



Green Rhythm in the heart of GIGABYTE
Passion, Value, Innovation, Sustainability

Introduction

GIGABYTE has published a CSR report annually since 2010. In keeping with our philosophy of "Concern about the Society and Fulfilling the Obligations", GIGABYTE continues to develop our corporate sustainability indicators in order to achieve our primary goal of triple bottom line - economic, social and environmental benefits. This report enables GIGABYTE to communicate our business operations, corporate governance, employee relations, business ethics, social concern and environmental protection with our stakeholders. The report will hopefully inform stakeholders about the ongoing efforts and accomplishments achieved by GIGABYTE towards sustainable development.

Scope

The report covers the sustainability performance of GIGABYTE Group's global operations between January and December, 2014. The indicators in the report encompass subsidiaries in Taiwan, China and other overseas regions. The financial information disclosed in the report is from financial statements and annual report audited by an independent CPA which are available publicly. The organizational greenhouse gas emissions assessment and reduction statistics, ISO14001 and OHSAS18001 were certified by SGS Taiwan, with indicators covering the headquarters in Xindian, the Nanping plant in Taoyuan, Dongguan and the Ningbo plant in China. The details are elaborated in the report.

Reporting Principles and Guidelines

GIGABYTE collects important international economic, environmental and social topics, where materiality analysis is conducted to identify topics that are deemed important by the stakeholders. Furthermore, the company's operational strategies are taken into consideration at the monthly GIGABYTE Green Sustainable Development Committee meeting to discuss and screen critical topics. All relevant implementation outcomes are presented in the report.

The report follows the framework of Global Reporting Initiative's Sustainability Reporting Guidelines (GRI G4) as well as ISO26000 and the United Nations Global Compact in disclosing the outcomes of GIGABYTE's CSR commitments, strategies and management policies during the reporting period.

Publication

GIGABYTE regularly publishes our sustainability report on the sustainable development official website every year (<http://csr.gigabyte.tw/>).

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Contact

If you have any questions or suggestions regarding the contents of this report please do not hesitate to contact us.

GIGABYTE TECHNOLOGY CO., LTD.

Office of Sustainable Development

Address: No. 6 Bao Chiang Rd. Hsin-Tien Dist., New Taipei City 231 Taiwan (R.O.C)

TEL: +886-2-89124000

FAX: +886-2-89124005

e-mail: CSR@gigabyte.com

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Letter From the Chairman

Dear Friends of GIGABYTE:

As a leading manufacturer of motherboards and graphics cards, GIGABYTE perceives CSR as our duty and obligation, therefore we emphasize integrity, discipline, and lawfulness, and we strive to pursue excellence in all aspects. We are aware that the larger the business operation, the greater the impact and responsibility there will be toward the economy, environment and society. As far as the various stakeholders are concerned, they not only care about our products but also information that is rarely mentioned, including the environmental impact of production, energy consumption and how we treat our employees. GIGABYTE has upheld our belief in sustainability, and we established the "GIGABYTE Green Sustainable Development Committee" in 2009, where various members of the committee report back their interactions and communications with other stakeholders in order to understand their topics of concern and trends. In doing so, we will create value for our stakeholders and drive positive change within our industry and beyond.

Develop Low Carbon Technology and Create a Green Brand Name

The Earth which people depend on is experiencing global warming and climate change due to flourishing economic activity; this in turn presents a challenge to businesses. In order to mitigate and adapt to climate risks, we will continue to promote energy conservation and carbon reduction strategies. Since the implementation of the organizational greenhouse gas assessment in 2010, we have set clear carbon reduction goals, where we have achieved excellent results through energy conservation, green movement, employee education, cultivation of energy-

saving habits and energy-efficiency improvement measures in the factories. However, we do not become complacent because we have surpassed our goals ahead of schedule; more importantly, we have established a more ambitious multiplication plan to reduce carbon emission by 40% in 2020. We are striving to improve energy and resource efficiency, implement clean production, improve green supply chain management, develop low-carbon technology as well as promote green products and consumption in order to forge a green brand that consumers can trust. These projects will continue to be progressively implemented in the future.

Care About the Environment and Ecology to Achieve Symbiosis on Earth

With the sustainable concept of "Starting from the heart", we have organized a series of events such as lectures, environmental education, green innovation, ecological volunteer service, etc. combined with our corporate culture to examine the international environmental trend, local topics and infuse the concept of sustainable development and caring for the ecology to people's hearts. With the prerequisite of having respect for nature, we have established GIGABYTE's "G-HOME Sustainable Eco-Rooftop" to create a symbiotic green space where people and nature can coexist in harmony. As a result, we have enhanced our employees' "wellbeing index", thereby enabling them to attain a balance between the body, mind and spirit, ultimately making "care, ecology, sustainability" an integral part of our corporate culture.

Care About Culture and Society

Since "GIGABYTE Education Foundation" was founded 12 years ago, we have invested in technology and education by capitalizing on our core competences. Last year, we continued to open "Digital Love Computer Classes" to serve the informationally-underprivileged community (senior citizens and new women immigrants) in the urban area using our expertise in IT. During the course, we helped them to bridge the digital divide and start a new chapter in life. Also, in light of the imbalanced production-sales structure of the Taiwanese agricultural industry, the Foundation has launched agricultural product direct selling groups within the organization to generate profits for farmers and allow our employees to eat with peace of mind. In so doing, we have established a safety chain linking "production to consumption" and created a win-win situation.

GIGABYTE's efforts are for all to see. In 2014, we won the "Commonwealth CSR Award", TCSA Climate Leadership Awards and New Taipei City Environmental Education Award, thereby demonstrating GIGABYTE's ambition toward sustainable development and our ability in disclosing non-financial information, which received wide recognition. We will strive for constant refinement by combining our core businesses with sustainable development to unleash the true influence of the company. With the spirit of social enterprise, GIGABYTE will make the society and ecological environment more wonderful through the application of technology and innovation.

President

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Profile of GIGABYTE

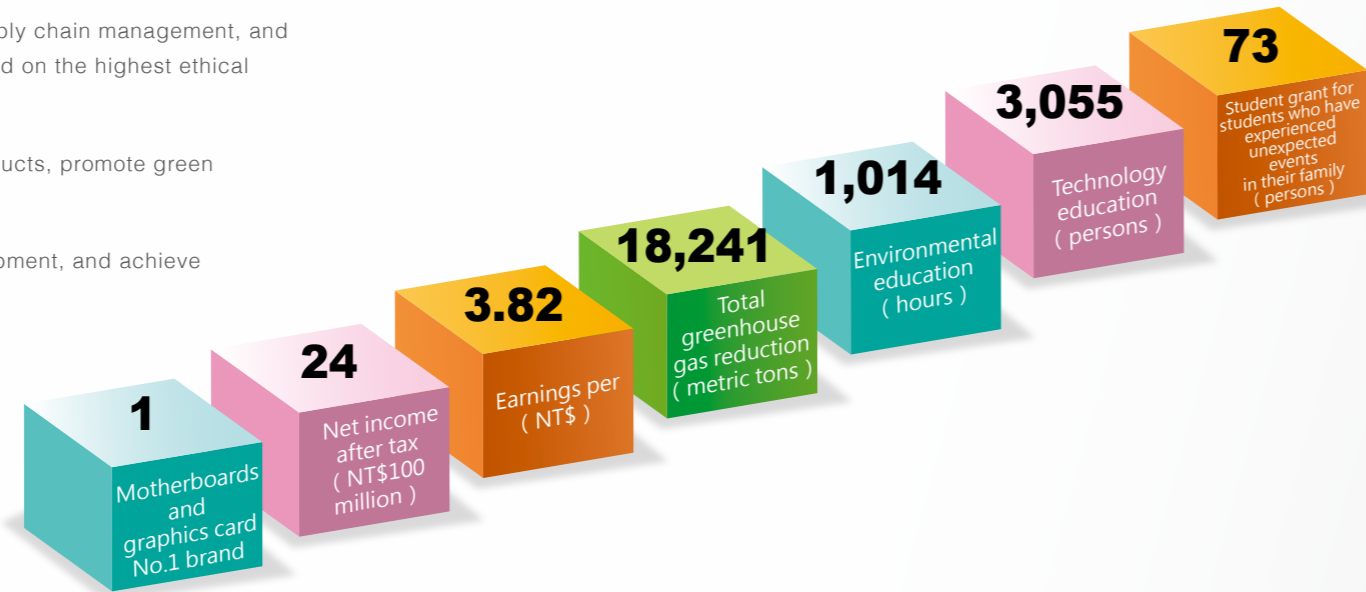
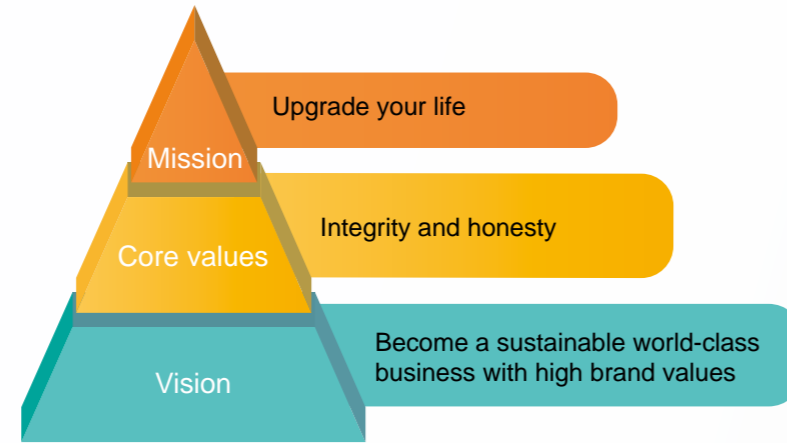


GIGABYTE is inspired by the philosophy of "Upgrade Your Life"; we strive to improve energy and resource efficiency, eliminate hazardous substances, and achieve the targets of zero waste and zero pollution. We aim to implement clean production, strengthen sustainable supply chain management, and continue to promote sustainable development based on the highest ethical standards. We develop low-carbon technology, design green products and work to build a green brand. Employees are encouraged to make "TECHNOLOGICAL INNOVATION, STABLE QUALITY" their standard for caring about environmental and ecological development in order to live in symbiosis with planet Earth.

1.1 CSR Policy

1. Improve energy and resource efficiency, eliminate hazardous substances and achieve the targets of zero waste and zero pollution
2. Implement clean production, strengthen green supply chain management, and continue to promote sustainable development based on the highest ethical standards
3. Develop low-carbon technology, design green products, promote green consumption and create green brands
4. Care about the environment and ecological development, and achieve symbiosis with planet Earth
5. Care about humanities and society

1.2 Mission and Vision



1.3 Company Introduction

■ Upgrade Your Life

Founded in 1986, "Upgrade Your Life" has always been the impetus for GIGABYTE's growth. We intend to play the role as the pioneer of innovation, therefore GIGABYTE has constantly unveiled technology innovations such as Ultra Durable™ technology, proprietary patented WINDFORCE™ technology, exquisite product craftsmanship – gaming laptops, high-end G1™ Gaming series and Mini-PC Barebone (BRIX) series. GIGABYTE aims to bring you a more wonderful living experience by relentlessly creating dazzling products.

■ Customer-oriented – Attentive Service

GIGABYTE's consumer-oriented management philosophy is implemented at the beginning of product development. We appreciate your stringent demand for quality and service, therefore our ultra-durable motherboards and graphics cards are manufactured using only premium materials to ensure their reliability and performance over time. In addition, GIGABYTE is the first manufacture in the world to offer four-year guarantee for all our motherboards. Moreover, we have created a comprehensive global service network to provide swift, thoughtful aftersales service. We are determined to create touching experiences of using our products for you, and we are always thinking about your needs, because the smile on satisfied customers is our ultimate reward.

Company Name GIGABYTE TECHNOLOGY CO., LTD.

Chairman Dandy Yeh

Headquarters

No. 6, Bao Chiang Rd.
Hsin-Tien Dist.,
New Taipei City
231, Taiwan

Date Established
April, 1986

President Richard Ma

Capital
NT\$6.289 Billion

Products and Services

Motherboards, graphics cards, computer cases, power supply, cooling products, computer systems, servers, network communication products, multimedia and computer peripherals, notebook computers, tablet computers, portable devices, smart phones

Listing
Listed on the TWSE for the first time on September 24, 1998

Number of employees
Approx. 8,100 worldwide

Operating regions
Taiwan, China, US, Germany, Netherlands, UK, France, Russia, Poland, India, Japan, Spain, Mexico, Egypt, Australia

1.4 Industry Satus

■ 2014: Growth in the Motherboard Industry, 2015: Steady Growth

According to IDC research, the PC industry showed promising growth amid a wave of replacement purchases of Windows XP computers and a slowdown of once skyrocketing tablet sales growth. In 2014, the sales of PC grew by nearly 1.8%, while notebook computers exhibited a slight decrease in sales. The motherboard industry grew by nearly 4.4%, but the output was down by 0.1%. Analysis of the main influential factors revealed that due to the fierce competition in the global motherboard market in 2014, all manufacturers were forced to engage in price competition to seize market share. As a result, the global motherboard industry demonstrated increased quantities with decreased values.

In 2015, the global PC sales will continue on a negative growth trend. From the market perspective, since the strong dollar caused fluctuations in the exchange rates across different regions in the world, while the cost-reflective pricing directly impacted demand in the PC market. Although this does not indicate a market reversal, a period of time is required for the market to return to its normal trajectory. In comparison to the slumping notebook sales, this year the motherboard market still has potential to excel. As the launch of Intel®'s new platform, sales during Q3 and Q4 are expected to stabilize.

■ Internet of Things to Become the Crux of the Next Wave of Growth

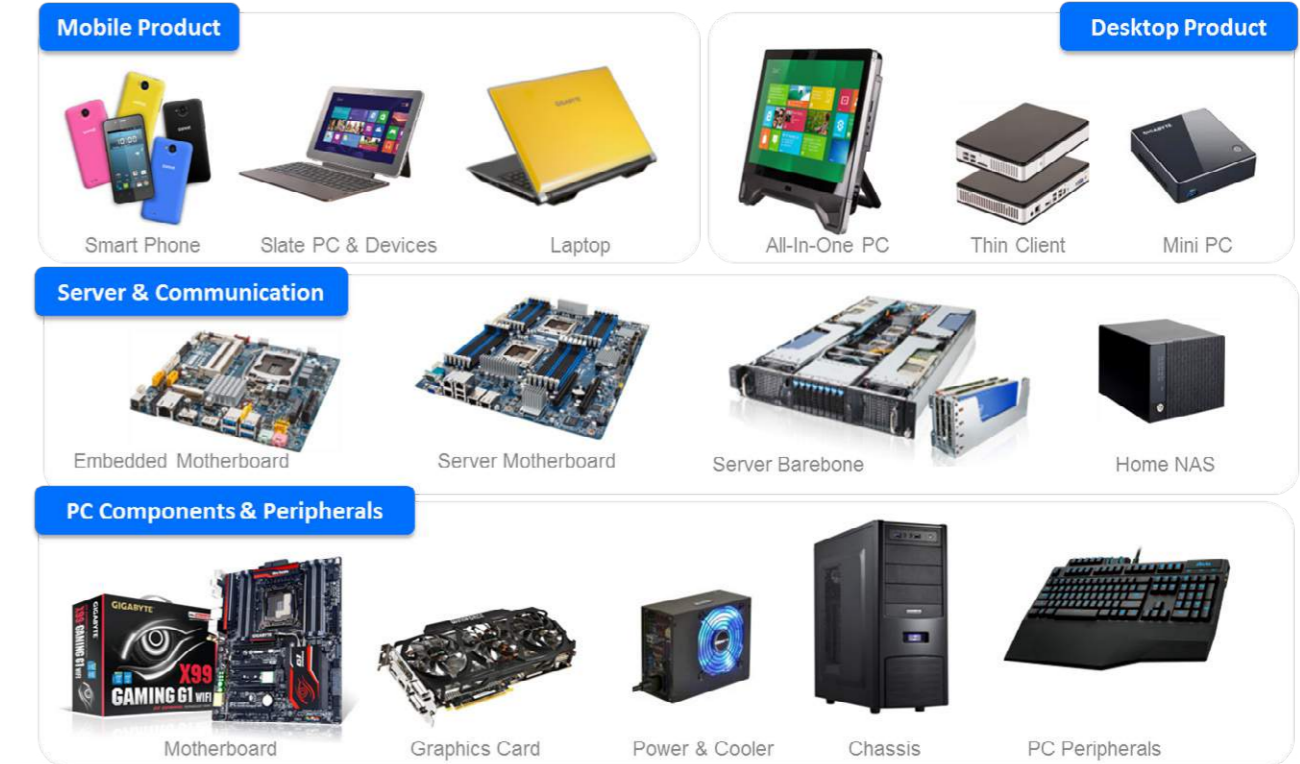
With rapid developments in the global mobile and broadband networks, the Internet of Things (IOT) technology is gradually transforming our lives. According to market analysis report, the IOT market in Taiwan is expected to reach US\$290 million in 2017, while the global IOT market will exceed US\$600 billion. With over 30 billion devices worldwide, this is the key to the next wave of growth in the industry. Coupled with the Big Data technology, precision service will determine the future leaders in the market. Currently, in addition to our core product advantages, we will also engage in IOT related industry developments and sales programs in the future. We intend to be a part of the next wave of development in the industry, so that we may continue to generate profits for our shareholders and contribute to the wellbeing of humanity and society.



1.5 Product Development

GIGABYTE started as a computer component manufacturer. With the changing times, in order to provide our clients with more diverse computer peripherals, we have expanded our product lines to OBM notebooks and cell phones. Furthermore, we are dedicated to uphold the high standard of "technical innovation and reliable quality" in an effort to pursue innovation in R&D, thereby creating a better future for people through exquisite, stunning products that surpass everyone's expectations. The related product lines are:

- Components : Motherboard, Graphics Card, Chassis, Power Supply
- Desktop PC: Desktop PC, Thin Client, All-in-One PC, Media Box
- Peripherals: Keyboard, Mouse, Speaker, Headset, Enclosure, TV Tuner Dongle, USB Charger
- Server & Networking: Server Motherboard, Server Barebone, Embedded Motherboard, Workstation, NAS, Wireless Products
- Portable PC: Laptop, Slate PC, Tablet
- Mobile Communications: Smartphone, Feature Phone, Mobile Phone, Smart Internet Devices



1.5.1 Leading Motherboard Brand

GIGABYTE was founded in 1986, as a leading global motherboard manufacturer, we are dedicated in the development of key technology and provision of thoughtful aftersales service. Our primary product is motherboards; according to information provided by the Institute for Information Industry, the global market share of our motherboards is shown below. In the future, we will continuously strive to increase our brand value and strengthen channel advantages in order to sharpen our competitive edge. At the same time, we will expand our product line and services in an effort to continue generating high profitability.

1.5.2 R&D and Technological Innovations

Every year, GIGABYTE allocates 3% of our revenue, equivalent to 25% of our net profit to product R&D, thereby leading the industry to unveil innovative technologies every year with 1,679 patents secured between 2001 and 2014. For motherboards, graphics cards, notebooks and peripherals, GIGABYTE made safety, environmental protection, low-energy, power-saving and high-performance our goal to continue making breakthroughs in performance and quality. We have also developed cloud service solutions in response to recent cloud developments and applications.

Unit: 1,000 pieces

Year	Global motherboard output	GIGABYTE motherboard output	Market share
2014	146,403	19,782	14%
2013	144,300	19,950	14%
2012	147,390	18,700	14%



■ Setting the World Record for Cutting-edge Motherboard Technology

We constantly break our world records in terms of cutting-edge motherboard technology, performance and quality. Our motherboards are equipped with proprietary SOC technology and feature more innovative design that allow the gamers tweak their hardware to optimal performance in an intuitive fashion.

■ Most Powerful Graphics Card Cooling System in the World

In 2014, we exceeded single card water cooling performance and overcame the bottleneck of multiple card air cooling with GIGABYTE's Windforce and Waterforce technology. We were the first in the world to introduce the most powerful graphics card cooling system.

■ Compact and Remarkable Performance – Mini-PC Barebone (BRIX)

GIGABYTE's BRIX Pro was highly recommended by Tom's Hardware upon its launch and it also received the CES 2014 Best Product Award.

■ Make It Real Champion Mouse

The Raptor's optical gaming mouse is the perfect gaming tool designed for FPS and RTS games. It is also the champion of GIGABYTE's inaugural Make It Real Mouse Design Competition.



GIGABYTE BRIX Pro



The Raptor's optical gaming mouse



1.6 Awards

GIGABYTE has not only long been one of Taiwan's top 100 exporters but is also committed to product innovation. We have embraced sustainable development to develop a series of energy-saving and high-performance products that satisfy customer requirements. We are also the recipient of many awards from international media and leading agencies every year. As of 2014, GIGABYTE has received over 13,241 awards. The many accolades represent recognition of our company's excellent product quality and business direction.

After receiving the highest honor in the industry – "Industrial Sustainable Excellence Award" in 2013, GIGABYTE has upheld the mission of "Upgrade Your Life" as well as our corporate management philosophy of contributing to and caring for the society to win CommonWealth Magazine's Excellence in Corporate Social Responsibility Award in the Large Novice Enterprises category. The evaluation criteria include four major aspects: Corporate Governance, Corporate Commitment, Social Engagement and Environmental Protection. After the strict selection process, we excelled in aspects such as environmental protection, management and environmental education, thereby setting an example in the industry by receiving the sustainability award.



2014 Award record

Time	Award	Organizer
2014-05	GIGABYTE Mini-PC Barebone (BRIX)	22 nd Taiwan Excellence Award Silver Award
2014-08	CommonWealth Magazine's Excellence in Corporate Social Responsibility Award in the Large Novice Enterprises category	CommonWealth Magazine
2014-10	8 th Outstanding Business Award	Taoyuan County Government
2014-10	2014 Employment Golden Award	Taoyuan County Government
2014-11	Taiwan Corporate Sustainability Awards Climate Leadership Award	Taiwan Institute for Sustainable Energy
2014-12	New Taipei City Environmental Education Award in the Private Corporation Group – Excellent Award	New Taipei City Government
2014-12	AORUS X3 Plus gaming notebook PC GA-Z97X-Gaming G1 motherboard	23 rd Taiwan Excellence Awards

■ Winner of the "Taiwan Excellence Award"

The Taiwan Excellence Award is hosted by the Ministry of Economic Affairs (MOEA) and Taiwan External Trade Development Council (TAITRA) to promote great quality Taiwanese products in different categories. All selected products are evaluated by five criteria of "R&D innovation", "Design", "Quality", "Marketing" and "Made in Taiwan" before they are awarded the "Taiwan Excellence" mark. Persisting in our philosophy of "Fine Works by GIGABYTE", we have developed energy-efficient and eco-friendly products that are aesthetically pleasing and user-friendly at the same time. In response to the future trend in the industry and the market, we have proposed product creativities endowed with differentiated appeals to stand out from nearly 1,000 submissions and set the record of winning awards every year for the past 17 years. In particular, the GIGABYTE Mini-PC Barebone (BRIX) took the Silver Award, which serves as testament to GIGABYTE's dedication in "innovate value and outstanding quality". The award further motivates GIGABYTE to keep factories and root in Taiwan. We insist in the philosophy of "Made in Taiwan" for our mid- to high-end products, including motherboards, graphics cards, notebooks and other products requiring complex manufacturing processes, thereby marking our presence internationally.



■ Received the "Taiwan Corporate Sustainability Awards Climate Leadership Award"

Taiwan Corporate Sustainability Awards Climate Leadership Award is presented by the Taiwan Institute for Sustainable Energy. Using three facets, including "climate change risk/opportunity assessment and response", "carbon management strategy and method" and "carbon disclosure and reduction performance," outstanding firms dedicated to implementing greenhouse gas management and mitigating the impact of climate change were selected. GIGABYTE realized that climate change is the common challenge in the industry chain, therefore using 2009 as the group's base year, we have stipulated the group's carbon reduction goal for our "three plants and one headquarters", where carbon emission is expected to decrease by 20% in 2020. Over the past few years, we have exceeded our original goal through energy conservation, Green Act Plan, employee education, behavior change and energy-efficiency improvement measures in the factories. In the future, we will strive toward the emissions reduction target of 40% below 2009 levels. Our excellent accomplishments have won the favor of the judges, who also affirmed GIGABYTE's long-term commitment to sustainable development.



■ Received Common Wealth Magazine's "Excellence in Corporate Social Responsibility Award" in the Large Novice Enterprises Category

CommonWealth Magazine's Excellence in Corporate Social Responsibility Award in the Large Novice Enterprises category is organized by the CommonWealth Magazine and it is one of the most preeminent business sustainable development awards in Taiwan. The award focuses on four aspects including "corporate governance", "business commitment", "social engagement" and "environmental protection" to select the most avant-garde, businesses which create new value for the future in Taiwan, thereby connecting the industry to the international community and stipulating new standards of competitiveness. GIGABYTE upholds the mission of "Upgrade Your Life" and the management philosophy of contributing to and caring about the society in order to embrace the international sustainable development trend. We have spared no effort in fulfilling our corporate social responsibilities by leading our employees and the general public toward the sustainable vision, which seeks to strike a balance between the environment, society and economy. After several months of rigorous selection, the panel of jurors nominated GIGABYTE for the CommonWealth Magazine's Excellence in Corporate Social Responsibility Award in the Large Novice Enterprises category.



■ Received New Taipei City "Environmental Education Award in the Private Corporation Group – Excellence Award"

National Environmental Education Award is organized by the EPA, Executive Yuan on an annual basis since 2012. The aim of the award is to enhance the implementation of national environmental education. Every year, a three-stage selection process is held (regional preliminary selection, central second round selection and central final round selection) to choose outstanding performers from six categories for commendation: private corporation, organization, individual, school, agency and community. GIGABYTE, headquartered in Xindian, has strengthened environmental education through the "Green Action Plan", where our efforts in conducting environmental education or training for stakeholders such as our employees, local communities, visitors and consumers have received recognition from the jurors. As a result, we managed to stand out from the multitude of private businesses to receive the Excellence Award and represent New Taipei City to compete for the National Environmental Education Award.



1.7 Intellectual Property

Through systematic and institutionalized management, GIGABYTE has achieved remarkable performance in regard to intellectual property management. As far as patent is concerned, our patent personnel not only conduct comprehensive patent search and analysis, this year we also reinforced our patent deployment in product R&D strategy and continued our patent check. In addition to saving cost, the aim is also to endow our R&D personnel with deeper comprehension about the concept of intellectual property while researching and developing new technologies, so that the patent quality and quantity can be significantly increased. Furthermore, the Patent Department also organizes internal patent education and training focusing on the different needs of our R&D personnel, as well as to raise awareness of intellectual property among fellow comrades. Certainly, on top of our substantial and administrative awards in our annual patent reward system, GIGABYTE has further devised a R&D personnel incentive program to maximize the company's innovativeness. Generally speaking, the patent system and the institutionalized due diligence management have considerably improved GIGABYTE's patent application quantity and approval rate.

In terms of trademarks, the systematic management of trademark right acquisition and authorization has enabled us to monitor GIGABYTE's trademark application and authorization status throughout the world. In addition, we are also able to keep an eye on any third party intentionally trying to infringe the trademark rights of GIGABYTE, thereby protecting the company from trademark infringements or preventing the company from infringing the rights of others.

Our legal personnel also provide legal consultation for GIGABYTE colleagues concerning questions on intellectual property in order to minimize legal risk.

GIGABYTE's intellectual property management system not only effectively utilizes the management resource but also protects the company's intellectual properties and operating profit, in turn creating profits and enhancing the company's value and brand image.



1.8 Association Membership

GIGABYTE is committed to improving the energy and resource efficiency as well as eliminating the use of hazardous substances. To achieve the target of zero waste and zero pollution, we have joined relevant organizations such as the Climate Savers Computing Initiative, Taiwan Electrical and Electronic Manufacturers' Association, the Taipei Computer Association, Corporate Green Competitiveness Alliance and UXalliance. Membership of these organizations enables GIGABYTE to continue making a difference to the environment and society by upholding high ethical standards in sustainable development.

Led by President Tung Tzu-hsien, the directors and supervisors from the Taipei Computer Association visited GIGABYTE's Xindian headquarters on October 7 to inspect the G-HOME sustainable Eco-Rooftop. The urban eco-rooftop created by GIGABYTE using eco-engineering techniques has demonstrated outstanding results; aside from being a rare rooftop ecological park in Taiwan's urban environment – which attracts birds and bees to take up residence here – it also serves to balance being solemn and the fast-paced rhythm of the high-tech office building. Moreover, the facility has successfully achieved the benefits of lowering the rooftop temperature and office ambient temperature by 25 and 2.5 degrees Celsius respectively in summer, in turn reducing energy consumption for air conditioning. The directors and supervisors were impressed and expressed high levels of interest in the project, deeming the visit an extremely fruitful one.



Directors and supervisors from the Taipei Computer Association visited the G-HOME sustainable Eco-Rooftop

2

Commitment to Sustainable Development



2.1 CSR Commitment

GIGABYTE is dedicated to clean production, low-carbon technology and zero pollution, including achieving a balance between economic development and environmental conservation, technology and culture as well as equal opportunities for people of the present and future generations. By incorporating technology into the environmental education resources, we are able to fortify sustainable education guidelines and enable our colleagues to understand the impact of the company's business activities on the environment and society. In turn, we will attempt to minimize the negative effects of our business philosophy and management model in order to care for the environment and society. Ultimately, we aim to foster symbiosis on Earth and sustainable development in the 21st century.



2.2 CSR Policy

2.2.1 Policy Direction

- Dedicated to the improvement of energy and resource efficiency, the elimination of hazardous substances and the achievement of zero waste and zero pollution.
- Implement clean production, reinforce green supply chain management and maintain high ethical standards and regulations while promoting sustainable development.
- Develop low-carbon technology, commit to green product development, promote green consumption and build a green brand.
- Care about the environment, ecological development and symbiosis on Earth.
- Care about the culture and society.

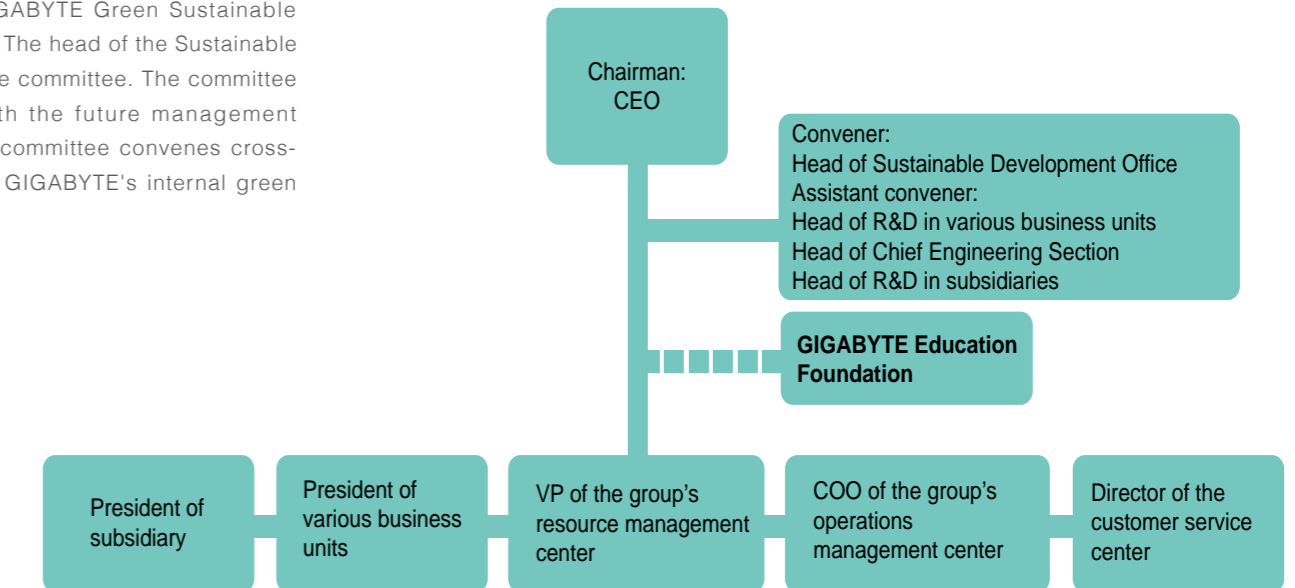
2.2.2 Goals

Short term	<ul style="list-style-type: none"> ● Environment, health, and safety policy and commitment ● Ensure that our products satisfy our clients and environmental requirements. ● Strengthen our colleagues' awareness and sense of urgency toward environmental protection. We want to propagate the concept of cherishing the Earth and protecting the environment to families and the society.
Medium term	<ul style="list-style-type: none"> ● Promote business ethics and CSR. ● Establish organizational greenhouse gas and product carbon footprint performance index system. ● Effectively reduce products' carbon emissions and environmental impact.
Long term	<p>Goal: Upgrade Your Life</p> <ul style="list-style-type: none"> ● Develop environmentally friendly products that create customer value with a goal in mind to fulfill our corporate social responsibilities.

2.3 Green Sustainable Development Committee

The decision making and operating mechanism of GIGABYTE's corporate social responsibilities falls under the responsibility of the GIGABYTE Green Sustainable Development Committee, chaired by the company's CEO. The head of the Sustainable Development Office was appointed as the convener of the committee. The committee is a permanent, cross-departmental organization with the future management objective of sustainable development. Each month, the committee convenes cross-business unit, plant and subsidiary meeting to promote GIGABYTE's internal green sustainable development measures.

Organizational Chart of Green Sustainable Development Committee



2.4 Stakeholder Engagement

To realize the goal of sustainable development and fulfill our corporate social responsibility, GIGABYTE has established transparent, effective and multilateral channels of communication with all of our stakeholders to understand their needs and expectations of GIGABYTE. These serve as important references during the formulation of our CSR policy and relevant projects. In order to communicate effectively with our stakeholders through the platform of sustainability reporting, we value the stakeholders' needs in sustainability-related information. Consequently, during the process of sustainability reporting, GIGABYTE first conducts materiality analysis, where the processes including "identify stakeholders", "collect sustainability-related topics", "investigate topics concerned by stakeholders", "analyze the impact of identified topics on business activities", "materiality sequence" and "discussion and review" are applied to determine the content of the 2014 CSR report.

2.4.1 GIGABYTE Stakeholders



2.4.2 GIGABYTE Materiality Analysis Procedure

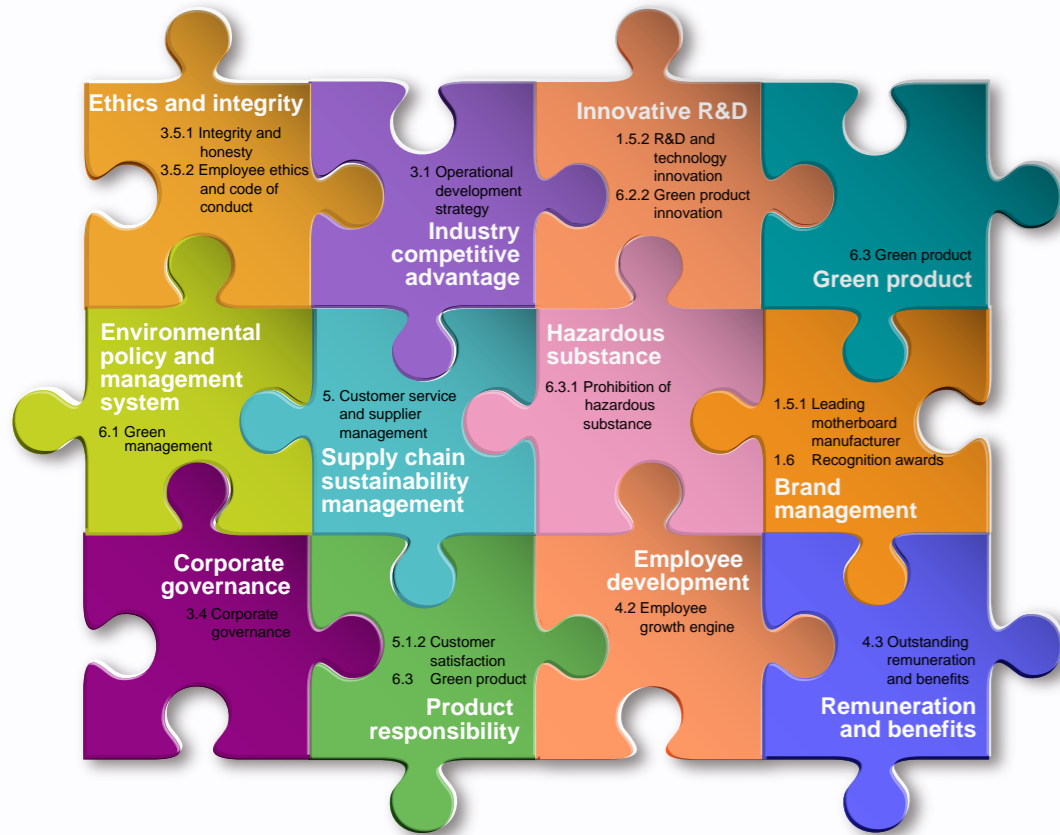


2.4.3 Materiality Analysis of GIGABYTE's Sustainability Topics

In 2014, GIGABYTE gathered the concern level of the stakeholders toward each topic through questionnaire survey; the data was then subjected to statistical analysis. In total, 435 stakeholders participated in the survey, including employees, suppliers, investors, public sector and communities/NGOs. Based on the stakeholder questionnaire statistics, the materiality analysis of the impact of various sustainability topics on GIGABYTE is as follows:

Topic	Stakeholders' level of concern	Impact on GIGABYTE operations	Topic	Stakeholders' level of concern	Impact on GIGABYTE operations
Ethics and integrity	8.03	8.07	Social engagement	5.42	6.97
Industry competitive advantage	7.10	8.53	Operating strategy and condition	5.36	7.09
Innovative R&D	7.06	8.24	Customer trust	5.18	7.21
Supply chain sustainability management	6.57	7.63	Waste management	5.08	6.19
Brand management	6.39	7.57	Greenhouse gas reduction	4.98	6.68
Environmental policy and management system	6.29	7.94	Capital-labor relation	4.95	6.11
Green product	6.20	8.49	Energy and resource management	4.90	4.27
Product responsibility	6.17	7.30	Compliance	4.74	6.56
Remuneration and benefits	6.11	6.40	Human rights	4.58	6.25
Occupational health and safety	6.08	6.17	Water resource management	4.54	5.67
Employee development	6.06	6.80	Risk management	4.42	5.27
Corporate governance	5.77	7.74	Code of conduct	4.16	5.57
Hazardous substance	5.48	8.69			

2.4.4 Top 12 Materiality Topics of GIGABYTE



2.4.5 Stakeholder Communication

GIGABYTE Group's stakeholders include: the government, customer, employee, investor, supplier, community/NGO and media. We believe that each stakeholder has a different set of expectations from our responsibilities, so we use a variety of methods and channels to communicate with each stakeholder and convey to them GIGABYTE's sincerity and determination to embrace sustainable development.

GIGABYTE values the opinions and suggestions of all stakeholders. We not only work actively to understand stakeholders' expectations of GIGABYTE but also communicate with stakeholders on our CSR efforts and accomplishments. Apart from the different channels for stakeholder communications described above, there is also a "Contact Us" page (<http://www.gigabyte.tw/about-gigabyte/contact-us.aspx>) and CSR mailbox (csr@gigabyte.com) on the GIGABYTE website to help us listen to the external world. Dedicated staff sort questions and suggestions by scope and type and then forward to appropriate business units for response.

GIGABYTE believes that establishing a positive relationship with stakeholders will not only help us master the challenges in the economy, society, and environment, but will also create value for GIGABYTE and the social environment. This will in turn continue to drive our sustainable business development and guide our continued industry leadership.

Stakeholder	Government	Customer	Employee	Investor	Supplier	Community/NGO	Media
Topic	<ul style="list-style-type: none"> Corporate governance Compliance Capital-labor relation Remuneration and benefits Occupational health and safety Greenhouse gas reduction Water resource management Green product Water and energy conservation 	<ul style="list-style-type: none"> Product quality and reliability Design support Customer service Product delivery date and production capacity Price Green product Conflict-free minerals investigation Confidential information protection Cooperate with customers to achieve environmental and social responsibility targets 	<ul style="list-style-type: none"> Compliance Labor-capital relation Remuneration and benefits Occupational health and safety Corporate governance Green Action Plan 	<ul style="list-style-type: none"> Correct and timely disclosure Provide appropriate return on investment Corporate governance Industry competitive advantage Senior management change 	<ul style="list-style-type: none"> Supply chain management Environment, health and safety (EHS) management Compliance Sustainable development strategy Innovation management Operation performance Reasonable transaction pricing 	<ul style="list-style-type: none"> Environmental management Use of chemicals Ecological conservation Occupational health and safety Social harmony Risk management Volunteer service Establish the GIGABYTE Education Foundation to bridge the educational divide between rural and urban students 	<ul style="list-style-type: none"> Operation performance Corporate governance Sustainable development strategy Investment plan
Communication channel/method	<ul style="list-style-type: none"> Official documents Meetings (public hearing, demonstration, forum) Join industry organizations to set up a platform for stakeholder communication Provide promotional resources as necessary 	<ul style="list-style-type: none"> Annual customer satisfaction survey Customer audit Customer technical seminar and information session Online service system and platform Regular/special communication meeting Questionnaire response 	<ul style="list-style-type: none"> Regularly conduct labor-capital meetings Intranet Human resources service representatives Regular/special communication meetings for various organizations Provide internal and external education/training Regularly hold employee health examination Hold health improvement activities from time to time Various green action activities and lectures by prominent figures Diverse employee communication channels, such as an employee opinion e-mail box and an employee message board 	<ul style="list-style-type: none"> Annual general meeting of shareholders (AGM) Company annual report Hosting of communication or small-scale investor conferences at different times Publish material information on the Market Observation Post System (MOPS) or company's website when necessary 	<ul style="list-style-type: none"> Provide an electronic communication platform Organize suppliers conferences Consult on green procurement specifications Supplier audit Supplier questionnaire survey Supplier performance review meeting EHS and CSR management demonstration 	<ul style="list-style-type: none"> Establish a foundation to co-organize relevant activities Participate in relevant organizations and forums Support relevant activities Invite communities and NGOs to visit the company and participate in corporate events 	<ul style="list-style-type: none"> Press conference Press release Onsite visits Special project planning
Related activities	<ul style="list-style-type: none"> Participate in industry/government/academia forums and seminars Pay attention to and respond to governmental programs 	<ul style="list-style-type: none"> Complete annual customer satisfaction survey Collaborate with clients on annual audits Continue to make improvements in accordance with customers' demands Product aftersales service Complete various questionnaires as per customers' requirements 	<ul style="list-style-type: none"> Host annual employee sports meet, road running events Invite well-known figures or experts to give a lecture in order to enhance colleagues' environmental knowledge Offer environment-related courses Organize health talks and activities Hold annual health examinations Create eco-rooftop at the headquarters as a recreational venue for our employees Organize employee innovation competitions 	<ul style="list-style-type: none"> Convene AGM Comply with legislation and publish annual report Publish corporate governance- and operation-related information on the investor's section of the company's website 	<ul style="list-style-type: none"> Stringent supplier screening process Supervise and help suppliers to establish their environmental management system Invite suppliers to attend the annual suppliers conference Update the company's green supply chain management system Organize annual supplier sustainability evaluation 	<ul style="list-style-type: none"> Promote for a mandatory green roof policy Continue organizing events such as bring technology to school, PC DIY and G-Design competitions to cultivate talents Adopt roads and parks in the surrounding area of the company Continue to offer community computer classes Encourage employees to partake in volunteer service Provide financial aids to students from families that have experienced unexpected events 	<ul style="list-style-type: none"> Corporate operation and sustainability management related press release Reports on G-HOME sustainable Eco-Rooftop

3

**Operating
Conditions**



3.1 Business Strategy

For many years, GIGABYTE has been proactively engaged in R&D by allocating at least 3% of our revenue to R&D spending in order to ensure that we are in control of the key software and hardware technology needed for future growth. By concentrating on innovative values and sustainable brand development, we have received numerous major international awards such as iF and Red Dot Design Award. Furthermore, GIGABYTE has collaborated with the Office of the President and Taiwan Taoyuan International Airport to exhibit our iconic products on behalf of Taiwanese brands, in turn demonstrating the company's substantial brand image.

3.1.1 Operating Plan

■ Short-term Plan:

In regard to the market: The market is dominated by the strong demand for personalized video and multimedia applications. GIGABYTE plans to release an array of products with cloud technology and slim aesthetics that will satisfy user demand for always-on access to cloud services. These will make GIGABYTE the leading brand in the market. In terms of products: Extend our advantages in R&D by creating numerous world number 1 performances. Moreover, we also provide our clients with the best source of green technology through product safety guarantees, environmental safety inspection, smart energy-saving services, and carbon footprint disclosure in order to satisfy diverse customers around the world. GIGABYTE aims to reinforce the integrity, performance and value of our branded products in order to drive higher profits. Concerning marketing: Innovative and differentiated marketing are combined with co-marketing conducted in conjunction with major international upstream manufacturers such as Intel, AMD, n-Vidia and strategic brand alliances (software companies) to enhance brand exposure and awareness. In channel development, we will strengthen our cooperation with general distributors, set targets for marketing strategies and then put them into action. We will also gradually expand our reach to include distributors in order to reinforce our supply and demand chain as well as provide appropriate service and support. With regards to services: We will enhance our customer satisfaction activities in order to improve brand loyalty and stickiness through swift, effective customer service.

■ Long-term Plan

- (1) GIGABYTE will continue to uphold our brand spirit of "Upgrade Your Life" and continue to release attractive and competitive products while also expanding our product lines and market position.
- (2) We will aggressively upgrade the market position of our existing product lines and at the same time, leverage the trend towards cloud technology and personalized digital living experience to identify more diverse and innovative products. These will open up new market opportunities, expand our markets, increase our customer base, and drive revenue and profit growth for the company in the long term.
- (3) GIGABYTE will continue to focus on cloud computing trends and demands as well as green technology. We hope to build on customers' trust in GIGABYTE's R&D, quality and service, and services are provided in many support locations around the world to meet customer needs and create more opportunities for company's growth.
- (4) Customers' confidence in GIGABYTE R&D, quality and service is the driving force for us receiving more orders for IT products. Currently, we have forged extended cooperation with several strategic partners.

3.1.2 Future Market Growth

Green technology and cloud computing are the hottest topics in the PC market today. GIGABYTE has extended our R&D advantage not only to create several world's best performance but also to provide our clients with the greatest green technology benefits. We have strengthened comprehensive cloud services and applications through innovative use of software and hardware; except for offering users with more positive experience and surprise, our products are also constantly recognized through awards all over the world. With sales generated by innovative technologies and new products, we are capable and confident to uphold our consistent management philosophy of reliability and practicality, so as to provide our clients with the best products and keep maximizing the brand value.



3.1.3 Future Business Environment

Looking at the domestic and overseas macroeconomic environment in 2015, there are numerous favorable and unfavorable factors influencing business operation, including:

- The official recovery of the US economy is expected to facilitate the appreciation of the US dollar and interest rate hike with its powerful economic performance, while tapering of QE (Quantitative Easing) is detrimental to economic development in the emerging markets.
- The European Central Bank kicked-off the European government bond-buying program in 2015. The European version of QE has depreciated the Euro and forced capital to outflow to Asia, thereby causing the appreciation of Asian currencies that in turn affects Taiwan's export competitiveness.
- The decelerated economic growth in China impacted the RMB exchange rate and in turn reduced people's purchasing power.
- The reduction in the price of oil and bulk commodities has resulted in sluggish economy in the exporting countries, thereby reducing purchasing power and procurement needs.

Faced with numerous unfavorable factors, most major countries (or regions) exhibited relatively weak performance in terms of economic growth – with the exception of the US. Together with 2015 expanding monetary easing policies in Europe and Japan to maintain their export competitiveness through currency depreciation, purchasing power and procurement needs were influenced as well, this also indirectly affected business profitability in the sales region. In 2015, the global economic slowdown coupled with the fluctuation in the Taiwan Dollar presents a major challenge to business profitability. Therefore, the company will focus our efforts on major and key sales locations in order to minimize the impact of the unfavorable factors through prudent operations.

With rapid development in the global mobile and broadband networks, IOT technology is gradually transforming our lives. According to market analysis reports, the IOT market in Taiwan is expected to reach US\$290 million in 2017, while the global IOT market will exceed US\$600 billion. With over 30 billion devices worldwide, this is the key to riding the next wave of growth in the industry. Coupled with the Big Data technology, precision services will determine the future leaders in the market. Currently, in addition to our core product advantages, we will also engage in IOT related industry development and sales programs in the future. We intend to ride the next wave of industry development, so that we may continue to generate profits for the benefits of our shareholders and contribute to human wellbeing and society.



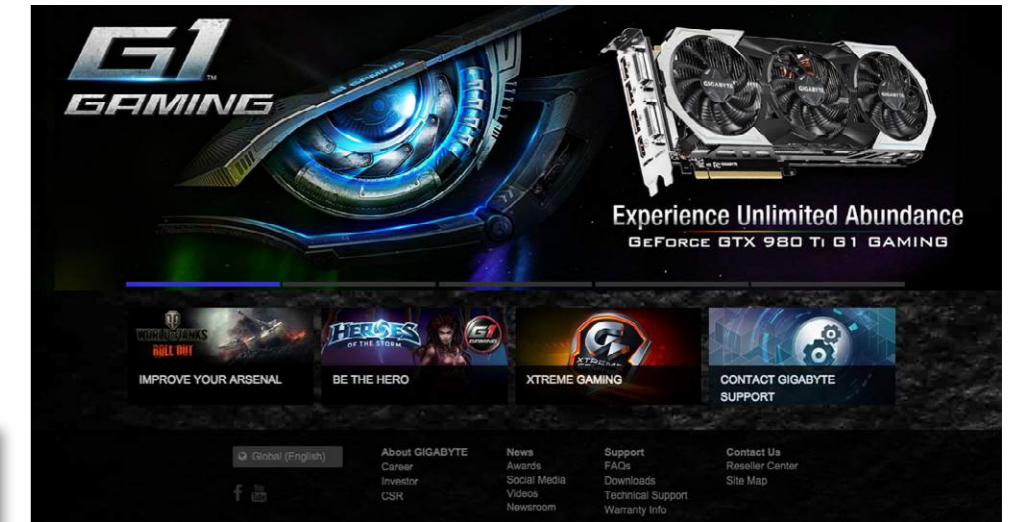
3.2 Financial Information

3.2.1 Investor Communication

GIGABYTE publishes revenue information every month and organizes AGM every year; all the relevant information is available on GIGABYTE's official website. The company has instated a spokesperson, acting-spokesperson and stock affairs unit responsible for communicating company information to the investors, so as to ensure that they fully understand the company's operating guidelines. Shareholders are entitled to propose motions at the AGM in accordance with the Company Act. Furthermore, the company has established the investors' section to regularly update relevant information. In addition, shareholders and investors can also express their concerns and suggestions through the shareholder service email. GIGABYTE strives to enhance our operational transparency so that investors can have access to sufficient information while making their investment decisions.

GIGABYTE official website : <http://www.gigabyte.tw/>

Shareholder service email : stockholder@gigabyte.com



3.2.2 Financial Performance

GIGABYTE continues on the path of steady growth and issued a cash dividend of NTD 2.7 per share in 2015 for profits generated from last year.

Look back at 2014, international economic conditions exhibited divergent performances in 2014, with the US acting as the bellwether nation, albeit other major economies around the world exhibited relatively weak performance. Although the sovereign debt problem in the Eurozone is gradually fading away, unemployment rate is still not effectively improved, while the slump in demand caused by the large cuts in government spending has resulted in falling consumer prices and deflation. In turn, a negative interest rate policy was introduced in the Eurozone, which was so-called the European version of QE. The sanctions imposed on Russia by Europe and the US over the Ukrainian crisis negatively impacted major economies in the Eurozone. In order to improve its financial structure, the Japanese government increased the consumption tax in Q2, thereby severely hurting private demands and the economic performance of the country. In China, continual economic restructuring is underway, which slows investment growth in the country and affects real estate markets and export performance. As for the emerging markets, affected by the phasing out of QE in the US, an increase in interest rates and appreciation of the US Dollar triggered capital outflows, which in turn caused crashes in the emerging markets' stock, bond and foreign exchange markets.

The company's main sales markets in North America have benefitted as a result, with small growth in the Eurozone and Asia as well. In Eastern Europe, the Russian Ruble experienced considerable depreciation as a result of the Ukrainian crisis and the collapse of oil price in Russia, this in turn slowed down private consumption. Although demands in other emerging markets were somewhat lacking, the company posted a minor growth of 6.7% in 2014 compared to the previous year, with net profit after tax up 1.7%.

More detailed disclosure on financial information can be found in the GIGABYTE 2013 Annual Report.
<http://www.gigabyte.tw/gigabyte.aspx?s=36>

Sales Volume and Value Over the Last Two Years

Main products	2013				2014			
	Domestic sales		Export		Domestic sales		Export	
	Quantity	Value	Quantity	Value	Quantity	Value	Quantity	Value
Motherboard	401	783	19,210	28,914	366	708	19,010	30,599
Other		2,452		18,969		1,554		21,681
Total		3,235		47,883		2,262		52,280

Note: the table contains net sales statistics.

Unit: 1,000 pieces/NT\$ million

Sales Amount and Percentage Across Various Regions over the Past Three Years

Region	2012		2013		2014	
	Amount	%	Amount	%	Amount	%
Asia	24,347,464	53.16	26,726,662	52.28	26,036,670	47.74
Europe	11,113,653	24.27	13,179,842	25.78	15,779,293	28.93
US and Canada	5,006,900	10.93	6,384,545	12.49	7,822,318	14.34
Other regions	1,263,588	2.76	1,592,976	3.12	1,984,359	3.64
Domestic sales	4,066,053	8.88	3,234,969	6.33	2,919,047	5.35
Total	45,797,658	100.00	51,118,994	100.00	54,541,687	100.00

Unit: NT\$1,000

Financial Information for the GIGABYTE Group

Item	2014	2013	Change	Change(%)
Operating Income	54.542billion	51.119billion	+3.423billion	+6.70%
Gross Operating Profit	9.468billion	9.149billion	+319million	+3.49%
Net Profit after Tax	2.4billion	2.359billion	+41million	+1.71%

Item		2014	2013
Financial Structure(%)	Debt Asset Ratio (%)	32.99	37.57
	Long-term Capital Ratio (%)	544.04	529.52
Debt-paying Ability	Current Ratio (%)	251.95	214.48
	Quick Ratio (%)	161.03	123.59
Profitability (%)	Return on Assets (%)	7.02	7.26
	Return on Equity (%)	10.80	11.20
	Profit Margin (%)	4.39	4.62
	Earnings Per Share (NTD)	3.82	3.76



3.3 Risk Management

CSR fulfillment is the best long-term risk management method in business. GIGABYTE integrates and managements all potential strategic, operational, financial and disaster-related risks to business operations and profits in order to reduce business uncertainty to a minimum.

3.3.1 Operating Risks

- Shareholders' meetings and small investor conferences on company operations are convened on a regular basis to increase financial transparency. We also use our core competencies to host social integration events to fulfill our responsibility as a part of society.
- For national policies and legislation, the responsible units keep close track of important polices and legislative changes. Our company's internal systems, processes, and business activities are adjusted as necessary to ensure smooth company operations.
- For the EICC Code, labor rights and ethics, the relevant internal units keep close track of regulatory changes and adjust the associated systems as necessary. Risk assessments and risk reduction initiatives are also practiced. An "Employee Code of Ethics" has now been drawn up defining the rules of conduct, rewards and disciplinary action in order to reduce business ethics risks (see 5.2.2 Employee Code of Conduct).
- For further information, please refer to the GIGABYTE Annual Report (GIGABYTE Investor Relations page: <http://www.gigabyte.tw/gigabyte.aspx?s=36>)

3.3.2 Financial Risk

GIGABYTE's routine operations are influenced by a number of financial risks including market risks (such as exchange rate risks, interest rate risks and price risks), credit risks and liquidity risks. The overall risk management policy emphasizes unpredictable events in the financial market and looks for ways to reduce potential unfavorable factors that affect our company's finances and financial performance.

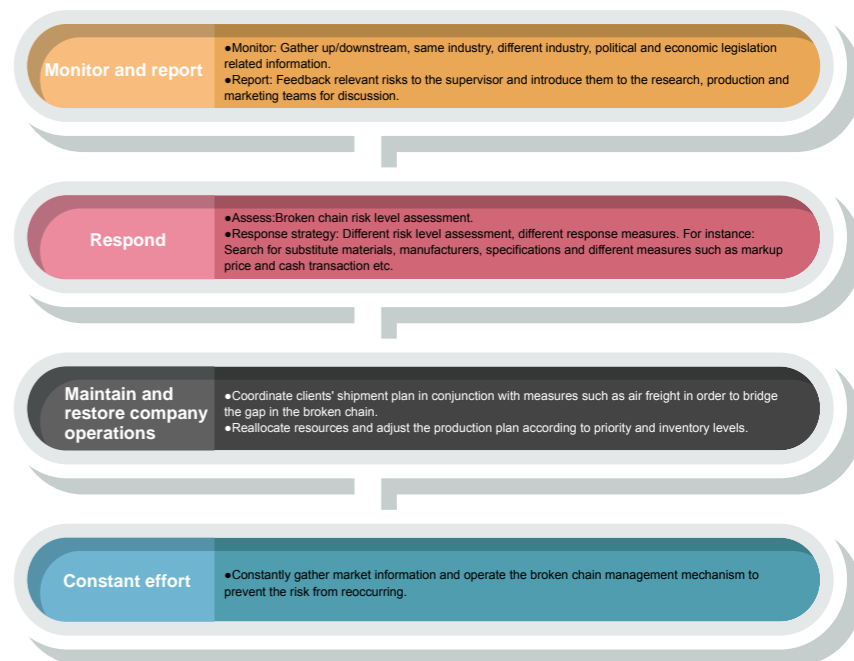
Risk management at GIGABYTE is performed by our Finance Department in accordance with the policy approved by the Board of Directors. GIGABYTE's Finance Department works closely with business units to identify, assess and avoid financial risks. The Board defines the overall risk management principles in writing while also providing written policies on specific areas and items such as exchange rate risks, interest rate risks, credit risks, the use of derivative and non-derivative financial instruments, and the investment of excess liquidity.



3.3.3 Material Supply Disruption Risk Management

Supply chain management: The risk of a broken chain is divided into supply and demand related risks. The fluctuations in the upstream industry is the main cause of risk in component demand, while supply risk is attributed to changes in the downstream raw material supply chain. This can further be broken down to various components, where the same components used by more industries, products and manufacturers will require greater production quantity. As a result, the risk of broken chain is relatively small. Therefore GIGABYTE keeps its external channel open for collecting market information, including supply chain related information within the same industry or from different industries.

Changes in the relevant political or economic trends should not be neglected. Internally, we have established the teamwork method involving research, production and marketing teams. Moreover, we have stipulated related control processes pertinent to components and manufacturers; the processes can be adjusted flexibly in response to external changes. For instance, we utilized shared materials, specifications and reputable suppliers; in addition, we have established contingency plans for risk control such as safety stock, where the best response for an event is decided according to relevant protocol and joint discussions made by the research, production and marketing units.



3.3.4 Climate Risk

In 2015, the global CO₂ concentration officially exceeded 400PPM. Faced with the worldwide pressure of carbon reduction, the climate change induced risks include increased cost, shortage of water resources, deteriorating and increasing windstorms and rain-induced damages. Consequently, in addition to formulating a risk contingency plan, we also strive to mitigate greenhouse gas emission through action. We introduced the ISO14064 energy management system, promoted the Green Action Plan and established company-wide awareness and culture. In caring for the environment and the ecology, we are dedicated to improving the energy and resource utilization efficiency, which serves to alleviate impact on the environment and minimize corporate management risks.

3.3.5 Crisis Response Management

To cope with internal and external impacts as well as challenges to company operations, GIGABYTE drew up the "Crisis Response Management Procedure" in 2001 that is used for setting up a cross-unit discussion group on potential natural disasters or threats to corporate image so appropriate response strategies and reporting mechanisms can be put into place. Risk identification during the incubation period and post-incident review mechanism can help minimize the potential impact.

Crisis Response Management Procedures

Item	Response Procedure
Power Outage	Emergency Generator SOP
Fire	Emergency Fire Drill
Chemical Solvent Spill	Chemical Solvent Spill Emergency Response Plan
Production	Emergency Production, Shipment and Transportation Plan
Products & Services	Emergency Service Management Procedure
Equipment	Critical Facilities Management Procedure
IT Management	IT Disaster Recovery Procedure

3.3.6 Authorized Economic Operator (AEO)

GIGABYTE has earned Authorized Economic Operator (AEO) certification and has set up an internal AEO education webpage to practice proper risk assessment and management. This reduces human and goods-related risks to ensure the safety of goods throughout the supply chain. Safety training and information integration have also been strengthened to reduce the risk of intellectual property theft. All units now work together closely to actively identify potential losses of intellectual property, patent infringements or misuse, or losses due to fraud or theft. By following the relevant laws and regulations, we ensure that the safety requirements of customs authorities and customers are met. GIGABYTE is currently continuing to evaluate and execute supply chain security solutions to strengthen the protection of company assets. Finally, management review and improvements are rigorously executed to ensure suitability and effectiveness of supply chain safety systems.



Internal website promoting AEO (Authorized Economic Operators)

3.4 Corporate Governance

Integrity and pragmatism are the very foundation of corporate sustainable management, therefore GIGABYTE upholds this core value of business management and places high self-demand in ethical standards. We prohibit corruption, bribery and abide by the country's Company Law, Securities and Exchange Act as well as other relevant regulations and corporate governance related principles. In addition, we value our shareholders' rights, ensure our operational transparency and regularly review and conduct periodic audit of our internal control procedures. Based on the guideline on corporate governance and the spirit of Corporate Governance Best Practice Principles for TWSE/GTSM-Listed Companies, we have stipulated various internal regulations and guidelines, including: Rules and Procedures of Board of Directors Meeting, Rules and Procedures of Shareholders Meeting, Operating Procedures for Handling Internal Material Information. Our management team manages the company in a professional, dutiful manner, and we also strive to fulfill our corporate social responsibility in order to meet the expectations of our shareholders and the society. The company's corporate governance organization is illustrated in the following chart.



Function of Major GIGABYTE Departments

Unit	Function
Office of the CEO	Coordinate the company's business strategy as well as map out development objectives and direction.
Auditing Office	Investigate and assess the viability, suitability and effectiveness of company systems.
Group Resource Management Center	Responsible for the integration and management of the GIGABYTE brand, human resources and overseas operations.
Operations Management Center	Coordinate the company's management of financial, accounting, investor relations, budgeting, domestic/overseas investments, general affairs, legal affairs as well as computer system software/hardware maintenance and sustainable development.
Manufacturing BU	Responsible for the production and manufacturing of computer mainboards, graphics cards and network & communications products as well as assembly of PC systems.
Motherboard BU	Responsible for the design, R&D and sale of mainboards.
Network & Communications BU	Responsible for the design, R&D and sale of server, network & communications, ODM customer and digital products.
Graphics Card BU	Responsible for the design, R&D and sale of multimedia and VGA graphics card products.
Mobile Products Business Center	Responsible for the design and R&D of notebook products.
High-tech Living Product BU	Responsible for the design, R&D of high-tech living products.
Customer Service Center	Responsible for the after-sales service and support of all GIGABYTE products.

In 2014, the company's Cell Phone Product BU was changed to a High-tech Living Product BU to add diversity to the company's operations. There were no other major organizational changes.

3.4.1 Board of Directors and Management

On the basis of the country's Company Law, Securities and Exchange Act as well as other relevant regulations, GIGABYTE corporate governance related principles. In addition, GIGABYTE values our shareholders' rights and regularly reviews our internal control procedures. Under the leadership of our Chairman, the Board of Directors places tremendous emphasis on their duties. The Board of Directors is an independent, dedicated and professional organization within the company, and it is also the highest governing body of GIGABYTE and the decision-making center of major management strategies. The current Chairman is Mr. Dandy Yeh.

We regularly convene Board of Director meetings, with 12 meetings held in 2014. The attendance of the directors and supervisors are recorded for future reference, and audio recording is used as the Board of Director meeting minute in accordance with the law. All important decisions are disclosed on M.O.P.S. as required by the law, and the directors should exercise recusal for motions that they may have a conflict of interest in. At the same time, in order to strengthen the Board of Director's governance system, the "Rules and Procedures of Board of Directors Meeting" was formulated based on the "Regulations Governing Procedure for Board of Directors Meetings of Public Companies" promulgated by the authorities. The company's current primary management team is as follows.

Title	Name	Primary experience (education)	Current post at the company and other companies
Chairman	Yeh, Pei-Chen	Department and Institute of Electronic Engineering, MUST Engineer, Electronics and Opto-electronics Research Laboratories, ITRI	Chairman of GIGABYTE, President of Checa Investment Limited, President of GIGABYTE Communications Inc., Representative Director of Yingjia Technology, Representative Director of Beijia Technology, Representative Director of Lianjia Management Consultants, President of Yingjia Venture Capital, President of Lianjia International Investments, Director of Chun, President of PG Union, Representative Director of Walsin Technology, President of Gigazone
Vice Chairman	Ming Wei Investment Co., Ltd. Representative: Liu, Ming-Hsiung	Department of Business Administration, NCCU Engineer at Bigidea	CEO of GIGABYTE, Representative Director of Checa Investment Limited, Representative Director of GIGABYTE Communications Inc., Representative Director of Yingjia Technology, President of Beijia Technology, President of Lianjia Management Consultants, Director of Info-Tek Corp., Representative Director of Yingjia Venture Capital, Representative Director of Lianjia International Investments, Representative Director of Huiyang Venture Capital, Representative Supervisor of Gigazone, Representative Director of JM Material Technology Inc., Representative Supervisor of SenYun Precision Optical Corporation
Director	Shi Jia Investment Co., Ltd. Representative: Ma, Meng-Ming	Department of Electronic and Computer Engineering, NTUST Engineer at BenQ Corporation	Senior VP of GIGABYTE, Representative Director of Checa Investment Limited, Representative Director of GIGABYTE Communications Inc., President of Yingjia Technology, Representative Director of Beijia Technology, Representative Director of Lianjia International Investments, Representative Director of Gigazone
Director	Yuei-yeh Kai Fa Investment Limited Corp. Representative: Tseng, Chun-Ming	Department and Institute of Electronic Engineering, MUST President of Artic Automation	Senior VP of GIGABYTE, Representative Director of GIGABYTE Communications Inc.
Director	Shi Da Investment Limited Corp. Representative: Ko, Tsung-Yuan	Master's Degree, Department of Industrial Engineering and Engineering Management, NTU Engineer at Acer Group	President of Albatron Technology Co., Ltd., Representative Supervisor of Chun
Supervisor	Xi Wei Investment Co., Ltd. Representative: Chen, Hui-chou	EMBA of NCCU	President of SenYun Precision Optical Corporation, President of Peizi Investments, Supervisor of VIC, Supervisor of Baso Precision Optics Ltd., Supervisor of Sintronic Technology, Independent Director of Info-Tek Corp., Independent Director of Jochu Technology Co., Ltd.
Supervisor	Wang, Hui-Min	Master's Degree from Department of Industrial Management, CHU	Director of Moores Rowland CPAs, Representative Supervisor of GIGABYTE Communications Inc.
Supervisor	Pan, Chi-Hsiu	Junior College	

Title	Name	Attendance in person	Attendance by proxy	Attendance	Remark
Chairman	Yeh, Pei-Chen	12	0	100%	Reappointed at reelection on 2012/6/18
Vice Chairman	Ming Wei Investment Co., Ltd. Representative: Liu, Ming-Hsiung	12	0	100%	Reappointed at reelection on 2012/6/18
Director	Shi Jia Investment Co., Ltd. Representative: Ma, Meng-Ming	12	0	100%	Reappointed at reelection on 2012/6/18
Director	Yuei-yeh Kai Fa Investment Limited Corp. Representative: Tseng, Chun-Ming	11	0	91.67%	Reappointed at reelection on 2012/6/18
Director	Shi Da Investment Limited Corp. Representative: Ko, Tsung-Yuan	9	0	75%	Newly appointed at reelection on 2012/6/18

Attendance of Directors

3.4.2 Remuneration Management Committee

In order to establish a sound remuneration system for the company's directors, supervisors and managers, at the end of 2011 we created the "Remuneration Committee" based on the "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Stock Exchange or Traded Over the Counter" of the Securities and Exchange Act. The committee consists of three members appointed by the Board of Directors, one of which serves as the convener who shares the same tenure as the Board of Directors.

In June, 2012, Mr. Yang, Zheng-Li, was appointed the convener of the 2nd Remuneration Committee. The role of the Committee is to (1) evaluate and provide recommendations on the annual/long-term performance targets and remuneration policy of company directors, supervisors and executives from a professional and objective perspective. (2) Evaluate and make recommendations on the performance of the company's directors, supervisors and executives, as well as their individual remuneration package and amount. (3) This is to ensure that the company's remuneration complies with the relevant laws and is sufficient to attract talented personnel. The Committee also advises the Board on relevant decisions. The Remuneration Committee is convened at least twice a year but extraordinary meetings may be called when necessary.

The following table discloses total remuneration paid to directors, supervisors, presidents and vice presidents, as a percentage of net income, in the standalone parent company financial statements and consolidated financial statements respectively, for the year ended December 31, 2014 and 2013; the description of remuneration policies, standards, and packages, the procedure for determining remuneration, and its relation to operating performance and future risk exposure are stated below as well.

Item	2013		2014	
	GIGABYTE	All reporting entities included in the consolidated report	GIGABYTE	All reporting entities included in the consolidated report
Director				
Supervisor	15.06%	15.06%	12.71%	12.72%
President and Vice-President				

Job title	Director and Supervisor remuneration	President and Vice-President remuneration
1. Remuneration policy	The remuneration for the company's directors and supervisors is calculated according to the allocation ratio of the earnings as regulated by the company's articles of association. The remuneration for directors and supervisors should not be higher than 3%. No additional remuneration for directors and supervisors can be issues. If additional allocation and change is needed, approval from AGM is required.	Remuneration is given based on the company's remuneration management policy, employee performance evaluation policy, business unit financial performance calculation and assessment principle as well as the performance bonus assessment and issuance policy.
2. Standards and packages	Distributed based on the weight of responsibilities and duties of the directors and supervisors as well as their obligations.	Base salary, living allowance, meal allowance, position allowance, transport allowance, annual cash gifts (Chinese New Year/Dragon Boat Festival/Mid-Autumn Festival), and performance bonus.
3. Procedure for determining remuneration	The Board of Directors will submit a motion of appropriation of retained earnings to the AGM for approval.	The difference in education- and work experience-based compensation and performance bonus should be signed off by proper corporate authorities.
4. Relation to operating performance and future risk exposure	Depends on the company's performance and profitability. Fulfill the duty of supervision and management, and formulate management guidelines in order to transform risk into opportunity.	Remuneration is based on the target completion rate of work, business unit performance, profitability and contribution. Reinforce the employee loyalty with a target of profit-and-loss sharing between employers and employees in order to confront the risk environment together.

3.4.3 Internal Audit

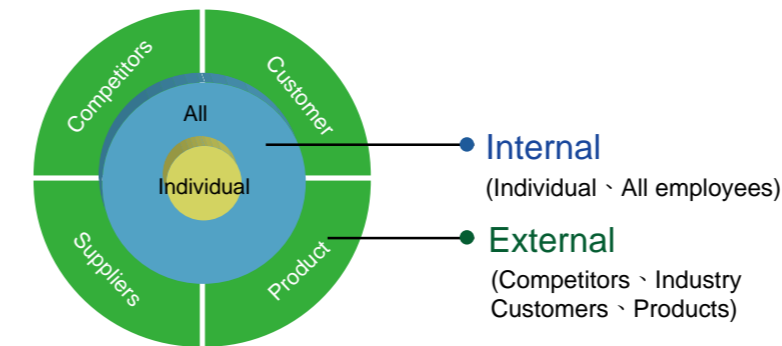
GIGABYTE's internal audit is conducted by an independent unit that reports directly to the Board of Directors. In addition to routine meeting reports to the Board of Directors, the unit reports to the Chairman either monthly or when necessary. The internal audit guidelines of the company clearly state the function and power of the unit, including: assist the Board of Directors and management to inspect, review shortcomings in the internal control mechanism, measure the performance and efficiency, and provide adequate improvement suggestions to ensure the continual and effective implementation of the internal control mechanism, and to use them as the basis for reviewing and revising internal control mechanism. The audit is carried out in accordance with the audit plan approved by the Board of Directors, which consists of regular internal audits and aperiodic internal audits. The provision of timely information on the internal operations of the company to the management is an alternate channel for determining the potential risks or shortcomings within the company operation. The Internal Audit unit reviews self-examinations conducted by various units, which includes checking if the self-examination has been implemented and reviewing relevant documents in order to ensure the quality of execution. Furthermore, the self-examination results are consolidated and presented to the Chairman for verification before they are sent to the supervisors for review. Abstracts are regularly delivered to the Board of Directors. The risk-oriented internal audit function is illustrated below:

- Expanding traditional audits of financial reporting-related internal controls to strategic planning & execution, operating efficiency and legal compliance
- Adopting a risk-oriented approach that connects company's goals, risk tolerance and strategies as well as actively assisting the company management with keeping the risks within an acceptable level
- Serving as a bridge among the Board of Directors, executive management, business units, external auditors and the competent agencies
- Assisting with identifying and handling enterprise-wide risks
- Assisting with evaluating reasonable resource requirements and allocation

3.5 Practice Integrity

3.5.1 Integrity and Honesty

"Honesty and Integrity" has always been one of GIGABYTE's core values and is also essential to business sustainability. Our company has always followed sound practices while refusing to engage in speculation or illegal business. "Honesty and Integrity" defines the code of conduct for all employees to follow and consists of three tiers: individual, internal (all employees) and external (competitors, customers and products).



GIGABYTE employees strictly abide by the code of conduct. If there are any violations, the company will take the appropriate disciplinary action depending on the severity of the violation. If the employees discover incidents that are in violation of the code of conduct, they may report it to the COO (Email:liu@gigabyte.com), and a company investigation will be launched to deal with the problem.

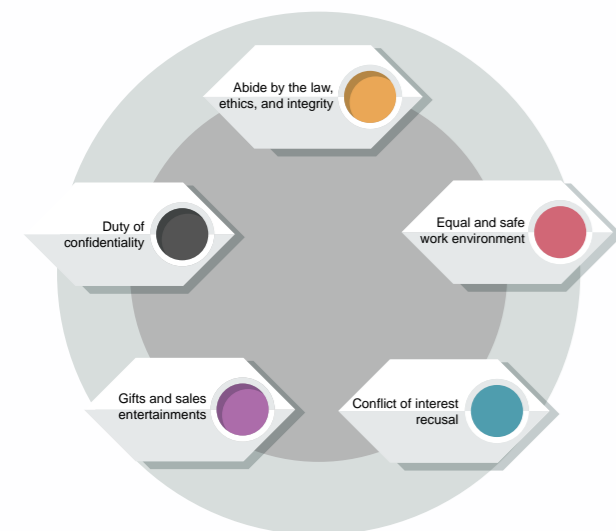
GIGABYTE Code of Conduct

Scope	Code of Conduct
Individual	<ul style="list-style-type: none"> ★ Make honesty and integrity the principle of individual conduct
Internal	<ul style="list-style-type: none"> ★ Follow all company rules and insist on following the principle of honesty and integrity if there are no applicable rules. ★ Be a part of the team by being consistent in word and deed, not taking credit for other people's work, not laying the blame upon others, and setting an example. Be ready to correct or remind other employees of improper behavior. ★ Do not discuss the company's confidential information including business intelligence, technical information, intellectual property and business secrets with people who do not have the need to know. ★ Put the company's interests first when carrying out your duties. Do not engage in any behavior that may harm the company's interests. ★ The disclosure of company's information should be complete, fair, correct and timely. Do not spread unverified rumors out of malice. ★ Uphold principles and do not engage in plagiarism as an employee. All intellectual property such as patents, trademarks and copyrights of all inventions, new types, trademarks and publications are to be respected and the property of GIGABYTE.
External	<ul style="list-style-type: none"> ★ With customers: Maintain a professional attitude of honesty and reason during customer contact. Communicate business management and product support information to customers truthfully. ★ With products: Ensure that products comply with the law. All external marketing and product labeling must be consistent and legal.

3.5.2 Employee Code of Ethics

GIGABYTE values employee and social welfare. We have made a public commitment to the Electronic Industry Code of Conduct (EICC) and the "Code of Ethics for TWSE/GTSM Listed Companies". The relevant information is disclosed in our annual report as well.

The GIGABYTE "Employee Code of Ethics" is a code of conduct governing all employee behavior, rewards and disciplinary action. We hope that it will enhance the business ethics and professional integrity of all GIGABYTE employees in order to protect shareholders' interests and fulfill our corporate social responsibility. The code of ethics is published in full on the Intranet where they are accessible to all employees. New employees are also asked to read and sign their willingness to abide by the work rules upon arrival.



■ Legal Compliance, Ethics and Honesty

GIGABYTE employees are expected to follow the relevant regulations and internal rules and policies in the performance of their duties. We expect them to hold themselves to the highest ethical standards. All matters should be processed in a honest manner and business records should be faithfully documented. Reports to superiors should be genuine with no forged records or deliberate attempts to hide matters that impact on company interests. For information whose disclosure is required by the competent authorities, the responsible employees should comply fully with the disclosure procedure and do their best to ensure that the reported or submitted information is complete, appropriate, correct and up to date.

■ Equal and Safe Work Environment

GIGABYTE hopes to provide employees with an equal and safe work environment. Every employee should treat all other employees equally and not discriminate in favor of race, gender, color, sexual preference, language, religion, political view, place of origin, nationality, physical or mental disability or marital status. There should be no discrimination in the recruitment, testing, hiring, assignment, placement, performance evaluation or promotion of employees based on gender or sexual preference unless it is due to the nature of the work and a proper reason can be offered. Employees may not engage in any discriminating or harassing behavior (including sexual harassment as defined in the Gender Equality in Employment Act) in the performance of their duties.

■ Avoiding Conflicts of Interest

All employees should have the company's interests at heart at their work. They should avoid engaging in any behavior that may lead to a conflict between personal and company interests.

■ Gifts and Hospitality

For all GIGABYTE employees, their spouse and direct family members may not receive or ask customers or suppliers to provide rebates, commissions, securities, valuables or hospitality of excessive value.

■ Confidentiality

All information about GIGABYTE that an employee learns during their employment, including, but not limited to, business information, operation information, technical information (including concepts and ideas not yet expressed in text or drawings), intelligent patent and business secrets, or information exchanged between GIGABYTE and other companies and customers, are considered confidential information owned by GIGABYTE, with the exception of common knowledge that is known by the general public. To protect GIGABYTE's interests, all employees must safeguard the company's confidential information in an appropriate manner. It is also the responsibility of employees to ensure the confidentiality of that information during or after their period of employment with the company. The information must not be made known to their friends, relatives or any other third party in a direct or indirect manner.

3.5.3 Anti-corruption and Anti-bribery

The GIGABYTE "Code of Integrity" requires all employees to adhere to all applicable laws, statutes, regulations and international regulations while being involved in company's business activities. Employees should also do their utmost to ensure that all enterprise business is conducted ethically and in accordance with trading conventions. A fair, just and open relationship should be maintained between employees and shareholders with all business activities conducted in a fair manner.

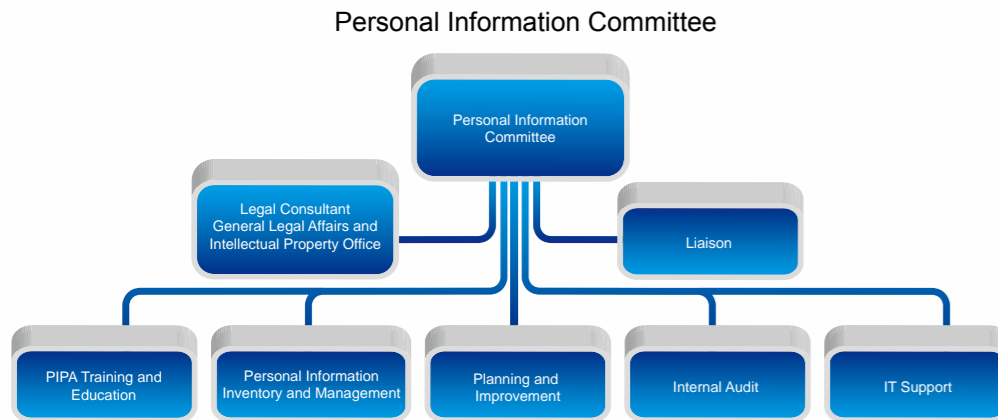
The company promotes various codes of practice to all new colleagues, including the "Employee Code of Ethical Conduct". At the same time, we also introduce employee benefits and rights to them. The training ratio of our new colleagues is 100%. GIGABYTE stipulates the following requirements of "Code of Integrity and Honesty":

(1) Personnel involved with purchasing, general administration and outsourcing should select the most competitive products or services in terms of quality, price, delivery date and after-sales service while upholding the principles of integrity, impartiality and professional ethics. Personnel are prohibited from soliciting suppliers for rebates or other improper benefits. Employees and their families are strictly prohibited from accepting cash or gifts with a value of more than NT\$1,500 from suppliers, or accepting their hospitality in any form. Any gifts accepted out of etiquette should be reported to the General Manager for confiscation or conversion to company lottery prizes.

(2) Employees should not exploit their position to fraudulently acquire or steal materials, money or information from the company or other employees. All expenses and quantities should be reported truthfully. Employees should not overstate travel expenses, overtime, advance payments or overtime hours.

3.5.4 Personal Information Committee

Due to the introduction of the Personal Information Protection Act (PIPA) by the government, GIGABYTE has set up a Personal Information Committee with teams on PIPA training and education, personal information inventory and management, planning and improvement, internal audit and IT support. The Committee is convened on a regular basis and the teams are tasked with protecting the security of personal information.



Personal Information Committee Roles and Functions

Committee Composition	Team Function
Convener	Coordinate business resources, arbitrate on key decisions and make regular progress reports to the Board of Directors.
Legal Consultant	Consulting and interpreting of government regulations.
Liaison	Convene the personal information protection and management meeting on a regular basis, report progress to executives, follow-up on outstanding issues and coordination.
PIPA Training and Education Team	Development of training and education materials, in-service training of employees on personal information awareness and concepts, orientation training for new employees on personal information awareness and concepts.
Personal Information Inventory and Management Team	Collate the personal information inventory of all business groups, centers and subsidiaries.
Planning and Improvement Team	Compile personal information laws and regulations, add/amend rules and management regulations, and carrying out corrective action.
Internal Audit Team	Regular audits, report on deficiencies and track corrective action.
IT Support Team	Develop and modify systems as well as plan and install hardware and network communication equipment based on the requirements of personal information management.

3.6 Legal Compliance

Since GIGABYTE operates in major cities around the world, the Legal Department has paid special attention to the local laws and regulations. In particular, local legal consultants are hired to provide the company with the latest legal information. If a major legal transformation arises, the professional opinions of local legal personnel will be sought so that our legal staff will be able to understand and comply with the latest laws in different countries, thereby ensuring that GIGABYTE will not violate any local regulations.

In addition, the Legal Department makes arrangements for our legal personnel to participate in domestic or overseas courses and seminars in order to enrich them with the latest legal information, so that our colleagues from the Legal Department can respond to legal cases with the latest legal knowledge.

In relation to the changes and understanding of the domestic laws, the Legal Department also holds education and training courses from time to time – particularly intellectual property related knowledge – to let our employees understand the aspects of relevant regulations and key compliance.

For any legal consultation needed in various departments and contract reviews within the group, the legal personnel are ready to offer assistance at any time in order to safeguard the legal rights of various subsidiaries in the group and avoid any right violations.

In 2014, GIGABYTE was not involved in any litigation related to the violation of fair trade or antitrust behavior, nor did it violate any laws and receive a substantial fine.

3.7 Political Contribution

The GIGABYTE Group has always remained politically neutral but employees are encouraged to exercise their right to vote, play an active role in politics and vote for their preferred election candidates.

3.8 Government Financial Aid

Since GIGABYTE's primary product is motherboard, which is also a main export product of Taiwan, therefore we enjoy tax reductions, incentives or grants in accordance with the Statute for Industrial Innovation, and we have applied for industrial technology development program (TDP) grant from the Ministry of Economic Affairs (MOEA) to conduct several R&D projects.

4

Happy Workplace



GIGABYTE upholds the philosophy of "Upgrade Your Life", where we abide by the government's Labor Standards Act and internationally recognized human rights (including the UN Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work). We value employee communication and development, therefore we have established an employee message board and employee opinion email box, where designated personnel will respond to any suggestions or opinions made by our colleagues. GIGABYTE is committed to providing comprehensive and diverse measures to improve work life balance by creating a friendly, safe and harmonious workplace environment. In 2013, we constructed the G-HOME sustainable Eco-Rooftop to provide our employees, retired employees and their families with a great venue to unwind and stretch their body, in turn creating a GIGABYTE green-living lifestyle that balances work, life and recreation.

4.1 Global Talents

In the fierce battle over human resources, it is imperative for every company to select and employ the right people from the start to maximize its benefits. "Human resource management" has therefore become an increasingly important issue for GIGABYTE. Apart from aggressively searching for outside talent, GIGABYTE also strives to identify, cultivate and retain talented individuals within the company as well.

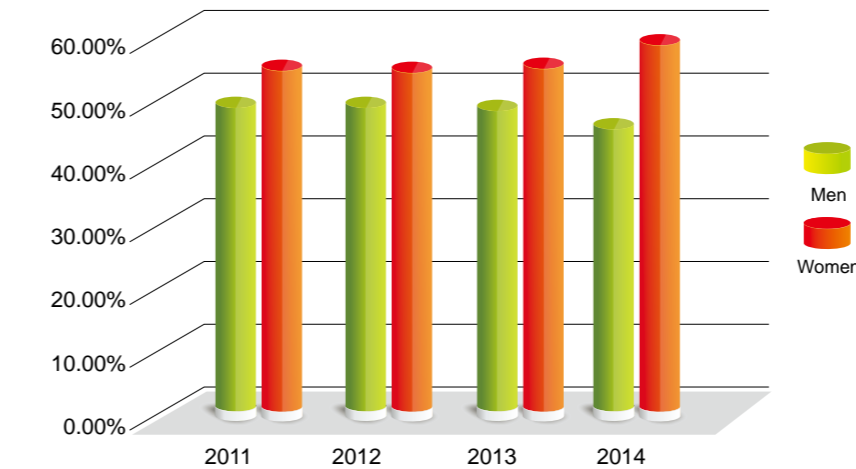
GIGABYTE is committed to providing employees with an incentive salary scheme, a broad range of benefits and a training & development system centered around core competencies. A strong emphasis is also placed on the cultivation of management skills. Educational and cultural workshops are held at different times to help employees expand their horizons as well as find a balance between work and leisure.

As of late 2014, GIGABYTE and our subsidiaries employ a total of 8,095 employees. Of the total number of GIGABYTE employees around the world, 37.78% are professionals and 62.22% are involved in technical works. In particular, 56.7% of our professional staff are women and 43.3% are men. If divided by occupation, R&D personnel constitute 28.1%, marketing and sales 12.9%, administration and management 10.1%, customer service 6.9% and technical staff 42%.



Employee – Professionals by Gender

Gender/year	2011	2012	2013	2014
Men	47.8%	47.9%	46.9%	43.3%
Women	52.2%	52.1%	53.1%	56.7%

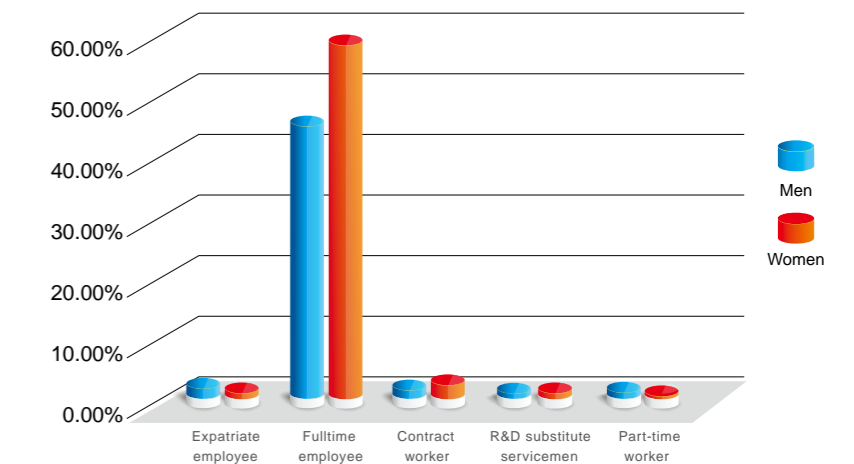


4.1.1 Steady and Sound Human Resources Structure

GIGABYTE's employees are categorized according to their employment type. Of our fulltime staff, men take up 38.9%, women 54.1%; for our expatriate employees, 1.8% are men and 0.3% are women; of our contract workers, 0.9% are men and 1.8% are women; of our substitute civilian servicemen, all 0.8% are men; of our part-time workers, 0.9% are men and 0.5% are women. Between 2004 and 2014, GIGABYTE applied for the Defense Industry Reserve Duty System, which was changed to Research and Development Substitute Services in 2006. Each year, we are allocated 5-13 substitute servicemen.

Gender Distribution of GIGABYTE Employee Types – by Employment Types

Employment type	Expatriate employee	Fulltime employee	Contract worker	R&D substitute servicemen	Part-time worker	Total
Men	1.8%	38.9%	0.9%	0.8%	0.9%	43.3%
Women	0.3%	54.1%	1.8%	0.0%	0.5%	56.7%



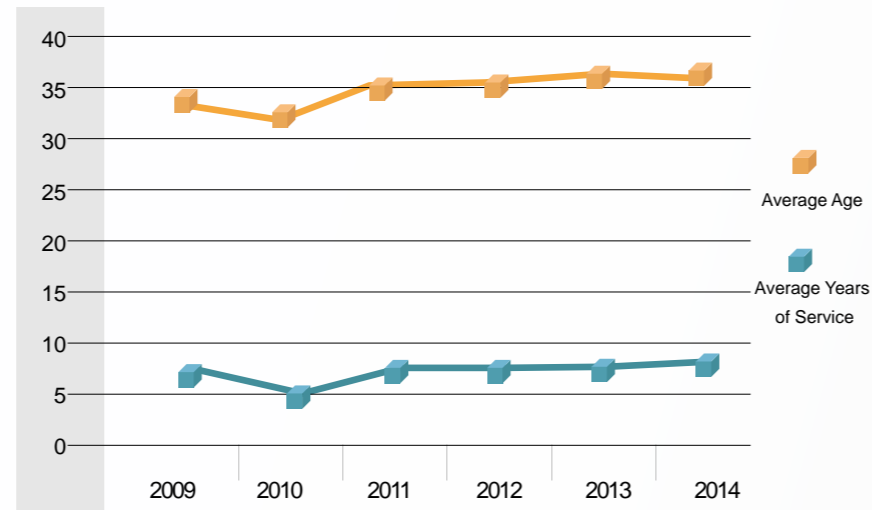
In terms of academic background, the majority of GIGABYTE employees (69%) hold a college degree. Due to the popularity of the in-service education, the proportion of employees with a Master's degree or higher has increased every year. The average age of employees is 35.9 years old and average length of service is 7.7 years. As the production lines employ a higher proportion of female workers, there are more female employees than male ones at GIGABYTE.

Distribution of Education Level Among GIGABYTE Employees

Education /Year	2009	2010	2011	2012	2013	2014
Doctorate	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%
Master	10.3%	11.2%	11.7%	12.9%	13.5%	13.2%
Undergraduate	66.8%	67.1%	67.5%	67.1%	67.2%	69.0%
High School or lower	22.7%	21.5%	20.6%	19.8%	19.1%	17.6%

Table and Chart of Average Age and Years of Service for GIGABYTE Employees

Item/Year	2009	2010	2011	2012	2013	2014
Average Age	34.1	32.5	35.1	35.4	35.7	35.9
Average Years of Service	5.94	4.66	6.89	7.13	7.40	7.70



4.1.2 Employee Retention

In 2014, GIGABYTE employed 591 new employees, with 32.3% men and 67.7% women reported for duty respectively. In the same year, 537 employees left the company, of which 43.2% were men and 56.8% were women. Most of the new employees in 2014 consisted of women. GIGABYTE encourages our employees to seek a balance between work and life; besides flexible work hours to allow our employees to take care of household affairs, we also provide them with parental leave without pay in accordance with the law and help them to apply for relevant grants in order to foster employee retention. The employee reinstatement rate after parental leave without pay over the last two years was 85%.

Gender Ratio Between New Employees and Employees Who Have Left the Company

Item	Men	Ratio	Women	Ratio	Total
New employees	191	32.3%	400	67.7%	591
Employees who have left the company	232	43.2%	305	56.8%	537

Parental Leave Without Pay and Returning Employee Statistics for the Last 2 Years

Item	Total
(1) No. of applications for parental leave without pay=30	Men: 3, women: 27
(2) No. of employees expected to return from parental leave without pay	20
(3) Actual no. of employees returning from parental leave without pay	17
(4) No. of employees that stayed for at least 1 year in 2014 after returning from parental leave without pay	3
Return rate= ((3)/(2))= 85%	

4.1.3 Employee Retirement

In 2014, 7 employees retired from GIGABYTE. The average length of service was 16.34 years and the longest was 18.1 years. GIGABYTE hosted a send-off party and retirement ceremony for employees that reached retirement age. During the event, the president presented the employees with a commemorative plaque and gift to thank them for their contribution over the years. The retiring personnel also gave a thank you speech for the company's efforts to provide great benefits and a wonderful working environment, as well as the support from their managers and colleagues. The retirement ceremony ended on a very heart-warming note.

Retired employee testimonial

Retirement testimony: Lin Li-hua
 Time flies by in an instant, it has been 15 years since I first started working at GIGABYTE's Nanping plant. I still remember my ignorance and inexperience when I just joined GIGABYTE family. Thanks to coaching and guidance from my group leader and colleagues, I gradually became competent at my work. Being with them was just like being with my family, and they have helped me grow considerably. Whether it was work or interacting with my colleagues, I have accumulated wonderful memories. I also want to thank the assistant manager, section manager and group leaders for looking after me and their understanding. Thank you all! I just want to say it is so nice to have GIGABYTE in my life.

4.1.4 Recruitment

GIGABYTE focuses on employee ability and core competence in recruitment. We do not discriminate in favor of age, gender, race, religion, nationality, political views, place of birth, sexual preference, marital status, appearance or physical/mental disability. A variety of different channels are utilized to recruit talented personnel from around the world.

In order to look after the underprivileged community, GIGABYTE recruited more handicapped persons, middle aged/old persons and unemployed persons than the employment quota of the compulsory employment scheme. In 2014, the company hired 36 handicapped persons, which exceeded the 1% employment ratio stipulated by the "People with Disabilities Rights Protection Act".

Throughout our operating locations worldwide, we always abide by the local government regulations and employ pragmatic approaches that are coherent with the local folk customs. Moreover, we strive to provide our employees with a comfortable office environment, outstanding employee benefits and open communication channels in order to inspire our employees to increase their productivity and creativity.

4.1.5 Prohibition on Child Labor

In accordance with the Labor Standards Act, GIGABYTE does not employ children under the age of 15. Child labor between the age of 15 and 16 is not employed in heavy or dangerous labor.

4.1.6 Performance Management and Development

GIGABYTE encourages managers to interact and communicate with employees as part of the performance management process each year. Each unit distributes performance bonuses based on their business performance and each employee's actual contribution. In addition to the fixed monthly salary and annual bonuses, a variety of employee incentives such as patent bonuses, sales bonuses, performance bonuses and employee dividends are provided.

4.1.7 Human Rights

As GIGABYTE believes that every employee should be treated fairly and with respect, and we strive to conform to all international conventions on human rights, banning discrimination, mistreatment and illegal employment. We also promise to follow high ethical standards in complying with local laws and the Electronics Industry Code of Conduct (EICC). At the same time, we expect all suppliers in our supply chain to conform to the standards on environmental protection, safety & health, workers' human rights and working conditions. These include the conflict-free minerals policy, respect for employees, fair treatment of employees and taking responsibility for production processes and environments.

The company promotes various codes of practice to all new colleagues, and we also introduced available employee benefits and rights to them. The training ratio of our new colleagues is 100%. The total security training time amounted to 1,597.5 hours, and nearly 50% of the courses are human rights related. In 2014, no human rights related affairs required investigation.

4.1.8 Nondiscrimination

GIGABYTE treats all employees equally and no discrimination is made on the basis of race, gender, color, sexual preference, language, religion, political views, place of origin, nationality, physical or mental disability or marital status. There should be no bias in recruitment, testing, hiring, assignment, placement, performance evaluation or promotion of employees unless it is due to the nature of the work and a proper reason can be offered. There should be no discrimination allowed against gender or sexual preference. Employees may not engage in any discriminating or harassing behavior (including sexual harassment as defined in the Gender Equality in Employment Act) in the performance of their duties.

4.2 Employee Growth Engine

Employee learning and development is very important at GIGABYTE. The upper management takes an active role in all management and competency courses by making introductory remarks and conclusions after courses in order to provide the most encouragement and support to employees. As part of the GIGABYTE vision of "Upgrade Your Life", we not only cultivate employees for innovation and professional skills but also take an interest in enhancing employees' living aesthetics and cultural sophistication. These efforts have played a crucial role in helping GIGABYTE maintain its market leadership. Until the end of 2014, GIGABYTE has conducted a total of 19,329 hours of training.

We provide education and training courses for employees with different job functions: 16,858 hours for professional staff, 2,471 hours for executives. Men received 43.7% of the training hours while women received 56.3% of the training hours.

GIGABYTE Education and Training Hours – by Job Function

Job function	Headquarters			Nanping plant			Total hours (A+B)
	Men	Women	Hours (A)	Men	Women	Hours (B)	
Professional	2520.55	1220.25	3740.80	4704.70	8412.94	13117.60	16858.40
Management	957.63	1232.75	2208.38	237.50	25.50	263.00	2471.38
Total	3496.18	2453.00	5949.18	4942.20	8438.44	13380.60	19329.78



4.2.1 GIGABYTE's Diverse and Abundant Learning Resources

GIGABYTE provides employees with courses on management skills, core competence, professional skills and general knowledge skills based on the needs for their position. These are supplemented by subsidies for optional external training and language classes to ensure that employees receive full company support in self-development. In particular, the mandatory courses for our colleagues are "Quality Awareness", "Brand and Corporate Identity", "Supply Chain Safety Policy", "Information Safety Management Policy" and "Labor Health and Safety Education and Training". As one of major world-class manufacturers, each employee should understand GIGABYTE's quality awareness, brand recognition, risk control and safety.

GIGABYTE Training & Development Plan	
New employee orientation: Help new employees become a part of the GIGABYTE family as soon as possible	Apart from completing one-day orientation training, the headquarters also arranges a half-day tour to the Nanping plant and attend a presentation in order to help them better understand the company's operations and practices. Every new employee is also assigned a personal mentor before arrival to help them settle in the company as well as learn about their surroundings and corporate culture.
Management skills training: A series of courses designed for each level of management to strengthen management skills	Our management skills training includes annual executive bonding conference, middle and upper management training, divisional manager workshop and new manager training. The course subjects are tailored to each position and the company's overall development strategy. All training, teaching materials and extended activities are carefully reviewed and planned to help managers improve their management ability.
Core competency training: Cultivate prerequisite general skills and consensus	Our core competency training focuses on two core themes: "Enhancing quality consciousness" and "Problem solving and analysis". GIGABYTE follows a philosophy of "Continuous Cultivation" in the comprehensive and continuous promotion of these two competencies. Starting from 2009, the quality assurance course has been promoted throughout China. Currently, 67 classes have been conducted to train 3,426 persons. Ten classes are expected to be launched this year to train 500 persons.
Professional training: Strengthen technical expertise and product-related skills and knowledge	Our professional training includes the product knowledge and professional skills needed by each unit. These include courses on equipment engineering, product support, legal affairs & intelligent patent, and financial accounting.
General knowledge: Sharing of information on issues such as lifestyle and career development with all employees	Our general knowledge training covers employee lifestyle and career development, aesthetics & culture, and other practical skills. The "Upgrade Your Life" Workshop is hosted every month and leaders of society are invited through the GIGABYTE Education Foundation to share their personal experience with GIGABYTE employees in order to expand employees' horizons.
Language training: Subsidized language training courses to improve internationalization capability	As a transnational enterprise and international brand, GIGABYTE encourages employees to expand their international horizons. In addition to general knowledge and management instruction, subsidies are also available to encourage employees to learn foreign languages.
External training: Subsidies for external training courses to acquire the latest industry information and technologies	For specialized or unusual new topics or technologies where no suitable resources are available within the company, employees may opt to attend a suitable external training organization at the company's expense. The employees can then share what they learned with their colleagues within the company.
E-Learning: Select any course without time or space constraints	Courses taped with permission as well as online courses recorded by internal instructors are available through the "E-Learning Center". This provides GIGABYTE employee with more diverse channels for learning as employees can choose whatever subjects they are interested in and go through them at a convenient time.

E-Learning System – Individual Tutorial Page

Human Resources - Career Booster Station

4.2.2 Learning Effectiveness Evaluation

In addition to providing diverse training programs, GIGABYTE has also invested considerable time and effort into assessing the effectiveness of training. We perceive great importance on whether the students have altered their existing behavior in order to use it as a reference for further training. To this end, we have designed several forms to help us increase training efficiency. Firstly, we let students preview the course in advance through pre-class assignments or readings so that they can absorb the training content more easily. After the class, students must provide their feedback and their direct superiors are asked to conduct after class behavior observation and monitoring. If students do not exhibit a noticeable change, they will be asked to retake the same course next year. Furthermore, we organize annual quality extension activities, update the elevator theme articles every month and the human resources theme column every week in order to reinforce students' training effectiveness via different methods and channels.



New employee education and training

4.3 Outstanding Remuneration and Benefits

4.3.1 Remuneration System

To ensure a sound compensation scheme for company directors, supervisors and executives, at the end of 2011 GIGABYTE established the "Remuneration Committee" in accordance with Article 14, Paragraph 6 of the Securities and Exchange Act and the "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on Stock Exchange or Traded over the Counter". The Committee consists of three members and is appointed by the Board. One member serves as the convener and the term of appointment is the same as the Board of Directors. The role of the Committee is to evaluate and provide recommendations on the remuneration policy and system of company directors, supervisors and executives from a professional and objective perspective. This is to ensure that the company's remuneration arrangement complies with the relevant laws and is sufficient to attract talented personnel. The Committee also advises the Board on related decisions. The Remuneration Committee is convened at least twice a year but extraordinary meetings may be called when necessary.

The remuneration standard of GIGABYTE is based on regulatory requirements, conditions, job market and company finances. This is not affected by gender or age. With the same position and level, the male-female ratio of the starting salary is 1:1.

■ Shortest notice period required for various operational changes

According to the law in Taiwan, when company's operation experiences major transformations that can potentially affect labor rights, the following standards should be applied to determine the notice period:

Employees who have served for more than three months and less than one year: at least 10 days in advance.

Employees who have served for more than one year and less than three years: at least 20 days in advance.

Employees who have served for more than three years: at least 30 days in advance.

4.3.2 Employee Care

In keeping with our philosophy of a "Happy Career and Upgrade Your Life", GIGABYTE observes labor laws passed by the government and provides employees with a message board and suggestion box. Designated personnel are assigned to answer employee suggestions, ensuring smooth lines of internal communications. The Employee Welfare Committee also hosts a variety of promotions at different times while employees can freely take part in their favorite clubs and activities. These activities help with employees' wellbeing and provide a healthy, safe workplace that balances work and life.

4.3.3 Employee Welfare Committee

GIGABYTE has established the "GIGABYTE Employee Welfare Committee" in accordance with the "Employee Welfare Fund Act". The Committee provides employee benefits such as Dragon Boat Festival/Mid-Autumn Festival/Birthday/Annual shopping coupons, subsidies for employee marriages/childbirth/children's education/clubs/travel and also organizes large-scale events such as celebrity lectures, family days, annual banquets and end-of-year lottery draws. In 2014, 15 clubs were formed.

The Employee Welfare Committee currently has 39 members and includes representatives from both Taiwan and China sites. Apart from the five honorary members, all elected Committee members shall serve one year. A chairman is elected by popular vote among Board members and one director is appointed for each region to help organize employee welfare affairs.

GIGABYTE Employee Care Measures

Comprehensive Insurance

GIGABYTE provides employees with the best possible care and protection. Employees are not only entitled to labor and national health insurance as required but also provided with comprehensive group insurance. This provides employees with additional life insurance, accidental insurance, medical insurance and cancer insurance for comprehensive security.

Flexible Attendance Scheme

GIGABYTE offers sick leave, accident leave, marriage leave, maternity leave, menstruation leave, paternity leave, funeral leave, national public holidays, annual leave, family leave and indigenous ritual leave. The company's national public holiday leave is flexibly implemented to facilitate at employees' convenience.

Statutory Pension Scheme

GIGABYTE has defined regulations governing employee retirement in accordance with the "Labor Standards Act" and "Labor Pension Fund Act". The company contributes to the employee pension fund as required by law. When an employee retires, a retirement ceremony is also held to thank the employee for his/her contribution.

Employee Benefits

The employee welfare fund is funded by company and employee contributions. Regular benefits include the annual festivals and birthdays. Other benefits include marriage, childbirth, funeral, emergency, club, computer and children's scholarship subsidies.

Product Promotions

Employee discounts are offered on purchases of GIGABYTE's products. The Employee Welfare Committee and external vendors co-organize group buys that offer employees discounted prices.

Club Activities

Employees are encouraged to organize interest-based clubs outside of work to achieve a balance between work and leisure. The Employee Welfare Committee organizes annual events every year such as family days, sports carnivals, end of year banquets, travel and movie screenings to enrich employees' life.

Company Facilities

Employees have access to the fitness center, aerobics classroom and nursing room.

Art & Cultural Activities

Hosting of celebrity, music, art and health workshops as well as the art & culture gallery.

■ Freedom of Association

The Employee Welfare Committee has stipulated the club organization regulation, where funds are allocated to encourage colleagues to form and join clubs, so as to let them fully enjoy the freedom of association. GIGABYTE has already established 15 clubs, including: Golf Club, Basketball Club, Xindian Badminton Club, Baby Love Club, Go Green Club (Volunteering Club), Boxercise Club, Triathlon Club, Body Sculpting Aerobics Exercise Club, Baseball and Softball Club, Basketball Club, Eye Taiwan Cycling Club, Photography Club, Nanping Badminton Club, Ballroom Dancing Club, Crafts Club and Ukulele Club. The clubs help employees develop diverse interests and also send teams to take part in outside competitions. Please refer to the Employee Welfare Committee webpage for relevant regulations and club information.

Employee Welfare Committee Website



4.4 Employee Participation

GIGABYTE proactively bridges positive employee relationships to create a work environment with high degree of employee participation. We value bilateral communication and are dedicated to fostering an open, transparent communication channel between management and employees and also among employees. The positive cycle will bring about favorable productivity and work performance.

4.4.1 Enhance the Sense of Identity and Loyalty

GIGABYTE employees share the same vision, values and strive toward the same target. In order to improve our colleagues' sense of identification with the company and further fortify the power of teamwork, the company organizes the "GIGABYTE sports meet" every year, where interactions and the spirit of cooperation can be fostered through various team competitions.

In 2014, the "GIGABYTE So Young Sports Meet" was held to provide our employees and their families with a rare opportunity to interact with other families. Social welfare organizations and the Taiwan Guide Dog Association were invited to join the event; furthermore, we also offered specialty foods and pottery DIY experience to imbue the joyful event with educational value.



GIGABYTE So Young Sports Meet



Dongguan Moon Festival evening party



Ningbo spring party

4.4.2 Smooth Communication Channels Foster Harmonious Capital-labor Relations

GIGABYTE values bilateral communication, therefore we are committed to establishing an open and transparent communication channel between management and employees as well as among our employees. Bilateral and instantaneous communication is the key point emphasized by GIGABYTE, and it has been instrumental in fostering a harmonious capital-labor relation in the company. The diverse communication channels fostering a win-win situation between the employer and employees include:

- Regular capital-labor meetings
- Employee satisfaction survey
- Internal employee web portal "GEIP" offers real time communication with the Chairman, important internal messages and recent event promotions etc.
- Publish internal e-publication "GIGABYTE Hi" to introduce outstanding groups and individuals, as well as reports on various company events.
- The human resources website publishes inspiring articles every week.
- Employee message board and feedback center.

We have established different communication channels and encouraged our employees to make use of them. Protected by the country's "Labor Standards Act", we also abide by international regulations to convene quarterly capital-labor meetings. The meeting participants are composed of half labor and half capital representatives to carry out communication with our employees and to listen and respond to their opinions or problems. Over years, we have maintained a harmonious capital-labor relationship. Since the company's inception, never a single union has been formed. Furthermore, GIGABYTE has complied with the law to stipulate and promote the Act of Gender Equality in Employment. We also implemented anti-sexual harassment related policies and measures in order to foster gender equality in the workplace. In 2014, there were no cases of sexual harassment or discrimination, and no human rights complaints were filed.

Opinion and Feedback Center

意見發送中心

您對公司有任何建議嗎？
歡迎給予任何寶貴意見！

- ▶ [董事長信箱](#)
- ▶ [創新信箱](#)
- ▶ [營運中心資訊管理部意見信箱](#)
- ▶ [創意點子](#)
- ▶ [人力資源信箱](#)

4.4.3 Recognize Our Employees' Contributions

GIGABYTE utilizes various internal incentive solutions to commend outstanding teams and employees for their extraordinary contributions in different fields. In doing so, we encourage our colleagues to constantly innovate and grow in order to improve the competitiveness of employees themselves and the company.

- The Chairman personally presents the employee service awards and retirement gifts every year to express gratitude to the senior employees for their long-term contributions to the company.
- The Chairman personally presents the patent awards to thank the colleagues for proposing unique, innovative and feasible solutions.
- The company distributes bonuses every year to commend those who have contributed to the creation of dazzling products, innovative R&D values and the coordination of product selection.

4.5 Work-life Balance

Employees are one of the most important stakeholders of GIGABYTE, therefore besides the steady growth and profitability of the company, we also provide our employees with comprehensive remuneration and benefits. In addition, we are dedicated to offering a high quality, safe work environment and diverse services in an effort to increase the productivity and morale of our colleagues, thereby maintaining a good quality of life for their families and facilitate work-life balance.

4.5.1 Diverse Services and Convenient Living

■ Catering Service

GIGABYTE has established an employee restaurant to provide our colleagues with a wide selection of dining choices and a comfortable, bright dining environment. Besides conveying food safety and health concepts to our colleagues via the intranet and EDM, we have also organized activities such as "Secrets to Brain Nourishment" and "Health Begins with 'Fat'" etc. in order to promote the new concept of healthy eating. Through these activities, we aim to create a healthy workplace and encourage our colleagues to value their health. In 2014, GIGABYTE's employee restaurants received 82% satisfaction; the company will continue to make adjustments based on the satisfaction level in order to improve the quality of dining experience.



Ningbo employee restaurant

■ Convenient Service

We provide facilities such as fitness equipment, library, convenience store, juice bar, bakery, employ clinic as well as on-site telecommunication, bank and postal/parcel delivery service in order to cater to the needs of our employees in the daily life.



Nanping plant library



Employee canteen

■ Dormitory Service

Considering the short-term business travel needs of GIGABYTE's employees and the safety and convenience of accommodation for our employees who reside far from the workplace, we provide dormitory service for our employees to have a home away from home.



Dongguan employee dormitory

4.5.2 Employee Physical and Mental Health

The physical and mental health of our employees is fundamental for achieving work-life balance, and it is also the key to maintaining company productivity. GIGABYTE strives to create a healthy and happy workplace through diverse healthcare, health promotion related activities and the soon-to-be-introduced employee assistance program.

■ Healthcare

Healthy employees are the key to a happy enterprise. Health exams protect the rights of both the employer and employee. Health exams are also used to check if an employee is suffering from occupational or infectious diseases, making it crucial in maintaining employee health. One of the key factors in a sustainable enterprise is retaining quality employees. How does GIGABYTE successfully attract more outstanding employees? In addition to the company's development potential, we also provide an outstanding and healthy work environment. In 2014, GIGABYTE collaborated with Taiwan Adventist Hospital to conduct the annual employee health examination in November, where a standard more stringent and superior to that required by the law was applied to implement the health examination according to our employees' age. In the major regions of the company's operation, employees who are involved in hazardous operations according to the "Labor Health Protection Regulation" underwent special health examinations. Furthermore, arrangements were made for colleagues diagnosed with abnormalities to receive re-examination at the hospital, and the health management system was employed to monitor the subsequent conditions of the employees.

In 2014, 481, 809, 675 and 540 persons received health examination at the headquarters, Nanping plant, Dongguan plant and Ningbo plant respectively.

■ Health Promoting

To promote health education, employee health and proper health concepts, GIGABYTE not only hosts health talks from time to time but also invites health experts to give a speech at internal health seminars in order to pass correct health concepts on to employees. We routinely publish health awareness information to remind employees of paying attention to health in their everyday lives. We also cooperate with nearby hospitals and clinics to organize different kinds of cancer screening events. Apart from making it convenient for employees, this also helps employees pay attention to their health in time. The headquarters organized 11 health lectures, 11 health promotion activities and regularly published healthcare related knowledge articles in 2014. In total, 1,402 people attended our health promotion activities, thus we received first place at the Xindian District's "2014 Community Healthy Weigh Management Service Competition".



Dongguan annual health examination

2014 Health Promotion Activities Table

Health Lecture	Health Promotion Activity
Secrets to Brain Nourishment	Women Cancer Screening and Prevention
Protect Happiness Pamper Yourself	HPV - First HPV Vaccination Promotion
Health Starts with Obesity Control	Influenza Vaccination
Look at the World from Different Perspectives	Physical Fitness Examination
Brief Discussion on Osteoporosis	Annual Health Examination Health Examination Satisfaction Survey
Combat Influenza	Free Breast Mammography and Referral
Weight Loss from a Medical Perspective	Free Pap Smear Examination
Organic Cuisines	Colorectal Cancer Screening
Scalp Massage	Oral Mucosal Lesions Screening
Exercise to Prevent High Blood Pressure	First-aid Personnel Refresher Course
Safeguard Your Health Against Cancer	Abnormal Workload Induced Disease Prevention and Assessment



Dongguan basketball 3x3



Ningbo Happy Farm



Ningbo picking up Ping-Pong ball with chopsticks competition

■ Health Challenge Camp

The cause of obesity can be attributed to genetics, eating and eating habits, metabolic disorders, imbalance in energy supply and demand as well as endocrine dyscrasia. However, the pathogenesis of obesity is consistent: the intake of energy is higher than energy depletion, which causes excess a surplus of energy that is stored in the body in the form of fat, in turn causing the increase in fatty tissues. In 2014, GIGABYTE's infirmary organized the "Health Challenge Camp" to help our colleagues lose weight. The course was divided into two major portions: "Fitness & Exercise" and "Theoretical Course". "Fitness & Exercise" focused mainly on body rhythm and included stretching, aerobics and simple yoga. "Theoretical Course" included scientific principles, food preparation, stress-relief and team sharing. In addition, we also provide incentives to reward employees for their hard working to achieve the goals.



Health camp challenge

■ Expand Interpersonal Relationships and Inspire Creativity

Although employees are individuals, they are also part of a social network. GIGABYTE employees are able to receive community support from their work environment, which in turn generates a positive influence. GIGABYTE's Employee Welfare Committee offers a platform for our colleagues to start and participate in clubs; we encourage them to develop broad interests and expand their personal and professional network. GIGABYTE Group's Joint Employee Welfare Committee allocates funds for our colleagues to start a club, in turn allowing them to enhance interaction with one another. Currently 15 clubs are run at GIGABYTE Headquarters, including the Golf Club, Basketball Club, Xindian Badminton Club, Baby Love Club, Go Green Club (Volunteering Club), Boxercise Club, Triathlon Club, Body Sculpting Aerobics Exercise Club, Baseball and Softball Club, Basketball Club, Eye Taiwan Cycling Club, Photography Club, Nanping Badminton Club, Ballroom Dancing Club, Crafts Club and Ukulele Club. The clubs help employees develop their interests and also send teams to take part in outside competitions.



Photos of the Crafts Club's activities

■ Cultivate an Ambiance of Culture

Art has the ability to cultivate people's soul, and therefore we have transformed the building's interior space into art galleries that feature different art exhibitions regularly. In addition, we also organize a variety of prominent figures, music, arts and health lectures to glorify the body, heart and soul of our employees. Furthermore, we also host various art and cultural activities to enhance the aesthetic cultivation of the general public and foster a cultural ambiance in the society. GIGABYTE supports diverse art and cultural events, where events such as glorify your life gallery, art appreciation, glorify your life lectures as well as art and cultural recreational activities are held, and our employees are encouraged to support art performance troupes by purchasing tickets to appreciate their performances. In return, the recreational diversity and quality of our employees can be improved, thereby fostering their cultural cultivation and enable GIGABYTE to sculpt a corporate culture that values humanity and civilization.



Marie Laurencin Lecture

■ Special-topic Lectures

We invite prominent figures from different industries to give a speech. By sharing their life stories and values with the audience, they will in turn provide inspirational pabulum for the people to glorify their lives.

Table of Special Lectures

Topic	Lecturer	Topic	Lecturer
Tug of War	Yang Li-chou	Against All Odds	Chef Aji
Environmental Music Creation and Sharing	Matthew Lien	Competing with Yourself	Chien Kun-chung
Replenishing Water and Electrolytes	King Car Otsuka	Vanishing Coastline	Citizens of the Earth Tsai Chung-yueh
Acquainting with Guide Dogs	Taiwan Guide Dog Association		



Photo with Matthew Lien

4.6 Healthy and Safe Work Environment

All company production processes conforming to labor safety & health regulations, have earned OHSAS 18001 occupational health and safety management system certification, and the company also employs the statutory number of OSH managers. An "Occupational Safety and Health Committee" have also been established in accordance with the "Occupational Safety and Health Act" to draw up the OSH policy and convene regularly to review, coordinate and make recommendations on OSH affairs. OSH initiatives at GIGABYTE include employee health exams, safety & health training and emergency response drills. We have also set up an accident reporting system and the OSH working rules to protect the physical and mental health of our employees as well as their occupational safety.

■ Emergency Response

GIGABYTE has adopted proactive measures and responses for industrial safety & health incident prevention, emergencies and fire safety. These are intended to prevent man-made or natural emergencies, protect personnel safety, as well as prevent or reduce their impact. Emergency response measures include: emergency response procedures for fires, chemical spills, quarantine, food poisoning and earthquakes. In 2014, 6,884 persons attended the health and safety training.

In fire safety, monthly inspections of firefighting equipment are conducted while fire safety reports and improvements are carried out once a year in accordance with the firefighting equipment management procedure. Public safety inspections for buildings and replacement of expired fire extinguishers are also conducted annually. Occupational safety & health training, emergency response and firefighting training are also hosted in accordance with the occupational disaster prevention and management procedure. In 2014, 3,794 persons attended the fire drill education and training.

- Firefighting Exercise: Each site conducts a firefighting exercise every 6 months. The local firefighting and disaster prevention education center as well as fire bureau are invited to participate in the exercise.
- Solvent Spill Emergency Response Exercise: Each site hosts a solvent spill emergency response exercise each year. The emergency response team and environmental safety team are mobilized for the exercise.
- Solder Furnace Emergency Response Exercise: Each site hosts a solder furnace emergency response training session each year.

Table of Occupational Health and Safety Education and Training in 2014

Management technical category	Professional technical category
Security mechanism	Chemical protection drill
Contractor management	Firefighting theory and emergency response training
Safety supervisor training	Firefighting emergency response training
Occupational health and safety	Chemical warehouse keeper
Production safety training	Firefighter training
Comprehensive administration and security training	First-aid personnel training

Dongguan plant fire drill



Nanping plant solvent spill emergency response drill



■ Occupational Injury Statistics and Analysis

GIGABYTE has chosen disabling injury frequency rate (DIFR – the number of disabling injuries per million employee hours worked) and disabling injury severity rate (DISR – the number of days lost per million employee hours worked) as the primary analysis results. In 2014, the occupational accident statistics across GIGABYTE's four plant areas are tabulated below:

Occupational Injury Rates at the Four GIGABYTE Plants in 2014

Plant	Occupational Injury Rates
Xindian	FR:0.00 / SR:0.00
Nanping	FR:1.53 / SR:3.03
Dongguan	FR:1.23 / SR:3.68
Ningbo	FR:1.15 / SR:6.32

Note:
Disabling Frequency Rate (FR): Number of disabling injuries x 1,000,000/total work hours
Disabling Severity Rate (SR): Number of days lost due to injury x 1,000,000/total work hours

GIGABYTE has stressed the importance of long-term occupational health and safety management, and we have also conducted risk assessment and stipulated the risk response management protocol in order to effectively reduce occupational accidents. The ratio of workers from various plants participating in the "Health and Safety Committee" is determined by the Occupational Health and Safety Organizational Management and Automatic Inspection Regulation, which states that the labor representatives should at least constitute 1/3 of the Health and Safety Committee.

5

**Customer Service
and Supplier
Management**



GIGABYTE's consumer-oriented management philosophy is implemented at the beginning of product development. Not only do we uphold the attitude of innovation, care and service, we also focused on the R&D, design and innovation of green products, so as to contribute our efforts and expertise to protecting the Earth. Furthermore, we are also devoted to implementing various environmental management standards such as quality, environment, occupational health and safety and hazardous substance management systems to achieve the goal of constant improvement. By manufacturing high quality products, extending their lifespan, minimizing unnecessary depletion of energy and resources, and making the best use of the Earth's natural resources, we strive to earn our clients' trust and satisfy them to fullest extent.



GIGABYTE considers suppliers to be our long-term partners in building a stable, sustainable supply chain. GIGABYTE tier-1 suppliers are required to set up an environmental management system and all have now earned ISO14001 certification.

Besides conforming to GIGABYTE's Eco Product Requirement, Hazard Chemical Substance Regulation (HCSR) while paying attention to supplier quality, delivery date, service and price, we also request our suppliers to value human rights and monitor global environmental issues in order to create a sustainable supply chain and fulfill our corporate social responsibility.

5.1 Customer Service and Satisfaction

5.1.1 Customer Service

GIGABYTE's consumer-oriented management philosophy is implemented at the beginning of product development. We appreciate your stringent demand for quality and service, therefore our ultra-durable motherboards and graphics cards are manufactured using only premium materials to ensure their reliability and performance over time. In addition, GIGABYTE is the first manufacture in the world to offer four-year guarantee for all our motherboards. Moreover, we have created a comprehensive global service network to provide swift, thoughtful aftersales service. We are determined to create touching experience of using GIGABYTE's products for you, and we are always thinking about your needs, because the smile on satisfied customers is our ultimate reward.

GIGABYTE has over 100 service locations in four major global regions to provide aftersales services. We have also established a dedicated customer service webpage explaining various services, including: maintenance service, service status inquiry, product warranty and technical support to facilitate our customers in search of product maintenance and troubleshooting information. Toll-free hotline is available in Taiwan to provide consumers with technical consultation, so when our clients experience any problem with the products they are able to find solutions as soon as possible.

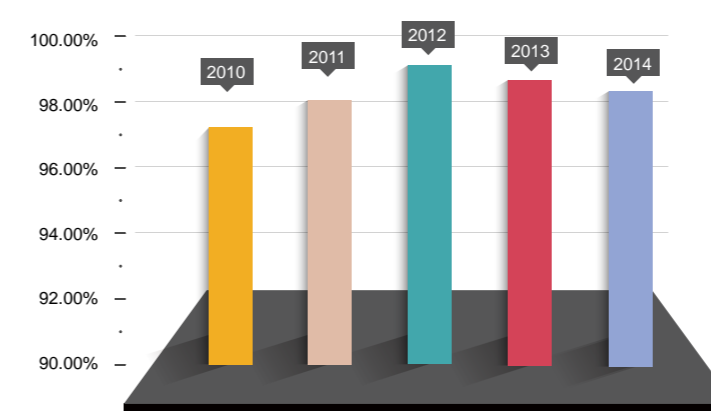


Consumer service network in Taiwan (<http://service.gigabyte.tw>)

5.1.2 Customer Satisfaction

GIGABYTE regularly holds customer satisfaction survey to ensure that our customers' needs are taken care of adequately and to provide highly satisfying service. From 2010 to 2014, the company's fast service center averaged a customer satisfaction rate of 98.24%. The customer satisfaction survey was conducted by inviting GIGABYTE customers to fill in the questionnaire on the consumer service system. Based on the customers' feedbacks, GIGABYTE proposed improvement solutions and created an effective reporting system. We perceive the outcome of the customer satisfaction survey as one of the company's performance indicators and an important yardstick against which our future growth is evaluated. We also believe that improving customer satisfaction is an integral part of customer loyalty and sales growth. In addition, we also host different activities from time to time, such as: "Go Traveling with GIGABYTE TEGRA NOTE 7" and "GIGABYTE Motherboard FB Fan Group Halloween Dress Up Photo Contest" to thank consumers for supporting the company's products and to build a good relationship with our clients.

Customer Satisfaction



5.1.3 Customer Personal Information Protection

When carrying out our maintenance work, GIGABYTE perceives great importance in protecting our clients' personal information by implementing the following personal information protection measures. In 2014, GIGABYTE did not receive any complaints for violating our customers' privacy or loss of data.

1. The customer's triplicate form is sent back to the headquarters to be destroyed every six months as per the company's ISO regulations.
2. The telephone service record can only be accessed via our intranet; furthermore, different levels of security clearance are set up for different accounts, and the information cannot be accessed via an external network.
3. For email reply service, personnel using the system are assigned different security clearance levels and accounts, and the data can only be accessed via specific networks. No access is permitted via external networks.
4. Our accessories are only sold through telephone ordering to prevent the risk of personal information leakage associated with online shopping.

Customer Personal Information Protection Measures

5.2 Supplier Management

Suppliers are important partners of GIGABYTE, and we pursue corporate sustainability and growth with our suppliers through close collaboration. In relation to procurement policy, we only work with outstanding local suppliers, because apart from a concern on material supply efficiency, we also strive to support the local economy. In 2014, GIGABYTE had approximately 350 reliable suppliers and contractors.

- Supplier audit: Basic certification (environmental management system and green certification etc.), financial, personnel, machinery, material and equipment audit, productivity audit and up/downstream supplier audit.
- Supplier selection: GIGABYTE's suppliers are selected from the list of qualified suppliers based on specific needs.
- Supplier interaction: Each year, we sign productivity guarantee, quality and green contracts with our suppliers to stipulate each other's rights and obligations.
- Supplier evaluation: We conduct quarterly and annual supplier evaluations based on performance criteria, including quality, flexibility, price and service.
- Supplier replacement: After the supplier evaluation, we review every single supplier's performance and drop suppliers that do not qualify.

GIGABYTE's Main Suppliers

Main Product Name	Main Material Name	Main Material Source of Main Supplier	Supply Condition
Motherboard and Graphics Card	Chipset and IC	INTEL	Steady
		NVIDIA	Steady
		AMD	Steady
	Other Important Components	Global Brands Manufacture Ltd.	Steady
		Hon Hai Precision Industry Co., Ltd.	Steady
		LOTES Co., Ltd.	Steady
		Promate Electronic Co., Ltd.	Steady

5.2.1 Fair Trade and Green Purchasing

"Fair trade and green purchasing" is the first step to GIGABYTE's sustainable supply chain management. Besides providing reasonable purchasing price and preventing suppliers from using hazardous substances for the sake of cost reduction, in order to reduce the impact of hazardous substance on people and the environment, all our purchased products must comply with the company's "Harmful Chemical Substances Requirements (HCSR)", in order to mitigate potential risks of the products. At the same time, in order to enable the suppliers to understand the company's relevant measures for CSR and sustainable development, the company usually organizes a supplier conference prior to implementing new policies and measures. The purpose of the conference is to exchange opinions and ideas, and provide necessary assistance.

5.2.2 Supplier Audit

Supplier management is implemented in three dimensions of system implementation, product specification, review and assessment. GIGABYTE Group requires tier-1 suppliers to set up an environmental management system and all tier-1 suppliers have now earned ISO14001 certification. The audit of key Tier-1 suppliers makes suppliers emphasize the management of their own upstream suppliers in order to realize the goal of sustainable supply chain management.

Supplier audit is the second step to GIGABYTE's sustainable supply chain management. Suppliers must fill in the "Product, Environment and Substance Management System Evaluation Form" and "Environmental Health and Safety Management Evaluation Form". Furthermore, besides general assessment items such as quality, price, delivery date and service, suppliers also have to comply with GIGABYTE's Harmful Chemical Substances Requirements (HCSR) and sign the Declaration of Conformity in order to implement green supply chain management. In regard to parts and components, suppliers may collaborate with us through

Green Supply Chain Management (GSCM), where they can proceed with relevant Declarations of Conformity, in turn shortening the timeframe through systematic control. As a result, we can achieve effective communication, tracking and management and in turn rule out the possibility of using components containing restricted or prohibited hazardous substances. Each supplier may understand GIGABYTE's latest "Hazardous Substance Regulation" through the platform as well as relevant regulations on green products.

In 2014, GIGABYTE conducted spot checks on 8.57% of our suppliers based on various indicators such as product environment, environmental health and safety, and sustainable development. Moreover, we implemented counseling for suppliers that are associated with risks and demanded them to make improvement within 60 days. This is to increase product quality and reduce corporate risks in order to achieve shared growth between GIGABYTE and our suppliers and create a win-win situation. If a supplier violates local social and labor related regulations and causes negative impact on the local society, GIGABYTE will terminate our cooperation with the supplier.

5.2.3 Supply Chain Labor Rights and Ethical Requirements

GIGABYTE technology demands suppliers to obey labor rights and conflict mineral related regulations.

■ Compliance with the Electronic Industry Code of Conduct (EICC)

Although GIGABYTE is not an official member of Electronic Industry Citizenship Coalition (EICC), we continue to support the code of conduct promulgated by the coalition voluntarily, including labor, health and safety, environment, ethics and management systems. In addition to obeying the local laws by applying the highest ethical standards and Electronic Industry Code of Conduct (EICC), GIGABYTE also demands our suppliers in the supply chain to comply with environmental, health and safety, labor rights and labor conditions related regulations.

■ Non-use of Conflict Minerals

Conflict minerals are metals exploited under conditions such as armed conflicts, illegal mining, human rights violations, and poor working conditions, especially minerals that the armed forces of the Democratic Republic of the Congo and nearby countries are in possession of, including: tantalum, tin, tungsten and gold. The minerals are used to finance armed conflicts. Since large quantities of such minerals are used in the high-tech and manufacturing industries, they have become a rising risk that should be paid special attention to in sustainable supply chain management. GIGABYTE has declared to our suppliers our principle of non-use and non-support of conflict minerals on our official corporate website and in the contract. Furthermore, we request our suppliers in the supply chain not to supply GIGABYTE with any component that may contain aforementioned conflict minerals. In addition, we also launched non-use investigations to minimize the impact of "conflict minerals," thereby making sure the procurement of our suppliers is in line with GIGABYTE's expectations on conflict minerals.

Suppliers' "Declaration of Conformity"

Code of Conduct Compliance Declaration
遵守行為規範宣告書

To Gigabyte Technology Co., Ltd and its affiliates ("Gigabyte Group"):
致技嘉科技股份有限公司及其關係企業(「技嘉集團」):

We hereby confirm and assure that we operate and act in full compliance with the local laws (relating to the environmental protection, business ethic, occupational safety and health, human rights of labors, and standard of labor condition) and the Electronic Industry Code of Conduct (EICC) on the basis of high ethical standards in order to ensure a safe working environment of the supply chain, treat employees with respect and fairness, be responsible for the manufacturing procedure and the environment, and implement a conflict-free mineral policy.

We promise that we will meet the requirements of Gigabyte to expose and report investigative information of EICC.

本公司謹此聲明本公司及本公司之供應商之營運，均能承諾以高道德標準遵守當地法律(所有與環境保護、企業倫理、勞工安全衛生、勞工人權與勞動條件的標準)及EICC(電子工業行為準則)，以確保供應鏈之工作環境安全、尊敬員工、公平對待員工以及對生產流程、環境負責及無「衝突金屬」政策。

本公司承諾並將配合技嘉集團關於 EICC 相關調查資訊之披露與報告之要求。

For more information about EICC, please refer to the website:
<http://www.eicc.info/EICC%20CODE.htm>
EICC 該準則內容請參考網站: <http://www.eicc.info/EICC%20CODE.htm>

Company Name 公司名稱:
Representative's Name 公司代表人:
Title 職位:
Address 公司地址:
Date 日期:

President's signature or seal
負責人簽名或蓋章

Company Stamp 公司章



5.2.4 Banning of Controlled Hazardous Substances

GIGABYTE became the first brand system vendor in the world to earn IECQ QC 080000 certification in 2005. Lead-free production processes were adopted for our products, and a green material management system was introduced to create a green supply chain. Green Supply Chain Management (GSCM) was used to integrate component suppliers and linked to the relevant regulatory review and approval processes. Through effective communication, tracking and management, components that contain restricted chemical substances are eliminated from the supply chain. All suppliers can use the system platform to check the latest version of Harmful Chemical Substances Requirements (HCSR) issued by GIGABYTE as well as the relevant green product specifications.

Product suppliers are required to conform to the GIGABYTE Technology Group Guideline for the Management of the HCSR, RoHS, WEEE and other regional pollution prevention or waste disposal-related environmental regulations. For environmental laws or substance management regulations specified by GIGABYTE, such as the Substance of Very High Concern (SVHC) defined by the EU REACH legislation or Level B and Level C substances defined in the HCSR, suppliers should cooperate with the inspection process and voluntarily report results. Suppliers must also sign the Certificate of Non-use for the Controlled Substances as well as a declaration of conformity on SVHC in EU REACH legislation.

Green Supply Chain Management System



5.2.5 Partner Excellence Award

GIGABYTE hosts suppliers' conferences from time to time to help suppliers understand our expectations on quality, environmental issues and sustainable supply chain management. We have also used the end of year supplier banquet to build quality consensus for three years in a row to emphasize the importance GIGABYTE places on sustainability issues. To thank our partner suppliers for their longstanding support and contribution, outstanding suppliers are recognized with the "Partner Excellence Award" and "Best Partner Award".

5.2.6 Supplier Sustainability Award

GIGABYTE invests time and manpower in sustainable management while also influencing suppliers to follow our example in embracing and fulfilling corporate social responsibility. To boost our suppliers' sustainable development ability, GIGABYTE has developed the "Supplier CSR Self-Assessment Tool". The self-assessment and evaluation mechanism helps suppliers effectively implement what GIGABYTE requires regarding CSR management, anti-corruption/bribery, employee's basic human rights, prohibition on child labor, occupational safety & health, environmental protection, supply chain responsibility as well as social and local contributions at all levels. Each year, the "Supplier Sustainability Award" is given to suppliers that have demonstrated outstanding CSR performance in order to commend their endeavors in CSR and in turn communicate GIGABYTE's emphasis and determination in the sustainable development of our supply chain.

The Six Assessment Dimensions of Supplier Sustainability Award



5.3 Integrate Industry Resources to Establish the "Corporate Green Competitiveness Alliance"

GIGABYTE not only developed a green cloud platform by integrating the supply chain with our soft power, we also convened joint supplier conferences with msi and MiTAC so that the suppliers will be able to respond to the risks of green operation.

In addition, we also co-founded the Corporate Green Competitiveness Alliance at Taipei Computer Association (TCA) with: Epson, Liteon, Acer, Pegatron, MiTAC, HP, ASUS, msi, Quanta Computer, ETI Bureau, Wistron and ViewSonic. The main tasks include:

1. Convening supplier conferences to promote the standardization of components and GP cloud platform in order to minimize resource waste and risk.
2. Response to conflict mineral issues and promotion of platform.

As the head of the Corporate Green Competitiveness Alliance, GIGABYTE aims to help our members respond to global green environmental regulations, grasp the new trend of green, create green values, and compile industry advices and policy topics. In doing so, we can form a mutually beneficial and sustainable business environment. We also organized the "Minimize Risk and Resource Waste" seminar in hopes of reinforcing sustainable development of the supply chain.



Seminar on reduction in risks of green supply chain management and resource waste

Environmental Protection

6



GIGABYTE pays close attention to the global environmental trends and we perceive environmental protection as the responsibility of our enterprise. In addition to observing local environmental laws at our various operating locations, we also closely follow the latest development in the global environmental issues. Furthermore, we have taken several eco-friendly actions, developed a green cloud platform with fellow manufacturers and formed the "Corporate Green Competitiveness Alliance" to enhance environmental protection performance.

6.1 Green Management

In 1998, GIGABYTE earned ISO14000 and ISO9000 certification and in 2005 we became the first IECQ QC 080000 certified brand system manufacturer in the world. Lead-free production processes were adopted for our products and a green material management system was introduced to create a green supply chain. This ensured our compliance with EU RoHS requirements and allowed us to provide users with safe computer equipment. In terms of green technology, we focus on product quality to increase their lifespan and energy efficiency. In 2010, we implemented the ISO14064 GHG inventory system. On the basis of accumulated experience and efforts over the past decade, we have received recognition by winning numerous sustainable development related awards since 2012. In the future, we will continue to make constant improvement and strive for sustainable development in the economy, environment and society.

■ Establishing an Environmental Management System

GIGABYTE has introduced the ISO14001 Environmental Management System to manage operations in all our plants. By combining the "Plan-Do-Check-Act" approach with the annual audit and the company's TQA (Total Quality Assurance) activity, we have created awards to constantly promote conducts that improve environmental performance.

■ Environmental, Health and Safety Policy

The following environmental policies of GIGABYTE are stipulated in accordance with the requirements of ISO14001/OHSAS 18001:

- Execute clean production, contamination prevention and continual improvement.
- Observe environmental, health and safety regulations, and other relevant requirements.
- Encourage suppliers to perform environmental protection, health and safety programs.
- Control safety and health risks. Prevent injury and bad health.
- Volunteer to monitor, control and reduce greenhouse gases, and to continually save energy and resources.
- Realize the elimination of environmentally prohibited substances from products as well as meet the targets of recovery, reuse and recycling.
- Communicate with all personnel within the group and raise the awareness of their personal environmental safety and health responsibilities.

6.2 Environmental Protection Activities

6.2.1 Green Action Project

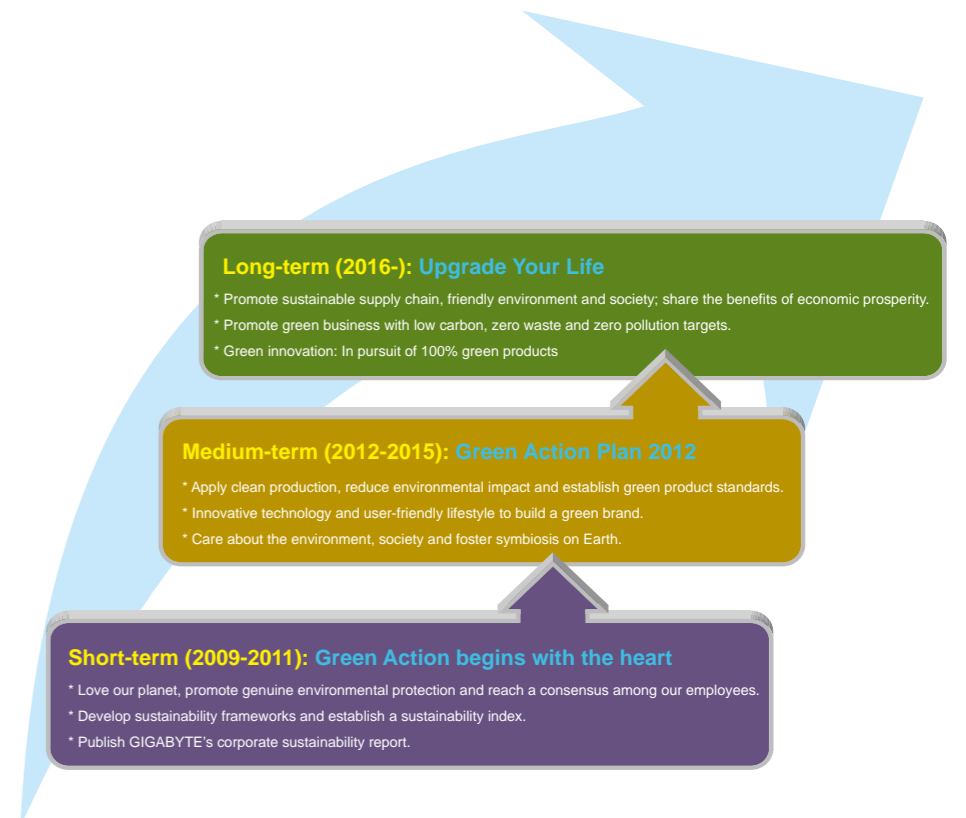
In light of the deterioration of the global environment, GIGABYTE launched the Green Action Plan in 2009, where a series of activities were designed to let our colleagues fully appreciate the importance of energy conservation, carbon reduction and environmental protection. We aim to improve our colleagues' environmental awareness as well as the necessary knowledge, attitude, and skills of environmental protection, so that they can apply the concept to their work and daily life, thereby creating a new green culture and eco-design concept that can be promoted to all employees. Moreover, by incorporating our core competence, we are able to create new values of green products to pursue sustainable development of the company and the environment.

■ Goals of Green Action Plan

Green Action Plan is a multi-year program for promoting sustainable development of GIGABYTE in terms of environmental, product and social aspects comprehensively.

Short-term: In 2009, we launched the Green Action Begins with Your Heart program inspired by the theme of "Love the Earth and Promote Environmental Protection" in order to create company-wide consensus and culture.

Medium-term: "Green Action Plan 2012" marks the 20th anniversary of the 1992 Rio Declaration. With this initiative, the aim is to remind our employees of the importance and urgency of "environmental protection". GIGABYTE not only pursues steady profitability but also strive to look after our employees, the investing public, the environment and the society. The larger the enterprise, the heavier its responsibilities and duties are.



■ **Celebrity Lecture Communicates the Philosophy of the Heart**

In recent years, due to the increasing environmental protection awareness among the public, as a citizen of the global village, we share the responsibilities to become familiar with topics such as climate change, preservation of biodiversity, food safety and crises and so on, therefore the Green Action celebrity lecture series focuses on three major themes such as energy conservation and carbon reduction, corporate sustainability and biodiversity preservation. To this end, we have invited distinguished scholars and experts to conduct special lectures in order to increase our employees' environmental knowledge and introduce them to the latest trends.

Table of Celebrity Lectures in 2014

Lecture Title	Speaker	Organization
Photographing the Island We Call Home – Marine Resource Consumption and Conservation	Producer Yu Li-ping	Our Island, Public Television Service
See through Macrophotography Lenses - The Beauty of Ecological Taiwan	Lecturer Lu Tung-chieh	School of Forestry and Resource Conservation, NTU
Diligence – Chasing the Dream of Satoyama in Taiwan	Deputy Executive Director Chiu Ming-yuan	Taiwan Ecological Engineering Development Foundation
Vanishing Coastline	Director Tsai Chung-yueh	Citizens of the Earth

■ **Environmental Education in Everyday life**

Green Action Plan includes numerous lectures and activities to enhance the environmental awareness and environmental protection related knowledge, attitude and skills of our employees in everyday life and at work. We not only invited Tzu Chi to promote the concept of recycling but also demonstrated how to grow potted plants, in turn enriching everyone's green lifestyle.

■ **Low-Carbon LOHAS and Eco-Awareness**

Outdoor activities as part of environmental protection effectively strengthen our employees' commitment to environmental protection and can be converted into environmental protection skills.

■ **Supporting Environmental Events Together**

GIGABYTE knows that air and marine pollution is the major trans-border pollution issue in the world today. We therefore support national and global environmental protection days and call upon the rest of the industry and the public to get involved in environmental protection.



Highlight from the celebrity lecture



Protect the algal reef

6.2.2 Green Product Innovation

Promote the concept of green product and lay a firm foundation for sustainable development

GIGABYTE has formed an internal green product innovation forum to keep encouraging our employees to partake in green product innovation activities. We hope our employees will be able to unleash their ingenuity and take environmental dimensions into consideration from the design stage, so as to mitigate our products' environmental impact and effectively manage environmental problems. Our ultimate goal is to achieve the dual benefits of environmental protection and minimizing resource waste. As green products are now a market trend and a key component in corporate sustainability, the continued development of green products is not only GIGABYTE's mission but also enhances our image as a green brand.

Green product innovation submissions are divided into ten categories. Examples are given for each category to provide employees with a guide for ideas and implementation. The categories are listed below.

Employees entering the Green Product Innovation activity must describe the innovation ideal and background. They must also specify the recommended method, procedure and analyze the overall costs. Each submission is carefully reviewed, classified and sent to an appropriate department to be studied the feasibility of manufacturing process improvement or design. Since Green Production Innovation was launched three entries have passed the review process, including: Transforming Packaging Box, Multi-Function Inner Box and Custom-length Power and Extension Cords. These innovative ideas can come from visiting an exhibition, absorbing new knowledge, learning from other people's experience, paying attention to everyday habits and pondering invention. Inspiration eventually struck over time. Green Product Innovation is now promoted as a long-term activity. Employees' brainstorming will help GIGABYTE realize its sustainable development.



6.2.3 Air Pollution Prevention

GIGABYTE's primary air pollution prevention strategy is resorting to process optimization to reduce the amount of pollutants in emissions. The secondary strategy is using high-performance equipment to scrub pollutants from emissions. Concentrations of pollutants emitted into the atmosphere must meet or be under government regulations.

Our Ningbo plant has two sets of powder coating and electronic waste emission treatment systems for treating Xylene and non-methane hydrocarbons (NMCHC). The remaining plants currently are not governed by the EPA due to its industry characteristics; however, none of their processes emit any controlled pollutants.

6.2.4 Cherish the Water Resources

Global climate change has made the development and allocation of water resources an important issue around the world. Rainfall in the wet and dry seasons has become increasingly extreme in Taiwan since 2009, highlighting the rising risk of drought and flooding. Therefore, water resource management, conservation and emergency response during a drought have become more important. GIGABYTE knows that extreme precipitation is the result of global warming and climate change. Extreme weather events can only be prevented when climate change is addressed. As this process may take several decades, water resource management is therefore a crucial part of climate change risk management and adaptation for business. Collaboration with the government is also particularly essential for water resource management compared to other methods for coping with climate change.

GIGABYTE has implemented water resource conservation measures using the ISO14001 management system. Our main product manufacturing process does not involve any water resource, and the primary source of water consumption within the group is at the plant's infrastructures (such as recycled water for air-conditioning and air compressors) as well as employees' domestic water use. Water only comes from public water supply facilities and we do not utilize the riverine resource or groundwater; therefore GIGABYTE does not inflict significant impact on the water source and community water consumption.

In 2014, GIGABYTE plants in Taiwan and China consumed 350,800 kiloliters of water while each person consuming an average of 59.26 tons of water per year. Compared to 2010, the average water consumption has decreased by 12.81%. In 2014, our total effluent was 300,300 kiloliters, with the wastewater discharge of 5.51m³ for production value of every million, which has been reduced by 13.14% compared to 2010.

■ Water Recovery

The effluent treatment facility at the plastic painting production line in the Ningbo plant, China is able to achieve 100% reuse rate, recycling 1,500m³ of water per year. The plastic molding shop's cooling water facility has 100% reuse rate and recycles 1,000m³ of water every year. The central air-conditioning unit's cooling water recycling equipment is rated at 1,000m³/h and achieves 100% reuse rate as well. It has an annual water consumption of 5,000m³. The mold shop is cleaned with recycled steam condensate, which achieves an annual recycled water volume of 100m³.



6.2.5 Waste Reduction

In terms of waste management, the traditional way of cleaning and processing was replaced with effective management of resources and implemented in daily operations. Innovative methods are also incentivized.

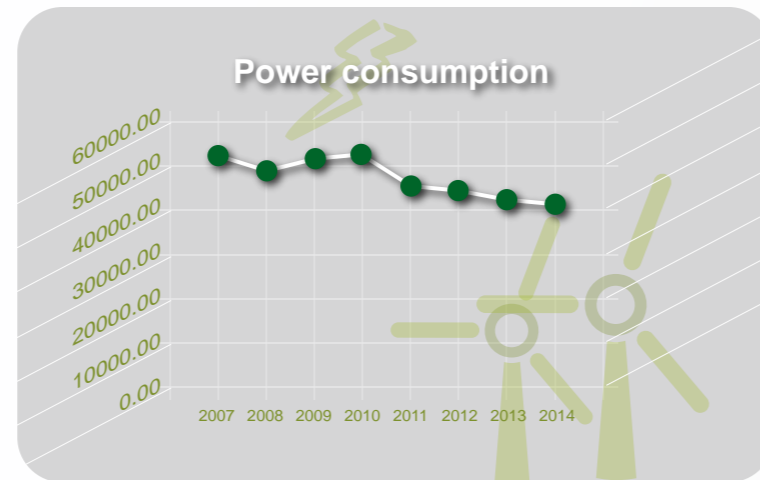
Waste is now treated as resources and managed accordingly through proper sorting at the source to improve the recyclability of waste. GIGABYTE also collaborates with waste disposal and recycling firms to identify and develop potential recycling methods in order to reduce the amount of waste that is ultimately sent to incinerators and landfills. We also actively work with material suppliers to reduce the amount of chemical use at the source and the generation of waste chemicals. Joint research is carried out on resource recovery and reuse by the supplier in order to realize the targets of sustainable resource use and circular economy.

In 2014, we produced 415.04 metric tons of general waste, 1,427.81 metric tons of recycled resources, and 75.92 metric tons of hazardous wastes. In particular, the generation of hazardous wastes average 0.005 metric tons per 1,000 units of production, which was a 36.87% reduction from 2010. The company has commissioned legal waste management service providers to remove three major types of waste mentioned above and adequately reuse recycled substances. We also comply with the regulations of the Basel Convention.

6.2.6 Energy and Resource Conservation

Over the past few years, the total electricity consumption by all four plants of GIGABYTE was around 48,000-53,000 MWh per year. After the launch of "Green Action Plan" in 2009, power consumption has gradually decreased each year. In 2014, the power consumption dropped to 42,013 MWh, a reduction of 9,968 MWh compared to 2009 and equivalent to a 24.40% decrease in power consumption per 1,000 units of production, in turn demonstrating significant achievement. The direct energy consumption of all four GIGABYTE plants in 2014: 2,688.81 metric tons of steam, 47.41 kl of petrol, 16.63 kl of diesel, 0.6 kl of LPG. Compared to 2009, the consumption of steam, petro, diesel and LPG decreased by 87.67%, 10.09%, 74.88% and 99.27%, respectively. The main cause of reduction in steam is the conversion to electricity.

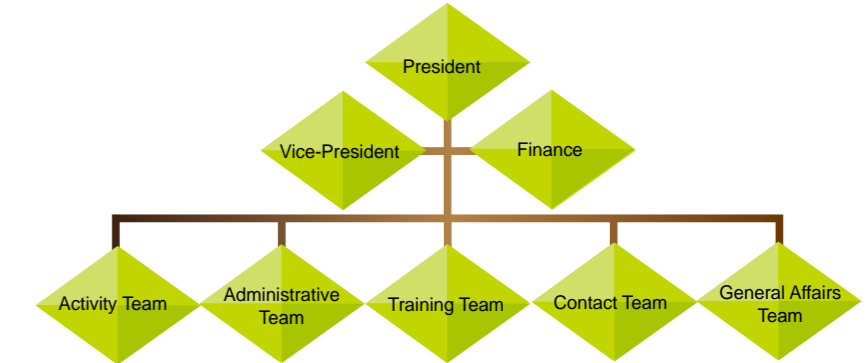
Power Consumption over the Years (MWh)



6.2.7 Volunteer Promotion and Training



"Corporate volunteering" is where businesses actively organize employees into volunteer groups to fulfill their social responsibility. Employees are encouraged to volunteer and to serve. The Go Green Club is GIGABYTE's corporate volunteering club and it is responsible for maintaining the eco-rooftop in normal time. The club also supports or organizes environment-related events on certain environmental days. The club is structured into several teams, including activity, administration, training, contact and general affairs.



Working holidays are a new form of leisure and a new way of volunteering. In short, it is about relaxing by volunteering to serve society during work or school holidays.

To give club members a chance to get involved in environmental issues, connect club members and make a real contribution to society, the GIGABYTE Go Green Club organizes working holidays to provide members with an alternative holiday experience. The Club also supports and promotes corresponding environmental issues to enhance members' sensitivity and engagement in social activism.

■ Protect Algal Reef Activities: Working Holiday at the Mangroves

GIGABYTE extended our environmental actions in 2014, starting with the protection of the algal reef at Guanxin, Taoyuan.

The intertidal ecology along the coast near the Guanxin algal reef features rich biodiversity, but due to the overgrowth of the mangroves near the Xingwu River estuary coupled with the accelerated silting of the mud bank causing land formation, the environment has become inhospitable for numerous benthic organisms. As a result the biodiversity of the mud band is reduced considerably. In light of this, GIGABYTE Go Green Club collaborated with local alliances in Taoyuan and the Yongsing Community Development Association to organize the "Protect the Mangroves Working Holiday" event, where the thinning technique (adequate removal of mangroves through uprooting and felling to regulate its density and growth environment) is applied to ensure balanced development of the wetland ecology. Furthermore, volunteers can also appreciate the importance of landscape conservation for "Guanxin algal reef".



Working holiday at the mangroves

■ Hands on Approach – Hand Built Trail Working Holiday

The mountains and hills in Taiwan make a great escape for the general public during the holidays. However, construction of trails in the mountains or parks in the early years did not take into consideration factors such as the surrounding natural environment and geological landscape, therefore most trails were constructed with concrete, tarmac, tires or wooden planks that do not offer adequate spacing, therefore they not only hinder the path of organisms, but the public also find them uncomfortable to walk on because they were not built in line with local circumstances or based on user experience.

Adopting the concept of "hand built trail" from the Apache Trail in the US, the Taiwan Thousand Miles Trail Association collected diverse information on trail systems for information of the surrounding geology, natural ecology, geography culture and resources in suburban areas or parks. Thereafter, they evaluated and analyzed construction methods that were suitable for various locations and consolidated strength of the communities to maintain and renovate the trails using the hand built, natural construction methods. The delicate approach not only fixed the flaws that happened on the original trails, but also created space for people and nature to coexist in harmony. The volunteers learned how to observe and understand the land during the construction process.



■ Working Holiday! Habitat Maintenance Experience

The wetland's biodiversity is only second to that of the rainforest. It also brings benefits such as flood regulation, improving water quality, habitat, economy, groundwater level regulation, gene conservation and nature education. In 2014, GIGABYTE Go Green Club visited the aquatic plant pool at Luodong Nature Education Center, where courses and maintenance operations were conducted to let the participants learn more about the water area maintenance and management. In addition, outdoor interpretation and hands on work also allowed them to understand more wonderful organisms and the correct concept of aquatic plant pool maintenance. Moreover, the activities have enhanced their interaction with Mother Nature.



Working Holiday! Habitat maintenance experience

6.2.8 Benefits of Environmental Protection

In 2014, a total of NT\$7.8845 million was invested for Green Action Plan, with 8,343 persons participating in the program, demonstrating outstanding benefits. In total, the company has reduced CO₂e emissions by 5,339.55 metric tons in all of its major areas of operation, and 4,164 hours of environmental education lectures were given. We also participated in beach cleanup activities to pick up marine waste, where our colleagues personally cleaned up the coastline environment and reflected on the cause of marine pollution. Only by maintaining a pristine natural coastline will the coastal, intertidal and marine life thrive and populate, in turn restoring rich biological resources along Taiwan's coastline. We supported the tree planting activity that is estimated to absorb over 1 metric ton of carbon emission per year; furthermore, afforestation is one of the most effective and economical ways to regulate climate and protect soil, and therefore we only grow native plants to ensure the preservation of soil and water resources and the continuation of life. Other quantitative indicators are:

Item	2014 Progress	Cumulative Progress
(1) Beach clean-up and collecting of maritime waste	267.52 kg	854.62 kg
(2) Tree planting activity with native trees	460 trees	1,444 trees
(3) Replacement of Meat-type lunch boxes by vegetarian lunch boxes at corporate seminars and events during the year	8,515 lunch boxes	40,355 lunch boxes
(4) Providing vegetarian meals 2 days a week throughout the year	7,640 persons	32,942 persons
(5) Hours of employee environmental education	1,014 hours	4,164 hours
(6) Carbon reduction at the Headquarters and Nanping plant	3,424.41metric tons	5,339.55metric tons
(7) Total power consumption	42,013 MWh	9,968 MWh less than the baseline year

6.3 Green Products

GIGABYTE takes into account the potential environmental impacts in the stage of product design. Products are designed based on the concept of "reduced environmental impact" from the source to the end user. The following green design measures are currently in use at GIGABYTE.

6.3.1 Banning of Hazardous Substances

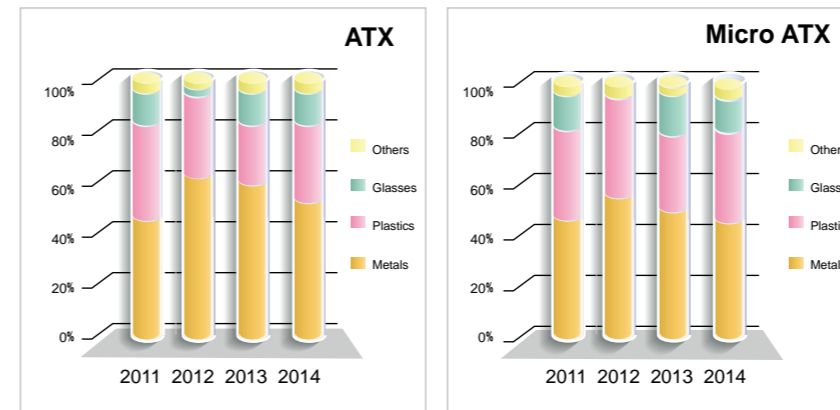
GIGABYTE became the first brand system vendor in the world to earn IECQ QC 080000 certification in 2005. Lead-free production processes were adopted for our products and a green material management system was introduced to create a green supply chain. This ensured our compliance with EU RoHS requirements and allowed us to provide users with safe computer equipment. The development of the halogen-free process technology marked a major advance towards environmentally friendly products in 2008. All current GIGABYTE motherboards, graphics cards, optical drives, computer chasses and power supply products conform to the RoHS directive. We have also continued to monitor development in international environmental legislation such as REACH and China RoHS so controls or bans on hazardous substances can be adopted as necessary. Management and review meetings are convened every month and our standards are stricter than those issued by the EU. HCSR Ver. 4.1 now controls and monitors up to 33 harmful substances. We also require our suppliers and contractors to join us in protecting the environment. Furthermore, we stay true to our philosophy of "Excellence from GIGABYTE", which ensures our consumers' peace of mind.

6.3.2 Materials that Minimize Environmental Burden

GIGABYTE's procurement of raw materials is based on the ideal of "reducing environmental impact". The use of raw materials is minimized to create less waste and reduce production costs. This approach has been proven to be economical and environmentally friendly.

GIGABYTE has established a dedicated unit to regularly conduct research on product materials and we have also developed the LCA (Life Cycle Assessment) tool. Within the company, we are continuing to adjust raw material parameters to optimize and minimize the use of raw materials. This not only reduces product costs but also creates less pollutants and waste. Externally, we require suppliers to review the appropriateness of their chemical usage and gradually reduce it to the minimum extent. Over 86% of the materials used in our current motherboard production line are recyclable. The major materials are metals; recycled plastics and other environmentally-friendly materials will be taken into consideration in the stage of design. Materials that require less processing are preferred to improve recyclability.

Proportion of Raw Materials Used in ATX and Micro ATX Motherboards

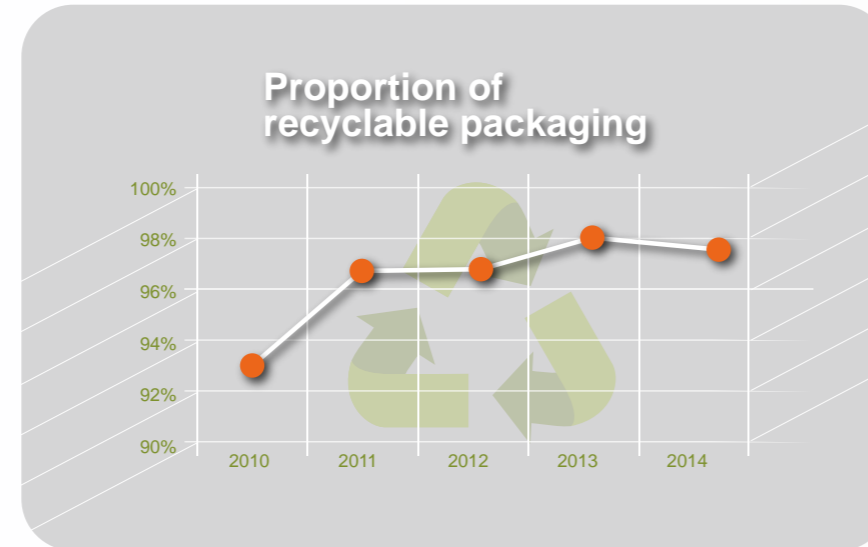


6.3.3 Extended Producer Responsibility

Motherboards with solid state capacitors have longer lifetime than those with conventional capacitors especially under high temperatures. For this reason, GIGABYTE introduced motherboards with all solid state capacitors in 2006 and it is now an industry standard. Today, GIGABYTE offers the most comprehensive product range than any other mainboard maker. GIGABYTE's motherboard sales also account for the greatest share of sales as well. Solid state capacitors are now used throughout the whole range from entry-level to high-end mainboards, ensuring not only long service life but also greatly boosting system stability. This was why GIGABYTE announced in 2011 that it would become the firstmotherboard maker to start offering 4-year product warranties. By taking the product lifecycle into account at the very beginning, this reduced waste and helped protect the environment in the most practical way. Some materials in waste electronics still possess very high reuse value. To help create a circular economy, GIGABYTE embraced the spirit of extender producer responsibility to conform to the EU WEEE directive. Product recycling channels have now been set up in Europe, North America and Taiwan where consumers can drop their waste products at the nearest recycling point. In this way, waste can be recycled and reused. For more information, please visit the GIGABYTE website at <http://csr.gigabyte.tw/>.

6.3.4 Management and Reduction of Product Packaging Materials

GIGABYTE has long spared no effort when it comes to reducing product packaging. To comply with the EU Directive of Packaging and Packaging Waste (94/62/EC) (PPWD), all effort is made to use minimal packaging materials, employ recyclable materials, restrict the use of polystyrene buffer materials and hazardous substances, and print recycling labeling on packaging materials. These measures are intended to facilitate future recycling and reuse. GIGABYTE has now adopted soy-based ink for printing product packaging and plans to adopt FSC-certified paper across the board for more environmentally-friendly packaging. In 2014, GIGABYTE packaging used 16,070.74 tons of paper and 371.05 tons of plastics in its packaging materials with the recyclability ratio of 97.74%. Since 2010, the proportion of recyclable packaging has climbed steadily from 93.06% to 97.74%. This demonstrated GIGABYTE's efforts in reducing product packaging and we will continue investing in green packaging design in the future.



Historical Proportion of Recyclable Packaging

6.3.5 Energy-saving Products

GIGABYTE's main products are peripheral computer components such as motherboards and graphics cards. While these are not eligible for the Taiwan Green Mark, we still strive to qualify for international environmental marks and standards. Extending the service life of GIGABYTE's motherboards is our main approach to reducing the energy consumption. Solid state capacitors, Ultra Durable motherboards, dynamic energy-saving and 24-phase energy-saving design are used to reduce temperatures, reduce energy consumption, extend product life cycle and effectively optimize resource utilization. Many motherboards conform to the Energy Star 4.0 and 5.0 standards, and also satisfy the EU Energy-related Product (ErP) Lot 6 requirements. The T series notebooks also satisfy the requirements of Energy Star 5.0.

Comparison of BRIX and Other Products

Product	BRIX	14" NB	Micro ATX Desktop PC
Weight (g)	540~600	1800~2000	9000~12000

Note: The weight for BRIX and 14" NB does not include adapters.

Product Energy-saving Technology

5th Generation Ultra Durable™ Motherboard



Redefining the Standard for Desktop PCs - BRIX / Barebones Micro PC



- ◆ Ultra durable components to achieve the most energy saving of 95%.
- ◆ Low IR drop, low heat and longer lifespan.
- ◆ Integrates outstanding components with advanced energy-saving functions.
- ◆ The system features a high efficiency operation mode.
- ◆ Maintains low temperature to elongate the lifespan of motherboards.
- ◆ Simple and easy to use characteristic has set a brand new benchmark for micro PCs.
- ◆ The compact but powerful performance makes it versatile in any environment.
- ◆ Average weight 540-600 g.
- ◆ Uses much less material compared to NB or desktop PC, thereby significantly reducing energy and resource consumption.

6.4 Climate Change Mitigation and Adaptation Strategy

Climate change is not only a global issue but also one of the most important challenges of GIGABYTE's sustainable management. We closely monitor the global trend in climate change as well as the responses adopted by the international community. Climate change has been incorporated as one of the company's major risks, and we continue to analyze and control relevant impacts. If special topics arise, we will report them to the members of the Board of Directors.

6.4.1 Response Strategies to Climate Change

As for the management of climatic adaptation, the company has dedicated personnel monitoring the international climate change management related topics to gain an understanding about the annual United Nations Framework Convention on Climate Change, so that we can monitor potential carbon risk issues at any time and formulate our environmental policies and goals in resonance with the international consensus.

In 2009, we implemented the group's climate risk management, education efforts and contingency measures through the "GIGABYTE Green Sustainable Development Committee" and "Green Action Plan". Through various concrete actions, our employees are able to correctly understand and respond to potential problems in order to incorporate these aspects into the management of the company and new product planning. For instance, testing products' performance under extreme weather and contingency measures in response to surging oil, water and electricity costs are practiced. In 2012, we started organizing the "Green Product Innovation Activity – Innovation · Value · Sustainability", which adopted the theme of "Going green is free" to encourage our colleagues to design green products featuring "Innovation · Value · Sustainability". The event focuses on GIGABYTE product innovation but it is not limited to the product manufacturing process or office green innovation. We aim to minimize quantity through "simplification and returning to originality" and to elevate quality while reducing energy/resource consumption at the same time in order to meet customers' needs for future products.

6.4.2 Climate Change Mitigation

■ Dedicated to the Development of Low Carbon Technology and Creation of Carbon Reduction Goals

The GIGABYTE Group is very much aware of how the Earth's climate and environment is worsening due to climate change. As a global citizen, GIGABYTE has introduced clean production systems, developed energy-saving products, improved production processes and efficiency, and introduced the ISO14064 GHG inventory system. The GHG report provides disclosure of our company's GHG inventory and management efforts. By effectively tracking our GHG emissions, GIGABYTE is able to build consensus within the company and continue with our GHG reductions in order to help slow global warming and fulfill our CSR.

Established our carbon reduction target in 2010: We are dedicated to the development of low carbon technology and creation of carbon reduction goals. Using year 2009 as the baseline, we aim to decrease the carbon emission from our internal activities by 20% by 2020.

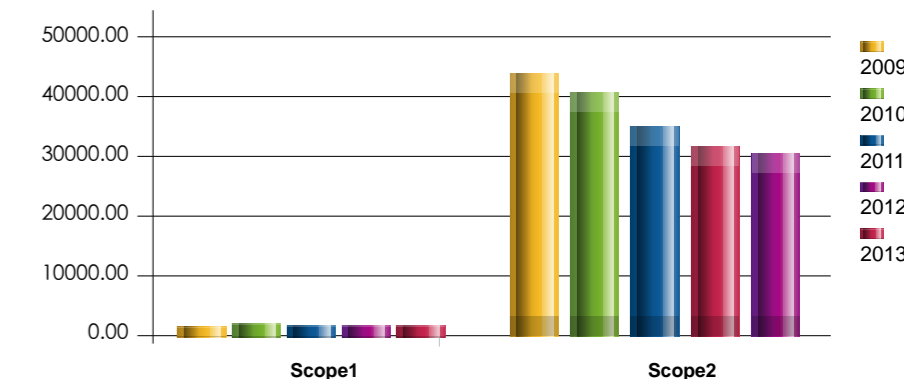
■ Organizational Greenhouse Gas Emissions

In 2014, GIGABYTE continued with our corporate-wide GHG inventory from January to December, 2013. The inventory covered our Xindian Headquarters and Nanping plant as well as the Dongguan and Ningbo plants in China. The data was verified by SGS in accordance with ISO14064-1 standards. In 2013, total emissions amounted to 32,554.65 tons CO₂e. The major part of emissions was indirect emissions (97.98%).

The organizational GHG inventory results as well as our production data showed that our carbon emissions per thousand units had dropped 41.45% from 3.88 tons to 2.27 tons CO₂e between 2007 and 2013. GHG emissions per capita dropped 21.26% from 7.43 tons CO₂e in 2007 to 5.85 tons CO₂e in 2013. GIGABYTE is not only aggressively improving our production processes to maximize energy efficiency but also strengthening energy management at all sites.

GIGABYTE's greenhouse gas emission is divided into two parts, one is direct emission, including diesel used by emergency backup generators, fuel consumption by company car, natural gas consumption by boilers and refrigerant effusion from air conditioners and refrigerators. The second category includes electricity consumption by offices and dormitories. GIGABYTE's greenhouse emissions are mainly indirect, while the direction emission source is attributed to effusion.

Greenhouse Gas Emission (metric tons of CO₂e – by category)



■ Achieved Group-wide Carbon Reduction Target Ahead of Schedule – 2020 New Targets and Expectations

In 2013, our greenhouse gas emission continued to decline, with an emission volume of 32,554.65 metric tons, the figure was 16,402.49 metric tons less than 48,957.14 metric tons in 2009. In other words, the carbon emission of internal activities reduced by 33.50%.

Since we achieved the 2020 target in 2012, therefore the 2013 target was adjusted to reducing greenhouse emissions from group-wide internal activities by 40% by 2020, using 2009 as the baseline.

6.4.3 Greenhouse Gas Reduction Strategies and Methods

■ Greenhouse Gas Reduction Strategies and Methods

After assessing our internal and external conditions, we formulated the following greenhouse gas reduction strategies:

1. Implement energy-saving and carbon reduction measures throughout the enterprise based on a principle of "No Regrets". Green products and services are to be developed to leverage our corporate expertise in facilitating green innovation to be realized in the society.
2. SOPs are to be defined for steam and diesel generators in China to reduce interference from external factors such as climate and government policies.
3. To meet the GHG reduction targets set by the organization, aggressively implement energy-saving and carbon reduction measures that in a way does not impact employees' working conditions. The targets will take the form of short-, medium- and long-term reduction goals.
4. China is now actively developing renewable energy sources. We will evaluate the feasibility of transition to green power purchasing in the future in order to reduce GHG emissions from conventional fossil fuel-fired power generation.
5. Focus on improving energy efficiency through: improve quality, improve defect-free rate and enhance productivity.

The methods can be divided into "organizational level" and "product level":

1. Organizational level: improve power usage efficiency, replace antiquated equipment, improve the air-conditioning system, improve efficiency, optimize production process, improve ventilation system to lower reliance on air-conditioning and replace old lamps with energy-saving LED lamps.
2. Product level: continue to strengthen our product quality, optimize design, reduce rework rate, reduce waste and significantly improve customer satisfaction and product value.

■ Everyday Energy-saving Measures

The GHG reduction strategy supported by GIGABYTE must start with environmental education. Once employee reach a consensus through environmental education, we have implemented various energy-saving and carbon reduction measures for enforcing energy management and optimizing energy efficiency are as follow:

- Environmental Education
- Promote energy and water conservation
- Practice 5S
- Personal waste sorting
- Encourage use of stairs instead of elevators
- Provision of bicycle parking space
- Two vegetarian days a week
- Video Conferencing

6.4.4 International Participation

■ Participation in Carbon Disclosure Project (CDP)

The Carbon Disclosure Project (CDP) is a well-known international carbon management rating organization which works to improve the transparency of carbon management in business. This includes carbon emission inventory verification, promotion of carbon reduction, as well as the identifying and responding to the legislation and essential risks of climate change. The goal is to reduce business risks and costs then turn various risks into opportunities that enhance sustainable business development. CDP scores are divided into two parts:

● Disclosure Score:

The CDP disclosure score is expressed as a number. A higher score indicates a more comprehensive approach to climate change mitigation and adaptation employed by the company, and that the integration and disclosure of related information conforms to the requirements of CDP methodology. This makes the information very user-friendly, reflects the company's readiness and active efforts in CSR, and is one of the key indicators of the company's sustainable management.

● Performance Score:

CDP's performance score is rated from A to E. An A/A- rating indicates that the business has fully integrated its climate change and strategy, and the business' execution has been well performed.

■ Climate Savers Computing Initiative

The Climate Savers Computing Initiative is a computer energy-saving program launched by Intel® and Google in 2007. The non-profit organization is founded by many major computer vendors and computer component manufacturers. Members currently include many eco-aware consumers, businesses and environmental organizations. The goal of the program is to manufacture and promote energy-efficient computers and power management tools that reduce the environmental impact of computer use. GIGABYTE is a member of the Initiative and is committed to providing products that conform to the specified energy efficiency requirements.



GIGABYTE's CDP Disclosure score in 2014 was 88 and Performance score was B so both were higher than the average scores of 53 and C in the CDP's supply chain program. The scores represent recognition of GIGABYTE's efforts in greenhouse gas emission reduction and GIGABYTE will continue to improve our energy efficiency and promote energy-saving, carbon reduction activities in the future.

6.4.5 Product Carbon Footprint

■ Set-top Box Carbon Footprint Certification

GIGABYTE's digital set-top box MD-300 is a network & communications product that underwent an audit of life cycle carbon emission inventory in accordance with the PAS 2050 carbon footprint standard and a certification for its product carbon footprint was issued by the British Standards Institution (BSI). As part of the process, we helped 15 suppliers complete a carbon footprint inventory assessment for raw materials to determine the product's environmental impact at each stage of the lifecycle and to establish a fundamental database for product life cycle assessment. GIGABYTE has also purchased a Life Cycle Assessment (LCA) tool to monitor products' energy/material requirements during production and their environmental emissions. The environmental impact of these energy/materials/emissions is assessed. This enables more effective identification of opportunities and methods for reducing the environmental impact of different procedures and raw materials utilized. It therefore serves as a foundation of green product development to reduce environmental impact and fulfill our corporate social responsibility.

■ Development of Smart Phone Product Category Rules

The Environmental Protection Administration determined that an universal standard was necessary to ensure the fairness and transparency of carbon footprint calculations for similar products and services. The private-sector was therefore invited to work together to formulate the "Product Category Rules". GIGABYTE, CompalComm, the Environment and Development Foundation and the Taiwan Electrical and Electronic Manufacturers' Association joint forces to draft and formulate the "Product Category Rules" (PCR) for the "Smart Phone" category. On December 6, 2011, a stakeholder conference was hosted while represents and experts from relevant industries were invited to review and discuss the draft rules. The PCR has now been verified by expert review and officially proclaimed in the EPD/PCR area of TEEMA. The new PCR helps manufacturers or service providers define the scope of the system boundaries and the data used for calculations.



6.5 Green Promotion

6.5.1 Reinforce Environmental Education

■ Environmental Education and Training for New Employees

New GIGABYTE employees must not only take 1 ~ 2 hours of training on quality and environmental legislation but also attend a series of courses, going from the easy to the difficult, that are tailored to their roles to improve their environmental awareness. The courses cover quality policy, environmental & safety policy, the creation and promotion of environmental quality assurance system, introduction to international environmental legislation, introduction to GIGABYTE's Harmful Chemical Substance Requirements (HCSR), introduction to guarantee of non-use of restricted substances, inquiry of environmental policy documentation and consulting windows.

■ Group's Green Courses

The "Stockholm Declaration on the Human Environment" passed in 1972, the Our Common Future report issued by the United Nations World Commission on Environmental Development in 1992, and the Stockholm Convention banning the use of 9 persistent organic pollutants in 2001 all triggered new controls on substances that are harmful to the environment. The EU introduced the WEEE/RoHS/REACH directives and regulations in 2005 and other regions around the world have also gradually passed laws regulating the environmental specifications of electronic products. These mean that the supply chain of electronic products is now exposed to the risks of increasingly strict regulation and changes. We hope this series of courses will help our employees understand their duty and responsibility under local green legislation, regulations and directives. The series of courses not only has to meet the requirements of training and management for hazardous substances, but also boost employees' environmental awareness and strengthen their green competitiveness. This will allow our products to meet world-class standards towards sustainable development.

■ Celebrity Lectures Speaking from the "Heart"

The increase in public awareness of environmental protection in recent years means that it is our responsibility as citizens of the Earth to be familiar with issues such as climate change, biodiversity conservation, food security and crisis. The Green Action Plan's celebrity lectures are therefore focused on three areas: energy conservation and carbon reduction, sustainable corporate development, and biodiversity conservation. Well-known local academics and experts in the field were invited to speak on these topics in order to increase the environmental knowledge of all employees and keep them up to date on the latest ideals and trends.

■ Environmental Education in Everyday Life

Several lectures and activities were arranged to improve our colleagues' environmental awareness as well as their knowledge, attitude and skills about environmental protection, and thereby incorporate them into their life and work. We not only invited Tzu Chi to promote the concept of recycling but also demonstrated how to grow potted plants, which in turn enriches everyone's green lifestyle.

6.5.2 Establish a Green Supply Chain

GIGABYTE has established the Sustainable Supplier Award for our suppliers of raw materials to urge our partners to protect the environment, improve safety and health, and value human rights in order to fulfill our corporate social responsibility, implement risk management, and plan for our sustainable development.

6.5.3 Rooftop Environmental Education – Promotion of a Mandatory Green Roof Policy

■ G-HOME Sustainable Eco-Roof

GIGABYTE Headquarters is located in the Xindian district of New Taipei City, in between the mountainous outskirts and metropolitan areas. Due to a rapid increase in urban population, not only is there a decline in urban green lands, but also an increase of greenhouse gases caused by the increase of economic and social activities. Urban heat island effect has aggravated due to denser and taller buildings in the city. The expansion of human activities has caused threats to animals that used to live in this area. GIGABYTE thus undertook a renovation project in 2012 called the "G-HOME GIGABYTE sustainable eco-rooftop". The rooftop was covered with grass and native plant species under the concept of "Requiting the Earth with Planting Trees", creating a micro eco-system where bottom fauna, insects and butterflies can live in order to increase biodiversity. Greening of the rooftop can provide thermal insulation, absorb carbon dioxide and increase urban habitat diversity and offer employees a space for rest and relaxation. It also provides a place for practicing environmental education on mankind living in harmony with nature.



■ Environmental Education Promotion Base

In light of the increasing threat on people's living environment imposed by climate change and urban heat island effect, GIGABYTE utilized the concept of "Requiting the Earth with planting trees" to build a sustainable ecological rooftop at our headquarters. Free from extravagant garden landscapes, we not only aim to achieve the benefit of energy conservation and carbon reduction but also to create a great getaway for our employees to relax in. In addition, we adopted a perspective of symbiosis between mankind and nature to design an ecosystem that mimics the characteristics of nature. By planting large quantities of native plants, we are also able to reduce maintenance costs.

G-HOME Sustainable Eco-Roof is the first of its kind to draw upon the themes of "ecological sustainability" and "energy sustainability". This is a proactive initiative in response to the problem of climate change and it also serves to resolve the crisis of limited power supply from affecting company development and profitability in summer. Furthermore, we want to share our experience with the industry and promote a mandatory green roof policy. Therefore, we have invited fellow manufacturers in the industry to join us by using G-HOME Sustainable Eco-Roof as the base for promoting environmental education. The creation and planning of G-HOME Sustainable Eco-Roof also serves to respond to several contemporary issues, including:

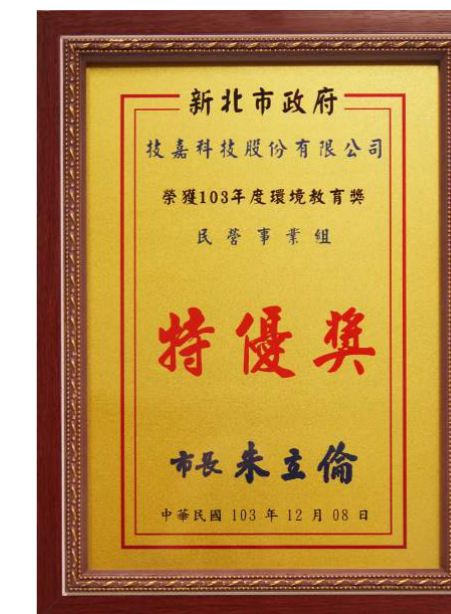
- Urban heat island effect
- Global climate change, greenhouse gas emission has roared new heights
- Food safety problem
- Taiwan's food self-sufficiency ratio and agricultural safety
- Loss of biodiversity
- Restoration of native species in Taiwan



■ Promoting a Mandatory Green Roof Policy

After G-HOME was inaugurated, in order to promote the philosophy of sustainable ecological rooftop via concepts such as the ecosystem, biodiversity preservation and native species restoration, the facility is open for the public and stakeholders to visit, registration is required. During the visit, they will be introduced to the design concept of G-HOME as well as contemporary topics related to the natural ecology, environment and agriculture. It is hoped that the activity will enable more people to appreciate the importance of these issues and in turn encourage them to reflect and take action. The visitors were also taken on a guided tour to the sustainable eco-roof, and they were also given opportunities to exchange opinions and share their experience. Through this event, we are able to explain and communicate to our stakeholders about GIGABYTE's endeavors in promoting environmental education.

From the inauguration of G-HOME to late-2014, more than 1,000 people from over 180 organizations, enterprises, and the media have visited the venue. In the future, GIGABYTE will continue to invite schools and organizations to visit the eco-roof so that we may sow the seeds of green environmental education and allow them to germinate and prosper.



New Taipei City Environmental Education Excellent Award

6.5.4 Encountering Green Happiness

G-HOME also has another connotation of "GIGABYTE is My Home", emphasizing that G-HOME is like a home for natural organisms, our employees, and their families. In order to let them enjoy the green happiness brought by G-HOME, GIGABYTE integrated interdepartmental resources in the spring of 2014 to organize the "Encountering Green Happiness Event Series", with activities such as guided family tour and experience sharing, sketch contest and ecological photography competition. We invited all our employees and their families to partake in the event to spread the happiness of green living to the entire family.

■ G-HOME Ecological Photography Competition

In an effort to encourage our colleagues to capture the beauty of G-HOME Sustainable Eco-Roof and keep their touching memories deep in their heart, we especially held the "Encountering Green Happiness – Ecological Photography Competition", hoping that the participants the vibrant beauty of sustainable ecology via photos or words, thereby allowing our colleagues to appreciate the importance of sustainable ecology. In return, the objective is to make them fall in love with G-HOME Sustainable Eco-Roof and join people who are dedicated to safeguarding the Earth, thereby propagating the philosophy of sustainable ecology.

In 2014, 154 submissions were shortlisted for the G-HOME ecological photography competition, where after professional evaluation done by four external expert judges, 51 gold, silver, bronze, most popular, excellent, outstanding and honorary mention awards were presented by GIGABYTE's Chairman and Vice-Chairman. In addition, ten artworks were specially selected for exhibition in the GIGABYTE Art Gallery at our Xindian headquarters, so that stakeholders who visit GIGABYTE will be able to appreciate the beauty of G-HOME.



Award ceremony for Encountering Green Happiness – Ecological Photography Competition



Exhibition of award-winning artworks



6.6 Nature Conservation

The company has operation and production locations in Xindian District, New Taipei City, Pingzhen in Taoyuan as well as Dongguan and Ningbo in China. Our operation headquarters in Xindian District, New Taipei City is located inside a residential/business area; however, our operation office building does not involve any production process and therefore we do not create problems such as noise or ecological conservation. Our remaining plants are situated inside industrial parks established by the local municipalities, and all natural conservation related evaluation has been conducted by the government during the development of the industrial park. All GIGABYTE plants abide by the local emission regulations, and we have not incurred any violations thus far. We uphold the principle of maintaining a harmonious relationship with the local communities and neighbors; therefore we have adopted local streets, greenbelts and bridges. In the future, we will plan our business operations by striving to achieve the highest benefits for the company and society.



Aivia Mouse Design Competition – “Guaranteed Mass Production”

Aivia is GIGABYTE's premium computer peripherals brand whose design concept is based on user intuition. The brand has received extensive market recognition since its launch in 2010 and has won the German iF Design and Reddot Design Awards every year since then, demonstrating GIGABYTE's design prowess.

GIGABYTE is rooted in Taiwan so we look for good designs from great Taiwanese designers. The first "Make It Real! Aivia Mouse Design Competition" was therefore held in 2013 to build upon the Aivia concept of "All design is an extension and continuous refinement of the human subconscious". The competition is open to people of all ages and any background as long as they have a design concept or creative idea. University design students and talented designers are also invited to demonstrate their creativity in product design.

In 2014, inspired by the theme of "Make It Real" and unlike other design competitions – which are mostly focused on the conceptual design stage – GIGABYTE's mouse design competition offered the designer of the winning design the promise of "guaranteed mass production", so that the designer's creation will be materialized into merchandise that can be tested in the market. After collaboration between the design team and GIGABYTE's product team, the 2013 winning design "Raptor" has completed the mass production process and it was officially launched at the end of July in 2014.

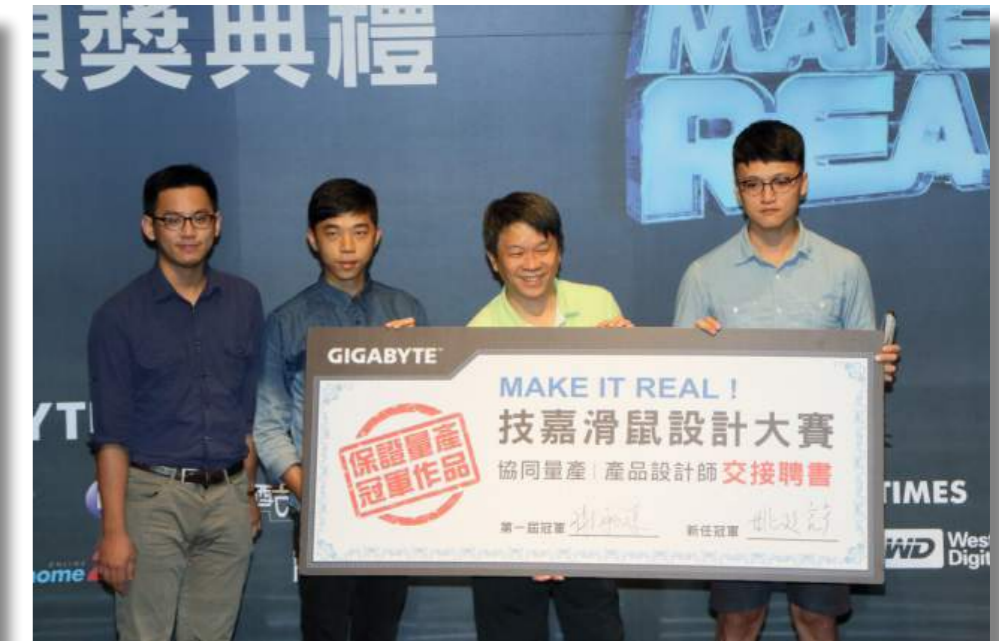
In 2014, the gold prize for the second mouse design competition was won by emerging designer Yao Ting-yen's "70R-M01", an alumnus of Shih Chien University. Drawing inspiration from a rifle, the design concept exudes rich military gaming style and received unanimous acknowledgement from the panel of judges. Not only did he take away a NT\$150,000 prize, the winning design will also be marketed to global markets by GIGABYTE through guaranteed mass production. For more details, please visit "Aivia's Road to Mass Production Blog" at <http://aivia.pixnet.net/blog>

"It is imperative to continue GIGABYTE's efforts in supporting Taiwan's design talents. It is hoped that such talents will be materialized, mass produced and marketed internationally to showcase Taiwan's design prowess!"

~~GIGABYTE Graphics Card Marketing Director Eddie Lin



The second Aivia mouse design gold prize winner and award ceremony

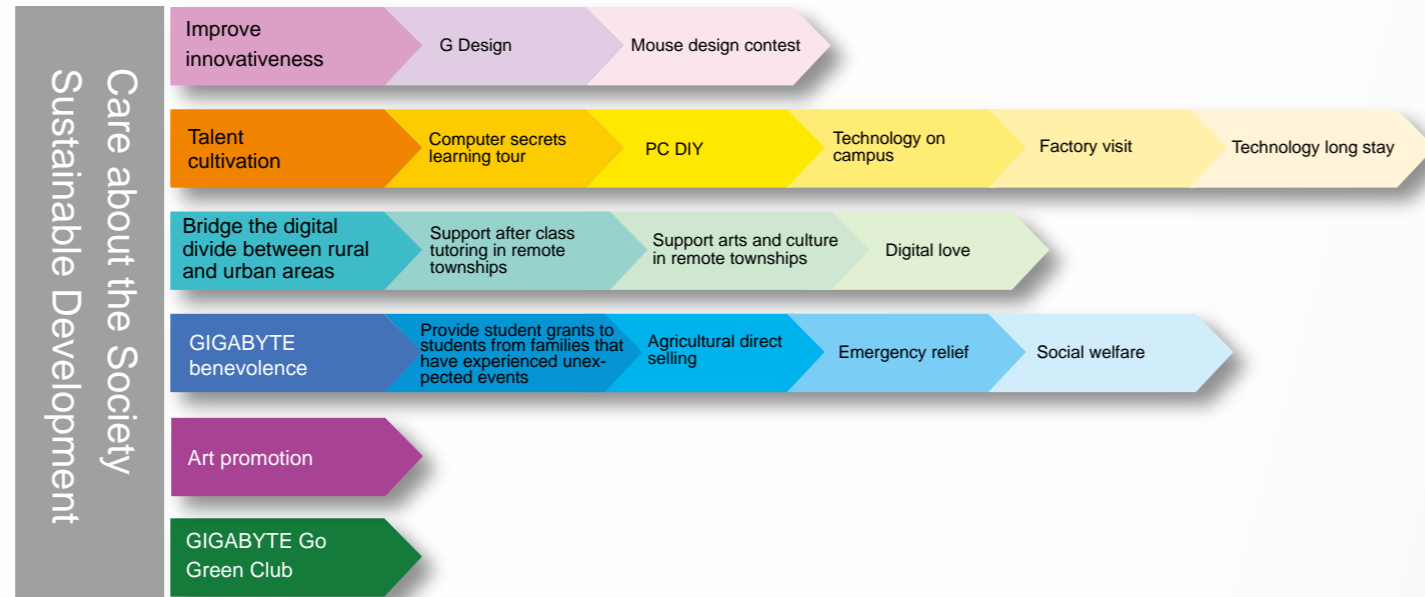


Social Harmony

7



"Care about the society and sustainable development" is GIGABYTE's core philosophy for interacting with the society. We persist in our long-term goals and emphases including "talent cultivation", "bridging the digital divide" and "enhancing innovativeness". In 2002, we formed the GIGABYTE Education Foundation to promote technology education, arts, culture, aesthetics and create a harmonious and advanced society. In conjunction with GIGABYTE's core competences and corporate influence, we focus on four major themes to promote the welfare of people, including technology education, innovation, arts and culture, and caring for underprivileged people. In addition, we also encourage our colleagues to walk into the communities to practice public welfare and social service work. Albeit with limited resources, GIGABYTE strives to maximize our influence and give back to society via concrete and sustained actions in order to make our surrounding communities more wonderful.



7.1 Improve Innovativeness

In order to foster upgrades in the consumer products industry and our autonomous R&D capability, GIGABYTE continues to organize design competitions in search of innovative and extraordinary product designs and concepts. We want to recruit proactive design talents with tremendous potential so that emerging designers can unleash their creativity in order to inject new thinking and life into product design. The ultimate objective is to cultivate talents and enhance innovativeness.

7.1.1 Great Design Competition – Care about the Society with Technology

Great design competition is coherent with GIGABYTE's core philosophy of "Upgrade Your Life" and a theme is specified every year according to the current affairs.

We encourage participants to design their creations by taking diverse dimensions into consideration such as environmental protection, energy, safety, CSR, culture, cultural difference and lifestyle. In order to care about society in an innovative way, we encourage the designers to apply profound sensitivity to express friendliness; in other words, we want the designers to apply their acute and in-depth observations to care for and explore designs that cater to the needs of people and the environment.

Inspired by such concept, each product is designed to be used by general public. Caring design starts from the "heart" to unravel and discover friendly, thoughtful designs. The design competition offers design students a platform to unleash their boundless imaginations. It is also an ideal opportunity for practicing 3C product design. In doing so, they are able to learn by doing and practice what they have learned during the competition process, making it the perfect experiential education. In the future, the Great Design Competition will be organized continuously in order to elevate Taiwan's capability of IT product design.

Performance of Great Design Competition

Outcome and Features	Benefits
<ul style="list-style-type: none"> ◆ Held for 12 consecutive years, this is one of the most popular competitions among industrial designers and product design students nationwide. ◆ The design theme resonates with the latest affairs and trends in the society. ◆ 800 submissions were evaluated in three rounds of selection. ◆ Augmented the Creative Marketing Award. ◆ Each of the shortlisted team at the practical product workshop will receive a mockup design subsidy of NT\$20,000 and they are entitled to participate in the GIGABYTE Practical Product Design Workshop. 	<ul style="list-style-type: none"> ◆ Facilitate industrial and product design students to materialize product applications during the competition process through practical industry experiences. ◆ Winning products of the Great Design Competition have also won honors at international design competitions such as iF Design Award and Red Dot Design Award in Germany, which demonstrates that the Great Design Competition is in line with international practice. ◆ Cultivate emerging students to care about the society with innovative thinking. ◆ As one of the most important design competitions in Taiwan's industrial design and commercial design industries, it also serves to strengthen Taiwan's design ability and soft power.

■ Pushing the Envelope of Design No Boundary & Get Real

Technology has totally transformed our lives and the digital age has changed the rules of our work, life and education. Any idea is endowed with new possibilities and limitations have become less realistic, therefore only by observing people, technology and life will we be able to break the boundaries of design. This is the inevitable trend of the future.

~~ GIGABYTE Chairman Liu, Ming-hsiung.

In 2014, the Great Design Competition employed the theme of "Pushing the Envelope of Design" to reflect on the convenience brought by technology. By breaking the existing usage and thinking patterns, the participants were able to break through the limitations via the application of innovation. Based on this theme, there were two competition groups, namely the No Boundary group and Get Real group.

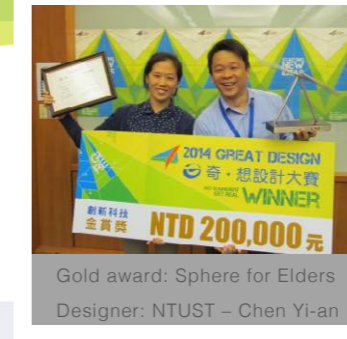
■ New "Creative Marketing Award" Aims to Capture the Consumers' Heart

After the conclusion of the 11th Great Design Competition, the "Innovative Marketing Award" was augmented for the event's 12th running in 2014 in hopes of seeking breakthrough. The original intension of the Great Design Competition was to foster innovative industrial design and design products that cater to market needs, but to serve as an art design competition. With the creation of the Innovative Marketing Award in conjunction with lectures and experience sharing sessions conducted by lecturers, the aim is to imbue emerging designers with the necessary market astuteness at the very early stages of product design, so that they can contemplate product development form a market feasibility point of view.

"Great Design Competition" has long been imbued with educational meaning. It combines design with marketing and encourages cross-field collaboration in order to provide students with an opportunity to showcase their passion and creativity. Not only does the event cultivate outstanding design talents, it also helps to train more marketing specialists in Taiwan.



■ No Boundary Group – Theme: No Boundary



Gold award: Sphere for Elders
Designer: NTUST – Chen Yi-an

Product introduction:

While observing senior citizens using phones, the small keypad is truly inconvenient for them. Since senior citizens are in need of companionship and care from their family and friends, sphere can be used to facilitate better interactions between the elderly and their family and friends. The different colored spheres represent different family members, and the simple action of placing the spheres has replaced the original method of pressing buttons on the keypad. With this product, the elderly will not feel a sense of frustration that they have lost fine motor skills. The spheres, base of the phone and handset are equipped with RFID technology so that incoming calls will be detected and when the sphere is placed on top of the handset, the call indicator will be illuminated.

Judge's comment:

Technology has reshaped the way people communicate with one another, but has the new touch screen control become a new form of limitation? The design proposes an interesting method to replace existing communication products, where the family is no longer just a line of text in the phone book but a tangible object. The design has done away with the current touch screen approach to man-machine interaction with a more creative and clear cut theme.

■ Design concept elaboration by the designer: <https://www.youtube.com/watch?v=cuxU3-GgO2c>

■ Get Real Group – Theme: Get Real (winner of 2014 Red Dot Design Award)



Product introduction:

This is a pinball machine that allows several children to freely assemble and play at the same time. The object is to enable them to unleash their imagination and creative thinking skills, as well as to encourage them to create a workable route for the pinball by applying teamwork. The game can be attached to a black/whiteboard with magnets, and therefore it can be played anywhere, any time!

Judge's comment:

The versatility and enjoyment of the game is extremely appealing. The next phase is to think about the rationality of the overall concept.

Gold award: FUN Pinball

Designer(s): YunTech – Chen Li-jung, Tsai Ning-han, Cheng Yu-shao, Chen I-hua, Lin I-feng, Kao Yu-ting, Lin J-ru.



■ Design concept elaboration by the designer: <https://www.youtube.com/watch?v=EdyDh9KoRB4>

■ Multiple Submissions Have Received Major International Awards

The Great Design Competition has yielded design energy that has received international recognition, with many prize-winning designs having received international design awards such as the iF Design Award and Red Dot Design Award. The following designs have received international awards:

- Fun Pinball: 2014 Red Dot Design Award (best of the best award).
- Alien Eye: 2012 iF Concept Design (15,000 submissions worldwide).

7.1.2 Aivia Mouse Design Competition – “Guaranteed Mass production”

In 2014, inspired by the theme of “Make It Real” and unlike other design competitions – most of which are still in the conceptual design stage – GIGABYTE’s mouse design competition offered the winning designer a promise of “guaranteed mass production”, so that the designer’s creation will be materialized into merchandise that can be tested in the market. After collaboration between the design team and GIGABYTE’s product team, the 2013 winning design “Raptor” has been mass produced and it was officially launched at the end of July in 2014.

In 2014, the gold prize for the second mouse design competition was won by emerging designer Yao Ting-yen’s “70R-M01”, an alumnus of Shih Chien University. Drawing inspiration from a rifle, the design concept exudes rich military gaming style and received unanimous acknowledgement from the panel of judges. Not only did he take away a NT\$150,000 prize, the champion’s product will also be marketed to global markets by GIGABYTE through guaranteed mass production.

7.2 Talent Development

“People are Taiwan’s most valuable asset”. GIGABYTE’s talent development efforts focus on different areas depending on the actual level. At the elementary level, the factory tour, the Secret to Learning Computers and PC-DIY Technology-on-campus events introduce participant students to see the true face of computers. Binary logic games are used to introduce computational logic, inspire students in the field of IT and educate them on basic concepts. Information and techniques related to technology and innovation are also put on display. Participation in the events serves to encourage the sharing of technology and innovation experience.

7.2.1 Secret to Learning Computers – The Enlightenment of Technology Education

To teach students about the inside of computers, the core components of a motherboard and how they work, GIGABYTE began hosting the Secret to Learning Computers activities in 2002 to help children learn about core components of a computer and the function of a motherboard and also know what parts on a motherboard are needed for a computer to run properly. The activity has attracted 18,014 participants since 2002. The instructors teach students fundamental computer architecture and reinforce the learning experience by leading students to assemble their own motherboards. Factory tours are also offered, so students can learn how computers work from an early age and explore the mysterious of computer hardware.

7.2.2 Technology on Campus and PC DIY – Rooting Technology Education

GIGABYTE offers the “Technology at School” and “PC-DIY” courses to introduce IT technology and basic concepts to students. These activities have attracted a total of 25,470 participants so far. The introduction to basic computer components shows students how they all fit together. Binary logic games are also used to teach the logic of computing. Lastly, the students were able to become more experienced at computers through activities such as computer assembly and troubleshooting, which in turn roots technology education deep in young generations. In 2014, 164 persons attended five “Technology on Campus” sessions, and we collaborated with the GFC Foundation through strategic alliance to organize two technology related activities on campus simultaneously in order to enrich children’s diverse experience. In total 342 persons participated in ten PC-DIY activities at Nanshih Elementary School.



Xisong Elementary School

7.2.3 Technology on Campus Long Stay

“Technology on campus long stay” was introduced to campus for the first time through club activities to familiarize the children with computers and the spirit of popular science, so that such education can be rooted locally and be replicated to expand the overall benefit. In addition, the “Scratch” course was conducted to train children’s logical thinking ability, and afterschool clubs helped to inspire their creativity. In 2014, a total of 243 persons attended 9 courses.



7.2.4 Factory Visit – Industry Experience Sharing for People Far and Near

The Taiwanese motherboard industry owns the lion's share of the global market and has long been one of Taiwan's best performers. GIGABYTE is more than willing to share this honor by inviting clubs, organizations and schools to visit our factories, learn about the motherboard production process and see our rigorous management by themselves. The tours help visitors appreciate the technology industry's commitment to "High Quality Production" and encourage students to think seriously about their future career. Since factory tours were launched in 2005, the number of visitors has continued to grow each year. Visitors come from all walks of life and reflected the strong public interest in Taiwan's No.1 industry. The visit activities have become increasingly internationalized while services have become more sophisticated and customized as well. In 2012, GIGABYTE received international delegations from Xiamen, Hong Kong, Japan, Mexico, Austria and Thailand. In 2013, overseas guests also visited Taiwan, including business leaders from Nicaragua and the Raffles Institution in Singapore. In 2014, groups such as the Human Academy from Tokyo, Japan, Digiwin Software's southern China business exchange group, Xiamen City University, La Universidad de Monterrey from Mexico, Digiwin Software's northern China business exchange group and Nuremberg Institute of Technology from Germany paid visits to GIGABYTE. Currently, several international schools in Japan, Mexico and Thailand have included GIGABYTE into their regular curricula.



Nuremberg Institute of Technology from Germany

7.3 Bridging the Digital Divide Between Urban and Rural Areas

■ Bridging the Divide Between Urban and Rural Areas

With rapid changes in the domestic society, the educational resource divide between rural and urban areas is constantly expanding. GIGABYTE hopes to exert the strength of enterprises to bridge the urban-rural divide by supporting afterschool counseling and funding for the teachers of Taiwan music Chamber Orchestra so that the disadvantaged children will be given more resources. We expect to continue reducing urban-rural divide through these programs.

■ Bridging the Digital Divide

Despite being a prominent "high-tech island" with a computer penetration rate of nearly 90% and internet penetration rate of 80%, Taiwan also inevitably experiences the problem of "digital divide" during the rapid progress of information technology development. Currently, the government has invested immense resources to address digital education in remote townships. However, while the resources are injected into the remote township, in the seemingly informationally developed urban areas, there is still a group of internationally marginalized quinquagenarians (senior citizens) and women who are also in need of a channel to access information technology. In turn, they have become the "Informationally underprivileged urban minority". In the era of advanced information technology, computer illiteracy is akin to illiteracy, causing not only communication problems across different generations but also affecting people's life and employment.

7.3.1 Mentoring of Rural Children

In 2008 the GIGABYTE Education Foundation collaborated with the Dahu Elementary School in Hsinchu and converted scholarships for disadvantaged students and single-parent families into after-school care funding. Wandering teachers were also employed as after-school teachers. The after-school care program helped disadvantaged and single-parent children with their learning while wandering teachers gained job opportunities and hands-on experience. The program benefits 20 students every year and so far 140 students have received assistance.



7.3.2 Support the Development of Schools with Arts and Cultural Characteristics

Zhongliao Township in Nantou County is one of the poorest plain townships in Taiwan; 60% of the students in Shuangwen Junior High School come from underprivileged families. After the 921 Earthquake disaster, the local community was even suffering with a shortage of funds and resources and a lack of self-esteem among students. A decade ago, in order to reverse this situation and turn the tables on education, the school not only focused on student-oriented learning but also hired external afterschool teachers to tutor the students. Without any skilled teachers, they proactively sought for external resources to assist them. Eventually, the Shuangwen Taiwan Music Chamber Orchestra was formed to encourage the students to learn how to overcome obstacles, so that they can appreciate the magnificence of self-improvement and transformation during the music learning process, in turn inspiring enthusiasm in the students to learn and turn their life around.

Starting from 2011, GIGABYTE Education Foundation offered funding for the school to hire resident orchestra teachers externally. The program benefits approximately 80 grade 7-9 orchestra students annually by providing them with outstanding group practice opportunities, in turn allowing GIGABYTE to contribute our efforts in developing schools with cultural characteristics in remote townships. Shuangwen Taiwan Music Chamber Orchestra received the champion title at the Nantou County Junior High School Chinese Music Competition, and it made its concert debut at the performance hall of the Cultural Affairs Bureau of Nantou County in 2014.

〈中部〉偏校爽文國中絲竹樂團 首度演藝廳登台



2014-06-09

【記者陳鳳麗／南投報導】會考成績公布後，南投縣偏鄉中寮鄉爽文國中，昨日首度為該校的絲竹樂團，在南投縣文化局演藝廳舉辦音樂會，讓這群國中學生站上舞台表演，證明偏鄉孩子只要用心栽培，一樣可以發光發熱。



南投縣偏鄉學校中寮鄉爽文國中絲竹樂團，昨日首度登上南投縣文化局演藝廳舉辦音樂會。(記者陳鳳麗攝)

爽文國中絲竹樂團成立十年來，昨日下午首度舉辦大型音樂演奏會。由於經費有限，老師們調借卡車、休旅車等車輛，將數十件大小樂器從中寮鄉運到文化局演藝廳。團員們難掩興奮和緊張，經多次彩排後，下午二時三十分正式演出。接連演奏十一首樂曲，現場觀眾掌聲不斷，讓這群在綠樹環抱的校園苦練多時的孩子，感動得紅了眼眶。

負責低音鼓的劉雨婷會後仍處在興奮狀態，她說，原本什麼樂器都不會，參加絲竹樂團後感覺生活很充實，慶幸國小畢業後沒有到外地念國中，否則就沒有這麼好玩的國中生活。會考考出4A1B、負責大提琴的葉芷彤也說，好感謝學校為樂團辦這場音樂會，會永遠記得這一刻。

全校一半學生 都是團員

負責絲竹樂團的教務主任王政忠則說，全校有一半以上的學生參加絲竹樂團，學生們在樂團培養出自信心，功課也愈來愈順心，國中會考成績公布後，媒體都在關注多少個A作文幾級分才能上明星高中，卻沒有人關注偏鄉國中的程度如何，但偏鄉與城市學生的差距，實在更值得教育當局關注

7.3.3 Digital Love – Expand the Senior Citizens' Perspective Through Information Technology

GIGABYTE Education Foundation has organized digital love computer courses to encourage senior citizens and women who are interested in learning computers but are too afraid to do so. They were invited to join the fundamental class to equip them with information technology related skills. The courses not only enrich the lives of the senior citizens but also foster lifelong learning and social engagement (such as becoming volunteer teaching assistants in computer classes), thereby transforming the "digital divide" into "digital opportunity" and materialize the philosophy of "Upgrade Your Life" by rooting "digital care". In the weekday evenings, several grey-haired senior citizens could be seen sitting in the 1F conference room of the GIGABYTE building enthusiastically and eagerly learning how to use the computer. The scene of genial ambiance in the GIGABYTE building is taken from the "Digital love" computer class. Since GIGABYTE's "Digital love computer class" was first launched in 2006, 191 classes have been conducted, benefitting a total of 20,927 persons. Furthermore, we have developed a replicable teaching model, therefore the project not only enriches the lives of the elderly by helping them to achieve the goal of lifelong learning, and social engagement of our colleagues was also encouraged.

■ Mobile Computer Classroom – Community Digital Learning

As GIGABYTE's digital love computer class was a starting point, we established a "mobile computer classroom" in 2011, focusing on the promotion of computer lessons to introduce digital learning directly to the community. The program offers convenient services for communities which are interested in learning computer skills but do not have the budget to create computer classrooms. By reservation only, the mobile computer courses will be conducted at various fixed locations, where we are able to serve the largest number of senior citizens and new immigrants with limited human resources, thereby generating the greatest benefit.

Characteristics of GIGABYTE Digital Love Computer Class

Features	Description
Comprehensive facilities	GIGABYTE's comprehensive facilities and venues create an excellent learning environment for the students.
Shared teaching resources	Not only did GIGABYTE colleagues take on the responsibility of assistant teachers, experienced students could also become teaching assistants to tutor other students. During the process of teaching and learning, a positive studying environment can be created.
Flashcards	In the early years, the elders in Taiwan learnt the Taiwanese native language verbally, therefore they are not accustomed to the phonetic notations on the keyboard. In the course, the Mandarin Daily News and the spelling table of capital/small letter are used to assist the students to correctly identify various phonetic notations and English letters, in turn familiarizing them with the keyboard layout.
Spiral curriculum	A review is conducted in the first half hour of each class for contents from the previous week, where the spiral approach is applied to help the students go over the contents that they have already learned and boost their memory capacity. According to the students, the teaching method is less stressful and the slower pace allows them to absorb the information more easily.
Graded teaching	Based on the progress of the students, they are divided into beginner level and advanced level to offer them diverse choices. Advanced class: This is designed for senior citizens and women with basic computer skills. Several types of information technology application classes are offered to meet different needs, including: image processing, basic word processing and spreadsheets etc. As a result, the computer has become a tool that facilitates them to live a more interesting and vibrant lifestyle.

7.4 GIGABYTE Benevolence

7.4.1 Provide Student Grants to Students from Families that Have Experienced Unexpected Events

"GIGABYTE benevolence" is a long-term program providing student grants to students from families that have experienced unexpected events. Since its inception in 2003, we have assisted 510 students from families that have experienced unexpected events, so that they can get a glimpse of hope for their future through care and assistance from the society. Furthermore, the colleagues were able to enjoy helping others, and our communities have become more wonderful due to the contributions of GIGABYTE's employees.



7.4.2 Agricultural Direct Selling

Purchasing agricultural products directly from producers not only allows employees to buy cheaper, safer and fresher agricultural produce but also protects farmers from exploitation. Charity direct sales help farmers rebuild their homes, allow the harvesting of ripe produce before typhoons strike, and help balance supply and demand during the harvest season. In 2014, the produce sold through agricultural direct selling were: Xinshe's cherry tomato, Yunlin's orange, Shetou's guava, Miaoli's small tomato, Lishan's persimmon, Zhuanzaiyao's adzuki beans, Chiayi's small tomato, Changhua's greenhouse small tomato, FCARE's Shennong rice, Daxi's water bamboo, Xinshe's Shinko pear, Bali's pomelo, Douliu's pomelo, Xinshe's Fuji pear, Wuling Farm's peach, Changhua Erlin's grape, Taichung Dongrong Farm's bitter tea soap, Changhua's pitaya, Lishan's peach, Yilan Sanxing's pear, Qianqian Orchard's mango, Haocun's honey, Yunlin's garlic, growth hormone-free pineapple, Jiexing Farm's small tomato, Dayu Farm's snow pear and Xinpu Agong's tankan orange.

■ Sales Promotion for Oversupply of Cabbage

Vegetable prices are always low after the Lunar New Year and this has a major effect on cabbages that are in season, so the Agriculture and Food Agency always launches a sales promotion. GIGABYTE responded by purchasing 10 tons of cabbages (20kg x 500 cartons) that were distributed to employees in Xindian and Nanping, nearby companies and local residents. This not only helped vegetable farmers clear the market glut but also reminded GIGABYTE employees to eat more vegetables and share with their families.



Support Taiwan's agricultural products and cabbage promotion

7.4.3 Emergency Relief – Kaohsiung Gas Explosion

The 2014 Kaohsiung gas explosion took place between 23:55 on July 31, 2014 through to the early hours of August 1, where a series of gas explosions erupted along the road sections in Qianzhan and Lingya Districts, Kaohsiung City. During the catastrophe, we witnessed the unchanged benevolence and passion of the Taiwanese public. GIGABYTE distributed condolence money for "injured or deceased police officers and volunteer firefighters" who sacrificed themselves to help others. The condolence money was allocated according to the severity of casualty. Some of the courageous police officers and volunteer firefighters were fighting for their lives in the ICU, and others have been discharged from the hospital and are recuperating at home, GIGABYTE and our entire staff hereby sincerely wished for their speedy recovery. In addition, after discussions with the Fire Bureau, Kaohsiung City Government, we became aware of the problem of ambulance shortage, therefore GIGABYTE would also donated an ambulance to the Fire Bureau in order to make contribution to the society.

7.4.4 Social Welfare –

Generating Infinite Opportunities with the Strength of One

GIGABYTE hopes to extend the ideals of "Caring for society and sustainable development" to the whole society. By combining the power of many individuals, we can amplify our tiny contribution to become a force for progress in society and give those in need hope for the future.

■ End of Year Charity Fundraising

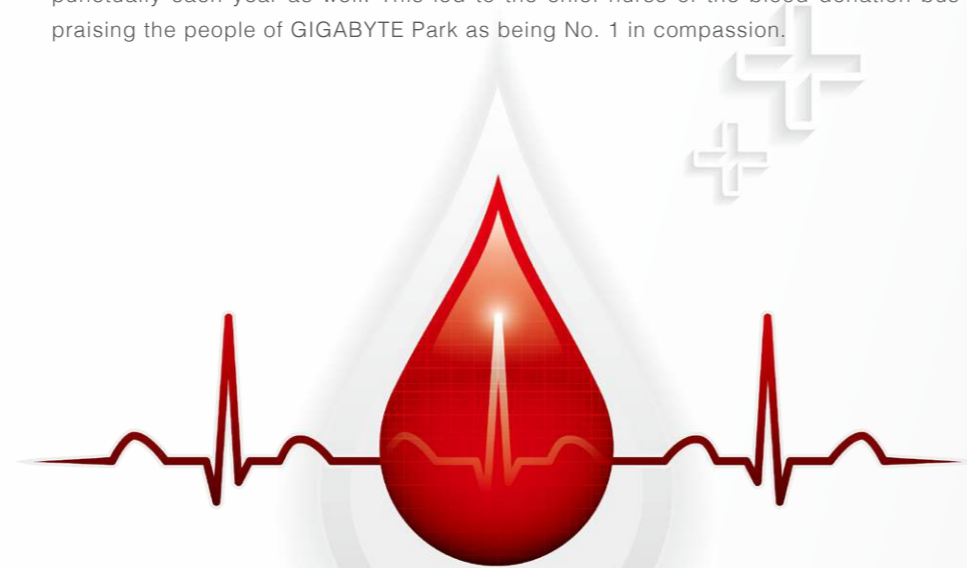
The GIGABYTE Education Foundation launches the "Love at GIGABYTE" end of year fundraising event every year. Employees, families, children and friends are invited to make "one-time" (one-time deduction from salary for 12-month donations), "regular fixed amount" (fixed amount deduction from monthly salary throughout a year) and "variable" (employees specify a donation amount which will be deducted from salary) donations. The donations mainly go to the following causes:

- (1) Providing scholarships to students in Xindian district who experience unexpected events in their family
- (2) Donating to the Children's Hearing Foundation's early intervention for hearing impaired children from disadvantaged families
- (3) Donating to the Tzu Chi's long-term welfare dependence and single-parent families

■ Double Charity Blood Donation Drive

GIGABYTE organizes a blood donation drive every 6 months to encourage employees from GIGABYTE and other companies in Xindian to donate blood and save lives. The gifts provided as a reward to employees who answer the call are better than those for normal blood donations. Since 2003, 4,631 persons have participated in the program and 6,843 bags of blood (250ml per bag) have been donated.

The "Double Charity" blood donation drive was held by GIGABYTE in 2014. To encourage employees to donate blood, employees received Zhuanzaiyao adzuki beans and peaches for donating blood. This not only provided encouragement to employees but also helped farmers as well, extending the reach of charity while creating a warm, New Year ambience. A total of 460 people responded to the Double Charity Blood Donation Drive and a total of 187,750ml of blood were collected in 751 bags (250ml each). Nearby merchants and friendly businesses also "checked in" punctually each year as well. This led to the chief nurse of the blood donation bus praising the people of GIGABYTE Park as being No. 1 in compassion.



■ Ambulance Donation

GIGABYTE had previously donated an emergency care ambulance to the medical center in 2013. As the ambulance was approaching the end of its service life, another ambulance was donated to Wanfang Hospital in February, 2014 to serve critically ill patients.



■ Charity Winter Aid

Since 2003 the GIGABYTE Education Foundation has joined forces with the Xindian District Office on the eve of the Lunar New Year each year to give GIGABYTE Charity red packets and supplies to the families that have young adults as primary wage earners. The partnership is now in its 10th successive year. The number of single-parent households has increased in recent years but as they did not match the criteria for low-income household subsidies which means the social resources they receive are very limited. The red packets and King Rice donated by GIGABYTE enable assisted families to feel the warmth and compassion of society, and could enjoy a happy new year.

In 2014, the Winter Aid program donated 823 New Year red packets as well as CSA-certified King rice. The Xindian District Office then distributed all of the bags to disadvantaged families in the Xindian district. GIGABYTE has always spared no effort when it comes to helping disadvantaged groups and the winter donations showed once again our readiness to give back to the community. Through these donations, the spirit of compassion and goodwill can be spread to everyone's hearts.

7.5 Arts and Cultural Promotion – Elevate the Public's Quality of Life

Art and cultural activities serve to enhance the aesthetics of the general public and stimulate arts in society. This is why GIGABYTE is a long-time supporter of arts and cultural events. Through the "Upgrade Your Life" gallery, art appreciation, "Upgrade Your Life" seminars, art & cultural recreation and other activities, we support performing groups by encouraging our employees to buy discounted tickets to increase the box office earnings and audience numbers. These enhance the aesthetic refinement of the general public, promote the arts in society, boost employees' leisure quality and cultural sophistication, and ultimately help shape our corporate culture.



Lecture on playing games with percussion

7.6 GIGABYTE Go Green Club

"Corporate volunteering" is where businesses actively empower employees to join volunteer groups to fulfill their social responsibility. Employees are encouraged to volunteer and to serve. The Go Green Club is GIGABYTE's corporate volunteering club and it is usually responsible for maintaining the eco-rooftop. The club also supports environmental events on certain environmental days.

Table of Activities of GIGABYTE Go Green Club

Activity date	Activity name
2013/05/02	I'm a happy corporate volunteer
2013/06/15	"Re-creating the centennial glamour of terraced fields" working holiday
2013/08/03	You, me, him and eco-roof
2013/08/22	Building an ecological oasis amid the concrete jungle lecture
2013/10/16	G-HOME organic farming LOHAS lecture
2013/10/30	Living interpretation – Practice on the eco roof
2013/12/03	Nutrition education for urban farmers
2014/01/25	Hands on sensation – Hand built trail
2014/04/20	"Encounter with mangroves" working holiday
2014/05/08	Beauty and sorrow of algal reef
2014/06/29	Cherish the algal reef – Night visit
2014/11/06	Friendly farming and pleasurable life
2014/11/30	Working Holiday! Habitat maintenance experience



You, me, him and eco-roof



"Encounter with mangroves" working holiday

Appendix 1: GRI/G4 Content Index

“GIGABYTE 2014 Sustainable Report” was written in accordance with the G4 Sustainability Reporting Guidelines (GRI/G4 Guidelines), the various indicators and corresponding chapters are shown below.

General Standard Disclosures	Description	Chapter
Strategy and Analysis		
G4-1	Provide a statement about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	From the Chairman
G4-2	Provide a description of key impacts, risks, and opportunities.	From the Chairman
Organizational Profile		
G4-3	Name of the organization.	1.3 Company Introduction
G4-4	Primary brands, products, and services.	1.3 Company Introduction
G4-5	Location of the organizations headquarters	1.3 Company Introduction
G4-6	Number and names of countries where the organization operates	1.3 Company Introduction
G4-7	Nature of ownership and legal form	1.3 Company Introduction
G4-8	Markets served and market characteristics	1.3 Company Introduction
G4-9	Scale of the organization	1.3 Company Introduction 3.4 Corporate Governance
G4-10	Total number of employees by employment type, contract, region and gender	4.1 Global Talents
G4-11	Percentage of total employees covered by collective bargaining agreements	4.4 Employee Participation
G4-12	Describe the organizations supply chain	5.2 Supplier Management
G4-13	Any significant changes during the reporting period regarding the organizations size, structure, ownership, or its supply chain	3.4 Corporate Governance

G4-14	Whether and how the precautionary approach or principle is addressed by the organization	Rio principle article 15 The company's operation and products are managed in accordance with the precautionary spirit of Rio principle article 15
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	5.2.3 Supply Chain Labor Rights and Ethical Requirements
G4-16	Memberships of associations and national or international advocacy organizations in which the organization	1.8 Association Membership
Identified Material Aspects and Boundaries		
G4-17	Organizational structure of the company's operations	Introduction 3.4 Corporate Governance
G4-18	The process for defining the report content and the aspect boundaries	2.4 Stakeholder Engagement
G4-19	List all the material aspects identified in the process for defining report content	2.4 Stakeholder Engagement
G4-20	For each material aspect, report the aspect boundary within the organization and report whether the aspect is material within the organization	2.4 Stakeholder Engagement
G4-21	For each material aspect, report the aspect boundary outside the organization and report whether the aspect is material outside of the organization	2.4 Stakeholder Engagement
G4-22	Explain the reasons for any restatements of information provided in previous reports	No errors were corrected this time
G4-23	Significant changes from previous reporting periods in the scope and aspect boundaries	The disclosure scope is equivalent to the material aspects and covers all of the organization's internal and external boundaries.
Stakeholder Engagement		
G4-24	Provide a list of stakeholder groups engaged by the organization	2.4.1 GIGABYTE Stakeholders
G4-25	Report the basis for identification and selection of stakeholders with whom to engage	2.4.2 GIGABYTE Materiality Analysis Procedure

G4-26	Report the organization's approach to stakeholder engagement	2.4.5 GIGABYTE Stakeholders Communication
G4-27	Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns. Report the stakeholder groups that raised each of the key topics and concerns.	2.4.5 GIGABYTE Stakeholders Communication
Report Profile		
G4-28	Reporting period	Introduction
G4-29	Date of most recent previous report	Introduction
G4-30	Reporting cycle	Introduction
G4-31	Provide the contact point for questions regarding the report or its contents	Introduction
G4-32	Report the GRI Content Index for the chosen option	Introduction Appendix 1: GRI/G4 Content Index
G4-33	Report the organization's policy and current practice with regard to seeking external assurance for the report	Introduction
Governance		
G4-34	Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	3.4.1 Board of Directors and Management
G4-35	Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees	3.4 Corporate Governance
G4-36	Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	3.4 Corporate Governance
G4-37	Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.	2.3 Green Sustainable Development Committee 2.4 Stakeholder Engagement 3.4 Corporate Governance 4.4 Employee Participation
G4-38	The composition of the highest governance body and its committees	3.4.1 Board of Directors and Management

G4-39	Whether the Chair of the highest governance body is also an executive officer	3.4.1 Board of Directors and Management
G4-40	The nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members	3.4 Corporate Governance
G4-41	Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders	3.4.2 Remuneration Management Committee 3.5 Practice Integrity
G4-42	The highest governance bodies and senior executives roles in the development, approval, and updating of the organizations purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts	3.4 Corporate Governance
G4-43	Measures taken to develop and enhance the highest governance bodies collective knowledge of economic, environmental and social topics	3.4 Corporate Governance
G4-44	The processes for evaluation of the highest governance bodies' performance with respect to governance of economic, environmental and social topics. Report its frequency, whether such evaluation is a self-assessment and the actions taken in response to the evaluation.	3.4 Corporate Governance
G4-45	The highest governance bodies role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Include the highest governance bodies' role in the implementation of due diligence processes. Report whether stakeholder consultation is used.	From the Chairman 2.3 Green Sustainable Development Committee 3.4 Corporate Governance
G4-46	The highest governance bodies role in reviewing the effectiveness of the organizations risk management processes for economic, environmental and social topics	3.3 Risk Management 3.4 Corporate Governance
G4-47	The frequency of the highest governance bodies review of economic, environmental and social impacts, risks, and opportunities	3.3 Risk Management 3.4 Corporate Governance
G4-48	The highest committee or position that formally reviews and approves the organizations sustainability report and ensures that all material aspects are covered	2.3 Green Sustainable Development Committee
G4-49	The process for communicating critical concerns to the highest governance body	2.3 Green Sustainable Development Committee

Specific Standard Disclosures – Economic

G4-50	The nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them	2.4.2 GIGABYTE Materiality Analysis Procedure
G4-51	The remuneration policies for the highest governance body and senior executives	3.4.2 Remuneration Management Committee
G4-52	The process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships that the remuneration consultants have with the organization.	3.4.2 Remuneration Management Committee
G4-53	Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	3.4.2 Remuneration Management Committee
G4-54	The ratio of the annual total compensation for the organizations highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country	3.4.2 Remuneration Management Committee
G4-55	The ratio of percentage increase in annual total compensation for the organizations highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country	3.4.2 Remuneration Management Committee
Ethics and Integrity		
G4-56	The organizations values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	2.1 CSR Commitments 3.5 Practice Integrity
G4-57	The internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helpfulness or advice lines	3.5 Practice Integrity
G4-58	The internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistle-blowing mechanisms or hotlines	3.5 Practice Integrity

Aspect	DMA and Indicator	Description	Chapter
Economic Performance	Management Policy		3.1 Business Strategy 3.4 Corporate Governance
	G4-EC1	Direct economic generated and distributed	3.1 Business Strategy 3.2 Financial Information 3.4.2 Remuneration Management Committee
	G4-EC2	Financial implications and other risks and opportunities for the organizations activities due to climate change	From the Chairman 6.4 Climate Change Mitigation and Adjustment sStrategy
	G4-EC3	Coverage of the organizations defined benefit plan obligations	4.3 Outstanding Remuneration and Benefits
	G4-EC4	Financial assistance received from government	3.8 Government Financial Sid
	Management Policy		3.1 Business Strategy 3.4 Corporate Governance
	G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	4.3 Outstanding Remuneration and Benefits
Market Presence	G4-EC6	Proportion of senior management hired from the local community at significant locations of operation	4.1 Global Talents
	G4-EC7	Development and impact of infrastructure investments and services supported	Non-core option
Indirect Economic Impacts	Management Policy		Non-core option
	G4-EC8	Significant indirect economic impacts, including the extent of impacts	Non-core option
Procurement Practices	Management Policy		5. Customer Service and Supplier Management
	G4-EC9	Proportion of spending on local suppliers at significant locations of operation	5.2 Supplier Management

Specific Standard Disclosures – Environmental

Aspect	DMA and indicator	Description	Chapter
Materials	Management Policy		6.3 Green Products
	G4-EN1	Materials used by weight or volume	6.3.2 Materials that Minimizes Environmental Burden 6.3.5 Management and Reduction of Product Packing Materials
	G4-EN2	Percentage of materials used that are recycled input materials	The percentage of recycled materials that were used in our product production has not been calculated yet. It will be addressed in the future.
Energy	Management Policy		6.1 Green Management 6.4 Climate Change Mitigation and Adjustment Strategy
	G4-EN3	Energy consumption within the organization	6.2.6 Energy and Resource Conservation
	G4-EN4	Energy consumption outside of the organization	Energy consumption outside of the organization has not been calculated yet, it will be addressed in the future.
	G4-EN5	Energy intensity	6.2.6 Energy and Resource Conservation
	G4-EN6	Reduction of energy consumption	6.2.6 Energy and Resource Conservation 6.4.3 Greenhouse Gas reduction Strategy and Method
	G4-EN7	Reductions in energy requirements of products and services	6.3 Green Products
	Management Policy		6.2.4 Cherish the Water Resources
Water	G4-EN8	Total water withdrawal by source	6.2.4 Cherish the Water Resources
	G4-EN9	Water sources significantly affected by withdrawal of water	No significant impact
	G4-EN10	Percentage and total volume of water recycled and reused	6.2.4 Cherish the Water Resources
Biodiversity	Management Policy		Non-core option
	G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Non-core option

Emissions	G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Non-core option
	G4-EN13	Habitats protected or restored	Non-core option
	G4-EN14	Total number of IUCN red list species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	Non-core option
Emissions	Management Policy		6.4 Climate Change Mitigation and Adjustment Strategy
	G4-EN15	Direct greenhouse gas (GHG) emissions (scope 1)	6.4.2 Climate Change Mitigation
	G4-EN16	Energy indirect greenhouse gas (GHG) emissions (scope 2)	6.4.2 Climate Change Mitigation
	G4-EN17	Other indirect greenhouse gas (GHG) emissions (scope 3)	Other indirect greenhouse gas (GHG) emissions have not been calculated yet, it will be addressed in the future.
	G4-EN18	Greenhouse gas (GHG) emissions intensity	6.4.2 Climate Change Mitigation
	G4-EN19	Reduction of greenhouse gas (GHG) emissions	6.4.2 Climate Change Mitigation
	G4-EN20	Emissions of ozone-depleting substances (ODS)	GIGABYTE's production process and products do not involve any use of ODS
Effluents and Waste	G4-EN21	NOX, SOX, and other significant air emissions	GIGABYTE does not produce significant air emissions
	Management Policy		6.1 Green Management
	G4-EN22	Total water discharge by quality and destination	6.2.4 Cherish the Water Resources
	G4-EN23	Total weight of waste by type and disposal method	6.2.5 Waste Reduction
	G4-EN24	Total number and volume of significant spills	There were no significant chemical spills in 2014
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	6.2.5 Waste Reduction	

Specific Standard Disclosures – Labor Practices and Decent Work

	G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organizations discharges of water and runoff	6.2.4 Cherish the Water Resources
Products and Services	Management Policy		6.1 Green Management 6.3 Green Products
	G4-EN27	Extent of impact mitigation of environmental impacts of products and services	6.3 Green Products
	G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	6.3.5 Management and Reduction of Product Packing Materials
Compliance	Management Policy		3.6 Legal Compliance 6.1 Green Management 6.4.1 Response Strategies to Climate Change
	G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	In 2014 GIGABYTE did not receive any punishment for non-compliance with environmental laws and regulations
Transport	Management Policy		Non-core option
	G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organizations operations, and transporting members of the workforce	Non-core option
Overall	Management Policy		Non-core option
	G4-EN31	Total environmental protection expenditures and investments by type	Non-core option
Supplier Environmental Assessment	Management Policy		5.2 Supplier Management
	G4-EN32	Percentage of new suppliers that were screened using environmental criteria	5.2 Supplier Management
	G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	5.2.2 Supplier Audit
Environmental Grievance Mechanisms	Management Policy		2.4.5 GIGABYTE Stakeholders Communication 6.1 Green Management
	G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	In 2014, there were no grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms.

Aspect	DMA and Indicator	Description	Chapter
Employment	Management Policy		4.1 Global Talents
	G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	4.1 Global Talents
	G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	4.3 Outstanding Remuneration and Benefits
	G4-LA3	Return to work and retention rates after parental leave, by gender	4.1.2 Employee Retention
Labor/Management Relations	Management Policy		4.4 Employee Participation
	G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	4.3.1 Remuneration System
Occupational Health and Safety	Management Policy		4.6 Healthy and Safe Work Environment
	G4-LA5	Percentage of total workforce represented in formal joint management worker health and safety committees that help monitor and advise on occupational health and safety programs	4.6 Healthy and Safe Work Environment
	G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	4.6 Healthy and Safe Work Environment
	G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	4.5.2 Employee Physical and Mental Health
	G4-LA8	Health and safety topics covered in formal agreements with trade unions	4.4.2 Smooth Communication Channel Fosters a Harmonious Capital-labor Relation 4.5 Work-life Balance
	G4-LA9	Average hours of training per year per employee by gender, and by employee category	4.2 Employee Growth Engine
Training and Education	G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	4.2 Employee Growth Engine
	G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	4.2 Employee Growth Engine

Diversity and Equal Opportunity	Management Policy		4.1 Global talents 4.3 Outstanding Remuneration and Benefits
	G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	4.1 Global Talents
Equal Remuneration for Women and Men	Management Policy		4.3 Outstanding Remuneration and Benefits
	G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	4.3 Outstanding Remuneration and Benefits
Supplier Assessment for Labor Practices	Management Policy		5.2 Supplier Management
	G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	5.2.2 Supplier Audit
	G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	5.2.2 Supplier Audit
Labor Practices Grievance Mechanisms	Management Policy		4.4 Employee Participation
	G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	4.4.2 Smooth Communication Channel Fosters a Harmonious Capital-labor Relation

Specific Standard Disclosures – Human Rights

Aspect	DMA and Indicator	Description	Chapter
Investment	Management Policy		4.1.7 Human Rights 5.2.3 Supply Chain Labor Rights and Ethical Requirements
	G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	GIGABYTE abides by EICC and has incorporated its spirit into our operations. In 2014, our investments in OGS Europe BV, Luxiang and Qsan Technology did not incur any human right risk.
Non-discrimination	G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	4.1.7 Human Rights
	Management Policy		4.1 Global Talents
Freedom of Association and Collective Bargaining	G4-HR3	Total number of incidents of discrimination and corrective actions taken	4.1.8 Non-Discrimination
	Management Policy		4.3.3 Employee Welfare Committee 5.2 Supplier Management
Child Labor	G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	4.3.3 Employee Welfare Committee 5.2.3 Supply Chain Labor Rights and Ethical Requirements
	Management Policy		4.1.5 Prohibition on Child Labor 5.2 Supplier Management
	G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	4.1.5 Prohibition on Child Labor 5.2.3 Supply Chain Labor Rights and Ethical Requirements

Specific Standard Disclosures – Society

Aspect	DMA and Indicator	Description	Chapter
Forced or Compulsory Labor	Management Policy		4.1.7 Human Rights 5.2.3 Supply Chain Labor Rights and Ethical Requirements
	G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	4.1.7 Human Rights 5.2.3 Supply Chain Labor Rights and Ethical Requirements
Security Practices	Management Policy		4.1.7 Human Rights
	G4-HR7	Percentage of security personnel trained in the organizations human rights policies or procedures that are relevant to operations	4.1.7 Human Rights
Indigenous Rights	Management Policy		Non-core option
	G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	Non-core option
Assessment	Management Policy		4.1.7 Human Rights
	G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	4.1.7 Human Rights
Supplier Human Rights Assessment	Management Policy		5.2 Supplier Management
	G4-H10	Percentage of new suppliers that were screened using human rights criteria	5.2.2 Supplier Audit
	G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	There have been no significant negative impacts until now.
Human Rights Grievance Mechanisms	Management Policy		4.4 Employee Participation
	G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	4.4.2 Smooth Communication Channel Fosters a Harmonious Capital-labor Relation

Aspect	DMA and Indicator	Description	Chapter
Local Communities	Management Policy		Non-core option
	G4-S01	Percentage of operations with implemented local community engagement, impact assessments, and development programs	Non-core option
	G4-S02	Operations with significant actual and potential negative impacts on local communities	Non-core option
Anti-corruption	Management Policy		3.5 Practice Integrity
	G4-S03	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	3.5.3 Anti-corruption and Anti-bribery
	G4-S04	Communication and training on anti-corruption policies and procedures	3.5.3 Anti-corruption and Anti-bribery
	G4-S05	Confirmed incidents of corruption and actions taken	In 2014, there were no confirmed incidents of corruption
	Management Policy		3.7 Political Contribution 3.8 Government Financial Aid
Public policy	Management Policy		3.7 Political Contribution 3.8 Government Financial Aid
	G4-S06	Total value of political contributions by country and recipient/beneficiary	3.7 Political Contribution 3.8 Government Financial Aid
Anti-competitive Behavior	Management Policy		3.6 Legal Compliance
	G4-S07	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	3.6 Legal Compliance
Compliance	Management Policy		3.6 Legal Compliance
	G4-S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	3.6 Legal Compliance
	Management Policy		Non-core option
Supplier Assessment for Impacts on Society	Management Policy		Non-core option
	G4-S09	Percentage of new suppliers that were screened using criteria for impacts on society	Non-core option
	G4-S10	Significant actual and potential negative impacts on society in the supply chain and actions taken	Non-core option
Grievance Mechanisms for Impacts on Society	Management Policy		4. Happy Work Place 7. Social Harmony
	G4-S011	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	In 2014, there were no complaints about impacts on society

Specific Standard Disclosures – Product Responsibility

Aspect	DMA and Indicator	Description	Chapter
Customer Health and Safety	Management Policy		5. Customer Service and Supplier Management 6.1 Green Management
	G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	6.3 Green Products All GIGABYTE products passed the health and safety impact assessment
	G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	In 2014 GIGABYTE did not have any incident of non-compliance with health and safety related regulations
Product and Service Labeling	Management Policy		5. Customer Service and Supplier Management 6.1 Green Management
	G4-PR3	Type of product and service information required by the organizations procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	6.3 Green Products All GIGABYTE products comply with relevant information and labeling regulations
	G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	In 2014, GIGABYTE did not violate any product and service labeling regulations
Marketing Communications	G4-PR5	Results of surveys measuring customer satisfaction	5.1.2 Customer Satisfaction
	Management Policy		5. Customer Service and Supplier Management
	G4-PR6	Sale of banned or disputed products	In 2014, no GIGABYTE products were banned, nor did we produce any disputed product.
	G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	In 2014, GIGABYTE did not violate any marketing related laws
	Management Policy		

Customer Privacy	Management Policy		5.1 Customer Service and Satisfaction
	G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	5.1.2 Customer Satisfaction
Compliance	Management Policy		3.6 Legal Compliance
	G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	In 2014, GIGABYTE did not receive any fine for non-compliance with laws and regulations



Appendix 2: ISO26000 Comparison Table

Core Subject	ISO 26000	Relevant Chapter in the Sustainability Report
Organizational Governance	The system by which an organization makes and implements decisions in pursuit of its objectives	2.4 Stakeholder Engagement 3.4 Corporate Governance
Human Rights	Compliance with the law to avoid the risk of human rights auditing	4.1.7 Human Rights
	Human rights risk situations	4.1.7 Human Rights
	Avoidance of complicity: direct, beneficial or silent	3.5 Practice Integrity
	Resolving grievances	4.4.2 Smooth Communication Channel Fosters a Harmonious Capital-labor Relation
	Discrimination and vulnerable groups	4.1.8 Non-discrimination
	Civil and political rights	3.7 Political Contribution 4.4.2 Smooth Communication Channel Fosters a Harmonious Capital-labor Relation
	Economic, social and cultural rights	4.5 Work-life Balance
	Fundamental principles and rights at work	4.3 Outstanding Remuneration and Benefits
	Employment and employment relationships	4.1 Global Talents
	Conditions of work and social protection	4.4 Employee Participation 4.5 Work-life Balance
Labor Practices	Social dialogue	2.4.5 GIGABYTE Stakeholders Communication
	Health and safety at work	4.6 Healthy and Safe Work Environment
	Human development and training in the workplace	4.2 Employee Growth Engine
	Prevention of pollution	6.2.3 Air Pollution Prevention
	Sustainable resource use	6.2.4 Cherish the Water Resources
The Environment	Climate change mitigation and adaptation	6.4 Climate Change Mitigation and Adjustment Strategy
	Protection of the environment, biodiversity and restoration of natural habitats	6.5 Green Promotion

Fair Operating Practices	Anti-corruption	3.5.3 Anti-corruption and Anti-Bribery
	Responsible political involvement	3.7 Political Contribution
	Fair competition	3.5.2 Employee Code of Ethics
	Promoting social responsibility in the value chain	5. Customer Service and Supplier Management
Consumer Issues	Respect for property rights	1.7 Intellectual Property
	Fair marketing, factual and unbiased information and fair contractual practices	3.5 Practice Integrity
	Protecting consumers' health and safety	6.3 Green Products
	Sustainable consumption	5. Customer Service and Supplier Management
	Consumer service, support, and complaint and dispute resolution	5.1 Customer Service and Satisfaction
	Consumer data protection and privacy	5.1.3 Customer Personal Information Protection
	Access to essential services	5.1 Customer Service and Satisfaction
	Education and awareness	5.1 Customer Service and Satisfaction
Community Involvement and Development	Community involvement	7. Social Harmony
	Education and culture	7. Social Harmony
	Employment creation and skills	4.1.4 Recruitment
	Technology development and access	4.2 Employee Growth Engine
	Wealth and income creation	3.2 Financial Information 3.4 Corporate Governance
	Health	4.6 Healthy and Safe Work Environment
	Social investment	

Appendix 3: UN Global Compact Comparison Table

Category	Ten Principles	Relevant Chapter in the Sustainability Report
Human Rights	Businesses should support and respect the protection of internationally proclaimed human right	GIGABYTE abides by the law and respect the rights of each employee
	Make sure that they are not complicit in human rights abuses	3.5.2 Employee Code of Ethics 5.2 Supplier Management
Labor	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	4.4.2 Smooth Communication Channel Fosters a Harmonious Capital-labor Relation 4.3.3 Employee Welfare Committee
	The elimination of all forms of forced and compulsory labor	4.4.2 Smooth Communication Channel Fosters a Harmonious Capital-labor Relation
	The effective abolition of child labor	4.1.7 Human Rights
	The elimination of discrimination in respect of employment and occupation	4.1.8 Non-discrimination
Environment	Businesses should support a precautionary approach to environmental challenges	6. Environmental Protection
	Undertake initiatives to promote greater environmental responsibility	6. Environmental Protection
Anti-corruption	Encourage the development and diffusion of environmentally friendly technologies	6.3 Green Products
	Businesses should work against corruption in all its forms, including extortion and bribery	3.5 Practice Integrity

