green warehousing practices, including space optimization, electric forklifts, and automated storage and retrieval systems (ASRS).

Score : 76

M6: Building Energy Management

Surveying partners' energy management, including EMS implementation, LED lighting, insulation, rainwater harvesting, low-carbon energy, and zero-waste initiatives.

Score : 58

Note: Out of a maximum score of 100.

3.4.6 Disclosure of Product Environmental Impacts

Transparency regarding product environmental impact data is a manufacturer's obligation to consumers. GIGABYTE leads the industry by disclosing Life Cycle Assessments (LCA) for four major product series using the methodology of the International Reference Life Data System (ILCD) and continues to expand the scope of product environmental impact assessments. Since 2020, our product environmental reports have included impact analyses for 16 environmental indicators. We aim to promote responsible production and sustainable consumption through more transparent product disclosures, and to date, we have published a total of 117 product environmental reports.

Furthermore, GIGABYTE is deeply committed to green manufacturing and adopted the ISO 14051:2011 Material Flow Cost Accounting (MFCA) management system as early as 2018. This system systematically breaks down data on material inputs, product outputs, and energy consumption during the production process to track "material flows" and "energy flows" in product manufacturing. By applying this approach to product environmental impact assessments, the company identifies critical points of resource depletion, enabling management optimization and technological innovation in high-energy-consumption or high-waste-generation stages.

Product Environmental Report

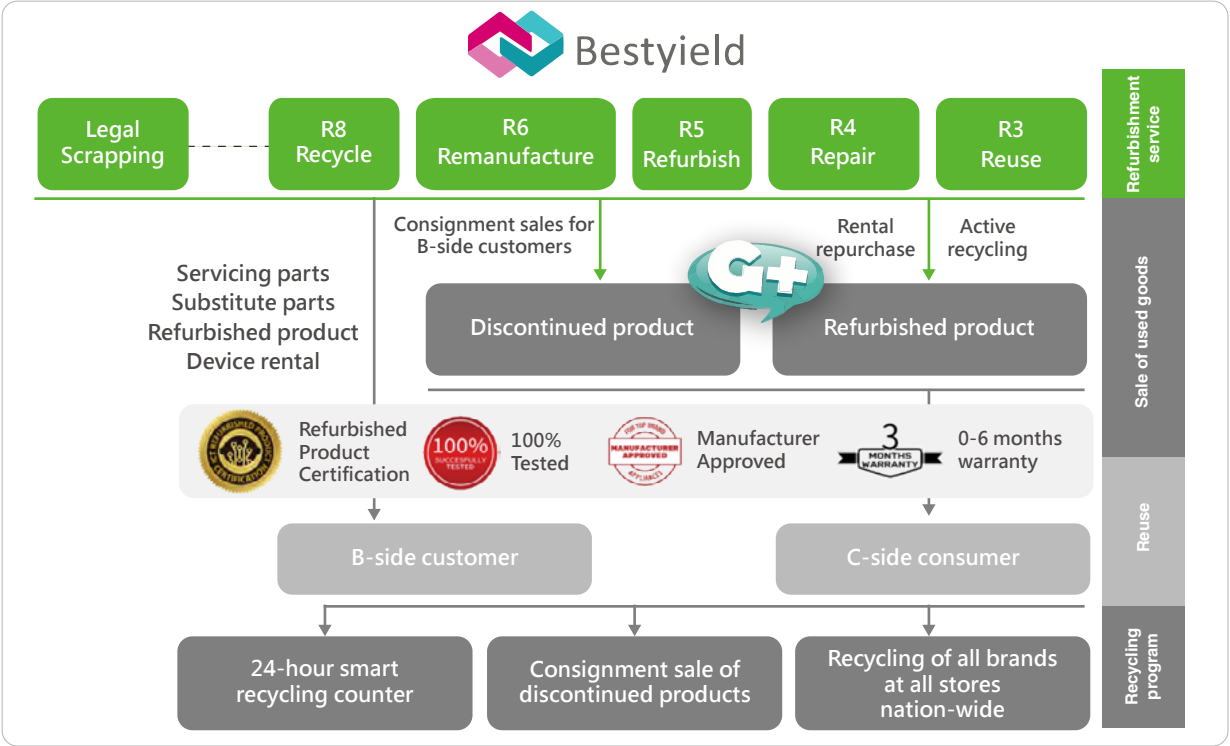
Version	Year Adopted	Disclosed Environmental Impact (based on EU Product Environmental Footprint (PEF))	Additional Information
Version 1	2018	3 impacts: greenhouse gases; suspended particles; terrestrial/aquatic acidification	
Version 2	2019	12 impacts: climate change; ionizing radiation; particulate 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 - present	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

3.5 Circular Economy

GIGABYTE is uncovering value-adding business opportunities through after-sales service for products. In 2018, it established the subsidiary Bestyfield International, dedicated to providing IT/3C reverse logistics services and eco-friendly remanufacturing and reuse solutions. The company designed a "4-stage leasing cycle" to ensure 100% closed-loop recycling and repair of products, thereby enhancing resource utilization efficiency. In 2020, Bestyfield International obtained the highest level of the BS8001 Circular Economy Standard—the Business Model Maturity Optimization certification—and actively participates in circular economy industry associations such as the Taiwan Circular Economy 100(TCE100) and the 8+N Resource Recycling Alliance to expand the scope and influence of the circular economy.

3.5.1 Circular Model for Electronic Waste

Bestyfield International referenced the 9R circular economy value proposition defined by the PBL Netherlands Environmental Assessment Agency. Following an assessment and analysis, the company proposed corresponding implementation strategies to actively address "SDG 12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse," and to generate tangible environmental benefits regarding e-waste issues. By 2025, revenue from the circular economy business model will grow by 65% compared to 2024, accounting for 0.1% of the Group's consolidated revenue.



Building Trust in the Second-Hand Market

To enhance consumer trust in second-hand products, Bestyfield International has introduced its proprietary "Refurbished Product Certification (RPC)" for refurbished products. This ensures that refurbished items have been inspected and tested to meet quality standards and provides a product history, allowing consumers to trace the product's journey. This aims to address the issue of low-quality, low-priced goods flooding the second-hand market due to information asymmetry between buyers and sellers. Additionally, the company has established "Manufacturer Approved" and "100% Tested" labels and offers a "0-6-month warranty" based on product type, providing consumers with a trustworthy source to boost purchasing intent.

Second-hand Product Certification Mechanism

 Refurbished Product Certification Products that have been repaired and tested against quality standards by Bestyfield International are issued the RPC. A RPC resume is also provided to give consumers a full service record for the product.	 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.
 Manufacturer Approved In addition to receiving products from the GIGABYTE parent company, Bestyfield 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	 After-sales warranty Different warranty periods are provided depending on the product category so that consumers do not end up as IT orphans.

Subscription-Based Device as a Service

Bestyfield International actively promoted enterprise rental services by providing "Device as a Service (DaaS)" subscriptions for notebooks, servers, and smart OA. This allows government agencies and businesses to "lease equipment instead of purchasing it," thereby reducing IT deployment costs. Additionally, we have designed a 4-stage circulation plan based on product lifecycles to maximize the value of electronic products while reducing the generation of electronic waste. Through reverse logistics, we ensure 100% product recycling and return-to-factory repairs, putting the concept of a closed-loop system into practice.

Popular Leasing Categories and Leasing Ratios

		
Tablets 12.44%	Laptops, Servers 85.33%	Other peripherals 2.23%

4 key cycles for product leasing

Bestyfield 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 ensure effective reuse and to reduce the generation of electronic waste.

1

Leasing instead of buying, and asset recovery at the end of the lease

2

Products are recovered and refurbished with "Refurbished Product Certification" then offered for short-term event-based leasing and SMEs.

3

Donation to rural schools, agencies and groups for effective utilization

4

Remanufacturing of End of Life (EOL) materials

4 cycles

100% Effective Recycling

3.5.2 Product Recycling Services

Certain materials in end-of-life electronic products still hold significant value for reuse. By reusing these materials, resources can be put to good use once again, helping to build a circular economy. GIGABYTE upholding the spirit of "Extended Producer Responsibility" and in compliance with the EU WEEE Directive, has established reverse logistics channels and services in Europe, North America, India, and Taiwan. Consumers can visit the company's official website to locate the nearest recycling center and drop off their end-of-life products for recycling. This initiative aims to ensure that waste is recycled and reused, extending the product lifecycle and enabling the proper circulation of resources. Additionally, Bestyfield International has partnered with the retail chain Simple Mart to set up recycling stations in their stores. Currently, the Xindian Beixin Concept Store accepts laptops of all brands for recycling. We hope to expand to more locations in the future, making it convenient for consumers to recycle nearby, preventing electronic waste from falling outside the recycling system, and strengthening resource recovery and reuse.

Product Recycling Management Program

Management Initiatives	Description
Product Recycling Program	- Establishing service locations in local markets and partnering with local businesses or cross-industry collaborators to set up recycling stations. Currently, this network covers over 274 authorized service centers worldwide, enhancing the convenience for consumers to recycle electronic waste (Global Reverse Logistics Service Locations) - Cross-Industry Partnerships: Retail Channels-Simple Mart has established recycling stations in its stores - Recycling services are available regardless of brand, age, or condition, expanding the scope of e-waste recycling - When consumers recycle mobile phones, laptops, or tablets, we provide cash incentives (trade-in for cash) based on the product's condition and market value, increasing the incentive to recycle
Consumer Outreach and Engagement	- Host or participate in 15 B2C circular economy promotion events (including online and offline) by 2025. For example, in October, in response to International Repair Day, we participated in repair markets and technical exchanges to convey the core values of "repair instead of replace" and "extending product lifecycles" to the public - Launch of G+ 3C Outlet In addition to providing customer service and repair services, the store features a repair exhibition area to explain the diverse possibilities of the circular economy to the public

I Circular Economy Management Targets

Items	2025 Targets		2030 Goal	
	Target Description	2025 Achievement Status	Target Description	Medium-to Long-Term Target Progress Rate
Promoting the Recycling	Reach 900 metric tons	✓ 1,274.06 metric tons, equivalent to an annual carbon reduction of 165.63 metric tons of CO ₂ e	Reach 1,200 metric tons	✓ 106%
Recovery rate for electronic product repairs	95%	✓ Repair recovery rate 97.24%	Maintained at ≥95%	✓ 102%

Note: According to the Ministry of the Environment's Product Carbon Footprint Information Network, the carbon emission factor for hazardous industrial waste solidification treatment services is 130 kg CO₂e/ton

		2022	2023	2024	2025
Products sent in for repair	Number of units sent in for repair	619,474	537,107	479,517	622,334
	Number of Repaired Units Picked up after being repaired	611,162	531,590	475,223	605,170
	Recovery and Reuse Rate	98.66%	98.97%	99.10%	97.24%
	Weight of materials recycled (metric tons)	726.67	762.90	825.17	1,139.95
Refurbished and Resold	Number of refurbished units	41,236	30,308	17,918	54,713
	Weight of materials recycled (metric tons)	47.56	31.95	22.23	134.11
Product Scrap Recycling ^{Note}	Number of Recycled Items	26,661	29,368	42,581	24,729
	Total weight of recycled materials (metric tons)	17.96	28.79	39.30	33.54
Recycling Rate		96.50%	95.55%	94.73%	95.03%
Percentage of Recycled Material by Weight Relative to Total Product Sales		5.15%	5.21%	5.15%	5.55%

Note: The number of recycled units includes consumer-disposed items, voluntary buybacks, and recycled leased equipment

3.5.3 Promotion of a Circular Economy

Bestyfield International actively leverages its industry influence to deepen the practical promotion of the circular economy, building a sustainable ecosystem through multi-stakeholder exchanges and advocacy activities involving industry, government, academia, and research institutions. We not only participate in government policy research and industry association forums to share practical experience in electronic product repair, recycling, and reverse logistics, but also jointly explore diverse possibilities for resource circulation. Through cross-sector dialogue, Bestyfield International transforms its deep technical expertise into social consensus, committed to breaking through the bottlenecks of transitioning away from the linear economy. We are not merely implementers of technology but also advocates for circular value. We aspire to collaborate with partners across all sectors to co-create a sustainable vision of "zero resource waste" through continuous knowledge empowerment and policy advocacy, driving Taiwan's industries toward circular production and responsible consumption.

I Case Studies of Circular Economy Promotion Activities

5 B2B Industry Exchange and Advocacy Events



15 B2C Awareness and Promotion Campaigns



2025 ESG Summit

Bestyfield International, with "New Economy of Resource Circulation" at its core, promotes an innovative business model combining "leasing instead of purchasing," "circular procurement," and "the four cycles."

2025 Asia-Pacific Circular Economy Forum

Bestyfield International was invited to serve as one of the corporate case studies for "APCER & Hotspot 2025," showcasing Taiwan's innovation and initiative in the circular economy to participants through practical examples of circular economy initiatives

I Service Center Transformation and Value Promotion

Building on over 20 years of professional repair expertise and customer service experience, Bestyfield International is gradually entering its next phase of transformation. While maintaining its existing high-quality repair services, the company is also exploring various ways to promote the spirit of the circular economy to a broader consumer base. Breaking away from the stereotype of a traditional repair center, Bestyfield International has transformed its repair centers in Taiwan into G+ 3C Outlet retail stores, and in 2021, converted some of its quick-repair centers into multi-functional service centers. In addition to providing customer service and repair services, G+ 3C Outlets also sell refurbished GIGABYTE products, end-of-season items, and consignment goods to consumers in need. With a bright and minimalist interior design, these stores offer customers a pleasant and relaxed shopping experience. Additionally, the store features a repair exhibition area that explains the repair process and product reuse to the public. Through this educational approach, the company aims to promote the concept of "resource conservation" to a wider audience, showcasing innovative applications of materials and giving products a more valuable second life.

G+ 3C Outlet Concept Store



Repair Exhibition Area



Refurbished Parts Exhibition Area



04 Sustainable Value Chain

- 4.1 Overview of Supply Chain Management
- 4.2 Supply Chain Risk Management
- 4.3 Supply Chain Environmental and Social Impact Management
- 4.4 Supply Chain Engagement and Communication



4.1 Overview of Supply Chain Management

GIGABYTE values its partnerships with suppliers. In addition to creating economic value together, the company continuously strengthens its management systems and pays close attention to the potential impacts of supply chain activities on the environment and people/human rights. In 2018, GIGABYTE established the "Sustainable Procurement Guidelines," which were signed by the Chairman and subsequently published. These guidelines apply to the Headquarters, the Taoyuan facility, facilities in mainland China, and subsidiaries in Taiwan over which GIGABYTE exercises substantial control. GIGABYTE references the Responsible Business Alliance (RBA) Code of Conduct as the highest guiding principle for supply chain management. At the same time, the company has established four zero-tolerance standards and promotes three major management aspects to build a sustainable supply chain and create shared value.

GIGABYTE's supply chain management system is overseen by the GIGABYTE Green Sustainable Development Committee and jointly implemented by each business group and the Sustainable Development Office. Regular meetings are held to review supply chain risk management mechanisms, enhance cross-departmental collaboration, and share new insights on sustainable supply chains. Regarding supply chain management issues, seven reports were submitted to the GIGABYTE Green Sustainable Development Committee in 2025. For details on committee meetings, please refer to Section [1.1, Sustainability Governance](#).

4 Zero-tolerance rules



Prohibit child labor



Prohibit forced or prison labor



Prohibit untreated toxic or hazardous waste discharge



Prohibit practices causing immediate physical harm to employees



Social friendliness
– Legal and Ethical Standards

- Regulatory Compliance: Strictly adhere to the laws and regulations of the operating locations
- Code of Business Conduct: Comply with GIGABYTE's Code of Business Conduct and meet the requirements of the Responsible Business Alliance (RBA) Code of Conduct
- Labor & Human Rights
- Occupational Health & Safety (ISO 45001)
- Conflict Minerals



Environmental friendliness
– Environmental Burden Reduction

- Climate Change Mitigation Measures
- Environmental Management Systems (ISO 14001)
- Environmental Certifications
- Product Environmental Quality Management: Comply with RoHS, WEEE, REACH, and other regional regulations regarding pollution prevention and waste management
- Green Procurement & Sustainable Raw Materials Policy



Partner friendliness
– Fair Trade

- Prohibition of Unfair Competition
- Supplier Assessments: Conduct evaluations covering product/service quality, pricing, delivery schedules, supply stability, technology, and sustainability
- Enforce Contractual Relationships
- Anti-Corruption & Conflict of Interest Avoidance

GIGABYTE Supply Chain Management System

Code of Business Conduct

Sustainable Procurement Guidelines

Human Rights Policy

Biodiversity and No Deforestation Commitment

Water Stewardship Commitment

Supply Chain Composition

GIGABYTE classifies suppliers into four tiers based on procurement value, defining tiers 1 and 2 as key suppliers and tiers 3 and 4 as non-key suppliers. This classification serves as a main basis for supply chain risk management. Currently, 96% of GIGABYTE's are located in Asia, with no significant change compared to the previous year.

Overview of Supply Chain Composition	Number of Suppliers	Percentage of Procurement Value
Key	32%	99.67%
Non-Key	68%	0.33%

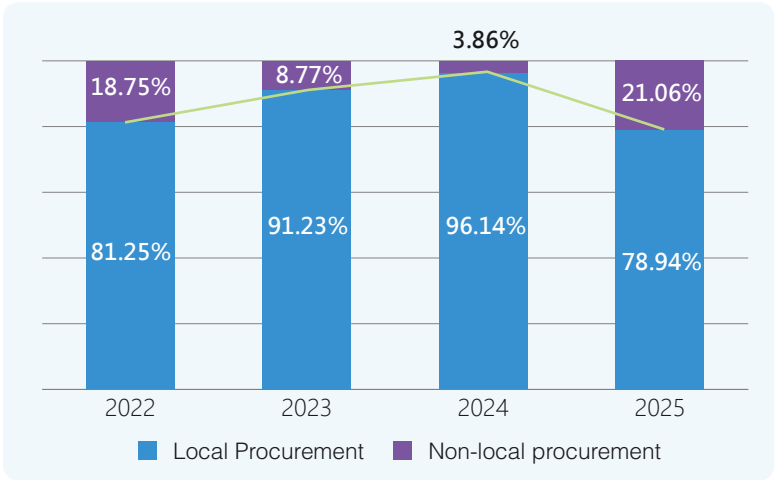
Supplier Regional Distribution	Percentage
Asia	96%
Other Regions	4%

Note: Key suppliers refer to those ranked 1st or 2nd in terms of procurement value

Local Sourcing in the Supply Chain

By selecting local suppliers, companies can not only ensure production efficiency and business continuity but also promote local economic development and reduce the environmental impact caused by long-distance transportation and distribution. GIGABYTE actively promotes local procurement, with 93.4% of its supplier partners located in the regions where GIGABYTE's main production facilities (Nanping, Dongguan, and Ningbo Factories) are situated. In terms of procurement value, the local procurement expenditure ratio in 2025 was 78.94%, a decrease from 2024. This was primarily due to the reason that high-end chip procurement was mainly sourced from suppliers in Europe and the United States, and these purchases involved higher amounts.

Ratio of Local Purchasing by Amount over the past four years



Note 1: "Local" refers to regions where the suppliers are located within the same area as GIGABYTE's primary production bases (Nanping, Dongguan, Ningbo Factories)
Note 2: Purchasing amount is based on the amount spent for the year

4.2 Supply Chain Risk Management

4.2.1 Supplier Screening Process

GIGABYTE's "Sustainable Procurement Guidelines" clearly stipulate that suppliers must adhere to the Supplier Code of Conduct and comply with GIGABYTE's hazardous substance control regulations. Suppliers may only begin delivery after submitting and having verified documents such as a certificate of non-use of prohibited substances and third-party verification reports. In response to rapid changes in the global industry and to mitigate potential operational losses caused by supply chain disruptions resulting from external environmental factors, GIGABYTE implements a tiered management system for formally qualified suppliers. The company continuously monitors and assesses supply chain risks to track supplier performance, effectively prevent potential risks, reduce the likelihood of negative impacts, and enhance supply chain resilience.

Supplier Screening Process

Basic Assessment	Company profile, process capability assessment, survey of current environmental/safety/health management status, quality management system, RoHS hazardous substance management system assessment, etc.
Documentation and Declarations	Suppliers must provide component-related documents, data sheets, images, certificates of non-use of prohibited substances, and test reports from third-party certification bodies to ensure compliance with GIGABYTE's hazardous substance management
Component Qualification	Only suppliers that comply with GIGABYTE's hazardous substance management and international environmental directives will be recognized as qualified official suppliers
Inclusion in Tiered Management System	Qualified official suppliers will be incorporated into the risk management process and subject to tiered management

Note: Environmental and social screening processes apply 100% to all GIGABYTE suppliers, covering raw materials, components, parts, assemblies, finished goods, spare parts, auxiliary materials, and end-user packaging.

In addition, to encourage suppliers to incorporate domestic and international sustainability standards into their operational systems, GIGABYTE recommends suppliers who have signed long-term supply contracts and the declaration of sustainability compliance (which commits to compliance with relevant standards regarding the environment, human rights, social and labor issues, and conflict minerals) in its preferred supplier list.

Suppliers Signing Long-Term Supply Contracts in 2025

Number of Signatories	Percentage of Signatories	Percentage of procurement value
285	43.79%	14.46%

4.2.2 Supplier Tier Management

GIGABYTE evaluates all existing and new suppliers in accordance with the "Guidelines for the Management of Supplier Quality" for tiered management. The classification criteria incorporate not only factors such as long-term supply contracts and material evaluations but also the results of the suppliers' annual sustainability assessments. This ensures that the rating and classification system comprehensively reflects suppliers' sustainability performance, enabling the planning of corresponding management actions based on the different tiers of suppliers.

Tiered Supplier Management System

Classification Guidelines	Description
Annual Procurement Value: Levels 1–4	Four grades based on annual purchasing amount is used to identify key suppliers
Material Evaluation	Includes quality, delivery time, cost, and service quality
Comprehensive Rating Level A–D	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: New suppliers for the current year are uniformly classified as Grade D and will be adjusted after the assessment is completed.

Supplier grading results will serve as a reference guide for procurement units. GIGABYTE has also established incentive and elimination mechanisms: new suppliers that fail the assessment must undergo a re-evaluation within 60 days after making improvements; if they still fail the re-evaluation, they will not be used. For suppliers that pass the assessment, they will undergo regular annual audits and be managed according to their grade; if they fail, they must make improvements within a specified timeframe and may be excluded from the supply chain if necessary.

2025 Supplier Classification Overview

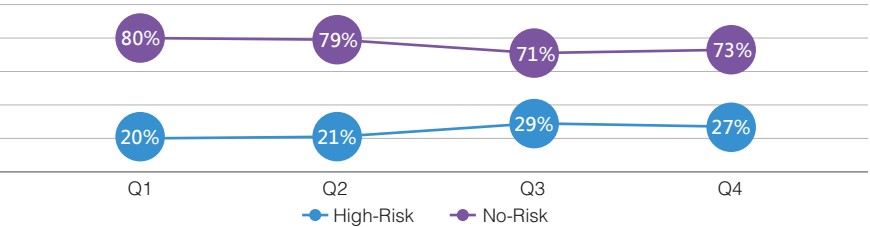
Tier	Pioneer	Excellence	Compliant	Transition	Subtotal
Management Focus	Prioritize collaboration and include as a sustainability benchmark case to drive technological innovation	Maintain stable procurement and encourage participation in relevant projects to continuously optimize sustainability performance	Recognize compliance with basic standards, assist in improving management precision, and incentivize the pursuit of excellence	Implement guidance programs, conduct regular audits to ensure compliance with all standards, and provide management recommendations	
Key Suppliers	10%	9%	4%	9%	32%
Non-key suppliers	8%	13%	10%	37%	68%
Subtotal	18%	22%	14%	46%	100%

Note: Key suppliers are those in procurement categories 1–2, while non-key suppliers are those in categories 3–4; the statistical proportion is the number of suppliers as a percentage of

4.2.3 Supplier Risk Assessment

Based on supplier rating results, GIGABYTE conducts quarterly supplier risk assessments in accordance with due diligence principles. The assessment covers four major themes: social, environmental, governance, and commercial. Particular attention is given to violations and penalties involving key suppliers in the areas of labor, environment, financial transactions, and conflict minerals. At the same time, Corporate Governance evaluations, the scope of ESG disclosures, and positive and negative media coverage are incorporated into a weighted matrix to identify and screen out high-risk suppliers for the quarter. The results are provided to relevant personnel in each business group and subsidiary to require suppliers to make improvements. In the first quarter of 2025, 20% of suppliers experienced high-risk incidents. Although this figure rose slightly to 29% by the third quarter, following notifications and follow-up improvements, the proportion of suppliers with risk incidents dropped to 27% by the fourth quarter. We will continue to request assistance from business groups to track suppliers with risk incidents, while also implementing an alert mechanism in the procurement system and strengthening supplier management.

Changes in Supplier Risk Assessment



Supplier Risk Identification Process

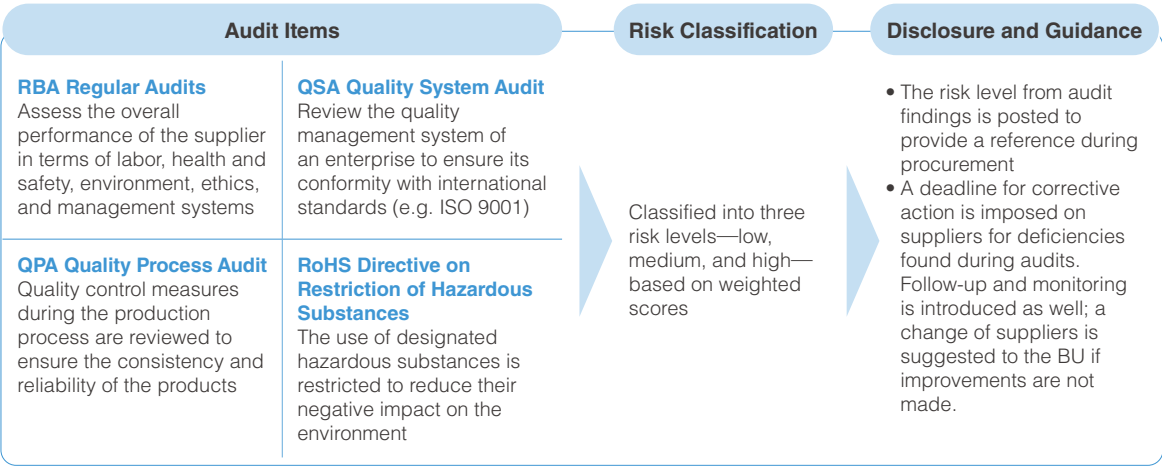
Process	Step1 Compile	Step2 Compilation	Step3 List Major Incidents	Step4 Risk Prioritization	Step5 Identify
Items	Principles	Responsible Business Alliance Code of Conduct		QCDS Quarterly Assessment	
	Covered Topics	Labor Protection, Health and Safety, Environmental Sustainability, Corporate Governance, Business Ethics			Cost, Delivery, Quality, Service
	Legal Basis	Domestic and international regulations related to the environment, labor, human rights, and business conduct; industry standards; OECD Guidelines			Company ISO standard management processes, quality management operating procedures
	Criteria	- Document review: Conflict minerals management, evaluations, and surveys, etc. - Supplier Non-Compliance Monitoring: Records of violations or penalties, sustainability disclosures, media reports, etc.			

Note: QCDS refers to an indicator that evaluates supplier performance based on four key aspects: Quality, Cost, Delivery, and Service/Safety.

4.2.4 Supplier Audit Plan

To effectively mitigate the potential negative impacts of supply chain risks, while addressing stakeholder concerns and sustainability disclosure requirements, GIGABYTE has established a supplier quality system audit and RBA risk tracking model. These have been progressively implemented across business groups and subsidiaries, with audit results regularly compiled and reported, and incorporated into the company's procurement decision-making process. For suppliers with audit findings, GIGABYTE requires them to make improvements within a specified timeframe and to develop corrective actions and measures addressing the audit deficiencies. If improvements are not made, the business group is advised to seek alternative suppliers.

Supplier Audit Management Process



Supplier Annual Audit Overview

GIGABYTE conducts annual spot checks and audits of qualified new suppliers. It also establishes an annual audit schedule and defines the types of suppliers to be audited and the frequency of spot checks to ensure the quality of the risk tracking mechanism. In 2025, audits were conducted on a total of 138 suppliers. The audit results showed that 100% of existing suppliers and 86% of new suppliers were classified as low-risk; among the new suppliers, 3 were initially assessed as medium-risk, but after follow-up reviews and improvements, all were reclassified as low-risk, achieving a 100% improvement rate; one high-risk supplier has been removed from the current supplier list.

Audit Information:	Major deficiencies	Improvement Tracking
109 existing suppliers 29 new suppliers Audit Methods: Document-based: 19 On-site: 119	QSA Quality System Audit: Protective measures not implemented, which may lead to component damage, reduced yield rates, and latent failure issues	Supplier has implemented protective measures and improved SOP procedures

4.3 Supply Chain Environmental and Social Impact Management

GIGABYTE promotes various sustainability initiatives and is committed to reducing the environmental and social impacts of its operations. As suppliers are a crucial part of the product value chain, GIGABYTE has launched a number of supplier engagement and management initiatives to enhance suppliers' sustainability awareness and capabilities, thereby reducing the potential negative environmental and social impacts of supply chain activities.

Environmental Impact Management	Social Impact Management
• Supplier 333 Reduction: Carbon Emissions, Water Resources, Waste • Water Resource Management • Biodiversity Risk Management	Conflict Minerals: Conduct annual due diligence using the Responsible Minerals Initiative survey template

4.3.1 Supply Chain Environmental Impact Management

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.

Supply Chain Environmental Risk Management

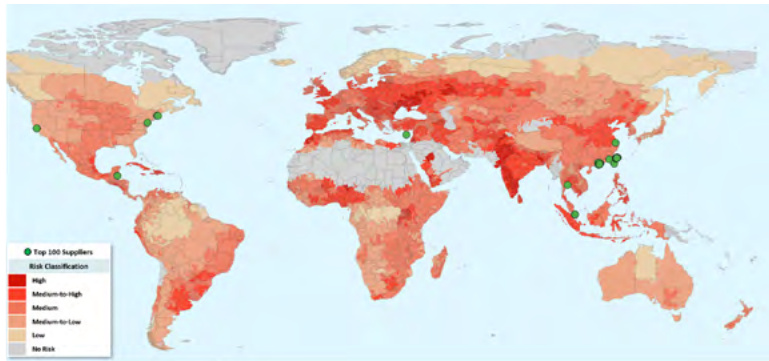
GIGABYTE launched the "333 Reduction Plan" in 2016, setting annual targets to reduce carbon emissions, water consumption, and waste by 3% each. We have invited supplier partners to join the "Reduce, Share, Love the Earth" Alliance to work with us toward achieving the "333 Reduction" goals.

Progress on the "Reduction, Sharing, Love the Earth" Alliance 2025 Initiative



Supplier Water Risk Management

GIGABYTE uses the Aqueduct Water Risk Atlas tool developed by the World Resources Institute (WRI) to analyze the exposure levels of its top 100 suppliers to three risk issues: "drought," "riverside flooding," and "coastal flooding." The top 100 suppliers included in this year's analysis account for 97.64 % of total procurement spending. The analysis reveals that many of these suppliers are located in China's southeastern coastal regions, with 25 suppliers potentially facing extremely high risks of coastal flooding. In response, GIGABYTE has implemented four key initiatives—supplier conferences and training, the 333 Reduction initiative, sustainability assessments, and encouraging supplier participation in environmental initiatives—to engage with suppliers. 73.68% of suppliers facing extremely high coastal flooding risks have participated in or responded to these initiatives. GIGABYTE will continue to use scientific tools to monitor water-related risks and, through strengthened supply chain management and risk diversification measures, mitigate the potential impact of water-related risks on operations. For more detailed information, please refer to [GIGABYTE's Climate and Nature-related Financial Disclosure Report](#).

Issue	Percentage of Total Procurement Value Accounted for by Suppliers		Top 100 Suppliers
Drought	Risk Value	Percentage	 Risk is classified into five tiers from Low (0.0-0.2) to High (0.8-1.0).
	High	0.0%	
	Medium-to-High	0.2%	
	Medium	65.2%	
	Medium-to-Low	17.4%	
	Low	0.0%	
	No-Data	14.9%	
Riverside flooding	Risk value	Percentage	 Risk is classified into five tiers—Critical, High, Medium-High, Medium-Low, and Low—based on casualty thresholds ranging from under 1 per 1,000 to over 1 per 100 people.
	Extremely High	0.0%	
	High	17.0%	
	Medium-to-High	0.6%	
	Medium-to-Low	79.1%	
	Low	0.9%	
Coastal flooding	Risk value	Percentage	 Risk is classified into five tiers—Critical, High, Medium-High, Medium-Low, and Low—based on casualty thresholds ranging from under 9 per million to over 2 per thousand people.
	Extremely High	62.0%	
	High	0.1%	
	Medium-to-High	15.4%	
	Medium-to-Low	18.7%	
	Low	0.8%	
	No Risk	0.7%	

Supplier Biodiversity Risk Management

GIGABYTE adopts the LEAP methodology recommended by the Task Force on Nature-related Financial Disclosures (TNFD) to assess the organization's impacts on and dependence on natural capital in its business operations. Biodiversity risk analysis data is based on the ENCORE database. Through materiality screening, the analysis identifies the extent of GIGABYTE's value chain's dependence on natural capital. The results show that 67% of the value chain's dependence on environmental assets is concentrated in the "upstream raw material production and component manufacturing stages."

For more information on GIGABYTE's biodiversity risk management, please refer to: [3.3 Biodiversity](#)

GIGABYTE utilized the IUCN's definition of protected areas to conduct an overlay analysis of its top 100 suppliers, upstream smelters (634 facilities), and downstream service locations. The results indicate that neither the primary operational sites of the top 100 upstream suppliers nor the downstream service locations are situated within protected areas. Regarding upstream smelters, GIGABYTE analyzed smelters for ten types of metals—including tin, tungsten, tantalum, gold, cobalt, mica, copper, natural graphite, lithium, and nickel—in 2025. Among these, approximately 5% are at risk of being located within ecological conservation areas, enabling the company to assess the potential environmental impact of raw materials used in components. GIGABYTE is well aware that the extraction of critical minerals is highly dependent on natural capital, and that smelters are often located in regions rich in natural resources. To accurately identify ecological risks within the value chain, GIGABYTE has established a "Natural Risk and Responsible Minerals Tracking Form" and actively tracked suppliers collaborating with smelters located in high-risk biodiversity areas to serve as a baseline for subsequent engagement. As of the end of 2025, 78 suppliers responded to the tracking forms, with 60.25% of them proactively submitting further improvement plans. Since this year marked the initiation of the investigation, no supplier partnerships were terminated due to the utilization of smelters located in high-risk biodiversity areas. We will periodically update the tracking results on the [GIGABYTE Sustainability Website](#) to address stakeholder concerns and fulfill our due diligence responsibilities.



Note 1: ● Major operational sites of the top 100 suppliers; ● CMRT smelters; ● EMRT smelters
Note 2: The biodiversity layer analysis references the WDPA database of the United Nations Environment Programme World Conservation Monitoring Centre (UNEP-WCMC), covering UNESCO World Heritage Sites, Ramsar Sites, UNESCO-MAB Biosphere Reserves, and OECMs (Other Effective Area-based Conservation Measures)

4.3.2 Conflict Minerals Management

GIGABYTE has established clear procurement standards in its "Sustainable Procurement Guidelines," stipulating that it will not procure products containing conflict minerals and that it will require suppliers to fulfill their due diligence responsibilities. The due diligence framework must be consistent with the guidelines of the Organization for Economic Cooperation and Development (OECD). We communicate our policy of not supporting or using conflict minerals to suppliers in our supply chain through our official website and contracts, in order to mitigate the impact of conflict minerals. Components supplied to GIGABYTE by suppliers must not contain metals from conflict-affected areas, and suppliers must cooperate annually with the conflict minerals survey provided by the Responsible Minerals Initiative (RMI), prohibiting the use of raw materials sourced from non-compliant smelters. GIGABYTE continues to deepen its engagement with supplier partners. For suppliers who have signed the declaration of sustainability compliance (covering environmental protection, human rights, social and labor rights, and conflict minerals management), GIGABYTE establishes contract manufacturing or long-term supply agreements and includes them in its priority procurement reference list. By 2025, a total of 285 of GIGABYTE Group's partner suppliers had completed the signing process.

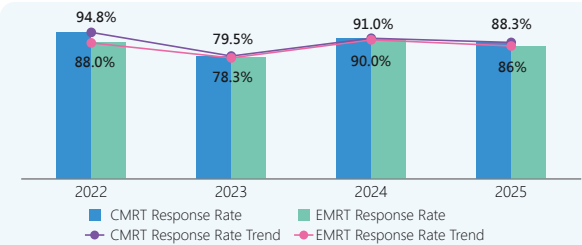
Conflict Minerals Investigation and Management Process

1 Investigation	2 Internal Analysis	3 Supplier Engagement	4 Disclosure
Distribute RMI's CMRT and EMRT questionnaires and request that all departments coordinate with vendors to complete them	The Sustainable Development Office will compare the returned smelter lists with the RMI-approved lists	All departments are requested to require suppliers to remove or assist non-compliant suppliers within 90 days and to complete the management questionnaire	Information regarding the smelters suppliers will use after making improvements, along with the countries of origin of those smelters, will be disclosed on the official website

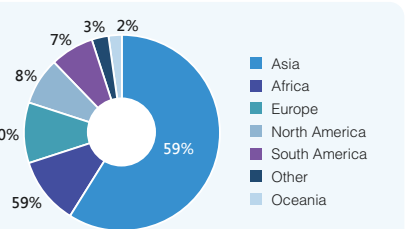
Note: GIGABYTE publishes the smelter list and its source information on its official website at irregular intervals each year: [Conflict Minerals Management page on the GIGABYTE Sustainability Website](#)

GIGABYTE's 2025 Conflict Minerals Due Diligence adopted the latest versions of the RMI CMRT 6.5 and EMRT 2.0 questionnaires. Aligning with the new EMRT 2.0 questionnaire, the scope of the survey was expanded to include four additional minerals: "copper, graphite, lithium, and nickel." The overall annual response rate reached 86%.According to the survey results, the top three regions where smelters are primarily located are: Asia 59%, Africa 11%, and Europe 10%.

Overview of Conflict Minerals Surveys Over the Past Four Years



Distribution of Smelters



Conflict Minerals Due Diligence

GIGABYTE fully recognizes the critical impact of supply chain stability on operational resilience. Given that the stability of component supply from key suppliers has a significant influence on product manufacturing, the company has strengthened proactive communication and engagement with key suppliers identified as having potential risks. Through the distribution of "Management Tracking Questionnaires" and "Guidelines for Improvement Recommendations," we require suppliers to remove smelters at risk of non-compliance or to proactively engage in dialogue with smelters. This ensures that the entire value chain aligns with the principles of responsible procurement, implements rigorous responsible mineral due diligence management, and establishes a resilient and traceable sustainable supply chain.

In 2025, through engagement with key suppliers, a cumulative total of 16 smelters that did not meet CMRT standards were removed by 8 suppliers, resulting in an overall compliance rate of 99.37% for smelters partnered with these suppliers. Regarding EMRT, we successfully negotiated with 6 suppliers to cumulatively remove 15 smelters that did not meet EMRT standards, achieving an overall compliance rate of 97.23%. In-depth analysis revealed that the four newly added "copper, graphite, lithium, and nickel"—as these were included in the regulatory framework for the first time, the certification systems for smelters within the relevant supply chains are still in the development and integration phase, and suppliers require time to communicate and coordinate with the newly regulated entities.

Results of the Due Diligence Survey on Smelters Used by Key Suppliers

Scope of Investigation		CMRT	EMRT
		3TG Metals	Cobalt, Mica, Copper, Graphite, Lithium, Nickel
Number of smelters subject to due diligence		269	226
Number of facilities with conflict minerals risk		32	46
Smelter status	Description	CMRT	EMRT
Conformant	Meets RMI standards and has been audited by a third party	95.84%	75.60%
Active	Meets RMI definition standards and has committed to participating in RMAP	0.19%	0.60%
Eligible	Smelters that meet RMI's definition criteria	2.51%	20.28%
Removed	Removed ineligible smelters through consultation	0.84%	0.75%
Non-compliant	Not on the CMRT Standard List	0.63%	2.77%

Note: The scope of the investigation covers 90% of the procurement value

For suppliers still using smelters with compliance concerns, if the materials are non-designated, they must be discontinued immediately; if they are designated materials, improvements must be made within 90 days or an alternative material solution must be provided, with progress tracked by relevant personnel. Given the highly dynamic nature of the global supply chain environment, all due diligence results and smelter compliance lists are continuously updated in line with current industry conditions. GIGABYTE will periodically disclose this information on the [GIGABYTE Sustainability Website](#) to address stakeholder concerns and fulfill its due diligence responsibilities.

4.4 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.

Three Key Strategies for Supply Chain Engagement



Communication of Management Policies
Annually, through supplier conferences, GIGABYTE communicates its vision and development direction for sustainable management to its suppliers



Training
We integrate group resources to organize training programs, enhancing the understanding of both internal employees and supplier partners regarding domestic and international sustainability trends, regulations, and management practices



Benchmarking and Knowledge Sharing
Conduct sustainability evaluations and organize sustainability awards and recognition ceremonies to promote learning and exchange among suppliers by recognizing top-performing units

Additionally, to strengthen the understanding of domestic and international trends in sustainable supply chain management among supply chain/procurement personnel and relevant departments, as well as the professional functions and roles each department should fulfill, three Group sustainability training sessions were held in 2025. Topics included supply chain human rights due diligence, internal audit training for the RBA Code of Conduct, and trends in sustainability risk management and TNFD, with a total of 211 participants.

Outcomes of Supply Chain Engagement and Communication in 2025

Subject	Communication and Coordination		Achievements in 2025	
Supply Chain Management Internal Staff	Group Sustainability Training Series	3 sessions	- Topics: Human Rights Due Diligence in Supply Chains, RBA Code of Conduct Internal Audit Training, Trends in Sustainability Risk Management and TNFD (This session invited suppliers to participate) - Total of 211 participants	
	Supplier Sustainability Evaluation and Sustainability Awards	For 14 years	- Total number of companies participating in the sustainability evaluation: 83 - Number of companies awarded the Sustainability Award: 2	
Suppliers	Supplier Conference and Training	For 8 years	- Theme: Corporate Sustainability Due Diligence (including carbon reduction in the value chain, human rights issues, etc.), Biodiversity, Circular Economy, Supply Chain Resilience Assessment - A total of 89 companies and 122 supplier partners participated, with a participation rate of 25% among the top 100 suppliers by procurement value	
	Reduction Sharing Love the Earth Alliance	Sustainability Initiatives	For 6 years	35 suppliers and 185 partners participated in a joint supplier beach cleanup - Removed 1,809 kilograms of waste from the coastline
		Supplier Capacity Building	31 suppliers	31 suppliers participated in training on sustainable risk management trends and TNFD
		Tracking Reduction Performance and Evaluation	For 8 years	74 suppliers participated in reduction assessments, for details on reduction performance, see 4.3.1 Supply Chain Environmental Impact Management

4.4.1 Supplier Sustainability Assessment and Sustainability Awards

Since 2012, GIGABYTE Technology has conducted an annual supplier sustainability assessment. First, suppliers conduct a self-assessment of their performance across six key areas: "Corporate Sustainability Management," "Environmental Protection," "Labor Practices and Human Rights," "Fair Business Practices," "Supply Chain Responsibility," and "Contribution to Society/Local Communities." The Sustainable Development Office's Supplier Assessment Team then conducts an impartial evaluation based on the four key criteria of "Completeness," "reasonableness," "level of awareness," and "level of commitment." Awards for outstanding partners are publicly presented at the annual supplier banquet. In the 2025 assessment, a total of two companies received the Sustainability Award. GIGABYTE aims to foster healthy competition among suppliers through this annual award ceremony, driving the pursuit of even more outstanding sustainability performance. In addition to presenting awards to top performing suppliers, GIGABYTE also encourages suppliers to fulfill their corporate sustainability responsibilities through its procurement practices. In 2025, approximately 81.43% of GIGABYTE's total procurement was allocated to suppliers that achieved a gold rating (including the Sustainability Award) or higher in the evaluation. Moving forward, GIGABYTE will continue to drive suppliers to improve their sustainability performance to enhance supply chain resilience, prevent potential losses, and minimize impacts and disruptions, working hand-in-hand with suppliers to expand the reach of sustainability.

Looking ahead to the Group's AI ecosystem strategy, GIGABYTE has established close tactical partnerships with supplier partners to develop comprehensive AI solutions spanning cloud, on-premises, and edge computing. The 2025 Supplier Year-End Banquet and Sustainability Awards Ceremony was held under the theme "AI Utopia: Walking with GIGABYTE to Create a Sustainable Future," highlighting the determination to drive the new wave of AI alongside partners and embrace the era of accelerated computing. At the same time, the supply chain is uniting in sustainable actions, with upstream and downstream partners working in unison to create an ideal utopian landscape.

4.4.2 Reduction Sharing Love the Earth Alliance

Supplier Conference and Training

Since 2018, GIGABYTE has held annual supplier conferences and training sessions, inviting industry leaders and experts in sustainability to share their insights. Together with sustainability personnel and management from participating suppliers, the company explores trends and best practices across various aspects of ESG. The curriculum is designed based on the latest sustainability trends, and following the event, the company implements initiatives to provide hands-on guidance to help supplier partners build their sustainability expertise.

International brands are continuously raising their sustainability requirements for supply chains. Carbon reduction management has expanded from Scope 1 and 2 to Scope 3, and issues such as the circular economy and positive impact on nature have become critical thresholds in multinational procurement and partnership evaluations. Additionally, international standards for human rights are constantly rising; for example, the EU's Corporate Sustainability Due Diligence Directive (CSDDD) requires companies to comprehensively implement risk assessments across their supply chains. Responding to this trend, a supply chain's sustainability performance directly impacts market competitiveness and opportunities for international collaboration. GIGABYTE's 8th "Reduction, Sharing, Love the Earth" Alliance Supplier Conference, focused on two emerging themes: "CSDDD" and "Biodiversity." The event also featured case studies and trend analyses on "Circular Economy" and "Supply Chain Resilience Assessment Indicators." The aim is to collaborate with the supply chain to establish data governance, inventory verification, carbon reduction, and biodiversity action plans at an early stage, thereby securing a competitive edge in the accelerating global ESG landscape.

The 2025 Supplier Conference and Training Session were held simultaneously across three locations—Taiwan, Ningbo, and Dongguan Factories, with a total of 90 companies and 121 supplier partners participating in in-depth discussions on corporate sustainability. Moving forward, GIGABYTE will continue to provide suppliers with the latest sustainability insights and international trends, as well as access to the supplier complaint channel (CSR@gigabyte.com), working collaboratively with suppliers to drive mutual growth.

Supplier Capacity Building

As the global push toward net-zero carbon emissions gains momentum, climate change has become a core objective for both businesses and governments. With net-zero gradually becoming a consensus, the next critical focus for the Earth's sustainable development is rapidly emerging: Biodiversity. In the future, Biodiversity will stand alongside carbon emissions management as a key indicator for measuring corporate sustainability value. To this end, GIGABYTE's 2025 Group Sustainability Training Series has, for the first time, expanded its scope to invite supplier partners to participate. The session featured Dr. Wen Lih-Chyi, an advisor from the Center for Green Economy at the Chung-Hua Institution for Economic Research. Under the theme "Trends in Sustainability Risk Management and TNFD," she introduced the TNFD's LEAP methodology and shared case studies to guide Group employees and supplier partners in exploring how to integrate natural risk management into corporate operations. A total of 53 representatives from 31 supplier companies participated in the session.



Sustainability Initiatives

GIGABYTE employees have long been actively involved in environmental conservation initiatives and have consistently engaged in academia and industry to join the cause. Since 2020, the company has annually invited supplier partners to participate in the "Reduce, Share, Love the Earth Alliance" beach cleanup activities. The goal is to collaborate with supplier partners in addressing issues such as marine environmental protection and plastic pollution, integrating this awareness into the value chain mindset, and working together to reduce the environmental impact throughout the product lifecycle. Guided by the principle of "Love the Earth, Start from the Heart," GIGABYTE will continue to drive a sustainable supply chain. In addition to fostering a sense of unity through activities such as beach cleanups and tree planting, the company will continue to expand the influence of the "Reduction, Sharing, Love the Earth" initiative. We look forward to more supplier partners joining the alliance to jointly build a low-carbon, sustainable value chain.

2025 Supply Chain Beach Cleanup Event

GIGABYTE invited suppliers to the Pignose Beach in the Shalun section of Dayuan, Taoyuan—an area the company has long protected—for the 6th "Reduction, Sharing, Love the Earth" Alliance Supplier Beach Cleanup. A total of 185 supplier partners, GIGABYTE employees, and their families participated, collecting a total of 1,809 kilograms of waste.

05 Happy Workplace

5.1 Human Rights Protection

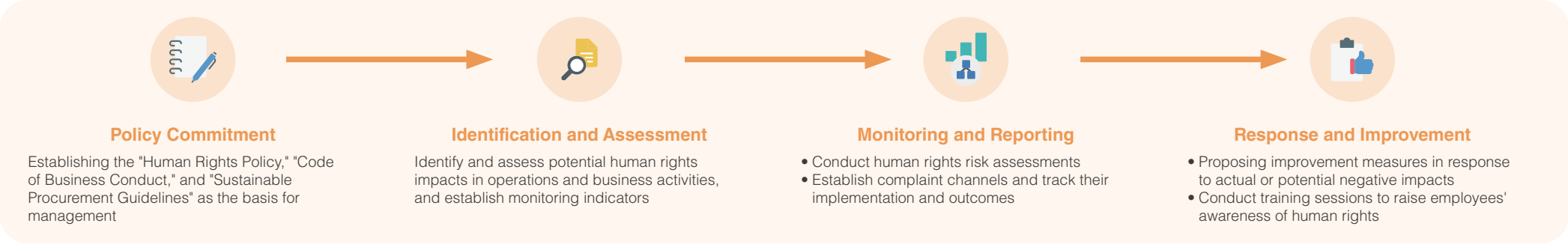
5.2 Talent Management

5.3 Occupational Health and Safety



5.1 Human Rights Protection

GIGABYTE supports international human rights conventions, including the Universal Declaration of Human Rights and the UN Global Compact. The company complies with local laws and regulations where it operates and has established a Human Rights Policy. Additionally, Code of Business Conduct explicitly states the commitment to "striving for organizational justice and respecting diversity and equality" and workplace standards of "zero discrimination, anti-violence, and no harassment." All employees, including company directors, managers at all levels, and general staff—are required to uphold human rights equality to safeguard workplace human rights. Furthermore, GIGABYTE requires its suppliers to comply with relevant labor and human rights regulations.



Human Rights Policy

Policy	Applicable Parties	Description
Human Rights Policy	Employees, contractors, suppliers, customers, and other business partners	Supports internationally recognized human rights norms and principles, including the Universal Declaration of Human Rights, the UN Global Compact, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, as the highest guiding principles for GIGABYTE's human rights management
Code of Business Conduct	Directors, all employees (including subsidiaries)	Establishes five major chapters: "Equal and Safe Work Environment," "Protection of Company Assets," "Guidelines for External Business Activities," "Legal and Social Responsibility," and "Ethical Conduct," clearly outlining behavioral guidelines for employees. Additionally, establishes a whistleblowing and disciplinary system and prohibits retaliatory actions
Sustainable Procurement Guidelines	Suppliers	Suppliers are required to comply with the Responsible Business Alliance Code of Conduct, ensuring adherence to the labor, health and safety, environmental, and ethical standards outlined in the Code

Human Rights Commitment and Management Actions

Commitment	Management Mechanisms and Actions
Talent Inclusion and Non-Discrimination	• The Code of Business Conduct explicitly states that employee recruitment and promotion shall not be based on race, gender, age, skin color, sexual orientation, language, religion, political affiliation, place of origin, nationality, disability, or marital status • GIGABYTE's Taiwan locations employ at least 1% of staff with disabilities in accordance with the People with Disabilities Rights Protection Act
Prohibition against Forced Labor and Child Labor	• Require suppliers to comply with labor and human rights regulations and investigate their use of conflict minerals • The "New Hire Management Regulations" explicitly prohibit the employment of individuals under the age of fifteen
Prevention of illegal Infringement in the Workplace	• Establish the "Plan for Prevention of Illegal Infringements in the Performance of Duties" and related procedures to prevent employees from suffering physical or mental harm caused by the actions of others while working, and conduct hazard identification and risk assessments • Issued the "Written Statement on Prohibition of Workplace Violence" to protect employees from workplace bullying or violence
Gender Friendly Workplace	Establish the "Operating Instructions for Prevention of Sexual Harassment in the Workplace." If an employee feels they are being sexually harassed, they may file a complaint with their supervisor, the Human Resources Department, or a dedicated email address, and the matter will be handled confidentially. If an investigation confirms the allegations, disciplinary action will be taken; in serious cases, dismissal may result.
Fair Remuneration	Salary payments are based on open and transparent performance evaluations, and remuneration at all operational locations complies with local statutory wage requirements



5.1.1 Identification and Assessment of Human Rights Risks

GIGABYTE adheres to a "zero-tolerance" policy to ensure the protection and upholding of employees' human rights and interests. In addition, we refer to the RBA Code of Conduct to track nine human rights issues highly relevant to our industry and business operations. We classify human rights risks into "actual occurrences" and "potential risks" for management purposes and implement various management measures based on the principles of "remedy" and "prevention" to build a friendly workplace environment.

I Human Rights Risk Assessment and Annual Implementation Status

Risk Issues	Nature of Risk	Impact Description	Management Mechanisms and Indicators	2025 Implementation Status
Workplace Harassment	Actual	Physical and psychological harm in the workplace resulting from sexual harassment, workplace bullying, violence, employment discrimination, forced labor, and other unlawful acts may cause employees to suffer physical and psychological trauma, reduced work capacity, and social withdrawal, and may even lead to career disruption; the company's image and team cohesion may be negatively impacted, resulting in decreased productivity, and the company may face penalties	- Number of Workplace Harassment and Abuse Complaints - Implementation of Workplace Gender Equality and Anti-Bullying Training	- There were 5 incidents of sexual harassment and 2 incidents of bullying. Upon receiving a complaint, an investigation was immediately initiated to ensure the complainant's privacy and protect them from retaliation or other adverse treatment. It was decided to discipline the violating employees, and the results of the disciplinary action were announced on the intranet. - The Group intensified its outreach efforts, conducting a total of 51 training sessions on workplace gender equality and bullying prevention to raise employee awareness and prevent similar incidents from recurring
Age Discrimination	Potential	The company's image and team cohesion may be negatively impacted, leading to decreased productivity; for example, discrimination against young employees may cause the team to lose its innovative capacity	Number of age discrimination complaints	No complaints of age discrimination were filed
Cultural Discrimination	Potential	May cause internal conflicts and communication barriers, reducing the efficiency of cross-departmental and cross-border project execution; in severe cases, it may impact cooperation with international clients and suppliers, and the company's image may also be damaged	- Number of complaints regarding cultural discrimination - Organize cultural exchange activities to foster mutual understanding among employees from diverse backgrounds	- No incidents of cultural discrimination complaints - The Group organized 15 diversity and inclusion/social events (including Family Day and festive celebrations)
Delayed or unpaid remuneration	Potential	Failure to provide remuneration in compliance with labor laws has adversely affected employees' livelihoods	- Implement standard rates for salary calculations - Remuneration complies with labor regulations	100% compliance - No violations of labor laws occurred in salary payments
Severe overtime	Potential	Severe overtime may affect employees' physical and mental health and further lead to an imbalance between work and personal life	- Establish the "Employee Overtime Management Guidelines" to specify daily and monthly maximum working hours and the principles for overtime pay - Provide employees with overtime pay and compensatory time off in accordance with the law - Incorporate working hour management into the internal control system	An internal audit was conducted in August 2025 with no deficiencies found; the audit results were reported to the Board of Directors
Receipt of Improper Benefits by Employees	Potential	If employees accept improper benefits, the company may not only face penalties but also suffer damage to its competitiveness and corporate image	- Have there been any instances of employees receiving improper benefits - Require every new employee to sign the "Employee Code of Ethical Conduct" - Conduct educational training sessions on integrity in business operations	- No incidents of employees accepting improper benefits 100% signing rate for the "Employee Code of Ethical Conduct" among new hires - The Group conducted a total of 81 training sessions on business integrity
Invasion of employee privacy	Potential	Failure to protect employee privacy may cause them to feel insecure in their jobs; furthermore, disclosure of personal information could result in penalties for the company and damage its reputation	- Number of complaints regarding employee privacy violations - Conduct information security and personal data protection training	- No incidents of employee privacy violations occurred - Conducted 5 training sessions on information security and personal data protection
Employment of child labor	Potential	Employment of child labor under the age of 16	Whether there were any violations regarding the employment of child labor	No child labor
Human Trafficking	Potential	Engaging in illegal recruitment, trafficking, or other activities that violate human rights	Whether there are any violations related to human trafficking	No incidents of human trafficking

5.1.2 Human Rights Risk Prevention and Management

GIGABYTE regards "people-oriented" as a core corporate value. To fully implement the prevention and management of human rights risks, we not only strictly comply with laws and regulations but also translate the spirit of human rights into concrete daily management practices. In terms of preventive mechanisms, GIGABYTE continues to promote training on human rights-related topics, covering anti-workplace bullying, sexual harassment prevention, diversity and inclusion, and awareness of unconscious bias, ensuring that every employee can collaborate on a foundation of understanding and respect, thereby eliminating the risk of discrimination at its root.

Human Rights-Related Training

Course Topics	Number of Participants	Total Training Hours
Workplace Sexual Harassment Prevention	1,329 people	1,850 hours
Supply Chain Human Rights Due Diligence	121 people	242 hours

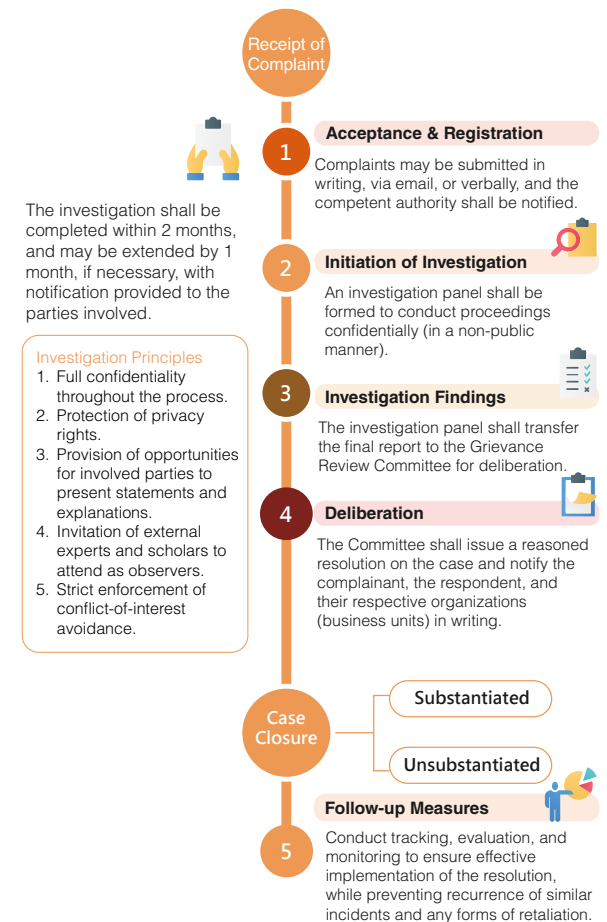
Smooth Communication Channels between Management and Labor

Effective communication between labor and management is built on a foundation of mutual trust and cooperation. GIGABYTE has established labor unions at its Dongguan and Ningbo Factories. In Taiwan, the company enhances interaction between labor and management annually through labor meetings, the internal employee website, e-newsletters, and annual surveys, thereby establishing a smooth platform for labor communication.

Channels	Annual Outcomes	Communication Highlights
Labor Meetings	A total of 24 meetings were held	1. 2025 Calendar, Minimum Wage Adjustments 2. Promotion of the latest labor laws 3. Optimization of the Employee Welfare Committee website 4. Promotion of health incentive programs, health screenings, and contracted health services
Internal Employee Website	As needed	Important internal announcements and event promotions
Internal e-newsletters GIGA, HII	135 articles	Company event reports, highlights from seminars
Human Resources Website	50,109 visits	Company Development Direction, Employee Career Development Information
Employee Feedback Survey	1. Headquarters conducts 2 surveys 2. Conducted monthly at the Nanping Factory 3. Conducted on an irregular basis at China factories 4. EAP (Employee Assistance Program) conducted once 5. Employee Engagement Survey conducted once	Conducted administrative satisfaction surveys for public services (including medical, security, cleaning, and EAP) and employee satisfaction surveys regarding engagement, while continuously improving the company's hardware and software infrastructure, services, and talent development programs • Average satisfaction with Group administrative services reached 87% • Overall satisfaction in the employee satisfaction survey reached 4.55 (on a 6-point scale)
Labor Union	Labor unions have been established at the Dongguan and Ningbo Factories	1. 76% of employees eligible to join a labor union have done so 2. Collective agreements have been signed addressing labor issues such as remuneration and leave, special care for female employees, social insurance, and benefits

GIGABYTE is committed to establishing transparent communication channels. In addition to holding regular labor-management meetings, we have established an independent internal employee complaint email address (help@gigabyte.com). Upon receiving a complaint, we form a task force to initiate an investigation, and the entire process is kept strictly confidential. If the investigation confirms the allegations, we will not only provide necessary protection to the victim but also implement relevant remedial and improvement measures.

Workplace Misconduct Complaint Process: Taking sexual harassment as an example



5.2 Talent Management

5.2.1 Workforce Structure

GIGABYTE fully recognizes the importance of talent to the company's sustainable development. Therefore, through rigorous recruitment and training, we strive to create an inclusive and friendly workplace environment, build a diverse and balanced human resources structure, and encourage all employees to leverage their expertise, creativity, and potential in their respective roles. In 2025, GIGABYTE had a total of 6,316 employees worldwide, with no significant change compared to the previous year. The majority of employees are concentrated in Taiwan and mainland China, with others spread across other parts of Asia, the Americas, Europe, and other regions around the world. Male employees accounted for 56% of the total workforce, while female employees accounted for 44%, with an overall average age of 33. Additionally, we employed 106 temporary staff, comprising 70 men and 36 women (the scope of this statistic aligns with the organizational boundaries disclosed in this report), representing an increase of 39 temporary staff members compared to the previous year.

I GIGABYTE Employee Structure in 2025

Gender		Male		Female		Subtotal	
		Persons	Ratio	Persons	Ratio	Persons	Ratio
Work Location	Taiwan	1,594	45.27%	1,765	63.15%	3,359	53.18%
	Mainland China	1,864	52.94%	1,014	36.28%	2,878	45.57%
	Overseas locations	63	1.79%	16	0.57%	79	1.25%
Age	≤30 years old	1,814	51.52%	1,236	44.22%	3,050	48.29%
	Ages 31–50	1,346	38.23%	1,258	45.01%	2,604	41.23%
	51 years or older	361	10.25%	301	10.77%	662	10.48%
Position ^{Note 2}	Senior Management	116	3.29%	22	0.79%	138	2.18 %
	Other Management	706	20.05%	313	11.20%	1,019	16.13%
	Technical Staff	758	21.53%	354	12.67%	1,112	17.61%
	Other Staff	1,941	55.13%	2,106	75.35%	4,047	64.08%
Employment Contract ^{Note 3}	Permanent	2,308	65.55%	2,209	79.03%	4,517	71.52%
	Contract	1,213	34.45%	586	20.97%	1,799	28.48%
Employment Type ^{Note 4}	Full-time	2,957	83.98%	2,467	88.26%	5,424	85.88%
	Part-time	564	16.02%	328	11.74%	892	14.12%

Note 1: Employee structure data for 2025 is based on figures as of December 31, 2025. Percentages are rounded, so the total may not add up to 100%.

Note 2: Job definitions: Technical staff includes personnel in technical, R&D, and manufacturing roles; other staff includes personnel in marketing, sales, and operations roles

Note 3: Definition of employment contract: Permanent term refers to permanent employment contracts, including seconded personnel, regular employees, R&D alternative service personnel, and consultants; Contract term refers to employment contracts with a fixed term, including contract workers, part-time students, and interns

Note 4: Definition of employment type: Full-time refers to full-time workers (working at least 8 hours per day), including second-class personnel, regular employees, R&D alternative service personnel, and consultants; part-time refers to non-full-time workers (working less than 8 hours per day), including contract workers, part-time students, and interns

5.2.2 Diverse and Inclusive Workplace

GIGABYTE is committed to safeguarding employees' labor rights, promoting gender equality, and providing equal employment opportunities to job seekers. We also actively recruit members of the "Strong Generation" to support their career planning and employability. To foster a diverse and inclusive workplace, GIGABYTE actively recruits individuals with disabilities and provides job opportunities tailored to their abilities and aptitudes. By the end of 2025, GIGABYTE employed 33 employees with disabilities and 21 members of underrepresented groups in Taiwan. Additionally, GIGABYTE supports female employees in leveraging their strengths in the workplace; in 2025, the proportion of female managers reached 28.95%, and the proportion of female senior executives was 15.94%; the proportion of women in STEM-related positions was 27.40%.

In the era of global digital transformation, GIGABYTE continues to recruit international talent to expand its global market presence. Enhancing cultural diversity in the workplace further sparks and inspires innovation. To help employees from diverse cultural backgrounds quickly integrate into the GIGABYTE family, we have organized various activities and support measures to foster an inclusive workplace. For example, in 2025, GIGABYTE arranged three social gatherings for international colleagues at the Nanping Factory, allowing employees to experience the festive and communal atmosphere while working far from home, while also strengthening bonds among colleagues. Furthermore, for our Indigenous colleagues, we legally guarantee their entitlement to "Indigenous Ritual Leave" and actively encourage them to return to their tribes to participate in traditional celebrations, thereby preserving cultural heritage.

Percentage of Female Employees

Overview of Female Representation	2022	2023	2024	2025
Ratio of female employees	41.09%	40.56%	42.45%	44.25%
Ratio of female employees in management roles	27.25%	27.87%	28.99%	28.95%
Ratio of female employees in junior management roles	-	32.52%	33.84%	34.12%
Ratio of female employees in senior management roles	-	12.12%	21.38%	15.94%
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%	47.00%
Ratio of female employees in all STEM roles	39.58%	40.80%	42.09%	27.40%

Global Employee Distribution

Workplace	Persons	Ratio
Taiwan	3,359	53.18%
Mainland China	2,878	45.57%
Other parts of Asia	15	0.24%
Americas	39	0.62%
Europe	25	0.40%

Note: The statistics in this table include both full-time and part-time employees

Employee Nationality Distribution

Nationality	Ratio of Employees	Ratio of Employees in Management Positions
Taiwan	45.33%	12.35%
Mainland China	44.90%	5.67%
Other	9.77%	0.27%

Note 1: "Other" includes Japan, Russia, Malaysia, France, and other countries

Note 2: Calculation formula = Number of people in that category / Total number of people



5.2.3 Talent Recruitment and Retention

GIGABYTE has established clear foundational recruitment standards and seeks diverse talent across nationalities and disciplines based on the development priorities of each business group and department. We also place great emphasis on empowering the younger generation, hosting long-term product design competitions to provide students with an excellent platform to apply their knowledge and creativity, broaden their career horizons, and gain practical experience.

2025 Team Up, Fight On x Project Eagle - Expanded Recruiting Campaign

In response to our rapid business growth in recent years, GIGABYTE continues to pursue technological advancement and bridge the gap between industry and academia. Since 2022, under the banner of "Team Up, Fight On," we have expanded our recruitment efforts to attract cross-disciplinary talent, offering numerous positions across R&D, product management, sales, integrated marketing, design, and more. We attract talent with competitive salaries and benefits, provide a global market stage, and allow elite professionals from all fields to fully realize their potential, and help chart a visionary blueprint for the future.



Results of the 2025 Team Up, Fight On x Project Eagle

Online Recruitment Campaign	In-Person Recruitment Events
- Media and campus recruitment website impressions: Over 600,000 - Social media impressions: Over 30 million	- A total of 6 recruitment seminars were held, attracting 658 participants, with an event satisfaction rate approaching 100% - Nearly 2,400 resumes received; applications for the "Team Up, Fight On" program increased 6.7 times compared to last year

Industry-Academia Collaboration to Cultivate Young Talent

Giga Computing and Tsinghua University Team Up to Win Second Place at ISC 2025 European Supercomputing Competition

To cultivate cross-disciplinary talent in AI and HPC, Tsinghua University and Giga Computing have once again joined forces to support student participation in international computer competitions, allowing them to compete against global competitors and hone their hardware-software integration skills in solving real-world problems. The team was coached by former competitors, who helped develop strategies for tackling challenges through pre-competition simulations. Leveraging the high-performance computing power of GIGABYTE servers, students were able to focus on data processing and model optimization, thereby enhancing their competitive edge.



In addition to providing the hardware and technical support required for the competition, Giga Computing also assisted with pre-competition tasks such as system debugging and equipment tracking, ensuring optimal resource allocation for the competition challenges. Ultimately, this support helped the Tsinghua team secure second place at the European Supercomputing Competition.

Bestyfield International Provides Learning Resources and Internship Opportunities for Vocational Students

In 2025, Bestyfield International invested over TWD\$10 million to provide internship opportunities for 12 students at Jinwen University of Science and Technology, enabling them to participate in the "Circular Economy Category: Production Line Implementation Site Construction Project." The company also provided TWD\$200,000 in scholarships to help economically disadvantaged students pursue their studies with peace of mind. Through these internship opportunities and financial support, students are able to transition into the workforce early, gain practical experience, and strengthen their professional skills.

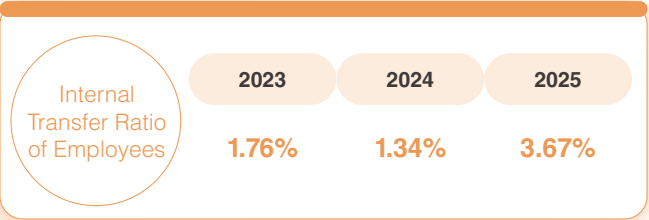


Additionally, the company is deepening its roots in vocational education. With the support of Ming Chi University of Technology's USR program, Bestyfield International co-organized the "ESG Laptop Eco-Recycling Collaborative Learning Presentation" at Neihu Technical High School, providing technical support and laptop components. Bestyfield International engineers served as instructors, guiding Taipei Municipal Neihu Vocational High School students—along with students from Taipei Xihu Experimental Junior High School—through laptop disassembly and reassembly, software installation, and AI application demonstrations. This hands-on process helped students understand the value of resource reuse while allowing them to apply their knowledge and showcase their talents.

Employee Hiring Rate and Turnover Rate

In 2025, GIGABYTE's overall employee new hire rate was approximately 42.41%, with 3.67% being internal re-assignment. The overall turnover rate was 43.87%, and the voluntary turnover rate was 30.29%. A closer examination of employee turnover by region reveals that the primary reason for the rise in voluntary turnover was the expiration of contracts for winter break workers and students in mainland China (mostly on fixed-term contracts) or their early departure due to personal plans (particularly the large number of employees returning home before the Lunar new year), coupled with increased recruitment efforts. In Taiwan, the voluntary turnover rate was 10.1%, and across all age groups and genders, it remained below the management target of 15%. Analysis and surveys of the reasons for turnover among employees in Taiwan revealed that personal career development was the primary factor. In the future, we will enhance explanations of job responsibilities during interviews with new hires to ensure that job seekers' understanding of the role aligns with reality. Additionally, we will provide comprehensive support to employees through measures such as leave of absence without pay and educational subsidies.

In recent years, Gigabyte has expanded its organizational structure in response to rapid business growth. Faced with increased demand for talent, the company not only recruits outstanding talent from outside the organization but also promotes internal talent mobility by establishing an internal job posting platform. Furthermore, in light of the widespread talent shortage facing the industry, Gigabyte launched a Key Talent Inventory Program in 2025 to improve the retention rate of key talent and maintain the company's competitiveness.



Total Number and Percentage of New Hires in 2025

Region	Taiwan				Mainland China			
	Male		Female		Male		Female	
≤30 years old	150	30.67%	276	38.82%	2,519	66.08%	1,157	66.29%
Ages 31–50	93	8.72%	106	10.14%	82	21.54%	77	24.08%
51 years and older	8	2.92%	4	1.54%	0	0.00%	0	0.00%

Note 1: New hire ratio = Number of new hires in that category for the year / (Headcount at the end of the previous year + Number of new hires for the current year)
Note 2: Total new hires in Taiwan: 637; total new hires in Mainland China: 3,835; total annual new hires: 4,472.

Total Number and Percentage of Employee Turnover in 2025

Category	Region	Taiwan				Mainland China			
	Gender	Male		Female		Male		Female	
Voluntary Turnover	≤30 years old	89	20.79%	100	18.69%	2,055	57.35%	877	56.22%
	Ages 31–50	76	6.31%	134	12.49%	89	20.46%	70	19.44%
	51 years and older	11	3.97%	16	5.90%	0	0.00%	2	0.68%
Involuntary Turnover	≤30 years old	3	0.74%	2	0.46%	1,030	40.27%	506	42.56%
	Ages 31–50	8	0.81%	5	0.53%	7	1.98%	15	4.92%
	51 years and older	0	0.00%	1	0.39%	0	0.00%	0	0.00%

Note 1: Employee turnover rate = Number of resigned employees in that category for the year / (Headcount at the end of the previous year + Number of new hires in the current year)
Note 2: The total number of resigned employees in Taiwan was 445, and in Mainland China it was 4,651. The total number of resigned employees was 5,096.

GIGABYTE Turnover Rates Over the Past 4 Years

Turnover Rate	2022	2023	2024	2025
Overall turnover rate	43.21%	39.22%	42.65%	43.87%
Voluntary turnover rate	39.75%	15.40%	13.42%	30.29%
Involuntary turnover rate (including retirement, contract expiration, layoffs, etc.)	-	-	-	13.57%
Turnover rate for new hires within one year	-	-	-	61.33%

Note 1: The scope of the turnover rate includes permanent and contract employees
Note 2: The involuntary turnover rate and the turnover rate of new hires within one year will be tracked and calculated starting in 2025

Solid Remuneration Structure

GIGABYTE's remuneration system is determined based on factors such as job grade, education and experience, years of service, and fair performance evaluation results, ensuring that salaries accurately reflect employee contributions. For detailed information on employee and director remuneration, please refer to [GIGABYTE's 2025 Annual Report](#), p.76. The number of full-time employees in Taiwan who have not held managerial positions, along with their average and median salaries, can be found on the [Market Observation Post System](#). In addition to base salary, GIGABYTE offers a variety of incentive programs, such as seniority bonuses, patent awards, quarterly bonuses, and performance bonuses. Furthermore, GIGABYTE adjusts employee salaries based on indicators such as the current year's consumer price index, industry salary adjustment standards, and civil servant salary adjustment rates, as well as performance evaluation results. Achievement bonuses are also awarded upon meeting work objectives to attract and retain top talent.

Ratio of Entry-Level Employee Salaries to Local Minimum Wage at Major Operating Locations

Region	Taiwan																Mainland China			
Company	GIGABYTE		Giga Computing		GIGAIPC		Bestyield International		G-STYLE		Cloudmatrix		Myelin Tek		Selita		Dongguan Factory		Ningbo Factory	
Gender	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Salary vs. local Minimum Wage Ratio	1.04	1	1.03	1.02	1.05	-	1.17	1.12	-	1.47	1.01	1.05	2.97	-	-	1.78	1.37	1.37	1	1
2025 Local Minimum Wage	28,590 TWD																2,080 CNY		2,490 CNY	

Note 1: The salary base is the full-time salary for entry-level employees, excluding bonuses, overtime pay, and allowances

Note 2: GIGAIPC, G-STYLE, Selita Precision, and Myelin Tek do not have employees of that gender; therefore, the employee salary-to-local minimum wage ratio in the table above is indicated by a hyphen "-"

Gender Pay Ratios and Pay Increase Rates at Major Operating Locations

Region	Taiwan																		Mainland China			
Company	GIGABYTE				Giga Computing	GIGAIPC		Bestyield International		G-STYLE		Cloudmatrix		Myelin Tek		Selita		Dongguan Factory		Ningbo Factory		
	Headquarters		Nanping Factory																			
Gender	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	0.77	1.00	-	1.00	0.55	1.00	0.12	1.00	0.88	-	-	1.00	-	1.00	2.00	-	-	1.00	1.07	1.00	1.20
Mid-level Management	1.00	0.98	1.00	1.00	1.00	0.93	1.00	0.92	1.00	1.00	-	-	-	-	1.00	1.44	-	-	1.00	1.00	1.00	1.00
Junior Management	1.00	0.95	1.00	0.84	1.00	0.88	1.00	0.74	1.00	0.89	-	-	-	-	-	-	-	-	1.00	0.99	1.00	0.95
Senior Specialist	1.00	0.88	-	-	1.00	-	1.00	-	-	-	-	-	1.00	-	-	-	-	-	-	-	1.00	-
General Specialist	1.00	0.91	1.00	0.82	1.00	0.82	1.00	0.78	1.00	0.89	-	-	1.00	0.85	1.00	-	-	-	1.00	0.95	1.00	0.88
Past three years average salary ² adjustment	3%		3%		3%		3%		3%		3%		3%		3%		3%		2.3%		4.6-5.9%	

Note 1: Remuneration: Salaries of full-time employees (including bonuses, overtime pay, allowances, etc.)

Note 2: Average salary: Includes base pay, living allowance, and meal allowance, but excludes annual bonuses

Note 3: Due to insufficient years of service for senior management positions at the three subsidiaries—Giga Computing, GIGAIPC, and Myelin Tek—there is a significant variance in annual remuneration ratios

Information on Salaries of Full-Time Non-ManAGERIAL Employees

Year	2024	2025
Average Salary (TWD thousand)	1,655	1,678
Median Salary (TWD thousand)	1,020	1,032

Note: Disclosure scope is GIGABYTE individual

Employee Performance Evaluation

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 remuneration and promotion. They are also used to encourage employee development and provide counseling. Currently, GIGABYTE and its subsidiaries—G-STYLE, Giga Computing, Bestyield International, and Myelin Tek—have all implemented performance evaluation systems.

Types of Performance Evaluation

Type	Evaluation Method	Frequency
Team Goal Management	At the end of each year, GIGABYTE communicates the company's new annual goals to all departments and managers. Managers then develop work plans tailored to their department's operations, while setting team goals and weightings to align with and ensure the achievement of the company's annual objectives	Once a year
Individual KPI Management	• Applicable to: Indirect staff with 3 months or more of service; employees at Grade 8 or above, for whom the year-end presentation serves as the basis for performance evaluation. Detailed regulations are based on relevant performance management policies • Managers communicate and explain the department's annual goals to team members, and establish well-defined individual work goals based on the "SMART principles," ensuring that the set KPIs are verifiable and achievable • Scheduled performance reviews with employees are held at the mid-year and year-end to understand work progress and provide timely assistance and adjustments	Twice a year
360-Degree Competency Assessment	Applicable to managerial staff, this multi-dimensional evaluation assesses their performance in areas such as communication, leadership, and administrative management	Conducted once every three years based on job level

Percentage of employees participating in individual KPI performance evaluations

Position	Male	Female	Overall
Management	100%	100%	100%
Professional	100%	100%	100%

Note 1: The evaluation ratio includes major operational locations (Taiwan and Mainland China)

Note 2: The evaluation period includes mid-term and end-of-term evaluations

Employee Satisfaction Survey

GIGABYTE aims to better understand employee feedback and further improve the work environment and teamwork, in 2025, the Company partnered with a third-party organization to conduct an anonymous employee satisfaction survey. The survey focused on six key dimensions: "Work Performance, Collaboration, Remuneration, Leadership, Development, and Promotion." Based on the survey results, the company formulated strategies to address each area, aiming to improve and strengthen organizational development to enhance employee satisfaction and engagement. The survey was conducted from November 21 to December 10, 2025, and employees at GIGABYTE's main operational sites and subsidiaries in Taiwan were invited to participate. The response rate was 65.73%, with an overall satisfaction score of 4.55 out of 6. The company plans to conduct this survey annually to track changes in employee satisfaction over time.

Based on the 2025 survey results and comparative analysis with industry peers, GIGABYTE's talent management strategy will focus on three core areas: "deepening talent development, optimizing communication mechanisms, and strengthening leadership transformation." The company is committed to transforming management systems into tangible organizational influence, shaping a unique workplace culture from the inside out. By establishing a transparent, two-way dialogue platform and empowering managers to lead team transformations, the company aims not only to foster a shared sense of purpose and belonging among employees but also to strengthen talent retention, thereby building the key competitive edge for sustainable corporate growth.

Comprehensive Employee Benefits and Retirement Plans

GIGABYTE has established a comprehensive benefits system. In addition to the insurance, leave, retirement, and health check-up programs required by law, the company also offers numerous benefits that are better than legal requirements, creating a comprehensive support network for employees. Meanwhile, the Joint Employee Welfare Committee regularly updates and enhances benefit policies and promotional activities for employees; Furthermore, to help every employee achieve a healthy work-life balance, GIGABYTE has introduced various policies and initiatives—such as flexible working hours, Family Days, club activities, and diverse Employee Assistance Program (EAP) activities.

I Comprehensive Employee Benefits

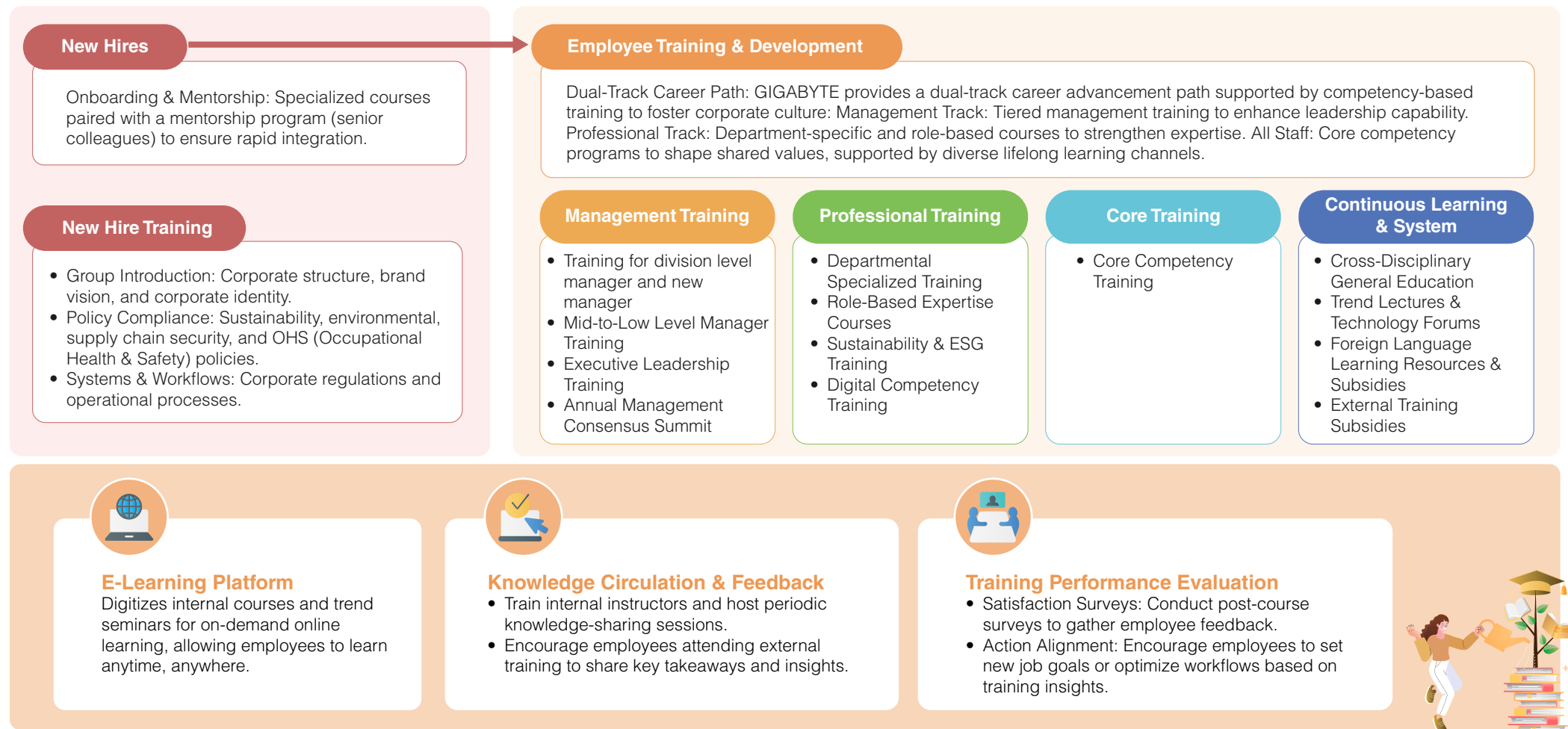
Programs	Description	Programs	Description
Insurance Plans	In addition to the statutory Labor Insurance and National Health Insurance in Taiwan, the company also offers comprehensive group insurance, including life insurance, accident insurance, medical insurance, and critical illness insurance, which are open to employees and their dependents. The insurance coverage provided at the Dongguan and Ningbo Factories includes life, medical, and disability coverage.	Flexibility Work Schedule	• Work schedules and regulations are defined based on job nature, including fully flexible shifts, one-hour flexible shifts, and half-hour flexible shifts • Employees in Taiwan with children under the age of 2 are eligible for a 2-hour flexible start and end time
Living Allowances	• Provides subsidies for childbirth, hospitalization, funerals, marriage, education, and emergency assistance • Childcare allowance: A monthly subsidy of TWD\$3,000 is provided to employees in Taiwan with children under the age of 2	Special Leave System	Special leave is provided to employees in accordance with the law, and all special leave requests are approved with full pay. For special leave not taken in the current year, employees may apply to carry it over for one year in accordance with the law; if it remains unused by the end of that period, the company will calculate and pay the full salary equivalent to 100% of the unused days
Living Stipend	• Bonuses for the three major festivals: Lunar New Year, Dragon Boat Festival, and Mid-Autumn Festival • Employee Birthday Gifts and Domestic/International Travel Subsidies • Annual allocation of fixed points for employees to freely purchase charitable products, small-scale farmer products, etc. In 2025, each employee will receive 15,000 TWD, with an additional 10,000 TWD provided at year-end as a token of appreciation	Comprehensive Physical and Mental Health Care	• Free health checkups: Employees with at least two years of service receive an annual checkup if aged 40 or older, and a checkup every two years if under 40. Additionally, subsidies are provided for health checkups for senior executives, high-risk employees, and employees in specific age groups • Promoting the Gigahealth-health incentive program to help employees manage risk factors for chronic diseases • Implementation of an Employee Assistance Program (EAP) offering counseling services in areas such as mental health, work-related issues, management, financial planning, medical care, and legal matters to support employees' well-being and mental health
Long-Term Incentive Programs	• Employee Stock Ownership Trust: Employees at certain job levels or above may allocate a specified percentage of their monthly salary or bonus to a trust fund to purchase company stock. The company matches this contribution as an incentive, sharing business results with employees to strengthen their sense of belonging to the company; As of 2025, 40.6% of eligible employees in Taiwan have participated in the Employee Stock Ownership Plan (ESOP) (Note: The Dongguan and Ningbo Factories currently do not have an ESOP in place) • Long-Service Employee Recognition: A seniority award system has been established to encourage long-term career development and enhance a sense of belonging. In 2025, 602 employees were awarded for five or more years of service	Diverse Clubs Recreational Activities	• A total of 44 clubs, covering diverse categories such as various sports, environmental services, crafts, and esports research • We periodically organize events such as esports tournaments, sports days, family days, Lunar New Year parties, factory tours, and food festivals to foster employees' diverse interests and promote interaction • In 2025, a total of 2,130 employees participated in esports tournaments and Family Day events organized by the Employee Welfare Committee
Employee Benefits	• We regularly sign agreements with restaurants, childcare centers, and other providers to offer GIGABYTE employees discounted rates • Employees purchase discounts on company products; free cultural lectures, music performances, or discounted tickets	Retirement Plans	• In Taiwan, in addition to setting aside employee retirement reserves in accordance with the "Labor Standards Act" and the "Labor Pension Act," a "Staff Retirement Reserve Supervision Committee" has been established to deposit funds into a dedicated employee retirement fund account • Additional retirement gratuities and retirement ceremonies • Provide one-on-one interviews, career/legal consultations, and opportunities to join company clubs, among other transitional assistance programs designed to promote continued employability and career planning

Note: Employee benefits may vary depending on the location and nature of the business

5.2.4 Talent Cultivation and Development

GIGABYTE has established diverse educational and training resources and a dual-track Talent Cultivation and Development system tailored to employee needs and career development planning. Combined with a performance management mechanism, this ensures that every GIGABYTE employee can fully realize their potential and self-actualize throughout their career development, growing alongside the company to maintain core competitiveness. For new hires, professional staff, and department/division-level managers, we provide training courses covering core competencies, management skills, specialized knowledge, and general education. We also plan diverse learning channels to encourage employees to pursue self-directed learning and development through self-study and external training, thereby expanding their career knowledge base and gaining a firm grasp of the company's future vision and current achievements. Additionally, we organize regular knowledge-sharing sessions to foster mutual learning and growth among employees. In addition to training for current employees, GIGABYTE also provides specialized training courses for new hires based on the unique characteristics of each operational location and facility, taking into account the foundational knowledge and concepts required for different roles, to help new employees quickly adapt to their work and environment.

I GIGABYTE Talent Cultivation and Development Framework





Group Employee Education and Training

Each year, GIGABYTE integrates technology trends and the company's future development direction to design internal training programs. By combining in-person and online formats, the company focuses on cultivating workplace soft skills such as career development and work management. A curated series of articles is provided to allow employees to flexibly participate in various training initiatives. The company supports and assists employees in their all-around career development; through diverse training topics, it helps teams clarify their work goals and aspirations, thereby enhancing cohesion between department heads and colleagues. In 2025, the Group conducted a total of 30,404 training sessions, with an average of 22.37 training hours per employee.

Training Formats in 2025

Training Formats	In-Person Training	Online Training
Number of Sessions	28,665	1,739
Total Training Hours	66,790	10,465

Major Categories of Training Programs Offered in 2025

Categories	Management Competency	Core Competency	Professional Training	General Education Courses
Description	Enhance management capabilities with a focus on "how to lead people, manage teams, and make decisions"	Organizational Competencies (Six Core Competencies): Establishing Shared Values and Work Methods	Professional knowledge, skills, and practical applications relevant to one's role	Cross-disciplinary knowledge, awareness of trends, and work skills to cultivate transferable competencies and learning flexibility
Total Sessions	170	5,247	23,630	1,357
Total Class Hours	3,213	19,448	32,096	22,497

Note: The table above summarizes the main categories of the Group's training programs; other items (such as external training and other diverse continuing education programs) are not included in these classifications.

Education and Training in 2025—Categorized by Gender and Job Function

Gender	Male				Female				Total			
Item	Total Hours	Total Visits	Number of Employees	Average Hours	Total Hours	Total Visits	Number of Employees	Average Hours	Total Hours	Total Visits	Number of Employees	Average Hours
Professional	75,726	34,995	2,699	28.06	46,102	23,706	2,460	18.74	121,829	58,701	5,159	23.61
Management	13,599	6,374	822	16.54	5,852	3,107	335	17.39	19,451	9,481	1,187	16.79
Total	89,325	41,369	3,521	25.37	51,955	26,813	2,795	18.58	141,279	68,182	6,316	22.37

Note 1: Average hours = Total training hours / Number of employees in that category

Note 2: Average training hours data has been verified by a third party

Education and Training in 2025 – Categorized by Operating Location

Region	Taiwan						Mainland China					
Gender	Male			Female			Male			Female		
Item	Total Hours	Total Visits	Average Hours	Total Hours	Total Visits	Average Hours	Total Hours	Total Visits	Average Hours	Total Hours	Total Visits	Average Hours
Professional	12,733	8,727	11.18	16,756	11,609	10.32	62,993	26,268	40.38	29,346	12,097	35.06
Management	9,088	4,478	15.20	3,896	2,261	17.71	4,511	1,896	20.14	1,956	846	16.77
Total	21,821	13,205	12.56	20,653	13,870	11.21	67,504	28,164	37.84	31,302	12,943	32.85

Note: Average hours = Total training hours / Number of employees in that category

Employee Development Program

GIGABYTE firmly believes that our employees are the core driving force behind the company's sustainable vision. We are not only committed to providing opportunities for career development but also view every employee as a long-term partner in mutual growth, having established a comprehensive system of training and support. From onboarding training for new hires to help them integrate into the organizational culture; to mid-career "diversified professional skills training" and "leadership development courses," which integrate industry trends to equip employees with the competitiveness needed to navigate technological change; and even to comprehensive "retirement preparation and senior wellness planning"—we provide transition and support mechanisms at every critical stage of employee development. This helps employees achieve all-around growth that balances professional achievement with physical and mental well-being, working together to create sustainable value that benefits both the company and its talent.

Program	Summary of Content	2025 Implementation Results
New Hire Training	• Training Objective: Build brand identity and help new hires quickly integrate into the organization and its culture • Training Content: Includes an overview of the Group covering remuneration and benefits, administrative services, supply chain security, and brand guidelines, combined with on-site factory tours, enabling new hires to quickly grasp basic internal guidelines and understand the company's development vision.	• Total Training Hours: 78,412 • Average training hours per new hire: 15.2 hours
Overseas Assignment Experience	• Program Objective: To cultivate a global business perspective and strengthen cross-cultural communication and management skills • Program Content: Provides opportunities for overseas projects or rotations to cultivate leaders with an international perspective and cross-cultural management capabilities	Number of assignees: 59
Internal Trainer Program	• Program Objective: To preserve the company's core technologies and expertise and establish a culture of knowledge sharing • Program Details: Through training in teaching techniques, transform organizational/team knowledge into standardized teaching materials to promote the internal transfer of experience	Number of internal trainers developed: 128
Leadership and Management Competency Training	• Training Objective: To enhance managerial competence and ensure alignment between management decisions and strategic goals • Training Content: Topics include talent recruitment and interviewing, and the role transition for new managers	170 training sessions conducted, totaling 3,213 training hours
AI Skills/Digital Transformation Training	• Training Objective: To foster innovative thinking and improve employees' efficiency in using digital tools • Training Content: AI analytics applications, AI programming, and AI applications in the manufacturing industry	• 70 training sessions • 1,334 participants
Sustainability Training	• Training Objective: To instill a culture of sustainability, strengthen the connection between business operations and sustainability, and enhance adaptability to sustainability regulations • Training Content: Corporate sustainability and Biodiversity issues, trends in supply chain human rights management, and internal training for the Group's RBA audits	• Total sessions: 142 (including internal and external training) • Total participants: 1,911 [Group Sustainability Training] • Course Satisfaction Rating: 4.84 (out of 5) • Average Post-Course Test Score: 94.5 (Passing Score: 60) • In 2025, suppliers were invited to participate for the first time, and the sessions were simultaneously recorded to allow interested employees to view the courses
Retirement Support Program	• Program Objective: To support employees in transitioning to retirement and provide care for their post-retirement careers • Program Details: Provide pre-retirement career transition counseling, health management, or job reassignment planning based on individual needs	Number of participants: 2

Note: GIGABYTE promotes diverse employee development programs. Each unit (including subsidiaries) tailors program content to align with the annual work objectives, vision, and needs

5.3 Occupational Health and Safety

5.3.1 Environmental Safety and Health

Occupational Safety and Health Policy

GIGABYTE has established the "[Occupational Safety and Health Policy](#)," which applies to GIGABYTE Group, its domestic and international subsidiaries, and contractors or individuals under the company's supervision. This includes employees, people entering the workplace and their activities, workers, contractors, visitors, and other personnel, as well as individuals in the vicinity of the workplace who may affect the organization's activities. A summary of the relevant policy is as follows:

- 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

Additionally, GIGABYTE has obtained ISO 45001:2018 Occupational Health and Safety Management System certification. The scope of the management system covers the Headquarters, the Nanping Factory in Taoyuan, the Dongguan Factory in China, and the Ningbo Factory. The system applies to employees, contractors entering the premises, visitors, and individuals in the vicinity of the workplace who may affect the organization's activities. Although subsidiaries such as Giga Computing, Bestyield International, Cloudmatrix, and Myelin Tek, as well as the Silicon Valley office of the subsidiary GIGAIPC, have not yet obtained certification, they are still required to adhere to the spirit of ISO 45001:2018 and continue to implement Occupational Health and Safety management measures to ensure the safety and health management standards across all operational sites. (For quality and environmental certifications, please refer to the [GIGABYTE Sustainability Website](#).)

Regarding the deliberation of Occupational Safety and Health Policies and Matters, we uphold the spirit of continuous improvement to constantly optimize and control the company's Occupational Safety and Health risks, ensuring a safe and healthy work environment for employees. GIGABYTE's Occupational Safety and Health Management Plan is divided into 16 categories, including workplace hardware inspections, the establishment of operational standards and training, health promotion, disaster response, and performance evaluations of various programs, with annual controls and audits implemented.



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 Safety and Health Committee

To effectively implement occupational safety and health management, GIGABYTE has established dedicated EHS liaisons within each business group and formed an Occupational Safety and Health Committee. This committee comprises representatives from the Group's General Operations Management Center, each business group, and labor representatives constituting more than one-third of the committee's membership. It also holds joint quarterly meetings with the occupational safety and health committees of its subsidiaries. The committee deliberates on Occupational Safety and Health Policy and matters, continuously optimizing and controlling the company's occupational safety and health risks in the spirit of continuous improvement to ensure a safe and healthy work environment for employees.

Topics for Discussion by the Occupational Safety and Health Committee in 2025

Topics for discussion by the Committee in 2025 include: coordinating and recommending occupational safety and health management plans, reviewing implementation plans for safety and health education and training, various safety and health proposals, occupational accident investigation reports, and evaluating on-site safety and health management performance. Specifically, improvement plans regarding "fire emergency response safety facilities and on-site electrical safety controls" were proposed in the first and second quarters, with a subsequent implementation compliance rate of 100%.



Hazard Identification and Risk Assessment

GIGABYTE identifies potential hazards through occupational safety and health risk identification and establishes annual management plans for control and improvement. Each business group conducts regular risk assessments covering operational processes, equipment, materials, and the environment. Significant risks are identified based on risk levels to ensure that operational control measures are comprehensive and, where necessary, improvements are made to prevent occupational accidents.

Results of the 2025 Risk Classification Assessment for Major Operating Sites

Risk Level	Level 1	Level 2	Level 3	Level 4
	High < ----- > Low			
Number of Risks (Cases)	6	128	94	549

Note 1: Major locations include the Headquarters, the Taipei Silicon Valley Park office, and three factories
Note 2: Tier 1 high-risk incidents in 2025 primarily include: building collapse due to earthquakes resulting in injuries to personnel or damage to machinery and equipment, etc.

Following the risk identification process, GIGABYTE initiated a review of its operational management procedures to verify the completeness of the company's current operational standards and began addressing management gaps. Specifically, for Level 1 high-risk incidents, the company implemented risk control measures such as establishing or revising operational standards, increasing the frequency of monitoring and measurement, and enhancing communication and training. These measures were also prioritized in the management of environmental, health, and safety (EHS) objectives and programs. Moving forward, the company will continue to manage occupational health and safety risks using the PDCA cycle.

Incident Investigation Process

GIGABYTE has established "Incident Reporting and Handling Work Instructions" to strengthen employees' understanding of occupational accident reporting, form completion, review, submission, and handling procedures. Additionally, the "Labor Health and Safety Work Rule" has been established to clearly convey the requirement that "if a situation arises during work that endangers the safety of colleagues or oneself, work must be stopped immediately; work may resume only after coordination has ensured that the situation no longer poses a threat to others or oneself."

Occupational Safety and Health Risk Assessment Process





Occupational Safety and Health Management Plan and Performance

Operational Environment Monitoring

GIGABYTE monitors CO₂ concentrations and illuminance levels in the environment annually in accordance with regulations and the nature of work in each department. We also monitor isopropyl alcohol, tin, noise, and other factors generated by operational needs, as well as conducting independent monitoring of environmental radiation and equipment temperatures. Furthermore, we conduct monthly 5S audits to promptly address environmental deficiencies and actively ensure the safety of the work environment for all employees.

Item	2025 Monitoring Results	Improvement Actions
 CO ₂ Concentration	Headquarters: CO ₂ levels are well below the legal limit of 5,000-ppm. We have voluntarily raised our CO ₂ tolerance standards, aiming to reduce CO ₂ concentrations in all floor areas to below 1,500 ppm	Strengthened self-monitoring in areas exceeding the 1,500-ppm standard, assessed and implemented relevant improvements, including installing additional fresh air intakes and repairing equipment; CO ₂ concentrations decreased following implementation
 Noise	Due to a sharp increase in operational demands, the highest ambient noise level measured in 2025 at the product verification laboratory of our subsidiary, Giga Computing, was 109.2 dB, exceeding the statutory standard (90 dB).	- The non-compliant work area is a separate testing zone used solely for machine testing, and measures to separate personnel from machinery have been implemented. - On-site personnel are provided with noise protection equipment, and on-site supervisors manage the equipment - Measurements in multiple staffed work areas exceeded 80 dB. To ensure personnel hearing health, offices have been separated from machine rooms, and work hours in these areas have been reduced - In 2025, noise protection measures were implemented in one IT server room; following the improvements, staff in the seating area outside the server room no longer hear the noise source.
 Temperature of Electrical Equipment	To reduce the risk of fire hazards, Headquarters monitor temperature risks for high-power equipment. When temperatures exceed the original temperature by ±5–10° C or when wiring usage exceeds the load capacity, the area supervisor is notified to implement corrective measures.	In 2025, for equipment exhibiting significant temperature anomalies, the relevant area supervisor will be notified to control power consumption, while the Environmental and Safety Management team will continue to monitor and track ambient temperatures

Automatic Inspections 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.

Hazardous and Toxic Substances Awareness

The Environmental, Health, and Safety (EHS) department conducts annual audits of the storage locations, labeling status, and documentation management of the company's chemicals and hazardous substances, creates distribution maps, and implements corrective actions for deficiencies. It also provides general awareness courses on hazardous substance management, organic solvents, and chemicals for high-risk employees, while strengthening training for operations supervisors to enhance employees' understanding and sensitivity toward hazardous chemicals and reduce potential risks. In 2025, eight general awareness training sessions on hazardous and harmful substances were held, with a total of 236 participants.

Group Occupational Safety and Health Training

GIGABYTE uses methods such as prize quizzes, email newsletters, and training programs to enhance employees' hazard awareness and disaster response capabilities. In addition to requiring new hires to complete occupational safety and health training courses, the company also provides training to current employees in accordance with the law and assists them in obtaining relevant certifications (such as first aid personnel, fire safety managers, and organic solvent supervisors). Furthermore, in accordance with the ISO management system, the company cultivates and trains key personnel to conduct assessments and audits of the occupational safety and health management system.

Regular Training for Occupational Safety and Health Personnel	61 sessions / 808 participants
Group-wide Occupational Safety and Health Training	249 sessions / 3,269 participants



Contractor Management

GIGABYTE requires all contractors (including catering vendors, security personnel, cleaning staff, and long-term on-site personnel) to sign the "Contractor Management Instruction Manual" to promote general occupational safety and health precautions. Additionally, specific guidelines are established for tasks involving confined spaces or special operations. Contractors receive training upon entry to the facility, and monthly occupational accident surveys are conducted. In 2025, contractor training reached 57 person-times.

Emergency Response Measures

"Only by being thoroughly familiar with every procedure can one respond immediately in a crisis and avoid casualties." In recent years, several serious fire incidents have occurred in Taiwan. Taking these as a lesson, GIGABYTE Technology not only conveys evacuation and disaster prevention knowledge through seminars but also places great emphasis on practical fire safety drills for all employees, plans a series of disaster prevention measures, and intensifies training for members of the in-house fire brigade to ensure the smooth operation of task groups, implement clear division of labor, and enhance proficiency in task execution. Furthermore, GIGABYTE is a participant in the New Taipei City Government's Corporate Disaster Prevention Project.

	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 are updated annually, and designated areas are set up on each floor to store water, emergency food, and evacuation tools in advance to prepare for emergencies - The Group regularly conducts unannounced fire evacuation drills, forms fire response teams, and continuously promotes relevant training and practical exercises each year to strengthen employees' disaster prevention awareness and enhance emergency response capabilities

Occupational Injury and Accident Statistics

In 2025, GIGABYTE recorded a total of 14 occupational accidents at its Nanping and Ningbo Factories, with an overall recordable injury rate of 0.87 for the Group. Accidents this year primarily involved pinching, crushing, and falls during operations. Following incidents, the Group not only provided immediate medical treatment to injured employees but also notified design departments to improve safety measures in production areas. Additionally, case studies were compiled, awareness articles were published, and staff training was intensified.

Categories of Occupational Injuries		Employees		Non-employees		All Workers	
		Male	Female	Male	Female	Male	Female
Work-related injuries resulting in death	Number	0	0	0	0	0	0
	Ratio	0	0	0	0	0	0
Serious occupational injury	Number	0	0	0	0	0	0
	Ratio	0	0	0	0	0	0
Reportable occupational injuries	Number	6	7	1	0	7	7
	Ratio	0.74	0.90	20.64	0	0.85	0.89

Note 1: Scope of statistics: Taiwan includes GIGABYTE, Giga Computing, Bestyield International, G-STYLE, Cloudmatrix, Myelin Tek, Selita Precision, and GIGAIPC; Mainland China includes the Dongguan and Ningbo Factories. The statistics do not include commuting accidents; the total number of workers includes both employees and non-employees.

Note 2: The occupational injury rate is calculated on a "per million working hours" basis: Since non-employee workers are not full-time employees, their total working hours are lower, which may result in a relatively higher recorded occupational injury rate.

Note 3: A serious occupational injury refers to an injury that prevents or makes it difficult for a worker to return to their pre-injury state of health within six months.

5.3.2 Healthy and Happy Workplace

GIGABYTE creates a safe and friendly work environment for employees. Through comprehensive health management programs, the company actively helps employees identify risks to their physical and mental well-being and provides resources for monitoring and improvement. This enables employees to dedicate themselves fully to the company while also managing their personal health, thereby becoming healthy and happy members of the GIGABYTE family. In 2025, GIGABYTE obtained the "Certificate of Compliance for Self-Assessment of Workplace Health Promotion" from the Health Promotion Administration, Ministry of Health and Welfare. This is a new system introduced by the Health Promotion Administration that places greater emphasis on the actual outcomes of corporate health promotion initiatives, including the implementation of health policies, the establishment of a supportive environment, the promotion of health activities, employee engagement, as well as annual performance and continuous improvement plans. Passing this certification also demonstrates GIGABYTE's commitment to building a healthy and happy workplace.

GIGABYTE Health Management Program

Comprehensive Health Screening Services	- In addition to general health checkups, we offer a variety of discounted special health screening packages - Provides health check-up subsidies for specific groups to encourage early screenings and improve health - Proactively tracking the health status of employees who have not undergone checkups
Tiered Health Management	- Provide physician consultation services; occupational disease prevention and management - Establish a health risk classification system and formulate corresponding management strategies for each level - Monitor and promote improvements in the health status of high-risk employees
Health Promotion and Care	- Regularly provide health education and medical information; organize health-themed seminars and activities - Influenza vaccination - Health promotion activities for specific groups, such as: "Healthy Living" stress-relief and personal growth camps for managers, and strength and fitness classes - Emergency medical care and follow-up support
Employee Assistance Program	- Distribution of diverse themed wellness articles and email newsletters - Organizing lectures, workshops, and family-friendly outdoor activities - Consultation services in areas such as psychology, work, management, law, healthcare, and personal finance
Family-Friendly Workplace	- Prenatal care, lactation rooms, childbirth/childcare subsidies, flexible working hours, family care leave, parental leave, and other measures - GIGABYTE Happiness Station

Comprehensive Health Check-up Services

GIGABYTE implements health checkups that exceed legal requirements. Health checkups are conducted at the Headquarters and three manufacturing plants, with a 100% compliance rate regarding the frequency of examinations as stipulated by regulations. We continue to encourage employees to undergo health checkups through ongoing outreach and supervision. Additionally, the company signs annual contracts with designated clinics to provide discounted access to advanced health screening resources, such as heart rate variability (HRV) analysis, fecal occult blood testing, endoscopy, ultrasound, and CT scans, ensuring employees receive more comprehensive health information and protection. Furthermore, each factory site offers physician health consultation services; in 2025, the number of service visits reached 1,292, and the annual employee satisfaction rate for health services reached 92.51%.

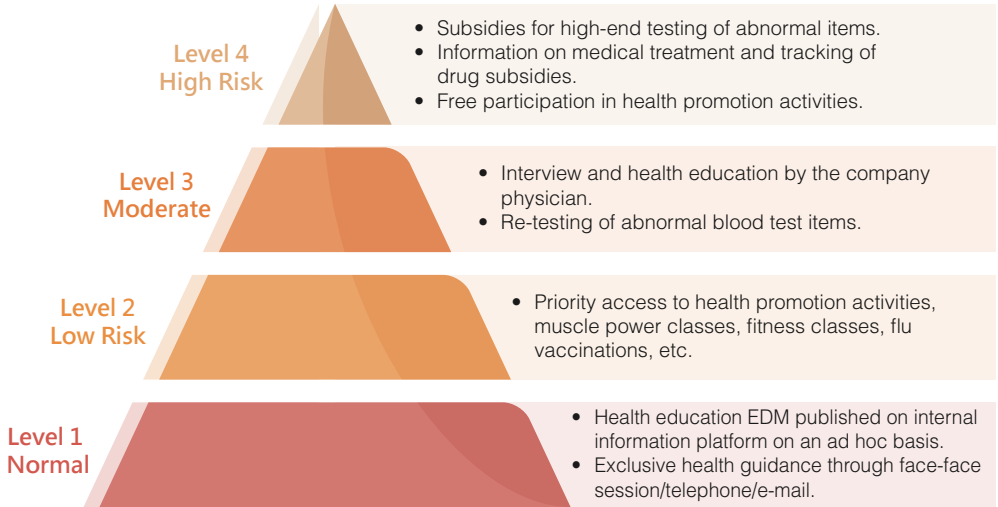


Tiered Health Management

"Precision Prevention" is GIGABYTE's core philosophy for employee health management. Through health education emails, comprehensive regular health check-up programs, and on-site medical consultation resources, we help employees identify health risks and respond to symptoms early. Occupational health nurses provide regular follow-ups and care for high-risk groups, thereby enhancing the overall physical well-being of all employees.

If an employee exhibits abnormal results in any of the key indicators—such as blood pressure, total cholesterol, or triglycerides—they are classified as a Level 4 high-risk individual, triggering special monitoring protocols. This management includes follow-up measures such as proactively scheduling physician consultations and health check-up follow-ups.

Following the 2025 health examinations, each operational site classified employees' health status based on the results and initiated specialized follow-up management, proactively arranging follow-up measures such as physician consultations and health check-up follow-ups. Among these, 156 new employees with Level 4 abnormalities were included in the follow-up mechanism; occupational physicians were arranged to conduct interviews, and employees with abnormal values were scheduled for a follow-up blood test six months later. Regarding employees classified as Level 4 in 2024, 81 individuals achieved improvement following follow-up care, resulting in a reduction in their health risk levels.





Health Management Measures

Measures	Management Description
Health Risk Assessment	Screen employees at high risk for cardiovascular disease using health examination reports, and adjust working hours or work patterns based on physician recommendations
Environmental and Work Hours Monitoring	- Regularly inspect desks, chairs, lighting, and ventilation equipment - Track changes in employee working hours through the HR management system, and provide real-time updates on attendance status and any anomalies
Human Factors Hazard Prevention Plan	- Prevent musculoskeletal injuries caused by repetitive tasks by identifying hazards, investigating and assessing injuries, and implementing corrective measures; conduct surveys on workers' musculoskeletal symptoms and track and manage cases of work-related abnormalities - In 2025, assisted 42 colleagues in Taiwan and 804 colleagues in mainland China with follow-up improvements and related awareness campaigns
Prevention Program for Workload-Induced Illnesses	- Implement monitoring of employees working excessively long hours; simultaneously, use health examination reports to screen employees at risk of cardiovascular disease; based on the results of consultations with on-site physicians, assist in changing work arrangements or adjusting working hours to ensure employee health and safety and prevent diseases triggered by abnormal workloads - By 2025, assist 477 colleagues in Taiwan and 140 colleagues in mainland China in adjusting and preventing situations of abnormal workload
Health Protection for Pregnant Workers	- Measures taken for female employees engaged in work that poses potential risks to maternal health, including risk assessment and control, physician consultations and guidance, risk-based tiered management, appropriate work arrangements, and other relevant measures - In 2025, we assisted 39 pregnant employees in Taiwan and 9 in mainland China
Employee Injury and Illness Care	- Established a health care mechanism; when employees fall ill or suffer accidental injuries, in addition to providing various types of leave in accordance with the law, the company also provides additional hospitalization subsidies to help employees reduce their medical burden, ensuring they can recover with peace of mind and smoothly return to the workplace after recovery - In 2025, care and support services were provided to 314 employees; hospital stay subsidies totaling 425,000 were also provided
Gigahealth Health Management Incentive Program	- To encourage employees to prioritize their health, adopt healthy lifestyle habits, and proactively seek medical assistance to achieve disease control and improvement goals, GIGABYTE Technology has launched the "Gigahealth" incentive program. Employees whose health indicators reach Level 4 abnormality can earn "Health Recovery Reward Points" after undergoing medical treatment, establishing healthy lifestyle habits, effectively managing their condition, and providing supporting documentation within three years. These points are awarded upon approval. - In 2025, a total of 11 employees completed their health improvement goals and received rewards

Note: Health management measures may vary depending on location, nature of business, and employee needs

Occupational Disease Statistics

In 2025, there were no reported cases of occupational diseases at GIGABYTE's Taiwan operations or its manufacturing facilities in mainland China. Moving forward, we will continue to promote excellent health management to achieve the goal of "early prevention and comprehensive treatment."

Occupational Disease Categories		2023		2024		2025	
		Incidents	Number of Employee	Incidents	Number of Employee	Incidents	Number of Employee
Employees	Occupational diseases resulting in death	0	0	0	0	0	0
	Reportable Occupational Diseases	0	0	0	0	0	0
Non-Employee Workers	Occupational diseases resulting in death	0	0	0	0	0	0
	Reportable Occupational Diseases	0	0	0	0	0	0

Health Promotion and Care

Cultivating exercise habits and a strong health consciousness is not merely the responsibility of individual employees; it is also a healthy workplace culture that the company must foster. Therefore, beyond basic disease prevention, GIGABYTE promotes a culture of physical activity by providing a well-equipped fitness center and aerobics studio for employee use, as well as organizing diverse health promotion activities to encourage employees to practice health management, increase their physical activity, and achieve physical and mental well-being.

Health Promotion Activity Results

Improve physical and mental health of GIGABYTE people	GIGABYTE provides you with the latest health information	If you want to keep illness at bay, Prevention starts at GIGABYTE
Health promotion activities such as strength and fitness classes and exercise programs foster a culture of exercise and wellness within the company	We regularly publish professional health education materials to help employees stay informed about the latest health topics	We offer cancer screenings, vaccinations, semi-annual health check-ups, health seminars, and fitness assessments
- A total of 53 health promotion events were held, with 4,999 cumulative participants - There were a total of 34 sports clubs, with activity subsidies totaling over 1.33 million TWD	We published 14 health awareness campaigns covering major topics such as elderly care, flu information, men's health, and cardiovascular disease prevention	- Organized 4 health seminars on topics including scalp care, sleep, tobacco control, and weight management, with a total of 237 employees participating - A total of 244 employees participated in cancer screenings - A total of 224 employees received flu vaccinations 77 employees participated in physical fitness assessments

Note: Health promotion activities provide tailored services based on the actual conditions and needs of each location.

2025 Health Promotion Highlight Activities

GIGABYTE Health Forest Project

Launched from August to October 2025, the "GIGABYTE Healthy Forest Project" invited employees to aim for 5,000 steps daily, using their actions to boost their health and add greenery to the planet. During the campaign, 242 employees participated, accumulating over 130 million steps and burning 3.28 million calories.



Exercise i Taiwan: New Taipei City Active City x GIGABYTE Active

GIGABYTE joined the New Taipei City Government's "Itinerant Sports Instruction Program," hosting a series of seven classes to give employees the opportunity to experience different types of exercise and discover what works best for them. Under the guidance of professional coaches, employees not only found stress relief and improved their physical fitness during the sessions but also experienced a vibrant, energetic atmosphere through group interaction. One person can move fast, but a group can move for the long haul. GIGABYTE aims to make exercise a part of employees' daily lives and jointly build a healthy, vibrant workplace culture. The series attracted a total of 184 participants.

June

- Posture Correction
- Judo Self-Defense



July

- Strength Training
- Full-Body Resistance Band Workouts



August

- Bodyweight Strength
- Pilates
- Aerobic Zone to Jogging



Lifestyle Sports Stress Relief and Growth Camp

To promote the physical and mental well-being of our employees and help them maintain peak performance amid a fast-paced work environment, GIGABYTE Technology has specially organized four sessions of the "Lohas Sports Stress Relief and Growth Camp" in 2025. The course design extends from physical relaxation to mental adjustment, with themes ranging from "Fascia Roller Relaxation" to aid in deep muscle recovery, to "Vinyasa Yoga and Singing Bowl Relaxation." Under the guidance of professional instructors, employees are guided to release accumulated stress, enhance physical flexibility and inner focus, build resilient workplace energy, and create a vibrant and balanced work environment that promotes physical and mental well-being.



Employee Assistance Program

GIGABYTE is committed to fostering a safe, healthy, and fulfilling workplace environment, with a focus on employees' daily lives and psychological well-being. The company partners with external organizations to provide advisory services in areas such as mental health, career, management, legal, medical, and financial matters. Employees can access confidential consultations via a dedicated website, hotline, email, or LINE, and may also schedule one-on-one in-person counseling sessions. Each employee is entitled to three free professional counseling sessions per year. For employees identified as high-risk cases, the GIGABYTE EAP Care Team and the consulting firm will jointly assess the possibility of increasing the number of sessions.

GIGABYTE Employee Assistance Program Services

Psychological Consultation

Mental health, family relationships, gender issues, etc.

Healthcare Consultation

Healthcare, disease prevention, health management, etc.

Work Consultation

Work-related stress, career development, interpersonal relationships, etc.

Legal Consultation

Traffic accidents, consumer issues, inheritance, marriage, etc.

Management Consultation

Management communication, performance evaluation, conflict management, etc.

Financial Consultation

Insurance planning, tax planning, wealth investment, etc.



GIGABYTE regularly provides themed columns and related seminars to proactively address the various situations employees may encounter in their personal and professional lives. In 2025, we conducted 21 EAP (Employee Assistance Program) activities, including health seminars, outdoor recreational events, and health screenings. We also surveyed employees on their preferences for annual activities and their expectations for future EAP event formats. Our goal is to tailor these activities to better meet employees' needs, integrate the EAP into their daily lives and work to enhance their well-being, and help them face the future with a positive outlook.

2025 EAP Implementation Results

In-Person Consultation Services

52 visits

Online Consultation Services

405 visits

Consultation Service Satisfaction

4.68
(out of 5)

Themed Awareness Campaigns

10 sessions

EAP In-Person Events

21 events
3,209 participants

Massage Services for the Visually Impaired

4,570 participants

I 2025 EAP Activity Examples

Outdoor Day Trip: Forest Bathing on the Denggao Forest Trail

To implement employee care and mental health support mechanisms, the EAP team designed outdoor experiential activities centered on nature therapy, guiding colleagues on walks through old-growth forests and observing natural landscapes to heal the mind and body and relieve stress. The activities also incorporated visits to cultural sites and DIY experiences. Through sensory engagement and team interaction, they enhanced positive emotions and team cohesion, helping colleagues achieve work-life balance outside of work.



Summer Family Animal and Insect Exploration

The two sessions of the EAP Family Insect Experience held in 2025 were highly popular among employees and their children. Through close-up encounters, visual observation of star reptiles, and explanations by professional instructors, families learned together about the ecological characteristics and habitats of reptiles, dispelling common myths. Through safe interactions, participants cultivated a respect for life and felt the vitality and warmth of nature.



Family-Friendly Workplace

Women account for nearly half of GIGABYTE's workforce, and many are of childbearing age. To create a workplace environment that supports women and maternal health, GIGABYTE has established the "Workplace Maternal Health Protection Program" to improve relevant facilities and systems. In 2025, the entire group implemented maternal protection management measures for 48 employees, ensuring the health and well-being of female employees at work.

I Diverse and Comprehensive Maternal-Friendly Measures

Pregnancy Care	- Maternal protection measures have been established, and dedicated nurses provide regular follow-ups and care for pregnant employees - The Headquarters presents new mothers with a "Little GIGABYTE Gift Pack," which includes six practical baby and infant items. In 2025, the company introduced a "Pregnancy Stretch Mark Care Set" for pregnant employees and expanded the "Little GIGABYTE Gift Pack" to include new fathers - Corporate client programs in partnership with medical institutions; employees can participate in these benefit programs by presenting their employee ID
Nurse Rooms	- Nurse rooms are available at the Headquarters, Nanping Factory, and Ningbo Factory in mainland China. These rooms are clearly marked and located along main corridors, with access controlled by access cards to ensure the safety of expectant mothers. They are fully equipped with amenities such as refrigerators, sinks, sofas, and electric heaters, providing female employees with a convenient and comfortable space - Number of nurse room visits in 2025: 86
Maternity Benefits	Locations in Taiwan provide employees with a childbirth subsidy of TWD\$30,000 per child. In Dongguan, Mainland China, the subsidy is 800 CNY per child, and in Ningbo, Mainland China, it is 500 CNY per child. In 2025, a total of 52 employees received subsidies, amounting to 1,372,805 TWD
Childcare Subsidy	- We provide childcare allowances that exceed statutory requirements. Employees with children under 2 years of age who hold Taiwanese nationality receive a monthly allowance of 3,000 TWD per child until the child turns 2 (including the month of the child's second birthday). Additionally, the employee may apply for a 2-hour flexible work schedule. 2025 subsidy amount: 3,072,400 TWD - GIGABYTE's Headquarters has signed agreements with nearby certified kindergartens and provides employee subsidies to facilitate the drop-off and pick-up of children, thereby reducing the burden on staff
Gender-Friendly Parking	Due to limited parking spaces at the Headquarters, gender-friendly parking spaces have been designated to prevent pregnant employees who commute by motorcycle from facing increased safety risks while searching for parking. Employees who are pregnant or have given birth within the past year are eligible to apply for priority access.
Parental Leave Related Leave Types	- Maternity Leave: Female employees may apply for maternity leave before or after childbirth, or in the event of a miscarriage, by submitting a birth certificate or a medical certificate from a hospital - Locations in Taiwan provide female employees with 8 weeks (56 days) of fully paid maternity leave before and after childbirth in accordance with the law - Employees in mainland China are entitled to 98 days of maternity leave as stipulated by local regulations, plus any additional days of maternity leave provided as local incentives - Prenatal Checkup/Paternity Leave: During pregnancy, employees may apply for 7 days of paid leave for prenatal checkups by providing a medical certificate; full pay is provided - Bed Rest Leave: Employees requiring bed rest during pregnancy may apply by submitting a doctor's medical certificate; salary is calculated in accordance with sick leave regulations - Family Care Leave: Employees may apply for 7 days annually; pay is calculated according to personal leave regulations, but full attendance bonuses are not deducted

Note: Maternity-friendly measures may vary by location based on actual conditions and needs.



Overview of Parental Leave in 2025

Region	Taiwan		Mainland China	
	Male	Female	Male	Female
Number of employees eligible to apply for parental leave in 2025	638	495	11	28
Number of employees who actually applied for parental leave in 2025	5	18	11	23
Number of employees expected to return to work from parental leave in 2025 (A)	4	17	0	3
Actual number of employees returning to work from parental leave in 2025 (B)	2	9	0	2
Number of employees who actually returned to work after parental leave in 2024 and worked for at least one year (C)	1	7	0	3
Number of employees who actually returned to work after parental leave in 2024 (D)	1	7	0	3
Return-to-Work Rate (B/A)	50%	53%	-	67%
Retention Rate (C/D)	100%	100%	-	100%

GIGABYTE Happiness Station / Family-Friendly Workplace Alliance

To help GIGABYTE employees achieve a balance between family care and work, and to strengthen family support systems, GIGABYTE has partnered with county and city family education centers and corporate partners to organize family-friendly educational activities. In 2025, a total of 17 lectures and parent-child group activities were held.



6 Social Inclusion

6.1 Technology Education

6.2 Social Welfare

6.3 Arts and Humanities

6.4 Environmental Co-Prosperity



"Upgrade Your Life" is GIGABYTE's corporate mission and the core spirit of the company's commitment to social welfare. With a vision of creating a harmonious and progressive society that coexists with the environment, we encourage employees to participate in public welfare and social service initiatives. At the same time, we integrate the sustainable concepts of environmental and cultural care into our corporate operations and product services, thereby making the communities we serve better through the participation of GIGABYTE employees.

GIGABYTE's Social Inclusion initiatives encompass four key pillars: "Technology Education," "Social Welfare," "Arts and Humanities," and "Environmental Co-Prosperity." Starting with our employees and internal operations, we aim to leverage our professional expertise and commitment to public welfare to collaborate with our supply chain, suppliers, and stakeholders in advancing sustainable development.

Key Pillars	Focus Areas and Goals	Key Initiatives	Beneficiaries	Alignment with SDGs
Technology Education	- Focus: Digital Gap, Digital Talent - Goals: Design diverse courses and activities tailored to the needs of different age groups, enabling participants to apply it to their daily lives, and even use it to shape their academic and career paths	- Great Design Award - The Secret to Learning Computer - Bring Technology to Campus & PC DIY - Computer Doctor - Digital Charity	- Students - Community	
Social Welfare	- Focus: The Underprivileged - Goals: Pool corporate resources and employee volunteer efforts, and collaborate with the government and educational institutions to give back to the local community	- New Year red packet for scrap collectors - Love from GIGABYTE Scholarship - Double the Love Blood Donation - Donation of Hardware Equipment	- Vulnerable Groups - Social Welfare Organizations - Government Agencies/ Schools	
Arts and Humanities	- Focus: Cultural Promotion - Goals: Bring art into everyone's lives through sponsorship initiatives, and support talent development, cultural heritage preservation, and creative projects in the arts and humanities	- Support music and performing arts tours - Support art and cultural curation	- Artists - Employees - Community	
Environmental Co-Prosperity	- Focus: Environmental Protection - Goals: Raise employees' environmental awareness and encourage participation in eco-friendly initiatives	- Go Green Taiwan – Thousand-Mile Trek - The Ocean is Our Home - Make Earth Green Again - The Guanxi Blue Zone - SDGs Carnival	- Employees and Their Families - Community - Environment	

3unlight Volunteer 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.



6.1 Technology Education

GIGABYTE firmly believes that everyone should have the opportunity and ability to enjoy the convenience and progress brought by technology. Since 2010, the GIGABYTE Education Foundation has continuously promoted technology education through diverse channels. Keeping pace with the times and responding to societal needs, the foundation seeks to expand the meaning and benefits of education, much like building a wondrous technological city where people from all backgrounds, age groups, and educational levels can experience the joy and happiness brought by technology.

2025 Technology Education Formula City

Project	The Secret to Learning Computer	Computer Doctor	Bring Technology to Campus & PC DIY	Great Design Award	Digital Charity
Year Launched	Since 2002	Since 2019	Since 2005	Since 2003	Since 2006
Details	In addition to offering long-term public tours of its production lines, GIGABYTE's Taoyuan Nanping Factory collaborates with educational institutions to provide students with hands-on learning and exchange opportunities	Guided student visits to the Bestyield International and Recycling Concept Store, using guided tours and hands-on workshops to transform students' perceptions of e-waste recycling	Bring Technology to Campus, guiding students to understand scientific concepts such as computers, binary logic, and artificial intelligence through hands-on activities, games, and team-building exercises	Providing a platform for the next generation of industrial design talent to showcase their skills, the 2025 competition, themed "Smart Disaster Prevention, Reconnecting," guides participants in designing products for disaster prevention and supporting children's physical and mental development	Offering digital courses in the community to teach seniors and participants from social welfare organizations practical skills such as basic smartphone operation and fraud prevention, thereby enhancing digital literacy
Target Audience	Students from elementary school through college	High school and vocational school students, as well as college and university students	Teachers and students	College and university students	Digitally Underserved Communities (e.g. seniors, retirees, etc.)
Program Outcomes	15 sessions 711 participants	4 sessions 158 participants	60 sessions 2,092 participants	602 entries	92 sessions 2,782 attendees
Social Impact	Promoting industry-academia exchange to enhance students' understanding of the industry; and through overseas internship programs, enabling international students to witness Taiwan's technological capabilities	Promoting the concept of the "circular economy" to young students to raise awareness of sustainability	Deepening the roots of technology education to enhance young students' technological literacy	Combining design and marketing to create an exchange platform with an international perspective, fostering a new generation of industrial design talent in Taiwan	Helping digitally underserved groups acquire digital skills, enabling them to interact seamlessly with peers and their children, while raising awareness of fraud prevention
Event Highlights					

Note: For entries and award-winning works from the Great Design Award, please [visit the official Great Design Award website](#); for more content on technology education, please visit the [GIGABYTE Education Foundation Website](#)

6.2 Social Welfare

GIGABYTE is committed to connecting corporate, government, academic, and social resources, and mobilizing employees to participate in social welfare initiatives, spreading the power of kindness to every corner. We continue to embody the core spirit of "mutual benefit, shared prosperity, local engagement, and connection," working hand in hand with stakeholders to create a better future.

Social Care

• **New Year red packet for scrap collectors**

Since 2015, we have launched the "New Year Red Packet for Scrap Collectors" initiative. Before the Lunar New Year, we rally company colleagues, the Xindian recycling station, and NPO partners to serve as "Love from GIGABYTE Angels," delivering red envelopes to friends who rely on recycling for their livelihood. By recycling resources, they support themselves and their families, keeping our communities and homes clean while also doing their part for the planet through recycling. The campaign has been held for 11 consecutive years, with a total of 4,247 red envelopes donated to date. We hope this will convey society's warmth and blessings during the winter cold at the end of the year.



• **Love from GIGABYTE Scholarship**

Education is the hope and future of children. To ensure that students in the Taipei and Taoyuan areas who have experienced family hardships, face difficulties in attending school, or live in poverty can study with peace of mind and feel society's care and love—thereby gaining the courage to face challenges and transform their lives—the GIGABYTE Education Foundation initiates charitable donations every year, inviting colleagues to help children who have faced family hardships. In 2025, GIGABYTE employees collectively donated TWD\$2.64 million to assist 110 students across 34 schools in the Taipei and New Taipei City areas, Taoyuan, and Yilan, as well as one private organization and one government agency. Over the past 23 years, the program has helped 1,472 students.



• **Double the Love Blood Donation**

Since 2003, GIGABYTE has rallied its employees, neighboring businesses, and community partners to donate blood, earning recognition as an "Outstanding Blood Donation Group" for many consecutive years. To date, a cumulative total of 15,911 participants has donated a combined 5,596,000 cc of blood.



• **Donations of Hardware**

Since 2015, GIGABYTE has formed strategic alliances to pool the resources of various companies, donating hardware equipment to remote rural areas, underprivileged groups, and organizations with specific needs, providing the warmest and most timely support to society.



2025 Charitable Support Recipients	Donated Items
Liver Disease Prevention & Treatment Research Foundation	30 laptops
Domestic Violence and Sexual Assault Prevention Center, Taoyuan City Government	10 refurbished laptops
New Taipei City Xindian District Central Emergency Operations Center	2 laptops, to upgrade IT capabilities
Fire Department, New Taipei City Government	500 residential fire alarms
13 local social welfare institutions, including orphanages and centers for children and families	553.6 kilograms of rice (including donations from staff) and relief supplies
Low-income households in Pinglin and Wulai Districts	155 households received daily necessities and food supplies

Supporting local agricultural products and social enterprise goods

Support for locally abundant agricultural products

In 2025, Taiwan experienced a warm winter, leading to a surplus of cabbage and a collapse in farm-gate prices, putting farmers under significant sales pressure. To support local agricultural development, GIGABYTE Chairman immediately took action, partnering with the Chiayi Lunyang Cooperative Farm to purchase a total of 500 boxes (10 metric tons) of cabbage. These were distributed to all employees, supporting Taiwan's agriculture while ensuring our staff enjoy safe and healthy meals.



Supporting Social Innovation and Local Products

Since 2002, GIGABYTE has driven direct-from-farm group purchasing to support local farmers and fishermen while offering employees fresh, healthy produce. Over the years, we have expanded this initiative to include social innovation products, supporting organizations that address social issues through innovative business models. In 2025, our campaigns featured items such as handmade soap and mosquito repellent from the Prader-Willi Syndrome Patient Care Association, as well as Renouvo's eco-friendly sugarcane utensils. We hosted 194 group-buying campaigns, reaching 26,261 participants and generating TWD 6.45 million in sales.



Green Lifestyle Alliance Small Farmers' Market

As a member of the Ministry of the Environment's "Green Lifestyle Alliance," GIGABYTE is committed to promoting various sustainability initiatives in the workplace to raise employee awareness of sustainability. "Cultivating Sustainable Consumption Habits": In 2025, we hosted our first Small Farmers' Market, inviting local small-scale farmers to our Headquarters to sell their homegrown produce, including organic fruits and vegetables, honey, tea, organic rice, and handcrafted agricultural products. This provided an opportunity for farmers and employees to interact face-to-face, thereby promoting green dietary concepts and encouraging employees to practice green consumption.



Social Inclusion

Laptop and Health Check Recycling

In the digital age, electronic products are constantly being updated at a rapid pace, leading to the annual generation of massive amounts of electronic waste, which has become a significant environmental issue. Electronic waste is a form of silent pollution; if proper recycling and disposal are not implemented, the pollutants hidden within electronic waste will cause harm to the environment and human health. GIGABYTE's subsidiary, Bestyield International, leveraging its expertise in IT and 3C product repairs, is hosting a laptop health check and repair event. By engaging directly with consumers and combining knowledge with hands-on experience, the initiative encourages users to repair their devices rather than purchase new ones, thereby extending product lifespan allowing products to be used one more time and reducing the burden on the planet.



Event Theme	Event Benefits
Back to School	Provided free laptop health checks to college students, benefiting a total of 161 students
Repair Café	20 participants experienced hands-on laptop health checks and basic repairs, learning repair skills
Taiwan Repair Day Market	32 laptops were repaired on-site, promoting the spirit of "repair instead of discard"

G+ Recycling Love: Used Laptop Rebirth Project

To ensure electronic devices are successfully returned to the recycling loop, our subsidiary, Bestyield International, offers used device recycling services at six stores across Taiwan and provides gift cards to customers who participate in the program. Additionally, in collaboration with Simple Mart, we have established a used laptop recycling station at the Xindian Beixin store in Xindian District, New Taipei City, and expanded the scope of recycling to include desktop computers and mobile phones. In the future, we will continue to add new collection points to make recycling more convenient for the public and increase participation. Through professional refurbishment, we can also extend the lifecycle of electronic products. The 2025 Recycling Initiative collected a total of 35 used laptops.



6.3 Arts and Humanities

GIGABYTE has long support for 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.

• "Upgrade Your Life" Series

The "Upgrade Your Life" series of activities enhances the public's aesthetic appreciation through diverse exhibition themes and lectures, thereby fostering a culture of art. To integrate traditional crafts into modern life in a fresh way, the "Old Is New—Chinese Knots in Daily Life" course was specially launched in 2025. Through hands-on experiences and creative design, the course guided employees to appreciate the aesthetics and cultural significance of Chinese knots, inspiring them to transform traditional elements into everyday items. In 2025, a total of 14 Upgrade Your Life series events were held, attracting 16,270 participants.



• Supporting Local Arts and Culture Groups and Events

Guided by the spirit of corporate social responsibility, GIGABYTE actively promotes local arts and culture. The company encourages employees to attend various cultural events—such as theater performances, exhibitions, and concerts—to cultivate their cultural literacy and aesthetic appreciation. Additionally, GIGABYTE supports local arts and cultural performances through concrete actions, helping artistic groups expand their reach so that more people can experience and appreciate diverse cultural creations. Supported organizations in 2025 included: the One Song Orchestra's "2025 Sounds of Taiwan New Year's Concert," the U Theatre's "Oh, Little Flower!" and CSU's "Walking with Love" charity concert, among others. Total sponsorship for these cultural events reached TWD\$1.78 million; the company also encouraged employees to support 44 performances across 33 programs.



6.4 Environmental Co-Prosperity

GIGABYTE regularly organizes environmental protection and sustainability initiatives within the company and the community, aiming to enhance the sustainability literacy of employees and stakeholders. This fosters greater attention to environmental issues such as ecological conservation and climate change, while taking concrete actions to mitigate environmental impacts and enhance positive environmental benefits.

Deep Cultivation of Sustainability Thinking in Workplace

• Deepening Internal Sustainability Awareness

GIGABYTE publishes a monthly internal "Sustainability Newsletter" featuring curated highlights of the latest sustainability news. The newsletter also periodically features prize-winning articles and quizzes, encouraging employees to participate in international sustainability and public awareness campaigns. It introduces GIGABYTE's sustainability policies and global trends in an engaging manner, inviting employees to integrate these practices into their daily work. In 2025, we launched 8 initiative campaigns, with a total of 1,294 participants.

| 2025 Sustainability Initiatives

Environmental Holidays	Event Details
World Wetland Day	Invite colleagues to share everyday actions they can take to protect whales
Earth Day	Invite colleagues to share ways to encourage governments and businesses to accelerate the energy transition
World Bee Day	Invite colleagues to learn about the different types of bees and share ways to protect them
World Environment Day	Invite colleagues to bring their own lunch boxes when purchasing meals from the staff cafeteria
World Elephant Day	Invite colleagues to share information about elephant species and their ecology, as well as the threats they face and conservation methods
World Car-Free Day	Invite colleagues to log into the Carbon Reduction Ledger and record the carbon reduction achieved during their commute
International Day for the Eradication of Poverty	Invite colleagues to share the Sustainable Development Goals related to poverty eradication
World Meat-Free Day	Invite colleagues to order vegetarian boxed lunches

In addition to strengthening the sustainability awareness of senior employees, we also send out the "Sustainability Academy" series of EDMs for managers. In 2025, 7 EDMs were posted to communicate important ESG and sustainability concepts, trends, as well as how they may be connected to company operations.

| 2025 Sustainability Academy EDM

Topic
What Is "Positive Growth with Nature" in Sustainability Transformation? How Can Companies Put It into Practice?
Corporate Sustainability Fundamentals Course Series – From the Environment to Human Rights: Human Rights Due Diligence in the Supply Chain
The Next Strategic Priority in Global Sustainability: Reducing Plastic by 55% by 2040
Corporate Sustainability Fundamentals Course Series – Trends in Sustainability Risk Management and TNFD
Mastering Sustainability Risks! Major Challenges and Breakthrough Strategies for the Tech Industry
The Era of Carbon Pricing: Why Does Carbon Cost Money?

• SDGs Carnival - New Life for Old Things

To promote the concepts of "resource circulation," "community-friendly initiatives," and "caring for public welfare," GIGABYTE has hosted an annual second-hand market at its Headquarters since 2019. Entering its 6th edition in 2025, the event first invites group employees and nearby community residents to donate items, with the collected second-hand or brand-new goods prioritized for donation to social welfare organizations in need. On the day of the event, participants can not only pick up items for free but also sign up to be market vendors and donate their own secondhand goods. Subsidiary Bestyield International was also invited to set up a booth, helping the public recycle 762 kilograms of waste electronic products and other secondhand items. Additionally, eight organizations—including businesses in Xindian and neighboring areas (CTBC Bank Baoqiang Branch, Yulon Construction), as well as social welfare and public interest institutions—were invited to join the event.

Total Number of Secondhand Items	Total weight	Total carbon reduction
2,103 items	762 kg	274.3 kg CO ₂ e

Note: Carbon reduction figures are based on data from the Ministry of the Environment's Product Carbon Footprint Database and the Ministry of the Environment's website, calculated using the 2020 carbon emissions rate for waste incineration services of 360 kg CO₂e per metric ton

Harmony with Nature: GIGABYTE's Footprint of Sustainability from Mountain to Sea

• 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 "Go Green 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 to safeguard the environment on Green Island, beginning with Green Island in 2023, Matsu in 2024, and continuing to "Houbian Beach in Kinmen" in 2025. GIGABYTE employees worked together to clean up litter scattered across the beaches, accumulating a total of 19,338.47 kilograms of marine debris removed over the past decade. Through this initiative, we hope to restore the beauty of the beaches and make participants understand the importance of waste reduction at the source.



• The Ocean is Our Home

Picking up every piece of marine trash by hand symbolizes 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. In 2025, as the project enters its fifth year, we completed three beach cleanups at the Zhuwai section of Xianghai Lake in Taoyuan and Pig Nose Beach, collecting a total of 3,817 kilograms of trash (including one joint supplier cleanup—a collaboration between GIGABYTE and suppliers' employees and their families, with 185 participants in total). GIGABYTE will continue to collaborate with partners through concrete actions to raise awareness of marine conservation among more people!



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

Since 2021, GIGABYTE has served as a founding partner of Business Today's "Project Blue" initiative. We have responded for five consecutive years and have been invited multiple times to the annual press conference to share GIGABYTE's practical experience in environmental protection with industry partners and the public. We aspire to play a leading role as a corporate citizen. Through cross-sector dialogue and the sharing of experiences, we aim to raise awareness across society about the marine ecological crisis. We are also actively collaborating with our supply chain and partners to explore innovative models for corporate-led nature restoration, thereby injecting momentum into marine sustainability.



• Make Earth Green Again

GIGABYTE has been collaborating with the German Plant-for-the-Planet Foundation for seven years. Since 2022, we have launched the "Tree Planting x Carbon Offsetting" initiative, committing to planting 12,500 trees annually on Mexico's Yucatán Peninsula, contribute €6,250 to train Climate Justice Ambassadors, and purchase 2,500 metric tons of carbon credits (see [3.2.5 GHG Management](#)), while funding expert teams to restore natural capital and implement carbon offset mechanisms. Currently, the carbon credits for this collaborative initiative are issued under Gold Standard certification. Their additionality, permanence, and leakage risks have all undergone rigorous assessment, with a particular emphasis on aligning with the Sustainable Development Goals to generate significant social and environmental benefits alongside carbon reduction.

Tree species selection is guided by a team of experts who analyze soil conditions, precipitation levels, and local species in degraded and surrounding areas to determine the appropriate tree species for forest restoration. This approach not only restores ecosystems but also aids in the conservation of critical rare species. By the end of 2027, a total of 62,500 trees will be planted over a five-year period, and the initiative will sponsor the training of nearly 1,000 children to become Climate Justice Ambassadors. In 2025, an additional 12,500 trees were planted, bringing the total number of trees planted globally over the seven-year partnership to more than 110,000. (For more information, please visit the [GIGABYTE Sustainability Website](#).)

In addition to continuously monitoring tree survival rates, the tree-planting initiative has enhanced the biodiversity of local forests and promoted systemic microclimatic benefits through the Foundation's professional planting plans. Through this program, we are improving local ecosystems and community livelihoods while supporting global climate education initiatives for youth to achieve climate justice.



• The Guanxi Blue Zone

Guided by the founding principles of "Planting Trees for Earth" and "Pursuit of Human-Environment Co-Prosperity," GIGABYTE launched the "The Guanxi Blue Zone" project in 2024. The initiative mobilized volunteers and their families to protect the mountains, waterways, and land. In 2025, four events were held, attracting 209 participants who collectively planted 201 trees, including mountain cherry blossoms, Taiwanese cypress, camphor, and camellias. This has added more greenery to the local area. Additionally, a frog call identification system was introduced during the events; by uploading sound recordings, ecological data on Taiwan's frog species is being accumulated, contributing to ecological conservation through concrete action.



• Green Action at Sun Town Culture and Art Park

Located in Houlong Township, Miaoli County, the "Sun Town Culture and Art Park" serves as a key site where GIGABYTE has installed solar power generation equipment, with plans to supply electricity to GIGABYTE's operational sites by 2026. To help create a comfortable environment within the park, the "Tree-Planting Project" was launched in 2025. As one of GIGABYTE's key initiatives for promoting and practicing local ecological conservation, the project incorporates an employee volunteer program. The goal is for employees and their families to not only relax and unwind while planting trees but also to contribute to greening the local area through practical action, thereby raising awareness of environmental protection. In 2025, 68 participants joined the initiative, planting 267 trees. Starting with tree planting, we look forward to launching more diverse environmental initiatives within the park in the future, demonstrating GIGABYTE's strong commitment to sustainability: "Planting hope, planting love for the Earth."



Appendix

Appendix I: Sustainability Performance Over the Past Five Years

Appendix II: GRI Content Index

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

Appendix IV: TCFD Index

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

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

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

Appendix VIII: Independent Assurance Opinion Statement





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.

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