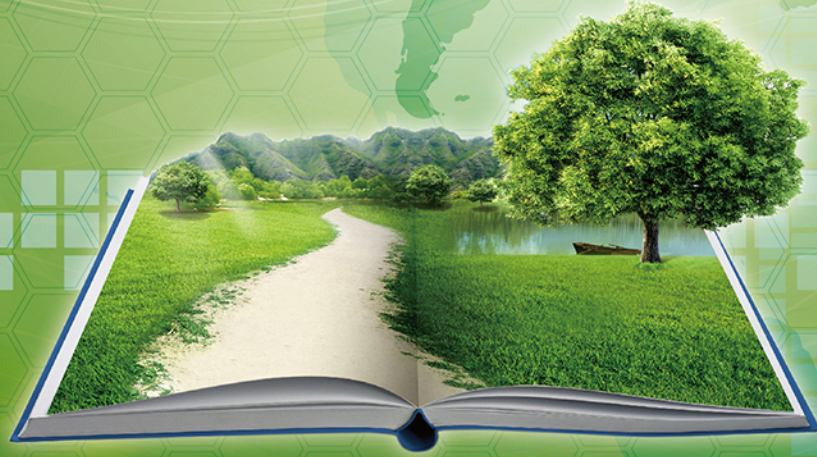


GIGABYTE™



GIGABYTE 2018

Corporate Social Responsibility Report

STOP TALKING · START PLANTING



About the Report

Reporting Boundaries

This report covers the sustainable development performance from January to December in 2018 in global operational bases of GIGABYTE, including the Headquarters, Taoyuan Nanping plant, China Dongguan plant, China Ningbo plant (named GIGABYTE below) and influential subsidiaries in Taiwan (G-STYLE LTD, GIGAIPC CO., LTD, Bestyield International)

The financial data validation disclosed in the report is the consolidated financial report information of GIGABYTE and its subsidiaries (the detailed disclosing scope please refer to 2018 GIGABYTE annual report <http://www.gigabyte.tw/Investor>). The scope of greenhouse gas emission inventory and data of reduction covers the operational Headquarters (not include Silicon Valley office), Taoyuan Nanping plant, China Dongguan plant, and China Ningbo plant. The disclosure scope of other sustainability indicators are described in the report.

Reporting Principles and Reference Guiding

The report follows the GRI standard: It has opted for the core in accordance option and Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies. The report also takes reference from the UN's Sustainable Development Goals and other international guidelines to disclose GIGABYTE's commitments, strategies and implementations for corporation sustainable development during the time in the report.

Issue

GIGABYTE issues the CSR report on an exclusive sustainable development website (<http://csr.gigabyte.tw/>) every year. We also extract key points in the report and put them on the website, hoping the stakeholders caring for us can realize our efforts on CSR through all channels.

Issue time: September 2019

Last Issue time: September 2018

Next Issue time: September 2020 (scheduled)

Data Quality Management

- Finance Data: using finance report audited by the CPA
- Organizational greenhouse gas inventory (ISO 14064-1: 2006): SGS Taiwan
- Quality Management (ISO 9001: 2015): SGS Taiwan
- Environment Management (ISO 14001: 2015): SGS Taiwan
- Work Safety and Health Management (OHSAS 18001: 2007): SGS Taiwan

Feedback

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

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e-mail: CSR@gigabyte.com

Allege Use of Picture from UN's Sustainable Development Goals

Pictures of the UN's Sustainable Development Goals used in the report were downloaded from the publicizing materials of UN's Sustainable Development website.





From the Chairman

To all friends of GIGABYTE:

GIGABYTE Technology has always been committed to its operations with integrity and excellent quality and provided our customers with the most comprehensive services, and GIGABYTE is able to grow continuously because of your support. Moreover, the higher we stand, the more we realize the greater impact and responsibility we have toward the economy, environment and society. We will keep upholding the core values of "Upgrade Your Life" to bring new technologies and products with more convenience to consumers, and continue our concerns on nature, society and humans at the same time to realize sustainable development step by step.

Take the Preemptive Opportunity and Steady the Pace of Innovation

The global market changes rapidly. GIGABYTE still continues to step into new business and create high-value strategic alliances through prudent layout and management. In recent years, the development of gaming market has been rising and flourishing. In addition to researching and developing the hardware performance for the dedicated gaming requirements, AORUS, a gaming brand of GIGABYTE, has also launched a new spectrum of powerful prime time activities, fostered gaming teams, and held a global competition AORUS OPEN for the gamers in 2018, strived to provide gamers with unforgettable gaming experiences and risen in the ranking of top brands in Taiwan's gaming computers. At the same time, we actively deploy cloud devices, responding to the strong demand of 5G, artificial intelligence, cloud computing and big data computing; starting on the development of hybrid cloud and private cloud integration solutions in line with artificial intelligence and data analysis to assist the future enterprises to have the best quality software and hardware support in the path of digital transformation.

Reshape Corporate Awareness and Connect Global Trend of Sustainability

In the 21st century, some multinational corporations have more financial strength and impacts than governments. When the United Nations announced the Sustainable Development Goals (SDGs) in 2015, we realized that it is our unshirkable responsibility as a corporation with large amount of resources from the society to respond to the expectations of stakeholders comprehensively through the SDGs framework. In 2018, GIGABYTE publicly released the Product Environmental Reports, which comprehensively

examined the impact of products on climate, air quality and ecology, and held the Supplier Sustainability Conference to bond the sustainable partners strongly together and create greater sustainable value for the society. At the same time, we convey the corporation sustainability spirit to all employees through the implementation of plastic-free policies in staff canteens, volunteer club and other environmental education, expecting that GIGABYTE can accumulate the energy promoted by employees gradually and stimulate the sustainability actions of never ending growth and multiplication.

Ten Years to Grow a Tree but a Hundred Years to Cultivate Talent. Pick Up the Baton to Mitigate Climate Change

Climate change has become an ineluctable responsibility of the society. GIGABYTE has seen this issue with more foresight that it needs more cooperation and continuous action across generations. GIGABYTE plays an active role in mitigating climate change through G-HOME Sustainable Eco-Roof, greenhouse gas inventory and cooperation with the Plan-for-the-Planet Foundation that we commit to planting 75,000 trees. Additionally, we also help people to re-examine their current lifestyles through providing environmental education courses based on G-HOME's facilities, and organize Plant-for-the-Planet Academies in Taiwan to let children be aware of climate issues and capable of voicing on these issues through in-depth discussions and presentation training. All these promotions are to make coexistence and dialogue with nature become the basic idea to every citizen of the world in the future.

GIGABYTE Always Keeps Sustainability in the Future

GIGABYTE has long regarded "Upgrade Your Life" as a self-expectation and core value, which includes the emphases on R&D of products, the surrounding environment as well as the employees and all stakeholders. GIGABYTE will not stop taking sustainability actions and we expect more people can see the importance of a sustainable attitude through our efforts and work together to move forward with great steps on this sustainable path.

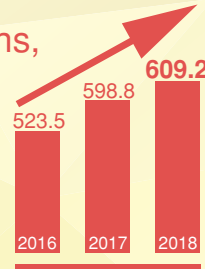
Chairman



2018 Highlights and Awards of Sustainability Performance



Consolidated revenue was NTD **60.9** billions,
with the growth of **1.7%** compared to the
consolidated revenue of the last year
**Steady growth in revenue
for three consecutive years**



Corporate Governance Aspect



140 patent applications were approved for
the year, with an accumulation of **2,339**
patents approved over the years

Social Aspect



Environmental Aspect



Product Environment Report

officially published, disclosing products' impacts of three major aspects:



Organized the Plant-for-the-Planet
Academies, cultivating **200+**
Climate Justice Ambassadors
approved by the Plant-for-the-Planet
Foundation



Responded to the tree planting
campaign by the United Nations
Environment Programme to plant at
least **75,000 trees** in three years



Corporate Volunteers of GIGABYTE Go Green Club
walk on foot around Taiwan and pick up garbage
Accumulative mileage **549.51** km
Accumulative service hours **15,814** hours
Cleaned waste **3,095.33** kg



Introduced **SROI** Again

G-HOME GIGABYTE Sustainable
Eco-Roof **1:7.9**

Thousand Mile Trek - Go Green Taiwan **1:4.5**



2018 Dazzling GIGABYTE



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Chapter 1. Sustainable Development Commitment and Communication

1.1 Promotion of Sustainable Development

1.1.1 Promotion Policy and Goal of Sustainable Development

■ From Cultural Shaping to Conceptual Practice, Continue to Deepen the Green Action Plan 2.0

The promotion of sustainability is not only limited to the strategic development at a top level of corporate; instead, it is implemented in the life of every employee and makes employees be willing to contribute the effort to sustainability progressively. So that the impact of sustainability can then be considered as being elaborated thoroughly. Therefore, since the launch of the Green Action Plan in 2009, GIGABYTE has led employees to understand the importance and needs of the sustainability issue through nearly 130 green lectures and 2 working holidays per year. 2018 is the key year for the convergence of Green Action Plan 2.0 and 3.0, with external concept transmission and implementation of sustainability practice in our own business are gradually moving towards maturity for harvest. In the future, we expect to deepen the sustainable development of value chain, and join hands with consumers, suppliers and the general public together, to achieve the target of "Reduction. Sharing. Love the Earth."

Promotion Strategy of Sustainable Development



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Begin with the Heart Opening the Gate of Sustainability	Green Action Plan 2009~2015				
	<ul style="list-style-type: none">▶ Published CSR (sustainability) reports annually since 2010 to enhance communication bridge with stakeholders.▶ Promoted Scope 1~3 Greenhouse Gas Inventory and Reduction. Emissions were reduced by 39.83% in 2015 compared to the level of 2009.▶ Held an accumulated 130 sustainability forums and activities to strengthen employees' recognition of sustainable development and related issues.		<ul style="list-style-type: none">▶ Constructed the G-HOME Sustainable Eco-Roof to build a working environment that stays in harmony with the earth.▶ Completed the development of green cloud platform to create GIGABYTE's sustainable supply chain.▶ Established the GIGABYTE Go Green Club, initiating voluntarily the Thousand Mile Trek - Go Green Taiwan and having picked up 94.2 kg in 2015.▶ Set up GIGABYTE Technology Corporate Code of Conduct to construct the ethical concepts of the employees.		
Concept Transmission Reduction Sharing Love the Earth	Green Action Plan 2.0 - 1st stage 2016 - 2018				
	Target	Achievement Rate	Major Achievements in 2018	Way of Continuances	Report Chapters
	Carry out energy conservation and emission reduction, water conservation, plastic reduction and waste decrease	<div><div></div></div>	<ul style="list-style-type: none">▶ Completed internal information collection and reduction strategies drafting for the 333 Reduction Plan.▶ Continued carbon reduction projects and reduce 5.6% of carbon emissions compared to last year.▶ Expanded the introduction of RFP environmentally friendly materials on products and reduced 64% of carbon emissions on raw materials.	<ul style="list-style-type: none">✚ Continue promoting the 333 Reduction Plan to actively achieve the carbon reduction target of 2030.✚ Implemente internal circulation economy and reduce the use of one-time materials.✚ Promote the Sustainability Fund that returns the benefits of reduction to equipment improvement and employee welfare to form a sustainable circulation.	Chapter 4 Environmental Aspect
	Promote the sharing values of sustainable supply chain	<div><div></div></div>	<ul style="list-style-type: none">▶ Convened the Sustainable Supplier Conference to share the value of sustainability.▶ Cooperated with suppliers on the 333 Reduction Plan and tree-planting.▶ Published "GIGABYTE Guidelines of Sustainable Procurement".	<ul style="list-style-type: none">✚ Have control over the performance of the suppliers participated in the 333 Reduction Plan.✚ Implemente supplier sustainable performance classification and integrate it with procurement processes.	3.3 Supplier Sustainability and Risk Management
	Realize and deepen sustainability education	<div><div></div></div>	<ul style="list-style-type: none">▶ 499 person-times in 2018 and a total of 2,916 person-times attended G-HOME Environmental Education Courses .▶ The benefits and results of Plant-for-the-Planet Academy kept expanding that the number of children participated grew by 18%.▶ Held the Friendly Product Design Contest to promote the concept of friendly product.	<ul style="list-style-type: none">✚ Promote environmental education courses and boost the educational meaning of G-HOME.✚ Hold the Plant-for-the-Planet Academy.✚ Hold the Friendly Product Design Contest.	Chapter 4 Environmental Aspect Chapter 5 Social Aspect
Friendliness / High-efficiency Social Enterprise	Green Action Plan 2.0 - 2nd stage 2019 - 2022				
	Develope high value and high quality products with innovative technology. Continue boosting the efficiency of energy use and reducing environmental burden. Power that changes the world - dream, poverty free and the new world.				
Innovating Technology, Upgrading Your Life	Green Action Plan 2.0 - 3rd stage 2022 and go on				
	Go green in the overall Company and target at low-carbon, zero waste and pollution. Contribut to a friendly environment and society to share the economic benefits together. Achieve a green innovation that pursues the target of 100% of friendly products.				

【●】 Staged Objective Completed 【●】 In Progress 【○】 Not Yet Implemented

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■ Link to United Nations Sustainable Development Goals and Extend the Impact of Sustainability

Since the United Nations published the Sustainable Development Goals (SDGs) in 2015, as a computer hardware manufacturer, GIGABYTE began to think how to respond to SDGs in the ways of enterprise core competencies, innovative projects, and compliance with expectations of stakeholders. Through a matrix analysis based on operational and product aspects, internal management, additional self-responsive aspects, plus the influence that GIGABYTE can exert, we select eight primary response goals for GIGABYTE to respond and disclose our actual actions in the Report.

Matrix Analysis of Material SDGs to GIGABYTE



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Responsible Consumption and Production

Linking particular targets 12.2, 12.4, 12.5, 12.6 and 12.8
 Responding Chapter in the Report 3.3 Supplier Sustainability and Risk Management, 4.4.1 Implementation of Internal Environmental Education and Actions.

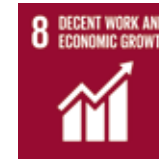
- Requesting all suppliers to comply with GIGABYTE's hazardous substance control regulation, in which 34 chemical substances have been listed.
- Introducing the product life cycle assessment system to analyze the carbon discharge and recycle use efficiency of raw materials.
- Holding sustainability seminars and professional education training to enhance the employees' practical application.
- Implementing the 333 Reduction Plan to urge continuous decrease on resource consumption of organization operation and product design.



Climate Action

Linking particular targets 13.2 and 13.3
 Responding Chapter in the Report 4.2 Climate Change Mitigation and Adaptation

- Analyzing risks and opportunities of climate change through legal aspect, operational aspect and product aspect. We also include the greenhouse gas inventory (scope 1 to 3) into the annual regular implementing projects to control the greenhouse gas emission status.
- Establishing the goal to reduce 50% of carbon emissions by 2030 to urge the organization to actively contribute to emission reduction.
- Responding to UNEP's Billion Tree Campaign, cooperating with the German Plant-for-the-Planet Foundation, and initiating the "Make Earth Green Again" project. In the project, we planned to perform a tree planting plan for 3 years and climate education promotion for children together with our consumers and partners.



Decent Work and Economic Growth

Linking particular targets 8.2, 8.4, 8.5, 8.7 and 8.8
 Responding Chapter in the Report 2.1 GIGABYTE Status and Development, Chapter 5 Social Aspect

- Taking 3% of the operating revenue for the research and development of new technology and product regularly every year.
- Using the Responsible Business Alliance (original being EICC) to be the basic requirement of labor rights review. We also combined the OHSAS 18001, ISO 14001 management system to carry out the labor human rights, safety and healthcare responsibility to build a happy working environment.
- Actively protecting the working rights of the disadvantaged, hiring more people with disabilities than the laws and regulations require.



Good Health and Well-being

Linking particular targets 3.4, 3.8 and 3.9
 Responding Chapter in the Report 4.3 Environmental Friendly Products, 5.2 Healthy and Happy Workplace

- With the philosophy of lessening the burden on the environment, we actively research and develop eco-friendly products through the hazardous substance control regulation and resource reduction.
- Providing employees with complete insurance plan and actively hold mental and physical health promotion activities such as healthcare forums, doctor's consultation, exercise events and employees caring platform.

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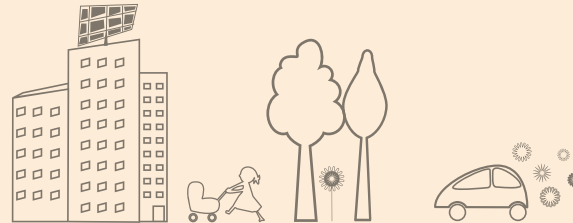


Sustainability Cities and Communities

Linking particular targets 11.6 and 11.7

Responding Chapter in the Report 4.4.2 Turn into a Green Talent Cultivating Base-G-HOME and Plant-for-the-Planet Academy

- With the ideas of low-maintenance, ecological design and boosting multiple benefits of resources, we constructed the G-HOME GIGABYTE Sustainable Eco-Roof.
- Actively promoting the concept of roof-greening to extend urban greenways.



Life below Water

Linking particular targets 14.1

Responding Chapter in the Report 4.3 Friendly Products 、 5.3 Social Participation

- Importing the environmentally friendly packaging design to reduce use of plastic on the products.
- The Go Green Club organized the "Thousand Mile Trek - Go Green Taiwan" to travel around Taiwan on foot and pick up trash, responding to the pollution problem of marine trash.
- Organizing internal and external promotion activities promoting the idea of sea protection with the topic of "plastic reduction".



Quality Education

Linking particular targets 4.4, 4.5 and 4.7

Responding Chapter in the Report 5.1 Talent Management, 5.3 Social Participation, 4.4 Shape the Internal Environmental Protection Culture

- Establishing training and development plan for the employees with 3 main schemes, job function training, professional training and self-development.
- Organizing technology education activities such as digital love and computer learning to minimize the digital division between cities and counties and between different ages.
- Actively promoting citizen environmental education through organizing the Plant-for-the-Planet Academy and making G-HOME an environmental education facility and field.



Life on Land

Linking particular targets 15.5

Responding Chapter in the Report 4.4 Shape the Internal Culture of Environmental Protection

- Responding to UNEP's Billion Tree Campaign, cooperating with German Plant-for-the-Planet Foundation, to establish the "Make Earth Green Again" project. In the project, we planned to perform a tree planting plan in Mexico for 3 years together with the consumers and cooperation partners.
- Holding working holiday activities and responding to the Taiwanese leopard cat protection for 3 years consecutively.
- Importing urban bee-keeping to spread the ecological value of G-HOME and be concerned about the issue of bee disappearance.

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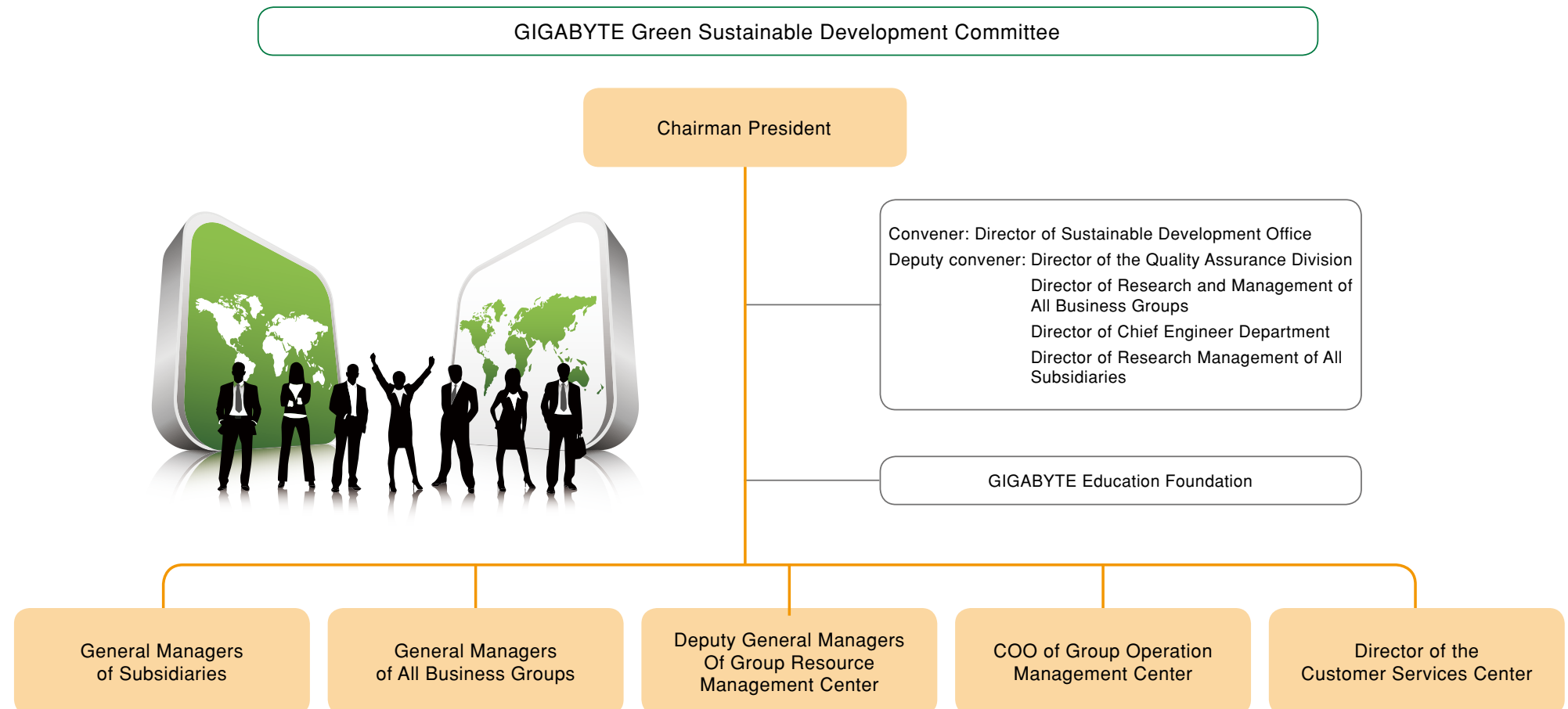
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1.1.2 Organization for Promoting Sustainable Development

The "Green Sustainable Development Committee" is the decision making and operational organization on the promotion of sustainable development affairs in GIGABYTE. The Chairman, Dandy Yeh, serves as the chairperson, and the Director of the Sustainable Development Office serves as the convener. Cross-BU, cross-site and cross-subsidary meetings are convened every month. Organizational representatives also continuously communicate with and collect feedback from stakeholders as part of routine operations, and they grasp the strategic pace of the global market and the impact of the domestic and international environmental laws to ensure proper management of stakeholder issues. The conclusions and messages from the monthly meetings are regularly reported to the Office of the President during the joint monthly report. The information helps the management team track GIGABYTE's progress on its commitment to sustainable development and implementation of CSR policies.



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2018 Concerned Issues of Green Sustainable Development Committee



1.2 Communication with the Stakeholders

1.2.1 Management Mechanism with the Stakeholders

The requirements and opinions of the stakeholders are important references for us to establish sustainable development strategies and relative project promotion. Effective communication with the stakeholders is an important part on the Company's way to sustainable development and the foundation stone to carry out sustainable development.

GIGABYTE concerns very much about the stakeholders' requirements and expectation on our sustainable development information. We thus establish a management mechanism with the stakeholders to be the reference for us to disclose sustainable development information. We respond to the stakeholders' expectation and suggestions through CSR reports, the official CSR website, press releases, and social media like fan groups to reach mutual communication.

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1.2.2 Identification and Communication with the Stakeholders

The identification of GIGABYTE Technology stakeholders is referred to AA1000SES Stakeholders Engagement Standards and internal team discussion by the Sustainable Development Office. Seven major types of stakeholder are identified.



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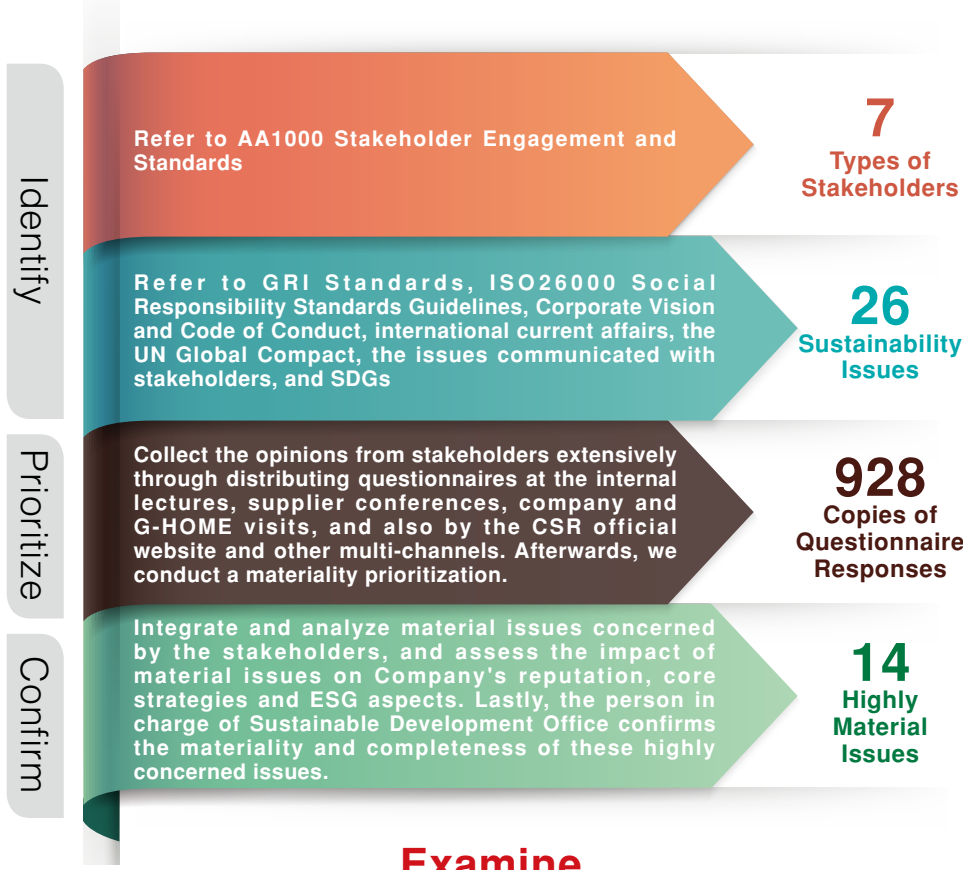
Stakeholders' Communication Channel and Frequency

Stakeholder	Concerned Issues	Communication Channel and Frequency		Response Method and Chapter	Corresponding Chapter
Employee	<ul style="list-style-type: none"> Occupational health and safety Salary and benefits Labor relations 	Regular	<ul style="list-style-type: none"> Labor-management/labor safety meetings 	<ul style="list-style-type: none"> Emergency response/operational drill Granting leave of absence better than laws and decrees Annual salary adjustment Internal living/disaster prevention lectures 	5.1 Talent Management 5.2 Healthy and Happy Workplace
		Ad hoc	<ul style="list-style-type: none"> Internal and external education training / practice drill Employee Assistance Program (EAP) 		
Investor	<ul style="list-style-type: none"> Appropriate return on investment Industry competitive edge Corporate governance Operating strategy and overview 	Regular	<ul style="list-style-type: none"> Annual shareholder meeting, annual report 	<ul style="list-style-type: none"> Organizational operational strategy and structural adjustment Financial / non-financial information disclosure Strengthen corporate governance structure 	Chapter 2 Overview of GIGABYTE Chapter 3 Economic Aspect
		Ad hoc	<ul style="list-style-type: none"> Communication meeting and investor conference Publication of information on the Market Observation Post System or on GIGABYTE official website 		
Customer	<ul style="list-style-type: none"> Product quality and reliability Design support and customer service Protection of confidential information Sustainable operation requirements and surveys 	Regular	<ul style="list-style-type: none"> Annual customer satisfaction survey 	<ul style="list-style-type: none"> Nanping Factory passed EICC Validation Sustainability questionnaire survey Participate in the CDP project 	3.2 Customer Service
		Ad hoc	<ul style="list-style-type: none"> Audit by customer Customer technology seminars Online support system and platform Response to sustainability performance questionnaire surveys 		
Supplier	<ul style="list-style-type: none"> Product quality and reliability Supply chain sustainability management Product delivery time/output/price 	Regular	<ul style="list-style-type: none"> Regular audit / sustainability evaluation Annual supplier conference 	<ul style="list-style-type: none"> Supplier sustainability questionnaire survey and evaluation Conflict minerals questionnaire survey Supplier audit Supplier sustainability conference Supplier year-end party 	3.3 Supplier Sustainability and Risk Management
		Ad hoc	<ul style="list-style-type: none"> Supplier business review meeting Management seminars on environmental safety & health and CSR 		
Community / Non-profit Organization / School	<ul style="list-style-type: none"> Ecological conservation Sustainability and environmental education Social participation 	Ad hoc	<ul style="list-style-type: none"> Co-organization of activities Participation in related organizations and forums Inviting communities and non-governmental organization to participate in corporate events 	<ul style="list-style-type: none"> Organizing Plant-for-the-Planet Academy Hosting computer classes, design contest for talent cultivation Sponsoring public welfare events and volunteer service 	5.3 Social participation
Government	<ul style="list-style-type: none"> Corporate governance Legal compliance Greenhouse gas reduction 	Ad hoc	<ul style="list-style-type: none"> Correspondence Participation in conferences Participation in related industry associations and government activities 	<ul style="list-style-type: none"> Participation in UX Alliance Environmental Education Field and Facilities Certification and promotion of environmental education course 	2.2 Corporate Governance
Media	<ul style="list-style-type: none"> Press releases related to Company operations Sustainable operation actions 	Ad hoc	<ul style="list-style-type: none"> Press conference Press release Interview Topical reporting 	<ul style="list-style-type: none"> Reporting of G-HOME GIGABYTE Sustainable Eco-roof Reporting of Plant-for-the-Planet Academy Reporting of environmentally friendly packaging materials News related to operations 	No corresponding chapter

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1.2.3 Material Issues and Boundary of Impact

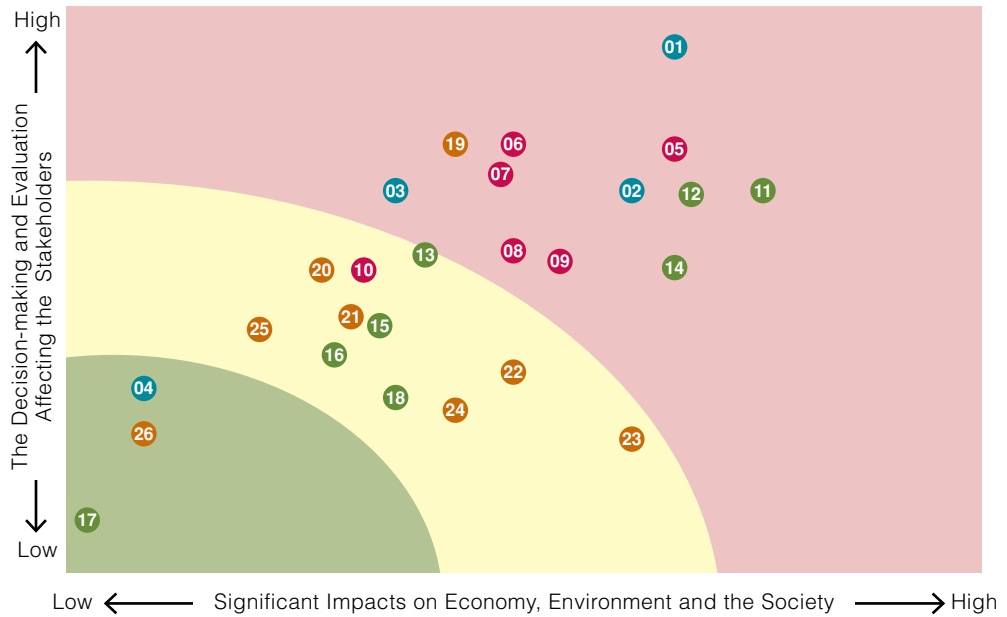
In order to understand the concerned issues of stakeholders on GIGABYTE, we extensively collect international trends and standards and referenced to industrial issues as well as opinions of internal and external stakeholders. Through an identification process of identifying, prioritizing, confirming, and examining, we then define the major disclosure information of this year in this Report.



Examine

The Report editorial team continues to examine and track the relevance between the disclosed sustainability issues and the stakeholders' major concerns, and corrects the identification process for material issues and stakeholders timely.

Materiality Analysis Matrix



- Governance Aspect**
 - 01 Moral Integrity and Code of Conduct
 - 02 Legal and Regulations Compliance
 - 03 Corporate Governance
 - 04 Stakeholder Communication and Appeal Mechanism
- Economic Aspect**
 - 05 Financial Performance
 - 06 Brand Management
 - 07 Innovation Management
 - 08 Risk Management
 - 09 Sustainable Supply Chain Management
 - 10 Customer Relationship Management
- Environmental Aspect**
 - 11 Greenhouse Gas Emissions and Carbon Management
 - 12 Environment Policy and Management System

- 13 Hazardous Substance Management
- 14 Friendly Product
- 15 Pollution Control
- 16 Energy Management
- 17 Water Resource Management
- 18 Ecological Conservation
- Social Aspect**
 - 19 Occupational Health and Safety
 - 20 Labor Relations
 - 21 Talent Attraction and Retention
 - 22 Conflict Minerals
 - 23 Sustainability and Environmental Education
 - 24 Social Participation
 - 25 Human Rights, Equality and Diversification
 - 26 Digital Inclusion

[Note 1]: For the highly material issues, GIGABYTE will disclose the management policies and complete information in the Report.

[Note 2]: For the rest of issues, a part of the performance will be also disclosed in the Report based on the benefits of information sharing.

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Materiality and Topic Boundary

Material Issues	Responding GRI Topic	Impacted Boundary					Corresponding Chapter/ Page	
		Within the Organization		Supply Chain Management	Product and Customer Service	Co-prosperity with the Society	Chapter	Page
		GIGABYTE	G-STYLE					
Ethics and Code of Conduct	Anti-corruption (205) Anti-competitive Behavior (206) Public Policy (415)	●	●	● We consider the suppliers important cooperation partners, thus they also need to follow the basic principles of ethics and integrity to deal with business				
Corporate Governance	No applicable GRI topic	●	●				2.2 Corporate Governance	24
Legal and Regulation Compliance	Environmental Compliance (307) Customer Health and Safety (416) Marketing and Labeling (417) Socioeconomic Compliance (419)	●	●	● Legal and regulations compliance is one of the basic elements for GIGABYTE and supply chain management				
Financial Performance	Economic Performance (201)	●	●				3.1 Industry Overview	32
Brand Management	No applicable GRI topic	●	●		● Customers' commitment and loyalty for our brand will affect our product selling.		2.1 GIGABYTE Status and Development	21
Innovation Management	No applicable GRI topic	●	●		● Continuous optimization and innovation of products will affect customers' loyalty and willingness to purchase			
Friendly Products	Materials (301)	●	●	● We introduce the designing ideas of eco-friendly products to further affect the raw materials' procurement and the supply chain management	● Continuous optimization and innovation of products will affect customers' loyalty and willingness to purchase	● The products that can reduce waste and be friendly to the environment will bring positive impact to the society	4.3 Friendly Products	50

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Material Issues	Responding GRI Topic	Impacted Boundary					Corresponding Chapter/ Page	
		Within the Organization		Supply Chain Management	Product and Customer Service	Co-prosperity with the Society	Chapter	Page
		GIGABYTE	G-STYLE					
Sustainable Supply Chain Management	Procurement Practices (204) Supplier Environmental Assessment (308) Freedom of Association and Collective Bargaining (407) Child Labor (408) Forced or Compulsory Labor (409) Supplier Social Assessment(414)	●	●	● The sustainability performance of the suppliers and the cooperative relations between us and the suppliers not only affect the brand reputation indirectly but also influence the society directly			3.3 Supplier Sustainability and Risk Management	35
Environmental Policy and Management System	No applicable GRI topic	●	●	● Our basic requirement of environmental policies and management system for the cooperated suppliers not only affects the brand reputation indirectly but also influences the society directly			4.1 Environmental Management	43
Greenhouse Gas Emission and Carbon Management	Emissions (305)	●	●	○ Viewing from the perspective of value chain, the carbon emissions of the materials purchased by GIGABYTE also affect the whole environment	○ Viewing from the perspective of value chain, the power used by our consumers when using our products would lead to carbon emissions	● Viewing from the perspective of value chain, the power used by our consumers when using our products would lead to carbon emissions	4.2 Climate Change Mitigation and Adaptation	46
Hazardous Substance Management	No applicable GRI topic	●	●	● The sustainability performance of suppliers and the cooperative relationship between GIGBAYTE and our suppliers will affect our reputation as well as bring positive impact to the society	● Using hazardous substances in products will directly and indirectly influence customers and consumers	● No use of hazardous substances in products will bring positive impact to the society	4.3.1 Hazardous Substance Management	53
Occupational Health and Safety	Occupational Health and Safety (403)	●	●	● The sustainability performance of suppliers and the cooperative relationship between GIGBAYTE and our suppliers will affect our reputation as well as bring positive impact to the society			5.2 Healthy and Happy Workplace	69
Risk Management	No applicable GRI topic	●	●	●			2.2.4 Risk Management	28

ch.2

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- 2.1.2 Uphold the Spirit of Sustainable Corporation, New Transformation of Brand Value
- 2.1.3 Innovative Technology
- 2.1.4 Participation in International Organization and Association

2.2 Corporate Governance

- 2.2.1 Corporate Governance Structure
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Chapter 2. Overview of GIGABYTE

Fulfill Responsibility of Sustainable Corporate Operation with the Principle of Honesty and Integrity

	Ethics and Code of Conduct Corporate Governance Legal and Regulation Compliance	Brand Management Innovation Management	Risk Management
Material Issue			
Vision and Goals	Construct a complete governance structure and drive positive circulation for the value chain with the core value	Improve brand value and identity, accumulate innovative energy to renovate the market, and stand firm in the intelligence field	Construct an effective risk management mechanism to reduce operational impacts and make progress while maintaining stable operation
Policies	<ol style="list-style-type: none">1. Deeply cultivate the "Code of Business Conduct"2. Review the result of Corporate Governance Evaluation and continue to improve the governance policy3. Keep following the laws and regulations of all operation bases, and take no violation of laws as the basic requirement	<ol style="list-style-type: none">1. Appropriate a minimum 3% of the annual revenue for research and development innovation2. Organize internal innovative product contests and guide into mass production3. Participate in major brand activities actively, and manage the customer cohesion and adhesion through multi-social communities4. Implement environment and welfare policies to manage a corporate image of green and happiness	<ol style="list-style-type: none">1. Grasp emerging risks and assess operational opportunities2. Prioritize establishment of countermeasures against high risk factors3. Examine risk response and effectiveness assessment regularly
2018 Major Achievements	<div>【●】 1. Newly developed "GIGABYTE Guidelines of Sustainable Procurement"</div> <div>【●】 2. GIGABYTE Green Sustainable Development Committee discussed the green laws and regulations in different regions regularly</div>	<div>【●】 1. 31 teams participated in the Innovative Product Design Contest, and the proposals of 2 final winners were planned to enter mass production.</div> <div>【●】 2. A total of 140 patents were awarded in 2018, with an accumulation of 2,339 patents awarded.</div>	<div>【●】 1. Continued to track and monitor the risk factors and global development trends</div> <div>【●】 2. Continued to optimize the internal risk control operation mechanism</div>

【●】 Staged Objective Completed 【●】 In Progress 【○】 Not Yet Implemented

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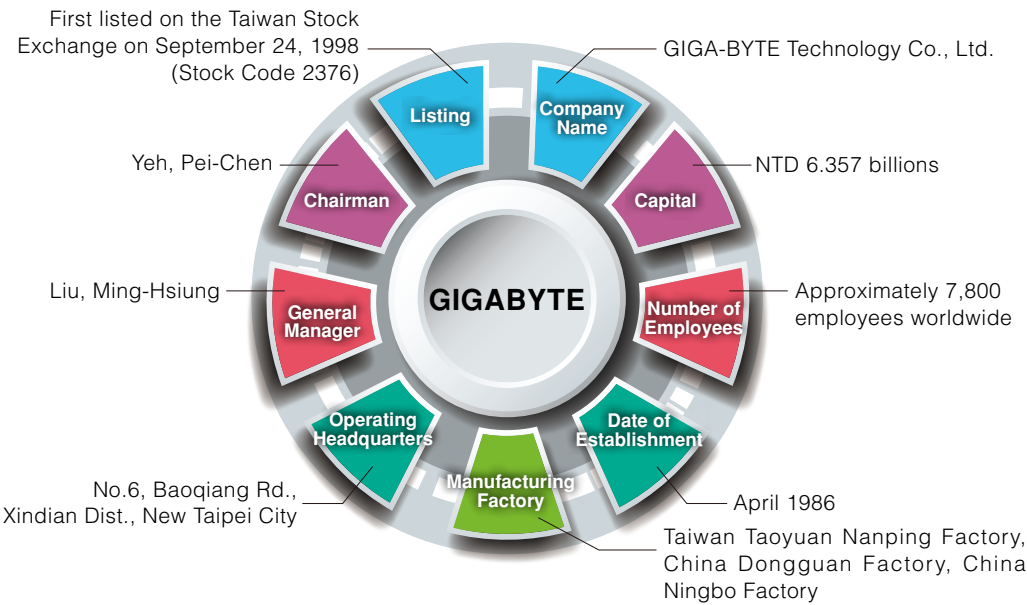
2.1 GIGABYTE Status and Development

2.1.1 Go beyond Expectations, Lead the Future

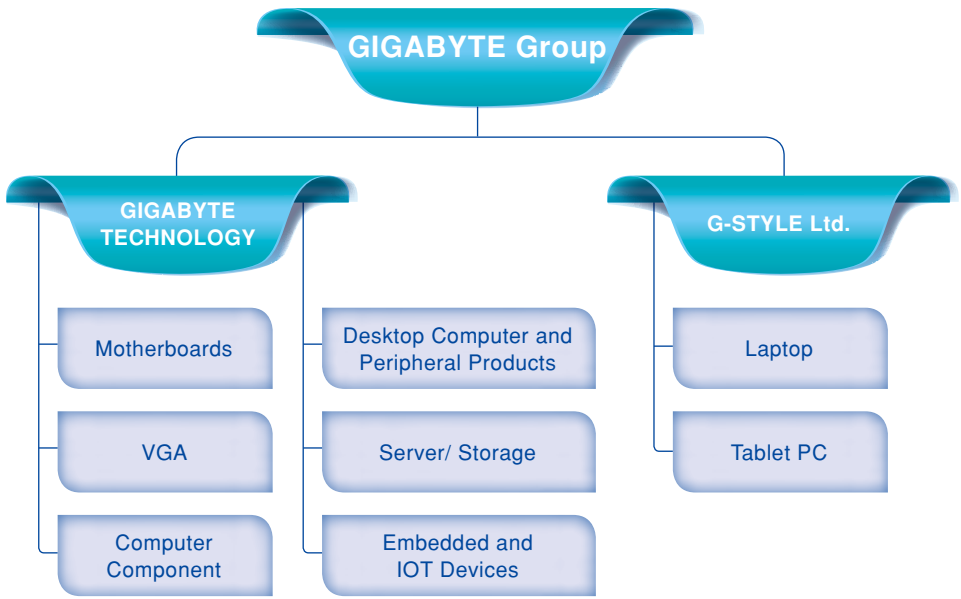
GIGABYTE was founded in 1986. "Upgrade Your Life" is the driving force that pushes us forward. We aim to be the pioneer of innovation, focus on key technology development, and launch the revolutionary technology - Ultra Durable™ technology that leads the new industry standard, and the exclusive heat dissipation design - WINDFORCE™ patented technology that breaks through the hardware limitations, and the Ultra Compact PC BRIX series that can be handled by one hand, allowing us to establish an invincible position in the information communications industry.

GIGABYTE started with motherboards and expanded all business groups gradually with the layout of industrial IOT, AI, cloud platform and high-end gaming laptop fields, and with the newly established BYTE International and GIGAIPC Co., Ltd. to develop diverse products and service lines with full efforts. In 2018, GIGABYTE continued to create amazing products based on "technical innovation and stable quality" and bring you a better digital life.

GIGABYTE Profile



Product Line Structure of GIGABYTE



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Global Operation Location

Europe

UK
Germany
Netherlands
Spain
Poland
Russia
Ukraine
Turkey
Israel

Asia/ Oceania

India
Bangladesh
Myanmar
Thailand
Vietnam
Singapore
Malaysia
Indonesia
Japan
South Korea
Hong Kong
Philippines
Australia

China

Beijing
Taiyuan
Changchun
Zhengzhou
Xian
Shenyang
Dalian
Lanzhou
Qingdao
Jinan
Harbin
Urumqi
Shijiazhuang
Baotou
Shanghai
Hefei
Nanchang
Jingzhou
Wuhan
Hangzhou
Ningbo
Wenzhou
Changzhou
Nanjing
Wuxi
Suzhou
Xuzhou
Changsha
Chongqing
Nanning
Xiamen
Longyan
Quanzhou
Shenzhen
Guangzhou
Shantou
Dongguan
Zhuhai
Fuzhou
Chengdu
Kunming
Guiyang
Lhasa
Haikou
Jinghua
Zhanjiang

Middle-East/ Africa

Dubai
South Africa
Saudi Arabia
Egypt
Algeria

Taiwan

Taipei
Xindian
Taoyuan
Taichung
Tainan
Kaohsiung

North America

USA
Mexico

South America

Argentina
Brazil
Peru

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2.1.2 Uphold the Spirit of Sustainable Corporation, New Transformation of Brand Value

"Upgrade Your Life" is not only the concept that GIGABYTE hopes to pass on to consumers, we also control many breakthrough patent technologies through continuous forward moving momentum, and combine 5G, AI, and AIoT layout cloud intelligence to actively create high-performance, high-quality and ultra-durable technology solutions, make the user experience more complete and life easier. We go deep into the gaming market. The gaming brand AORUS that pursues speed and smoothness, the professional laptop AERO series designated by the craftsman, the ultra-compact computer – BRIX with powerful performance and lightweight, as well as other breakthrough patents and research and development are all the energy of steady growth for GIGABYTE. At the same time, our brand management is also based on the Green Action Plan 2.0 to realize the sustainable development goals of "Reduction. Sharing. Love the Earth" actively, expecting to achieve the "Upgrade Your Life" with the society sharing prosperity and good through the product design of fitting the user's needs and taking the sustainable ecology into consideration. Ultra-Durable™ patented technology motherboards, the "Make Earth Green Again" project continued since 2017 till today, as well as the RFP packaging material made from 100% rice husk, allow every consumer who purchases GIGABYTE's products not only has the best quality experience, but also becomes a pioneer in making the environment more sustainable. Let's "Upgrade Your Life" together!

Key Branding Activities

January

- + GIGABYTE exhibited exclusively the basic equipment with multiple advanced technologies at the Electronic Consumer Show (CES) in Las Vegas, USA. The innovative products can assist the users in connecting to the cloud to explore unlimited possibilities.



May

- + GIGABYTE participated in the Japan Spring IT Week exhibition held in Tokyo, and participated in the activities of Big Data and Embedded Pavilion with front/back-end products.

June

- + GIGABYTE exhibited AI and Private Cloud at 2018 COMPUTEX, demonstrating a new realm of technology. AORUS also amazed COMPUTEX 2018 by creating a dream gaming space.



August

- + GIGABYTE AORUS advanced to Asia's largest video game ChinaJoy 2018 to host a summer video game feast.

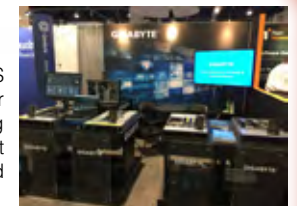
March

- + As the first Taiwanese company participating in the global open hardware organizations, GIGABYTE participated in the OCP summit annual meeting in the California, USA, and OCP regional summit in European session, which were organized by the Open Compute Project organization.
- + GIGABYTE participated in the GTC Annual Conference hosted by Nvidia and major global markets. We provided all types of most excellent solutions such as AI, deep learning and other innovative technologies.



April

- + GIGABYTE participated in the NAB held by the US National Association of Broadcasters in Las Vegas. Our servers of back-end network and front end computing products provided one-stop product procurement services for all major online streaming operators, and guaranteed optimal compatibility between products.
- + Responding to the United Nations Environment Programme's goal of planting one trillion trees, GIGABYTE continued to promote the "Make Earth Green Again" project during the Earth Day, calling on suppliers, employees and consumers to participate in the tree planting activities organized by the Plant-for-the-Planet Foundation in Germany to guard a sustainable planet together.



October

- + GIGABYTE AORUS OPEN "Player Unknown's Battlegrounds" Global Finals started in Paris
- + GIGABYTE Technology and Tunghan University promote Gaming industry-academia cooperation program



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2.1.3 Innovative Technology

Innovative technology research and development has always been the key to the brand value of GIGABYTE. We appropriate 3% of revenue per year regularly in product technology research and development, and have controlled an accumulation of 2,339 patents from 2001 to 2018. In 2018, GIGABYTE made an amazing breakthrough in innovation. The world's first AI gaming laptop with ultra-narrow frame AERO15 not only gives a gamer a high-standard audio-visual enjoyment, but also is capable of self-learning by analyzing the player's playing habits to optimize the user experience automatically. At the same time, with the increasing importance of big data and cloud computing applications, GIGABYTE exhibited the immediately deployable "AI / Data Science Cloud" at the COMPUTEX in June 2018 and launched six new server products based on the requirements of application, to provide customers who want to save important business secrets and connect to the public cloud database capable of deploying their personal cloud quickly. GIGABYTE also launched a second-generation liquid-cooling system due to heat dissipation problem caused by large number of computations, smaller size and without any compromise in high-efficiency cooling effect. (For related product introduction, please refer to the GIGABYTE website, URL:<https://www.gigabyte.com/>)

In 2018, Gigabyte Technology won a total of 402 awards and accumulated 15,001 awards.

2.1.4 Participation in International Organization and Association

GIGABYTE actively participates in international organizations, such as the Climate Savers Computing Initiative, the Carbon Disclosure Project (CDP) and the Plant-for-the-Planet Foundation authorized by the UNEP's to perform the Billion Tree Campaign. We also join important associations of the industry, such as the Taiwan Electrical and Electronic Manufacturers' Association and the Taipei Computer Association. Our Vice Chairperson, Ma, Meng-Ming, is the director of the Taipei Computer Association. In addition, we also actively participate in holding the Associations' activities. We have been the cooperation partners of the TRANS ACTION AWARD for 4

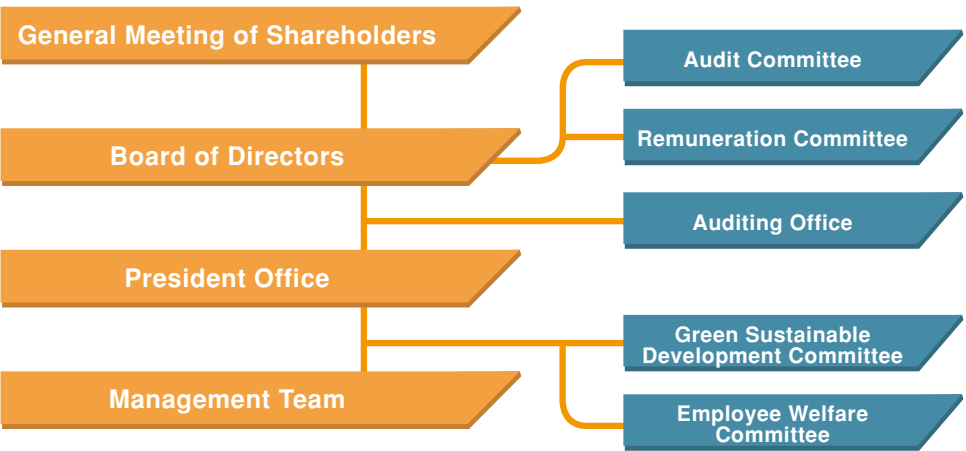
consecutive years since 2014, serving as a judge and a teacher of the game to foster cross-field talents for the industry.

2.2 Corporate Governance

Corporate sustainable operations and development must be built on perfect corporate governance strategies. GIGABYTE sets up with the Board of Directors, Remuneration Committee, and Audit Committee to ensure all procedures can achieve the functions of mutual supervision, checks and balances. The operations are executed in accordance with the Board of Directors' Procedural Rules, Organizational Rules of the Remuneration Committee, and Organization Rules of the Audit Committee.

(For GIGABYTE's Corporate Governance Policy and implementation status, Articles of Incorporation, Shareholders' Meetings Procedural Rules, Board of Directors' Procedural Rules, Procedures for Election of Board of Directors, Organization Rules of the Remuneration Committee, Organization Rules of the Audit Committee, and Internal Material Information Process Operating Procedures can be inquired on the GIGABYTE Technology Investors Website. URL: <https://www.gigabyte.com/tw/Investor/81>)

2.2.1 Corporate Governance Structure

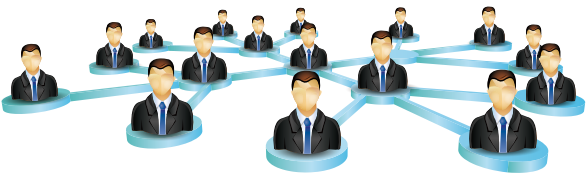


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Member of the Board of Directors

Title	Name	Attendance Rate of the Board of Directors	Note
Chairman	Yeh, Pei-Chen	100%	Re-election Re-elected on 6/11/2018
Vice Chairman	Liu, Ming-Hsiung	100%	Re-election Re-elected on 6/11/2018
Director	Representative of Shi Jia Investment Co., Ltd.: Ma, Mou-Ming	100%	Re-election Re-elected on 6/11/2018
Director	Representative of Yuei-yei Kai Fa Investment Limited: Tseng, Chun-Ming	100%	Re-election Re-elected on 6/11/2018
Director	Representative of Shi Da Investment Limited: Ko, Cong-Yuan	75%	Re-election Re-elected on 6/11/2018
Director	Representative of Xi Wei Investment Co., Ltd.: Lee, E-Tay	75%	Newly-elected Eleceted on 6/11/2018
Independent Director	Wang, Hwei-Min	100%	Newly-elected Eleceted on 6/11/2018
Independent Director	Chan, Yi-Hung	87.5%	Re-election Re-elected on 6/11/2018
Independent Director	Huang, Wen-Lai	37.5%	Re-election Re-elected on 6/11/2018

[Note 1]: All members of the Board of Directors are all male, aged over 50 years old.



Continuing Education of the Directors

Organizer Unit	Course Name	Training Hours	Participated Directors
Securities and Futures Institute	The development trend of corporate corruption and the prevention actions - from the perspective of corporate governance	3	Yeh, Pei-Chen; Liu, Ming-Hsiung; Ma, Mou-Ming; Tseng, Chun-Ming; Ko, Cong-Yuan; Lee, E-Tay; Wang, Hwei-Min; Chan, Yi-Hung
Taiwan Corporate Governance Association	Global trend analysis - risks and opportunities	3	Yeh, Pei-Chen; Liu, Ming-Hsiung; Ma, Mou-Ming; Tseng, Chun-Ming; Ko, Cong-Yuan; Chan, Yi-Hung
Securities and Futures Institute	How do the Directors and supervisors supervise the company to conduct fraud detection and set up the whistle blowing mechanism to strengthen the corporate governance?	3	Lee, E-Tay
Securities and Futures Institute	Directors and Supervisors Practical Business Advanced Seminar - Discussion on corporate financial statement fraud cases	3	Lee, E-Tay
Securities and Futures Institute	Discussion on legal issues related to insider trading cases	3	Lee, E-Tay
Taiwan Corporate Governance Association	Major shareholders and corporate involved in tax issues	3	Huang, Wen-Lai
Taiwan Corporate Governance Association	The latest tax reform key analysis and corporate response	3	Huang, Wen-Lai
National Federation of CPA Associations of the R.O.C.	Common deficiencies in appraisals and reports of financial instruments	3	Wang, Hwei-Min
National Federation of CPA Associations of the R.O.C.	Appraisal original manuscript and common deficiencies	3	Wang, Hwei-Min
National Federation of CPA Associations of the R.O.C.	Practical analysis of the latest tax laws and regulations in the first half of 2018	7	Wang, Hwei-Min

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■ Remuneration Committee

To ensure a sound remuneration structure for GIGABYTE directors, supervisors and executives, the Board of Directors established the Remuneration Committee in 2011. The mission of the Committee is to assist with the evaluation of the company's overall remuneration and welfare policies as well as the remuneration of directors and executives. The Company's rules state that the Remuneration Committee shall consist of 3 members appointed by the Board. One committee member serves as the convener and his/her term of office is identical to that of the Board. The remuneration and wage adjustment of senior managers in GIGABYTE are described as below.

A Comparison between the Highest Annual Income and Wage Adjustment and the Medium of General Employee's Gross Income and Adjustment

	Taiwan		China	
	Highest Remuneration	Median	Highest Remuneration	Median
Ratio of Annual Total Income	7.14	1	6.25	1
Percentage of Annual Total Remuneration Increase	(-1.35)	1	1.8	1

[Note 1]: The Annual Total income is the sum of fixed salary and floating salary
[Note 2]: The statistical benchmark is based on the employees on service at the end of December
(For the composition, responsibilities and operation of the Remuneration Committee, please refer to 2018 GIGABYTE Annual Reports, URL: <https://www.gigabyte.com/Investor/83>)

■ Audit Committee

To enhance the credibility and independence of internal audits, the Board of Directors established the Audit Committee in 2015 to provide oversight of the Company's financial reports, the retention (termination), independence and performance of the CPA, effectiveness of internal controls and the Company's management of potential risks. According to the organization rules, the Audit Committee is made up of all independent directors and must contain at least 3 members. One member must also

have an accounting or finance background. In 2018, the Audit Committee held 7 meetings. The members of the Audit Committee are expected to exercise their role as managers in good faith. Their missions is to ensure the reliability and objectivity of the financial reports and audited items, strengthen the Company's internal control standards, reduce fraud and unethical business behavior, improve organizational discipline and create an atmosphere of rigorous management.

■ Internal Audit

GIGABYTE's internal audit unit is an independent unit that reports directly to the Board of Directors. In addition to regular reports at routine Board meetings, the internal audit also reports to the chairman monthly or anytime if necessary. The internal audit system aims to assist the Board and management levels with inspecting and following-up on deficiencies in the internal control system, measurement of operational results and efficiency, and provide suggestions for improvements to ensure the effective implementation of the internal control system and provide a reference for revisions to internal controls. The auditing work is based on the Board-approved audit plan that is divided into regular internal audits and ad hoc internal audits. In 2018, the audits centered on the procedure of 8 business transaction cycles, the auditing items regulated by the Financial Supervisory Committee, and the subsidiary internal control system. Each audited unit and subsidiary was informed the audit results and took appropriate improvement measures according to the suggestions immediately. GIGABYTE upholds the principle of accurate and fair disclosure to regularly provide information of operation, finance and the Board of Directors on the Company website and Taiwan Stock Exchange Corporation's Market Observation Post. GIGABYTE ranked among the top 21-35% in the 5th Corporate Governance Evaluation. In the future, we will continue to review, improve and gradually perfect the Company's governance system through re-examining the operation model of the shareholder's meeting, information disclosure platform and the establishment of management regulations, and expect ourselves to march toward the rank of top 5% of the corporates.

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2.2.2 Code of Business Conduct

Since the establishment in 1986, GIGABYTE has always scrupulously abided by the laws and regulations and has never been convicted of any violations of the laws. Good corporate ethical culture and the sensitivity of employees in the grey area of business or requirements depend on a comprehensive code of conduct and effective internal communication. We always conduct supplements to the Code of Business Conduct based on information on emerging social issues and industrial trends, in order to improve the regulations and protect the interests of all stakeholders. We enable all employees of the Company and its subsidiaries to become fully familiar with the guidelines and maintain the GIGABYTE business reputation and legal and ethical standards through announcing on the Company's internal website, requiring every new employee to sign the Employee's Ethical Code of Conduct, and adding new contents such as anti-corruption and intellectual property rights in the education and training courses.

All employees of GIGABYTE shall strictly abide by the Code of Business

Conduct. If there is any violation, the Company will mete out appropriate punishments according to the Company's regulations depending on the seriousness of the circumstances. If employees find any suspicions of violations of the Code of Business Conduct, it shall be reported to the Executive Vice President ([Email: liu@gigabyte.com](mailto:liu@gigabyte.com)), and the Company will investigate and follow up handling.

2.2.3 Legal Compliance

GIGABYTE has established business locations at major cities around the world, thus the Legal Affairs Department is fully aware of the compliance with the local regulations. We also consult local legal consultant to provide new regulations information, particularly the international regulations developments. If encountering material regulations developments, we seek professional suggestions from the local law professions for the legal personnel to understand and adapt to the regulations of the local authority and enable GIGABYTE to comply with the laws of the local authority in order to preserve its image. In addition, the Legal Affairs Department irregularly

arranges the legal personnel to attend the domestic and international laws and practice lectures and conferences to enrich the latest regulation developments and related information so that legal personnel can adapt to the latest laws when managing legal cases. Aiming at the development and comprehension of domestic regulations, the Legal Affairs Department irregularly holds education training courses, particularly the knowledge of intellectual property laws for the

Code of Business Conduct

Safe and Equal Workplace

GIGABYTE is committed to providing every employee with an equal, safe and healthy working environment and career opportunities. We also respect employee privacy and rights by all means.

Company Assets Protection

It is also the duty of every employee to safeguard company assets, respect IP and copyrights, protect business secrets, uphold brand image, maintain accurate records and accounts, and work together to strengthen and enhance the value of the company.

(For details of GIGABYTE Code of Business Conduct, please search at the GIGABYTE CSR Website. URL: <https://www.gigabyte.com/CSR/73>)



External Business Activities

GIGABYTE embraces "ethical" management and expects this to be the highest guiding principle for all employees during business transactions. We believe in positive competition with competitors, ethics and accountability with customers and consumers, transparency in interactions with the government and the media, avoiding conflicts of interest, and adherence to the company's business principles.

Law Compliance and Social Responsibility

All commercial activities by GIGABYTE should comply with the law. Taxation and disclosure shall follow the law as well. We adhere to international regulations on trade and product requirements. We also aim to protect the overall interests of society and to reduce our environmental impact. Employees responsible for related businesses are expected to take an active interest and ensure full compliance.

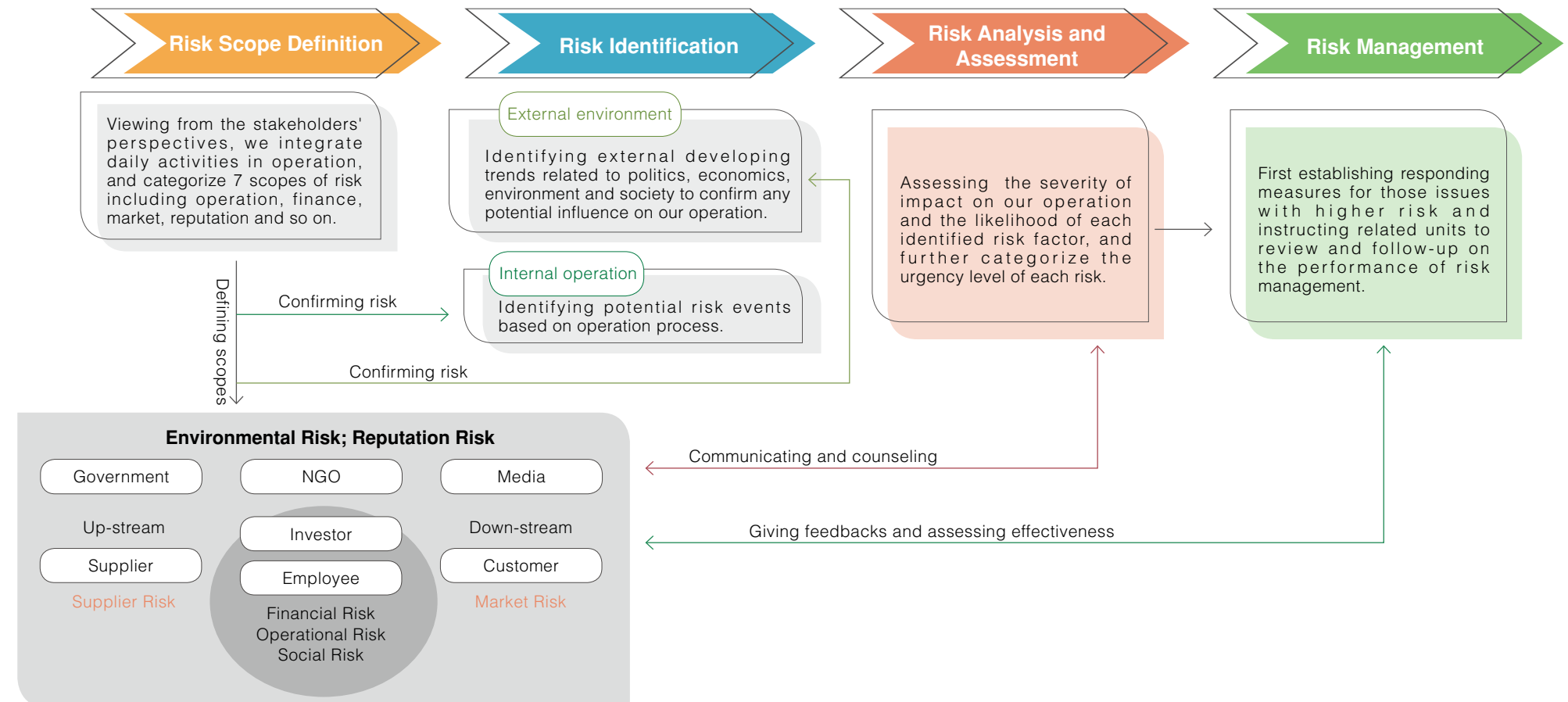
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employees to understand regulation contents and compliance. When departments need legal consultations and group contracts need to be reviewed, the legal personnel will provide assistance to ensure the legal rights of the group's members and avoid tort at all times. In 2018, GIGABYTE has not involved in any litigation against violating the fair-trading or anti-monopoly, nor any significant fines for noncompliance with relevant environmental, social, marketing, customer's health and safety laws and regulations.

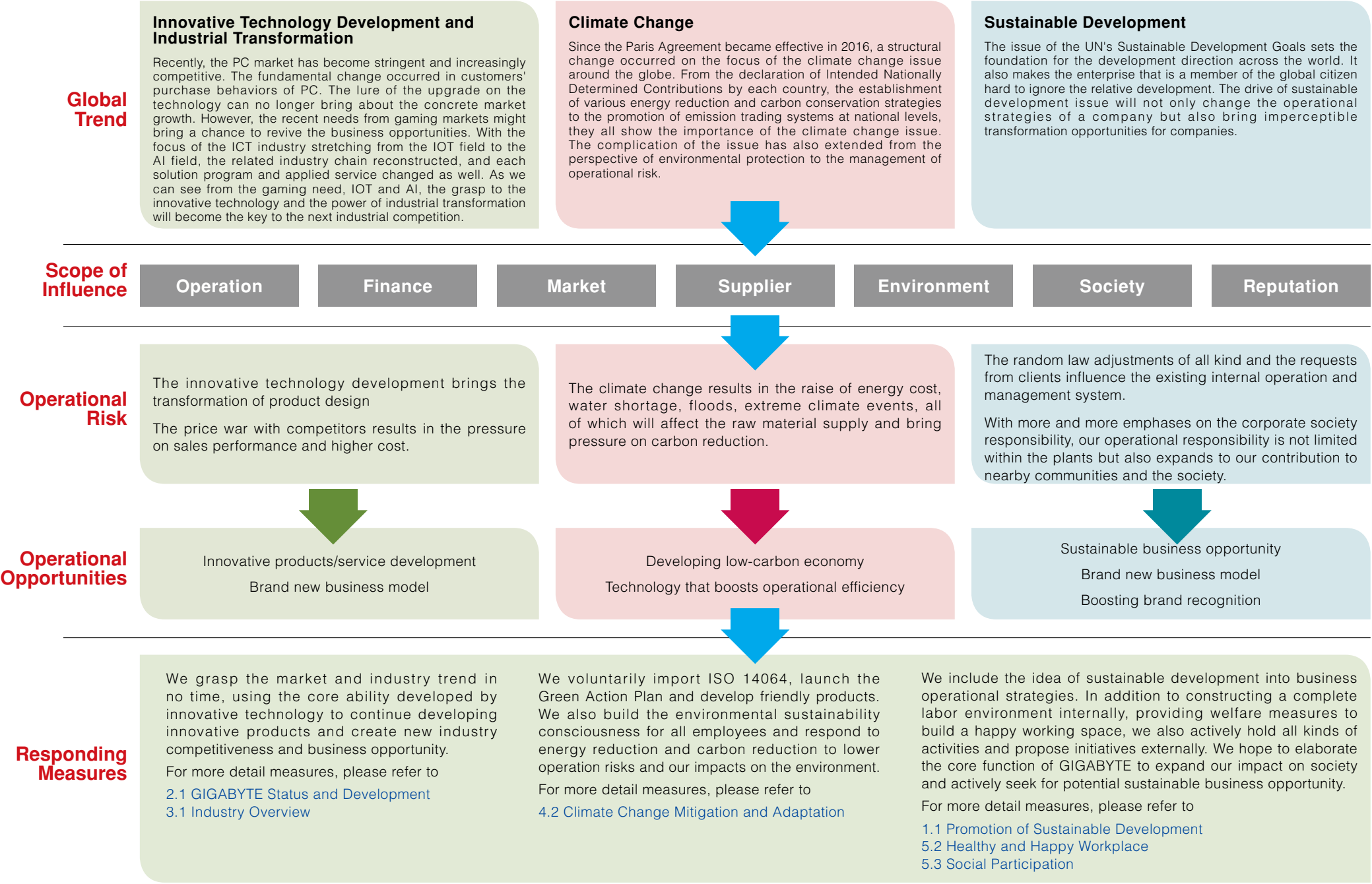
2.2.4 Risk Management

Owing to the increasing changes in current operating environment, advanced prevention and adaptment plan drafting are crucial to the reduction of operational impact and the maintenance of business competitiveness. GIGABYTE considers stable operation is not only the basic requirement but also our important responsibility to investors and employees. GIGABYTE's risk management integrates related daily operational departments to identify risk factors, gives priority to interfere in the issues with higher risk and establishes improvement plans, creates opportunities and forms adjustable risk control model.

Risk Management and Control Model



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Economic Aspect

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Chapter 3. Economic Aspect

Create an Excellent Corporation System and Extend Superior Quality and Standards to the Entire Value Chain

	Financial Performance	Customer Service (Voluntary Disclosure)	Sustainable Supply Chain Management
Material Issue			
Vision and Goals	Maintain stable profitability, sound Corporation development and cross over diversified businesses to stand firm in the niche market	Surpass customer expectation, understand consumer preference in advance and provide services ahead of time. Annual customer satisfaction reach 95% or above.	Consolidate sustainability strategic partners to share the value and enhance competitiveness and adaptability.
Policies	1. Track the market trends and develop differentiated services of 5G, AI, and cloud computing actively. 2. Continue to cultivate the motherboards and graphics cards markets, and seize the world's top market with innovative design and high-quality materials	1. Introduce the ISO9001 management system and conduct customer satisfaction survey regularly. Respect the Customer privacy, rights and interests, and set up a complete customer complaints reporting and responding system.	1. Establish a supplier evaluation and classification system to lower the management risk 2. Carry out supplier management policy by means of evaluation and reward 3. Cooperate with the industry chain to promote sustainable business affairs and move towards sustainable goals together
2018 Major Achievements	<p>【●】 1. Steady growth in revenue for 3 consecutive years</p>	<p>【●】 1. Customer Satisfaction in 2018 reached 98.3%</p> <p>【●】 2. Achieved the goal of 95% customer satisfaction for 9 consecutive years since 2009</p>	<p>【●】 1. Held a supplier conference in 2018, calling on 60 manufacturers to improve their sustainability knowledge (a total of 38 suppliers responded to the 333 Reduction Plan and Make Earth Green Again project)</p> <p>【●】 2. Conduct conflict minerals survey to 378 suppliers, an increase of 24% over the last year.</p>

【●】 Staged Objective Completed 【●】 In Progress 【○】 Not Yet Implemented

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3.1 Industry Overview

According to Gartner, the overall PC market fell 1.3% in 2018 due to a shortage of key components as well as political and economic instability in some countries including the US. In the fourth quarter, the global server demand weakened due to the decline in the price of digital currencies. However, by means of specializing in researching and developing the best solutions for various smart cloud computing applications including big data, AI computing, and hyper-converged computing architecture, as well as excellent channel management capabilities, GIGABYTE kept stable growth in revenue and profit, and motherboards and graphics cards lines still demonstrated the brightest results in some areas. In the future, with new products from Intel®, NVIDIA®, AMD® on the market each quarter and under the scenario of popular games relay to the market, the gaming market is expected to grow continuously. Also, with the condition of improved CPU supply, it is expected the PC market deferral demand will surface gradually, and the overall market will recover its energy and be more stable.

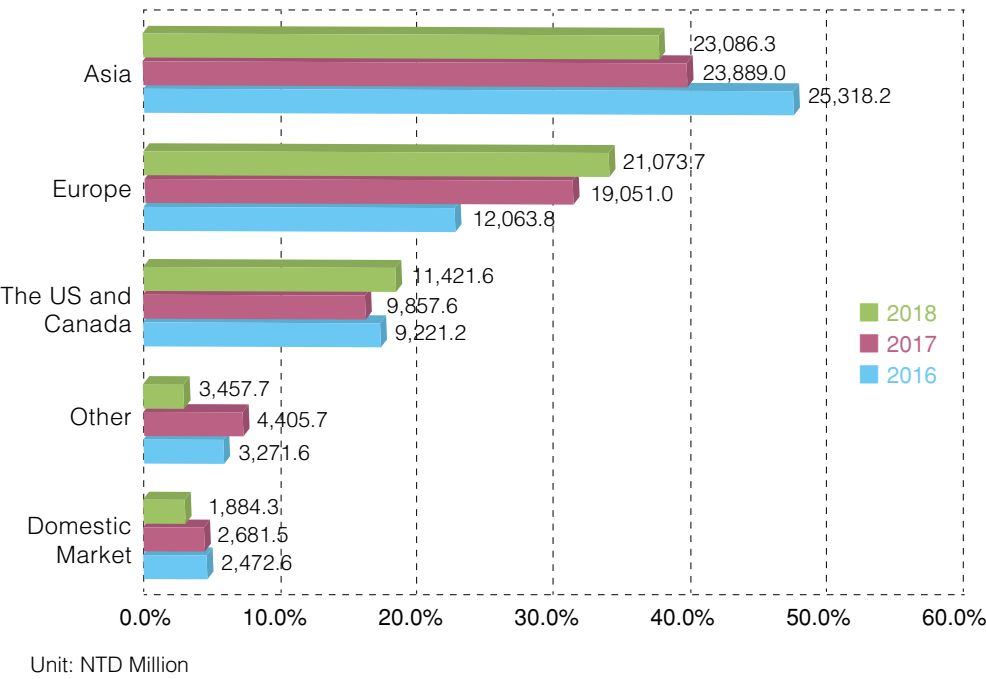
GIGABYTE Technology Business Performance in Recent 3 Years

Financial Performance	2016	2017	2018
Consolidated Revenue (NTD 100 Millions)	523.47	598.84	609.23
Operating Cost (NTD 100 Millions)	432.77	496.86	508.00
Operating Expense (NTD 100 Millions)	73.81	79.73	78.48
Income Tax (NTD 100 Millions)	6.78	4.62	4.57
Employee Salary and Benefits (NTD 100 Millions)	53.70	57.06	56.00
Earnings per Share	3.64	4.41	4.04

Financial Assistance from the Government in 2018

GIGABYTE did not receive any government financial assistance in Taiwan and China in 2018.

GIGABYTE Sales Ratio and Ammount in Recent 3 Years by Region



GIGABYTE Production Volumn and Production Value in Recent 3 Years

Main Product	2016		2017		2018	
	Production Volumn	Production Value	Production Volumn	Production Value	Production Volumn	Production Value
Motherboards & Graphics Cards	19,035	39,590	16,661	42,301	15,534	43,402
Others	2,047	7,346	1,896	11,177	2,157	16,477
Total	21,082	46,936	18,557	53,478	17,691	59,879

Unit: 1000 Pieces, NTD Million

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■ Future Development Plan

This year, GIGABYTE kept upholding "Upgrade Your Life" as our core concept, cultivated deeply in the gaming market with continuously stable development, and invested heavily, implemented comprehensively and penetrated deeply into all levels of AI along with maturity of intelligence devices, big data, deep learning and cloud computing technologies. In the meanwhile, GIGABYTE continued to focus on the research and development of green products, anticipating leaving the next generation not only a more convenient life, but also a sustainable ecosystem.

● Deeply Cultivate Innovative Technology, Deploy Intelligence Market

Research and develop the software/hardware required for different professional fields, and strive to provide the business community and continue to cultivate deeply in the fields of high-performance servers, data center solutions, and cloud servers. On the consumer end, continue to pursue the production line linking intelligent identification devices and full-service server to create a new generation of intelligent living circles.

● Bonding the Supply Chain to Create Excellent Products

Build professional and close cooperation with supply chain of Intel®, NVIDIA®, and AMD® to ensure the stability of component supply, and continue to innovate in hardware design and service in the products of channel component market for motherboards and graphics cards.

● Green Thinking, Sustainable Management

Consider the impact of carbon emission from the initial stage of product design and continue to expand to the production line of environmentally friendly packaging materials applications. In the environmental aspect, we have cooperated with the Plant-for-the-Planet Foundation authorized by the United Nations Environment Programme (UNEP) to launch the "Make Earth Green Again" project and join hands

with consumers and partners to plant trees for the earth.

● Strengthen Supporting Services

With the coming of the new digital generations, the supporting services of virtual and real integration will interact more effectively with customers and build lasting relationships, and further enhance customer satisfaction.

● Integrate Virtual and Real Channels

Strengthen the cooperation with agents, gradually integrate virtual and real channels, practice local marketing, and provide appropriate services and support to increase brand and sales strength.



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3.2 Customer Service

The responsibility of the business on products does not stop at the moment the product is sold, but shall also include the warranty after sales and customer service. GIGABYTE strives to provide the most complete and intimate after-sales service. In addition to the sending for repair by Family Mart, delivering repaired products to home, and recycling services regardless of brand, we also provide 4-5 year warranty period depending on product type, which is better than the industry's standard. At the same time, we conduct customer satisfaction survey regularly and set an annual satisfaction target of better than 95%.

3.2.1 Customer Complaint Mechanism and Satisfaction

Good customer experience is not only built on high quality and innovative products, timely processing of customer recommendation and feedback are also important performances to maintain customer satisfaction. GIGABYTE

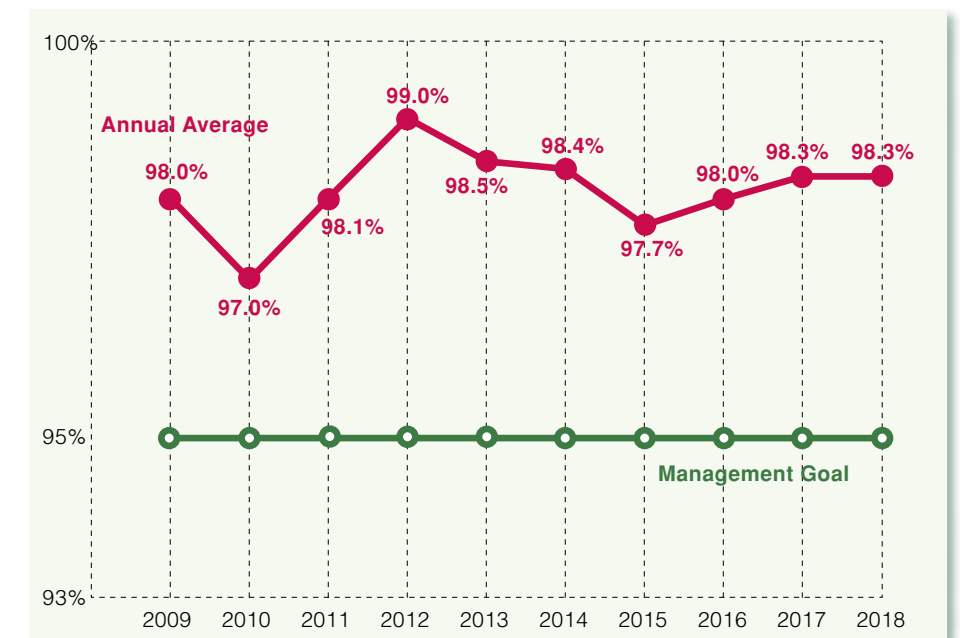
Customer Complaint Management Process



has established a management process for customer complaint to classify the customer complaint cases based on importance in order to resolve the cases properly.

From 2009 to 2018, the average satisfaction rate of GIGABYTE Service Center reached 98.1%. Customer satisfaction is acquired by inviting the customers to the Customer Service System to fill out the Customer Satisfaction Questionnaire which is composed of five key elements such as repair and maintenance quality and service quality of personnel. For the B2B customers, we conduct routine customer interviews, annual customer satisfaction survey and customer quality meeting to understand product quality, customer complaints, reliability, major quality abnormalities or engineering abnormalities, communication, cost and other important product issues. Since 2009, the customer satisfaction has kept above 95%, meeting the management goal of customer satisfaction.

2009-2018 Customer Satisfaction

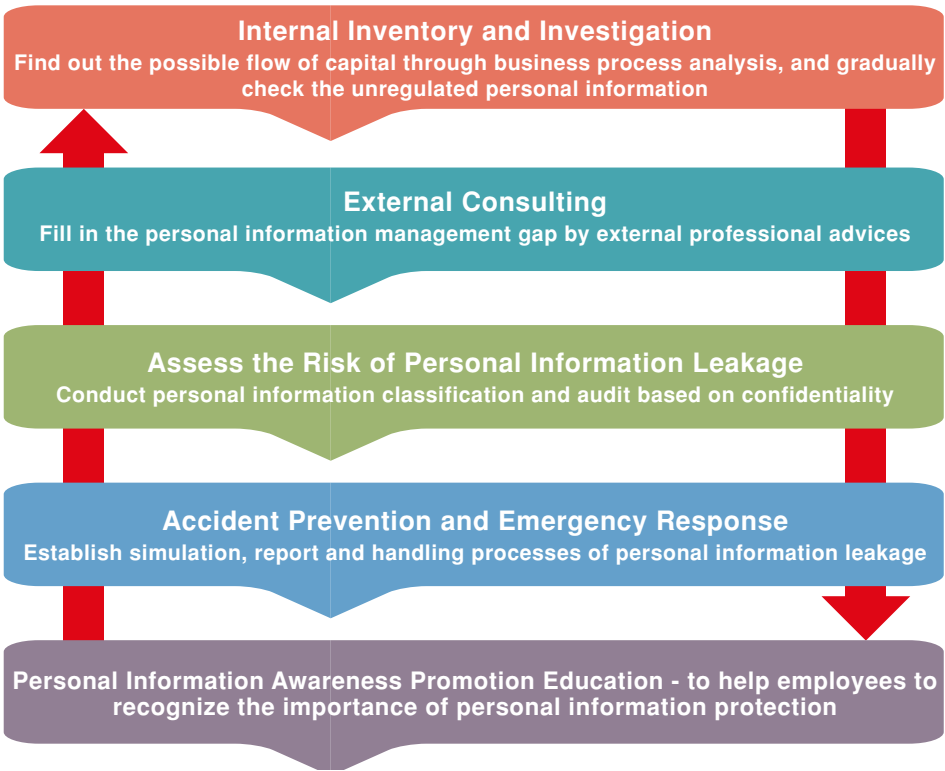


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3.2.2 Respect Rights, Interests and Privacy of Customers

In response to the Personal Information Protection Act promulgated by the government, GIGABYTE has established the personal information protection policy for the entire Company and has further established the GIGABYTE Personal Information Protection and Management Committee to assist all members to have a certain sensitivity on the confidentiality of personal information through clearly established personal information identification and management measures. In the case of personal information leak occurs, it can respond quickly and reduce subsequent damage immediately. In 2018, GIGABYTE did not have any incident of infringing personal information security or personal information leakage.

Personal Information Management Measure



3.3 Supplier Sustainability and Risk Management

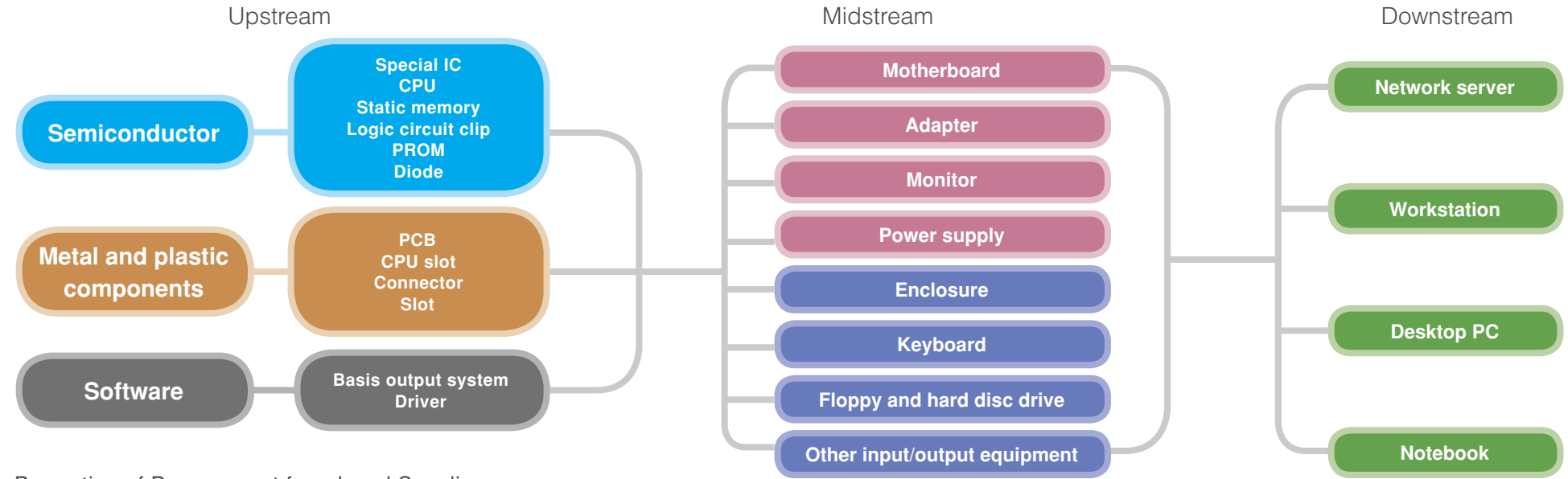
With the division of work between industries becomes more sophisticated, the relationship between the upstream and downstream of the industry also becomes closer. The perfect management of suppliers not only serves as the second guarantee for the quality of the Company's products, but also strengthens the Company's ability to comply with laws and regulations and stabilize the supply of goods for the long run. Furthermore, through the transparent communication mode with suppliers, the virtuous circle of mutual supervision and progress can be achieved. GIGABYTE maintains a stable relationship with Intel, NVIDIA and AMD for a long time and pursues sustainable corporate operation and growth. GIGABYTE also hopes to continue to support the direction of local procurement, so that the layout of supply chain can help the local community at the same time. In 2018, GIGABYTE's local procurement reached higher than 85%.

Supply of Main Raw Material

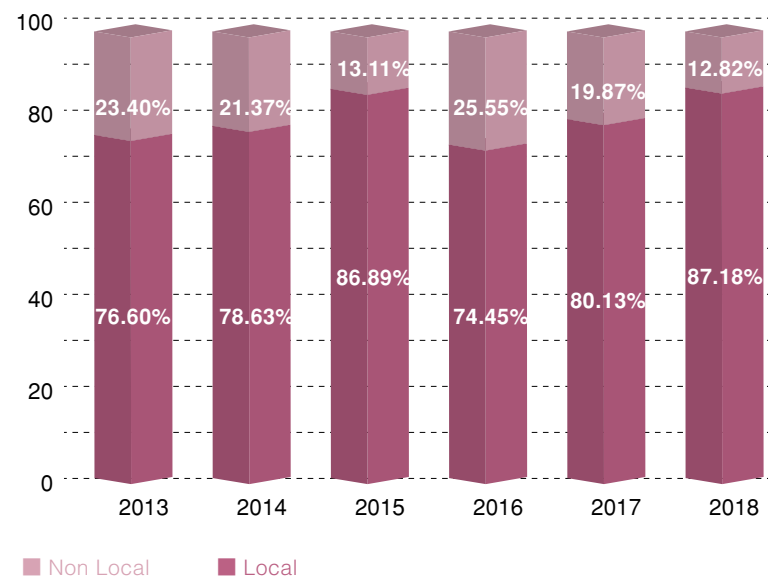
Main Products	Main Raw Materials	Main Supplier	Status of Supply
Motherboards and Graphics Card	Chip Set and Integrated Circuit	INTEL	Stable
		NAVIDIA	Stable
		AMD	Stable
	Other Important Components	Global Brands Manufacture	Stable
		Foxconn Interconnect Technology	Stable
		LOTES Co., Ltd.	Stable
		Xingying Technology	Stable

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Overview of the IT Manufacturing industry



Proportion of Procurement from Local Suppliers



[Note 1]: The local procurement is the sum of purchases from Taiwan and China (including Hong Kong); the data statistics are compiled according to the annual purchase amount of each years.

3.3.1 Complete Supplier Risk Management - Supplier Audit, Evaluation and Cooperation

In April 2018, GIGABYTE officially issued the GIGABYTE Guidelines of Sustainable Procurement, which are applicable to the operational headquarters, Taoyuan Nanping Factory, Factories in China and the other Taiwan-based subsidiary with substantial influence. GIGABYTE also commits to regarding the "Code of Conduct - Responsible Business Alliance" issued by the Responsible Business Alliance (RBA) as the highest guiding principle, conducting supplier risk assessment through four zero-tolerance regulations of "child labor; forced labor; discharge of untreated toxic, hazardous substances or materials; behaviors of causing immediate injury to employees" as well as six major management aspects. While selecting suppliers, we not only consider the basic survey of EHS management but also implement monthly, quarterly and annual audits even after the commencement of official business dealings. We insist on selecting the suppliers that meet the sustainable procurement standards. In 2018, no suppliers were found to have violated the zero tolerance regulations.

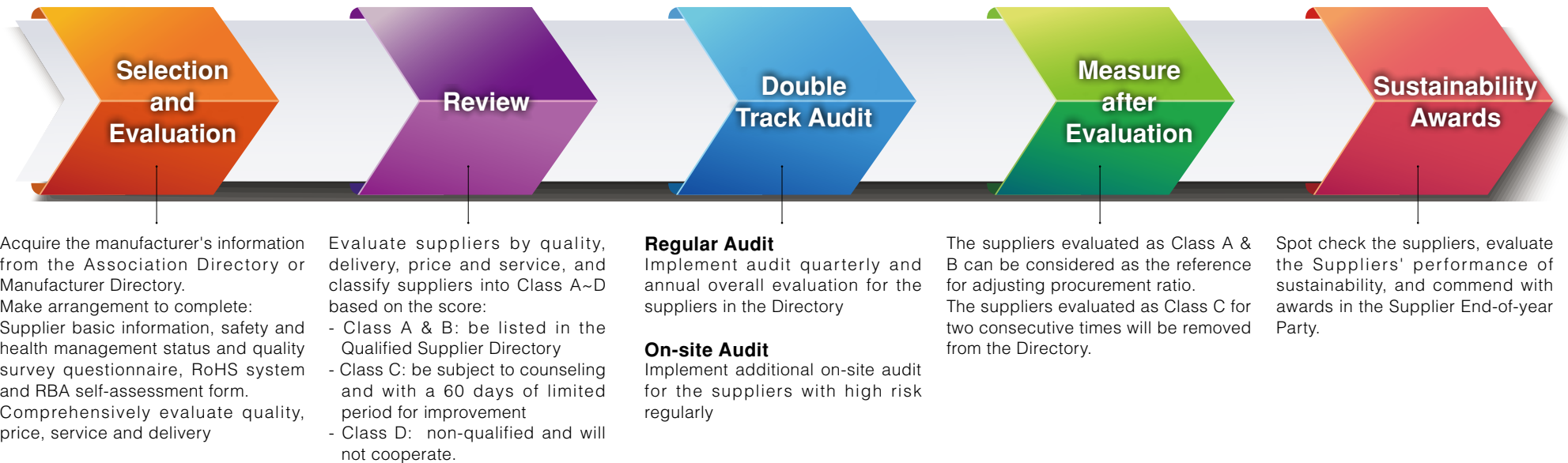
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Requirement of Sustainable Supply Chain Management



■ Process of Dual Track Supply Management

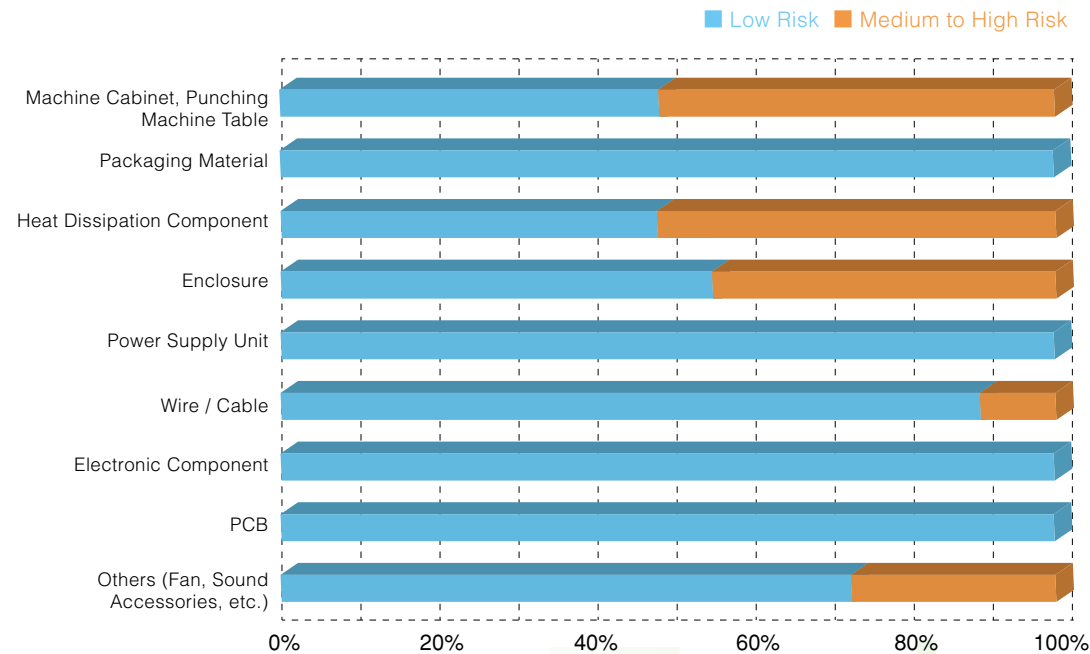
The laws and regulations of material compositions in the international market is getting stricter. As a result, reducing the risk of products by controlling the qualified supply of raw materials and parts from the source is the one and only way. GIGABYTE has established a complete dual-track supplier audit SOP. In addition to the self-assessment form filled by the manufacturer, we also plan to conduct on-site audits for high-risk suppliers. Only those manufacturers who comply with and attach importance to high quality, environmental safety and health as well as compliance with laws and regulations are listed in the Suppliers Directory and start business dealings. In addition, GIGABYTE develops the Sustainable Supply Chain Evaluation Questionnaire, to survey the suppliers' actions in corporate social responsibility, environmental protection and human rights comprehensively, and commend those suppliers with excellent performance in the Supplier End-of-year Party, to stimulate positive competition among suppliers, and encourage the sustainable actions by the suppliers.



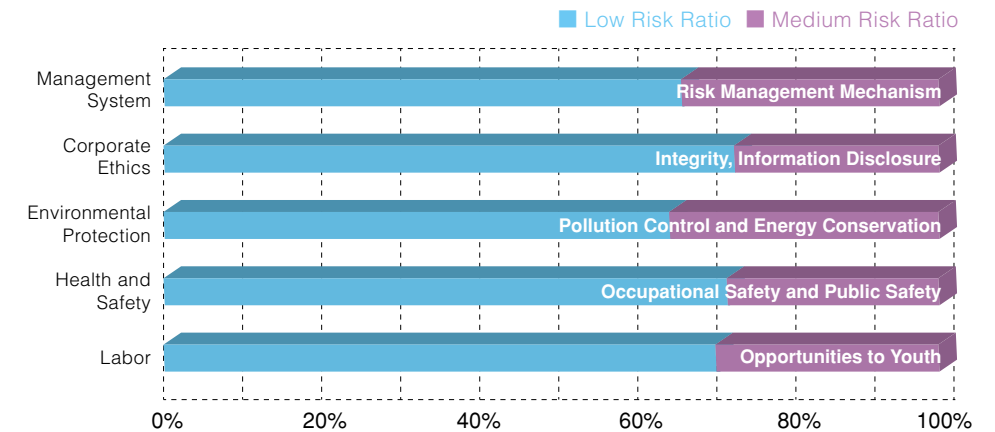
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In 2018, GIGABYTE spot checked a total of 46 suppliers, 9 of which were listed as medium and high risk suppliers after quality and RoHS evaluation, mainly based on quality process issues. The aforementioned deficiencies have been gone through project counseling and re-examination, and all audit deficiencies of suppliers have been improved. In terms of the corporate social responsibility, there were also 12 suppliers belonging to medium-risk suppliers (the class of conditional qualification with audit scores between 65 and 85). Their deficiencies were mostly non-immediately harmful event. Therefore, we will improve the relevant actions and performances on the suppliers' corporate social responsibility with the methods of counseling and passing on experience, and gradually progressive approaches.

Audit Result of Suppliers' Quality and RoHS System



Audit Result of Suppliers' CSR Performance



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Supplier Sustainability Conference and Supplier Sustainability Award

Supplier Sustainability Conference

In 2018, GIGABYTE held the first "Reduction. Sharing. Love the Earth" Supplier Sustainability Conference to strengthen the substantial contribution of the overall value chain on environmental protection. In the meeting, four lecturers were invited to introduce the latest sustainability trends and MFCA. Also, through the questionnaire survey we promote to the suppliers the "333 Reduction Plan", an environmental target of reducing carbon emissions, water consumption and waste production by 3% each year, as well as the Make Earth Green Again project cooperated with Plant-for-the-Planet. We expect our partners can work with us to promote sustainable projects and create a sustainable future together.



■ 2018 Supplier Sustainability Conference

Supplier Sustainability Award

The Supplier Sustainability Award has started since 2012. Each year, GIGABYTE designs a CSR evaluation tool according to the requirements of supply chain management and promoting sustainability programs. The suppliers first self-assess their implementation performance of six major aspects: CSR management, environmental protection, labor human rights, fair business practices, supplier responsibility, and social/local contributions. Afterwards, the Supplier Evaluation Team of GIGABYTE Sustainable Development Office evaluates the implementation status of sustainability related affairs by the suppliers with completeness, rationality, degree of awareness, and importance in order to select the partners with excellent quality and ethical business operation. The selected suppliers will then be awarded at the Supplier Sustainability Award. The content of evaluation tools will be adjusted regularly to strengthen the depth of evaluation and respond to international trends.



■ Suppliers with better sustainability performance were awarded on the stage

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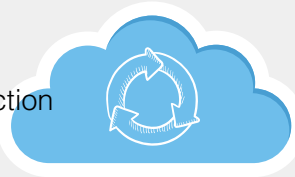
Every year GIGABYTE surveys the willingness of suppliers to echo to the "333 Reduction Plan" and "Make Earth Green Again".

37 Suppliers are Willing to Become Partners of Tree Planting

42 Suppliers are Willing to Become Partners of Reduction

42%

Have Carbon Emission Reduction Targets



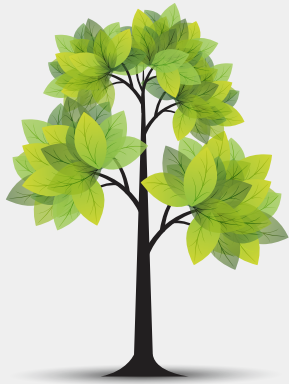
38%

Have Water Consumption Reduction Targets



42%

Have Waste Reduction Targets

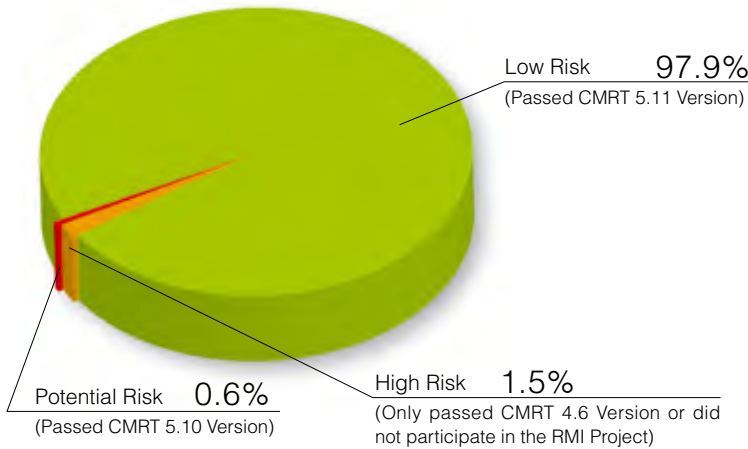


Among the suppliers willing to respond, currently no any supplier has 100% concrete targets for carbon emission, water consumption, and waste production. GIGABYTE will continue to urge suppliers to set the targets through evaluation, communication and cooperation. We will also track the reduction performance of all suppliers on the basis of the current statistical information they provide with regard to greenhouse gas emissions, water and waste. These will be the foundation for feasible cooperative reduction programs in the future. It is also expected to assist the suppliers in achieving their targets of reducing carbon emissions, water consumption, and waste production through timely counseling.

3.3.2 Conflict Minerals Management

Tin, Tungsten, Tantalum and Gold (3TG) minerals illegally mined from the Democratic Republic of the Congo and surrounding countries are often used to support armed conflicts, causing national and social unrest. However, the production of electronic technology products relies heavily on these minerals as raw materials. As an electronic brand manufacturer, we communicate to our suppliers that GIGABYTE does not support and does not use conflict minerals through supplier management system, the official website, as well as the contracts. All the parts provided to us cannot contain any conflict mineral. In 2018, by means of signing Letter of Consent, investigation and analysis of conflict minerals, the number of suppliers being investigated expand to 378, increasing by 37% compared to the previous year, and the response rate was 89.7%. The result showed that 97.9% of the smelting plants passed the CMRT5.11 Version Certification, 0.6% passed the 5.10 Version Certification, and the remaining 1.5% only passed the 4.2 Version or did not participate in the RMI Project. Through the statistical data, we will be able to conduct guidance and request for the suppliers with high risk.

Risk Classification of Smelting Plants



ch.4

Environmental Aspect

4.1 Environmental Management

4.1.1 Implement Clean Production and Pollution Prevention

4.2 Climate Change Mitigation and Adaptation

4.2.1 Risk and Opportunity Identification

4.2.2 Greenhouse Gas Inventory and Reduction

4.3 Friendly Product

4.3.1 Hazardous Substance Management

4.4 Shape the Internal Culture of Environmental Protection

4.4.1 Implementation of Internal Environmental Education and Actions

4.4.2 Turn into a Green Talent Cultivating Base - G-HOME and Plant-for-the-Planet Academy

4.4.3 SROI of Environmental Education

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Chapter 4. Environmental Aspect

Establish an Operational Model that Coexists with the Nature, and Realize Sustainability through the Dialogue, Embrace, Harmony and Coexistence between Human and the Nature.

Material Issue	Environment Policy and Management System	Greenhouse Gas Emissions and Carbon Management	Friendly Product Hazardous Substance Management	Sustainability and Environmental Education (voluntary disclosure)
Vision and Goals	Introduce environmental management system, implement clean production and pollution control.	Implement greenhouse gas inventory and reduction management and develop climate change response and preventive measures in order to reduce climate risks	Consider product life cycle and realize a vision of zero hazardous material product vision to develop friendly products.	Implement employee environmental education, strengthen awareness of environmental protection along the value chain.
Strategy	<ol style="list-style-type: none">1. Introduce management systems, including ISO14001, 14064-1, 9001 and IECQ QC080000, and OHSAS18001.2. Commit to reducing carbon emissions, water consumption and waste production by 3% every year since the promotion of the "333 Reduction Plan" in 2016.	<ol style="list-style-type: none">1. Participate in CDP and use TCFD framework to manage carbon emissions and review the derivative financial risks and opportunities2. Conduct Scope 3 greenhouse gas emission inventory every year, monitor the data and implement carbon reduction plans focusing on the emission hotspots.	<ol style="list-style-type: none">1. Develop the Product Lifecycle Analysis (LCA) Platform, publish Product Environmental Reports to disclose the impact of carbon footprint, air pollution, and acidification of land and water areas.2. Expand environmentally friendly packaging materials to more product lines.	<ol style="list-style-type: none">1. Cooperate with the Plant-for-the-Planet Foundation in Germany to hold the Plant-for-the-Planet Academies and cultivate future climate talents.2. Develop environmental education courses of G-HOME GIGABYTE Sustainable Eco-roof and promote the concept of urban green rooftop.3. Promote internal environmental activities and lectures to water the green seeds in employees' mind.
2018 Major Achievements	<div>【●】 1. Introduced ISO 14051 MFCA and received a third party certification.</div> <div>【●】 2. Reduced carbon emission per unit of production by 5.6% in 2018.</div>	<div>【●】 1. Received B (Management Level) in CDP.</div>	<div>【●】 1. Issued Product Environmental Reports of 16 products</div> <div>【●】 2. The RFP Material won iF Design Award, and expanded the use of the packaging materials to X5 and X9 series laptops</div>	<div>【●】 1. The number of participants in the Plant-for-the-Planet Academy grew by 10%+, and the influence keeps expanding.</div> <div>【●】 2. In 2018, for every NTD 1 invested in G-HOME can produce the value of NTD 7.88.</div> <div>【●】 3. The disposable tableware is completely prohibited in the staff canteen before stipulated by the laws and regulations.</div>

【●】 Staged Objective Completed 【●】 In Progress 【○】 Not Yet Implemented

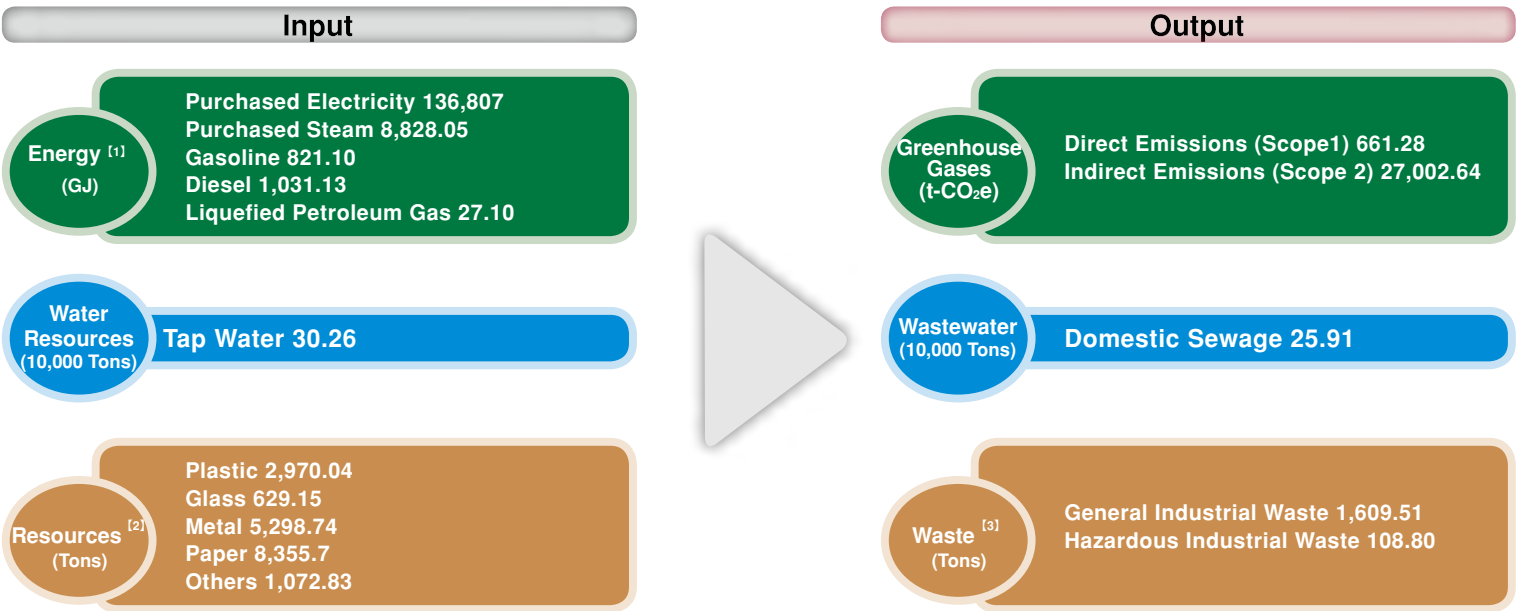
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4.1 Environment Management

As specified in the vision of GIGABYTE for environmental management "Sustainability starts with dialogue, embrace, harmony, and coexistence between human and the nature," we always surpass the standards of laws and regulations. In addition to the introduction of environmental and quality management systems such as ISO 14001, ISO 14064-1, ISO 9001, IECQ QC080000, and OHSAS 18001 and commission the third-party verification units to audit regularly to ensure the implementation of the operational processes and systems, we also promote the "333 Reduction Plan" through the Green Action Plan and from operational aspect, product aspect and culture aspect with full efforts. By continuously reducing carbon emission, waste production and water consumption by 3% every year, we aim to achieve overall optimization of operation management and deeply root the concept of environmental sustainability in the internal employees and external communities with actions.

(For the verification status of the related Management Systems please refer to the GIGABYTE CSR Website. URL: <https://www.gigabyte.com/CSR/74>)

A Summary of Annual Environmental Information



[Note 1]: The energy conversion unit is based on factors of the areas that the plants are located in. The factors of vapor, liquidized petroleum gas and gasoline take reference from the data in China. The factors of diesel and gasoline take reference of the conversion table of heating value from the energy statistic book published by the Bureau of Energy, Ministry of Economic Affairs.

[Note 2]: The input resources include packaging materials used by all products and the input resources for the total production of ATX, Micro ATX and Mini ITX motherboards. All the input resources are non-renewable substances.

[Note 3]: Industrial waste includes domestic waste.


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4.1.1 Implement Clean Production and Pollution Prevention

■ Energy Conservation

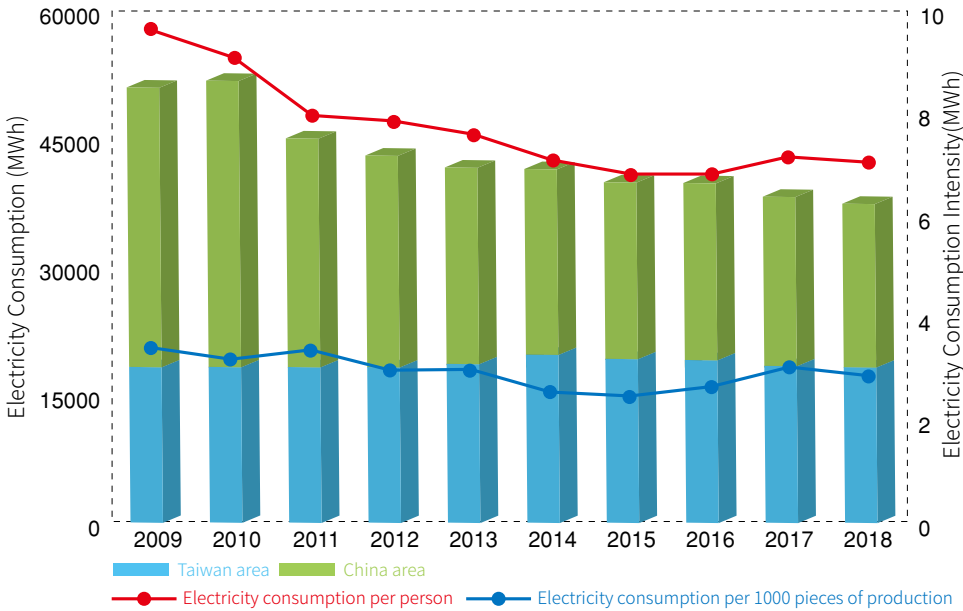
In the era of promoting energy saving and carbon reduction, energy saving has long been one of the important environmental management goals of current enterprises. Since the promotion of the Green Action Plan in 2009, GIGABYTE has reduced its total electricity consumption by 26.9% in 2018. If examined by the average electricity consumption per employee and per one thousand pieces production, although the number in 2017 increased slightly, it went decreasing again in 2018. GIGABYTE plans to implement the Sustainability Fund in 2019 to feedback the saved energy costs to employees or equipment improvement to form an encouragement of good circulation that can inspire more internal ideas and creative solutions for energy saving and thus advance the sustainable development of energy conservation.

GIGABYTE Electricity Saving Programs in 2018

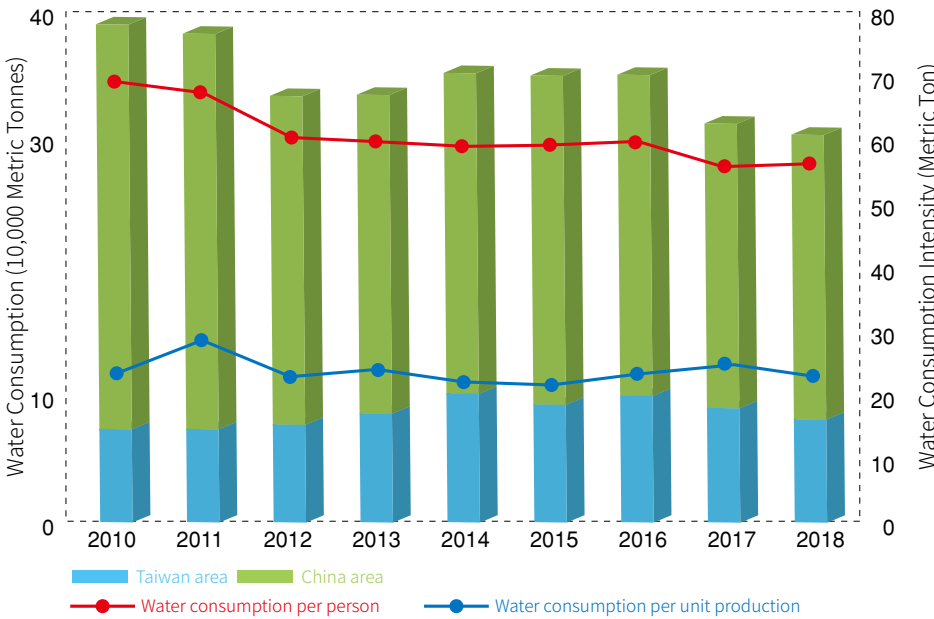
Operation Base	Energy Saving Programs	Reduced Carbon Emission (Unit: Metric Tonnes)	Planted Trees for the Planet
Xindian Headquarters	Replacement of the lighting of basement with LED Lights	3.51	
Nanping Factory	Replacement of a heat pump water heater with better energy efficiency	122.54	
Dongguan Factory	Replacement of a variable frequency water pump of central air conditioning	221.55	
Ningbo Factory	Replacement of central air conditioning water pump with variable frequency type	166.62	
	Replacement of 75KW air compressor with variable frequency type		
	Replacement of lighting with LED lights gradually		
	Total Carbon Reduction Tonnes	514.22	35,463 Trees

(According to the information provided by the Forestry Bureau website, "The research shows that a 20-year-old tree, depending on the species of tree, can absorb 11 to 18 kg of carbon dioxide per year (Jiunn-Cheng Lin *et al.*, 2002)". We took the average value of carbon absorption, which is 14.5 kg-CO₂e per year.)

GIGABYTE Electricity Consumption by Operation Region



GIGABYTE Water Consumption by Operation Region



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■ Cherish Water Resource

GIGABYTE does not use water in its product manufacturing process. The water used for basic factory facilities and domestic water are tap water, and does not use other water sources such as river water and groundwater. However, the Company's main operation bases and factories are located at a high risk area with water resource shortage. Therefore, GIGABYTE still implements the water saving policy and education internally through Green Action Plan, such as reducing 3% water consumption per year and establishing water and rainwater recycling system at G-HOME GIGABYTE Sustainable Eco-roof. The recycling systems can help the efficiency of water use to reach 54%, and the rooftop surface rainwater collection can reach 362 tonnes. In the future, we will focus on strengthening water consumption inventory and improving the proportion of water resource recycle and reuse, reducing domestic water consumption actively, expanding our horizons to the overall value chain such as seeking for the raw materials with low water consumption, and continuing to achieve the target of reducing 3% water consumption every year.

The water consumption in 2018 only reduced by 2.7%. The increased production in 2018 resulted in an increase in total water consumption. In terms of the water consumption per unit of production, it reduced by nearly 6.3%.

■ Pollution Control

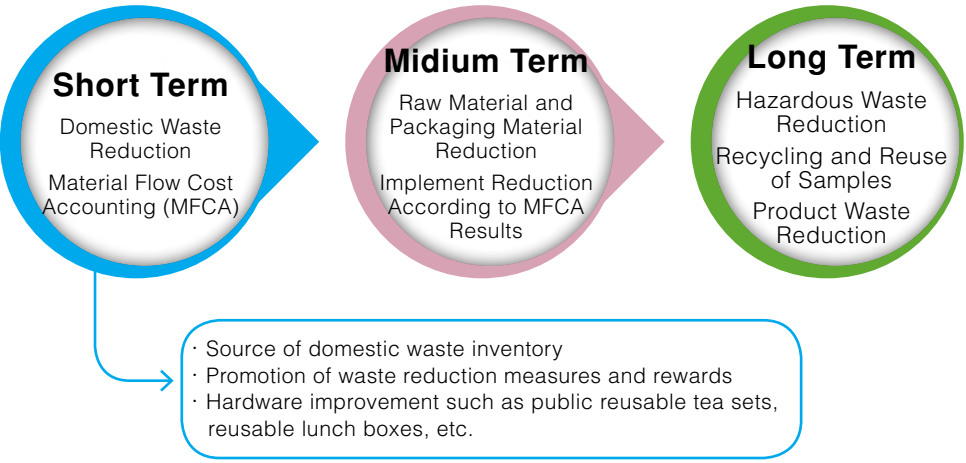
The product manufacturing process of GIGABYTE is relatively simple, mainly with solder paste printing, DIP, SMT and wave soldering. In terms of air pollution control, in addition to the equipment treating paint exhaust gas and electronic waste gas installed in the Ningbo Factory, which have properly treated and disposed xylene and non-methane hydrocarbon, other factories are mainly with assembly and there are no emission of related pollutants controlled by the local laws and regulations. In terms

of wastewater management, the total wastewater volume in 2018 was 242,000 metric tonnes, mainly are domestic sewage. The wastewater is discharged to public sewers according to local laws and regulations, and has less impact on environment and ecology.

■ Waste Reduction

All wastes of GIGABYTE are commissioned to the lawful cleaning and transporting companies to remove and properly use the recycled materials. Moreover, we set short, medium and long-term goals to reduce the amount of waste properly, manage and analyze the reduction hotspots in real time. In 2018, the ISO 14051 Material Flow Cost Accounting (MFCA) was first introduced in Taoyuan Nanping Factory and certified by SGS. Through inspection by a third-party, the implementation of this management system can be more reliable and effective. In the future, we will continue to move towards the goal of reducing waste production by 3% every year, and look forward to reducing the burden on the environment gradually.

Hazardous Substance Management Process



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GIGABYTE Waste Production and Disposal Status by Operation Region (Metric Tonnes)

	General Industrial Waste				Hazardous Industrial Waste		
	Recycle and Reuse	Landfill	Incineration	Compost	Recycle and Reuse	Landfill	Incineration
Taiwan	374.095	140.2	33.707	8.56	35.87924	0	1.7
China	740.52	288.5	0	0	33.31	0	37.91
Total	1,114.615	568.7	33.707	8.56	69.18924	0	39.61

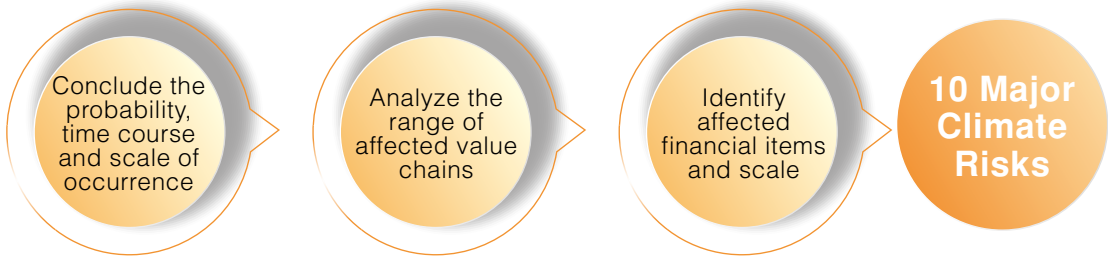
4.2 Climate Change Mitigation and Adaptation

With the increasing environmental instability and stricter carbon emission regulations all over the world, climate change and greenhouse gas management have become a critical consideration for business operations. GIGABYTE regards climate change as an important issue for sustainable operation management, not only pays close attention to the trends of global climate change and the direction of international contingency, but also lists climate change issues as one of the major risks of business. Through the systematic actions of risks and opportunities identification, strategy setting, and greenhouse gas emissions management, we analyze and control the related issues in response to the trends of international carbon management and move toward the goal of low carbon technology.

4.2.1 Risk and Opportunity Identification

The impacts of climate change are often medium to long-term and with uncertainties that are wide-ranging and difficult to quantify. In order to accurately evaluate the climate risk and opportunity for the Company, GIGABYTE uses TCFD as a reference framework to set up a climate-related risk materiality evaluation process to identify 10 major climate-related risks highly affecting the Company based on probability, time course and impact scale, and develops management policies and explores the derived opportunities.

Identification Process of Major Climate-related Risk



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GIGABYTE Climate-related Risk and Opportunity Issues

Risk Category		Risk Sources	Materiality	Management Method	Opportunity
Transition Risk	Policy and Legal	Obligation of greenhouse gas emissions disclosure getting stricter	●	▪ Set up the Green Sustainable Development Committee as the highest supervisory level, continue the annual greenhouse gas inventory, and report the result at senior management meetings regularly.	▪ Prevent the risk of fines and become a leader in the industry. ▪ Friendly products in compliance with regulatory standards are able to enter the markets with stricter requirements.
		Disclosure and control of carbon information related to existing products	●	▪ Update and upgrade the existing "Product Carbon Footprint Calculation Platform" and plan to introduce third party verification. ▪ Publish Product Environmental Reports. ▪ Audit and counsel the suppliers for product carbon management.	
		Electricity price fluctuations caused by energy structure adjustment	●	▪ Continue the emission reduction target of the "333 Reduction Plan". ▪ Introduce tools such as MFCA to examine potential opportunities of energy saving.	▪ Invest more resources in new equipment with automation and high-performance; discover energy hotspots that can be improved, and save more on related costs. ▪ Join carbon trading markets.
		Requirements of corporate active carbon reduction and low carbon energy transition	●		
		China's environmental protection laws and regulations on private sectors	●	▪ Continue to track relevant laws and regulations and estimate the financial impacts. ▪ The Green Sustainable Development Committee conducts supervision and reports to each Business Group.	▪ Track regulatory trends early to avoid paying possible fines.
	Reputation Market	Emphases by stakeholders on climate issues	●	▪ Invest in product research and development, strengthen supplier management to reduce environmental impacts ▪ Take actions to fulfill corporate environmental responsibility, such as establishing a carbon footprint assessment platform, scope 3 emission inventory and tracking, etc.	▪ Increase brand and product identity and loyalty.
		Change of consumer preferences	●		
Physical Risk	Acute	The increasing severity of extreme weather events	●	▪ Establish emergency response management procedures in accordance with ISO14000 ▪ Investigate the disaster prevention capabilities of suppliers located in high-risk areas of typhoons and floods ▪ Establish water recycle equipment and water shortage response exercises	▪ Prioritize prevention of out of stock from suppliers due to climate events and improve supply stability ▪ Urge the supplier's information transparency indirectly, beneficial to the source management of materials
	Chronic	Variations of rainfall pattern and climate pattern	●		
		Rising mean temperature	●	▪ Improve air conditioning equipment and enhance energy efficiency ▪ Establish emergency response measures for extreme high and low temperatures ▪ Green the rooftops of the operational headquarters and factories to enhance the cooling capability of the buildings.	▪ The eco-roofs become environmental education fields and increase social benefits greatly.

【●】 High material issues; 【●】 Medium material issues; 【●】 Low material issues

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4.2.2 Greenhouse Gas Inventory and Reduction

From the Paris Agreement to the first phase of greenhouse gas control target as well as the "Work Plan for the Control of Greenhouse Gas Emissions during the 13th Five-Year Period" passed in Taiwan and China, in which GIGABYTE's main operation bases are located, controlling greenhouse gas emission is already the duty of corporates without excuses. GIGABYTE has spared no effort in responding to controls and reductions. In 2010, we followed the International Standards Organization (ISO) requirements for greenhouse gas inventory, introduced ISO 14064 -1, and set the first year of Green Action Plan, year 2009, as the base year. At the same time, we established the internal documentation and verification procedures to promote full participation of employees and build consensus. In 2018, GIGABYTE continued to examine our reduction as well as our contribution to the national reduction targets. We expected that, in addition to realizing our own reduction targets, GIGABYTE can contribute to the overall national carbon emission reduction target. In 2016, we cooperated with the Plant-for-the-Planet Foundation in Germany and committed to planting 75,000 trees for the planet in three years, contributing to cutting greenhouse gases on the earth. For details and results, please refer to Chapter 4.4.2 Turn into a Green Talent Cultivating Base - G-HOME and Plant-for-the-Planet Academy in this report.

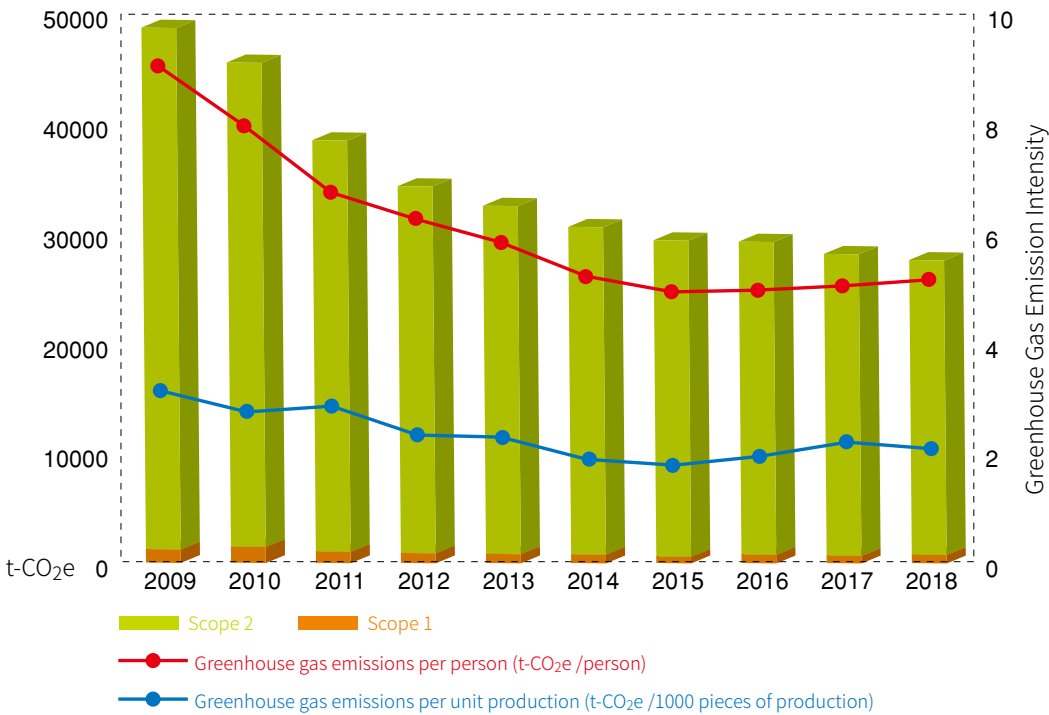


Achievement Status of GIGABYTE Greenhouse Gas Reduction Target

	Carbon Reduction Target	Status of Reduction	Status of Achievement
Short-term	Reduce 3% compared to the previous year	↓ 1.94% Emissions in 2017 was 28,211.06 t-CO ₂ e Emissions in 2018 was 27,663.93 t-CO ₂ e	●
Long-term	Reduce 50% by 2030 on the basis of 2009	↓ 43.5% Emissions in 2009 was 48,957.14 t-CO ₂ e	●

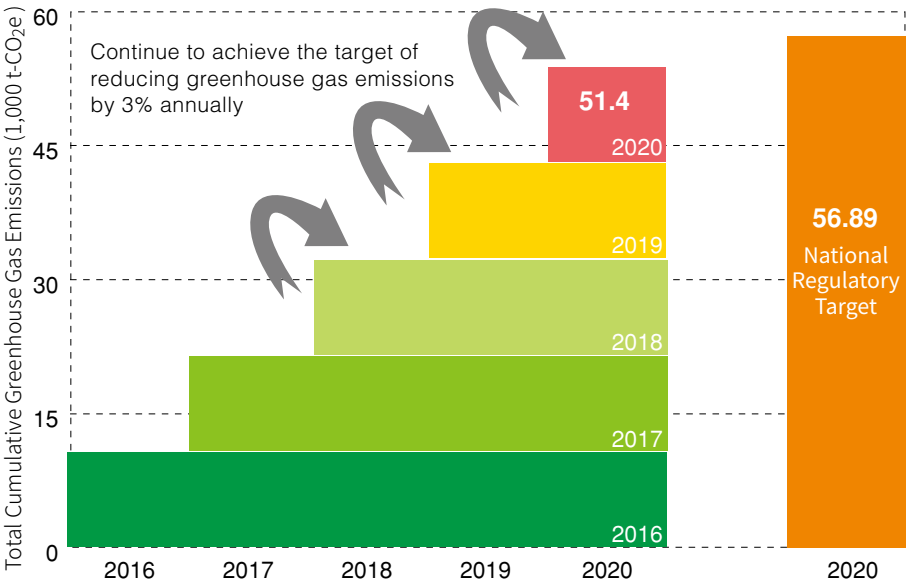
【●】 Staged objective completed; 【●】 In progress; 【○】 Not Yet Implemented;

GIGABYTE Greenhouse Gas Emissions



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GIGABYTE Emissions in Taiwan Compared to the Greenhouse Gas Regulatory Target at a National Level



[Note 1] The control target refers to the first phase of the Regulatory Goals and Approaches of the Greenhouse Gas Emissions issued by the the Environmental Protection Administration. The emissions of manufacturing sector from 2016 to 2020 shall be controlled to 741.543 million metric tonnes. The amount is then calculated based on the emission ratio of GIGABYTE in the overall manufacturing sector.

[Note 2] The total cumulative greenhouse gas emissions from 2019 to 2020 is estimated by the gross greenhouse gas emissions in of operation bases in Taiwan (Operation Headquarters and Nanping Factory) and the short-term reduction target.

Greenhouse Gas Inventory

Since 2010, GIGABYTE has conducted regular annual greenhouse gas inventory and external verification operations. The scope of the inventory is the Operating Headquarters (excluding the Silicon Valley Office), Taiwan Nanping Factory, China Dongguan Factory and China Ningbo Factory. The organizational gross greenhouse gas emissions in 2018 (Scope 1 and Scope 2) was 27,663.92 tonnes of CO₂e. The main contribution came from scope 2 indirect emissions, accounted for about 98% of total emissions. The emissions decreased by 21,293.22 tonnes compared to the emissions in the base year of 2009, equaling to a reduction of 43.5%.

Scope 1		Scope 2		Scope 3	
Direct Emissions 661.28	Upstream	Purchased Electricity 27,002.64		Purchased Products and Services	499,279
				Upstream Transportation and Distribution	93
				Waste Generated in Operations	558
				Business Travel	913
				Employee Commuting	1,166
				Downstream Transportation and Distribution	15,351
	Downstream			Processing of Sold Products	3,630
				Use of Sold Products	1,935,147
				End-of-life Treatment of Sold Products	9,385

- ◆ Inventory boundary:
Upstream activities: For area-related categories, only Taiwan area was considered (Operation Headquarters the Nanping Factory in Taoyuan). For product-related categories, only motherboards, our main product, were considered.
Downstream: For area-related categories, all main bases of the Group were considered, including the Operation Headquarters, Nanping Factory in Taoyuan, Ningbo and Dongguan Factories in China. For product-related categories, only motherboards, our main products, were considered.
- ◆ Calculation: The formulas for calculation were direct/secondary activity data * carbon emission factors
- ◆ Purchased products and service: Considering raw materials purchased in 2018 for assembly of motherboards
- ◆ Upstream transportation and distribution: Considering the total weight of purchased goods for manufacturing motherboards in 2018. The figures of transportation mileage referred to Google Map (domestic) and SeaRates (international). The emission factors referred to the Carbon Footprint Platform of the Environmental Protection Administration, Greenhouse Gas Protocol, and the database of SimaPro.
- ◆ Waste generated in operations: The amount of waste was collected and divided into 3 types, domestic waste, recyclable waste and hazardous industrial waste. The emission factors referred to the carbon footprint database of the Environmental Protection Administration.
- ◆ Business travel: Only considering the emissions from business trips by air in 2018. The flying mileage was calculated based on employees' business travel record in 2018. The calculation relied on the carbon footprint calculator of the International Civil Aviation Organization (ICAO).
- ◆ Employee commuting: We conducted a questionnaire survey to the employees of the Headquarters to collect their commuting information, and then enlarged the figure by the proportion of samples to total amount of employees. The emission factors of different transportation measures referred to the High Speed Railway, Taiwan Railway and the carbon footprint database of the Environmental Protection Administration.
- ◆ Downstream transportation and distribution: Considering the shipping amount of the motherboards to other countries in 2018. The transportation mileage referred to SeaRate international shipping database and the statistics of the China Railway Express. The emission factors referred to the database of the Environmental Protection Administration and the Greenhouse Gas Protocol.
- ◆ Processing of sold products: Considering B2B motherboards we exported to clients in 2018. (i.e. providing to clients to further assemble as a PC or a server)
- ◆ Use of sold products: Referring to the formulas suggested by the Environmental Protection Administration that were used for calculating the carbon footprint of the integrated computer at the usage phase.
- ◆ End-of-life treatment of sold products: We first inventoried the procurement information of all the packaging materials purchased in 2018, and then categorized them by types of materials. The final figures were calculated based on the weight, rate of recycle and the emissions factors at the disposal phase.

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■ **Participate in International Carbon Disclosure Project (CDP) to Check the Level of Carbon Management and Implementation**

Since 2011, GIGABYTE has responded to customer requests to participate in the supply chain module of CDP to respond to the customers' and international expectations. Through CDP project, we self-examine the implementation of carbon emission management as well as the gap between industries in order to improve the carbon management system by self-motivation and adjust the management policies. GIGABYTE received score B (management level) in 2018, higher than the average score D of the same industrial sector, and received score A- in the Supplier Engagement Rating (SER), of which the evaluation was started in 2016. We will continue to review all management directions, and improve ourselves in the aspects of governance strategy, emission reduction, risk and opportunity management, and move towards the goal of low-carbon technology actively.

CDP Score of GIGABYTE in the Past 5 Years

	2014	2015	2016	2017	2018
Disclosure Score	88	97	B	B	B
Performance Score	B	C			

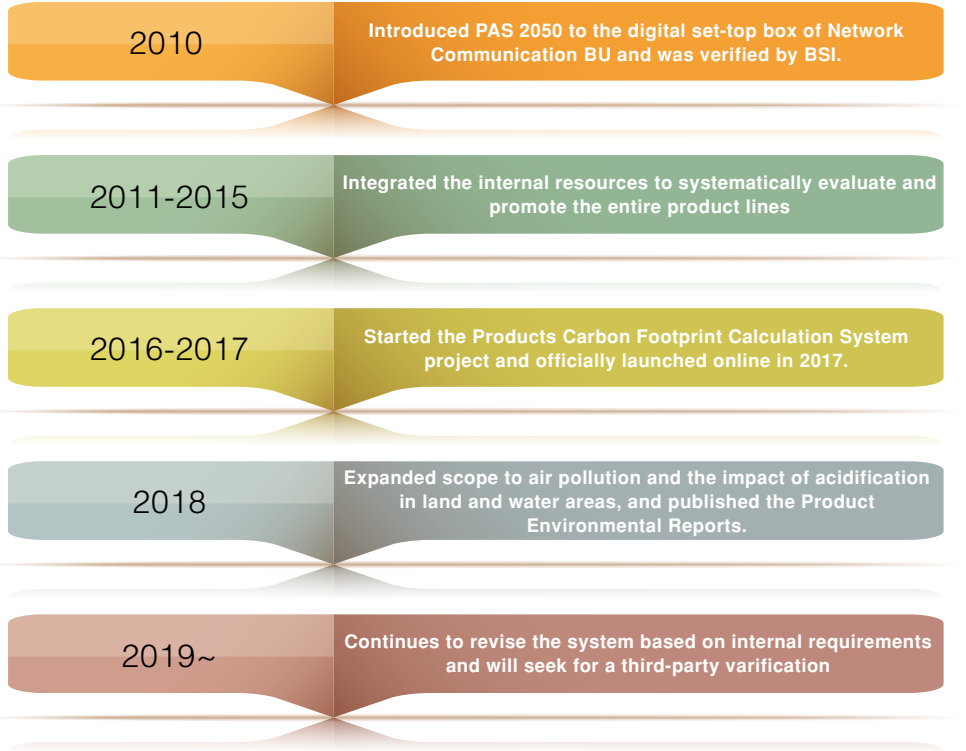
4.3 Friendly Product

With the rising of green awareness of enterprises and consumers, it has become a standard to comprehensively examine and manage whether a product is in line with the concept of environmental protection and sustainability from raw materials to customer usage. By establishing the systematic green product management procedures, GIGABYTE considers potential environmental impacts from the design stage, and always provides customers with the friendliest products with innovative research and development, as well as careful management attitudes and methods.

The first step in friendly product development is to systematically manage

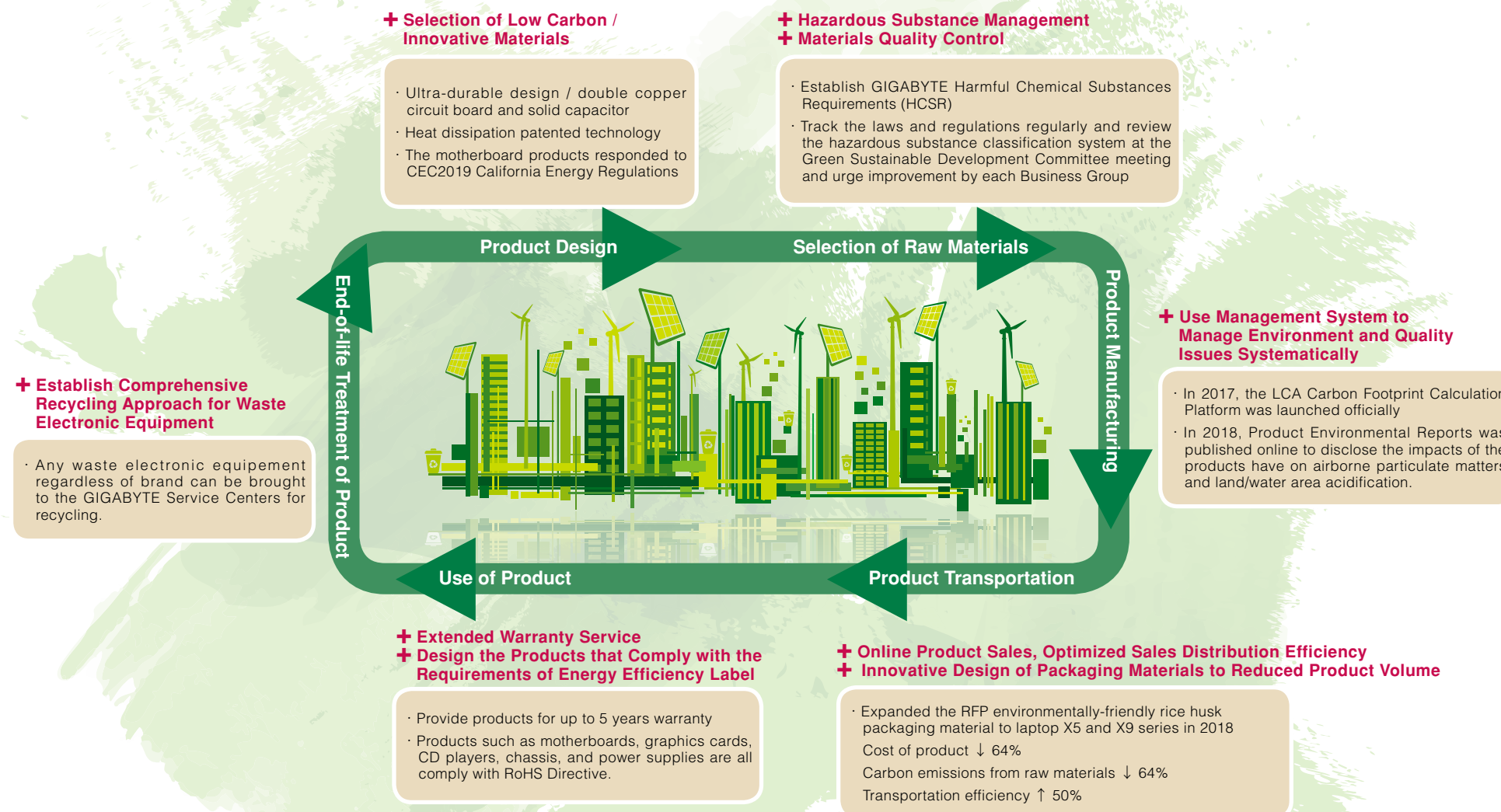
the product's carbon footprint and environmental impacts, and identify reductions and improvement hotspots from the data. GIGABYTE has followed the past experience of promoting PAS 2050 and launched an "Products Carbon Footprint Calculation System" project since 2016, which combined personnel responsible for research and development units, information departments and sustainability management to build an online evaluation system. In 2017, the "Products Carbon Footprint Calculation System" was officially launched. In 2018, we further expanded the calculation data to the scope of airborne particulate matters and land/water areas acidification, and comprehensively grasp the environmental data of the products from the raw materials to the waste/recycling stages. These will become the most solid reference for future development of green friendly products.

Promotion History of Product Carbon Footprint Calculation



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Practiceal Strategy and Results of Friendly Products



The Product Environmental Reports are published on the GIGABYTE CSR Website: (<https://www.gigabyte.com/CSR/74>)

- 7.52

Since the development of the breakthrough solid-state capacitor motherboards in 2006, GIGABYTE has been fully sprinting the durability of the motherboards by optimizing the heat dissipation system continuously to extend the service life, and use the high current-tolerant components to achieve the excellent results of electricity saving efficiency up to the maximum of 95%. In 2017, the development of anti-vulcanization motherboards in response to Taiwan's environmental characteristics reflected GIGABYTE's philosophy and focuses on customer experience after products are sold and attaching great importance to the environmental burden from the final treatment of products. The main materials for motherboards in 2018 were metal and plastics. The total use of metal was 5,289.74 metric tonnes and that of plastics was 2636.64 metric tonnes. The raw material recycling rate was 89.6%.

In addition to the recycling rate of the product itself, the packaging material of products is also a non-negligible part by the electronic technology industry. In the past five years, we have maintained a recycling rate above 96% by using the least amount of packaging materials, using recyclable and re-usable materials, cushioning materials without foaming styrofoam, and limiting harmful substances as packaging materials.

For more information about friendly products and packaging materials, please refer to: (<https://www.gigabyte.com/CSR/74>)

The low environmental footprint of the production is not only based on the durability of quality, we also use the agricultural waste to produce environmentally friendly materials - RFP (Recycle Fiber of Plant) in 2017 by our innovative research and development capabilities. RFP was applied to the packaging materials of laptop X7 series in 2017 and laptop X5 and X9 series in 2018. It is estimated that the cost of packaging materials and carbon emissions of raw materials reduces by 64% and the transportation efficiency increase by 56%. We also plan to develop a series of products made of RFP such as tableware, straws, as well as to replace with the plastic materials used in mouses and keyboards, expecting to create greater sustainable values of the environmentally friendly material.

100% Pure Natural

Made of 100% agricultural waste (others such as wheat shells, cornstalks, bagasse, coconut shells, coffee grounds, etc. can also be used as raw materials). Do not include plastic raw materials. It not only reuses waste but also reduces resource consumption.

100% Zero Burden to Environment

It is 100% recyclable and decomposable in nature. It is from the natural and back to natural to form a sustainable positive circulation.

Approval by International Award

In 2018, it stood out from the 6,000+ entries and won the affirmation of German iF Design Award.



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4.3.1 Hazardous Substance Management

Process of Hazardous Substance Management



We always pay attention to the development of the environmental regulations (such as REACH and RoHS) of the countries all over the world to provide consumers with the products meeting the international norms and customer's requirements. All of our products, including the motherboards, VGA, CD-ROM drive, shell, and power supply, comply with the EU RoHS Directive. We establish the Harmful Chemical Substances Requirements (HCSR) and ask our partners to comply with these regulations. We manage harmful substances systematically at different levels and incorporate the harmful substances to be controlled pursuant to different regulations in our controlled high-risk substances list in a timely manner to eliminate these substances as required by the law.

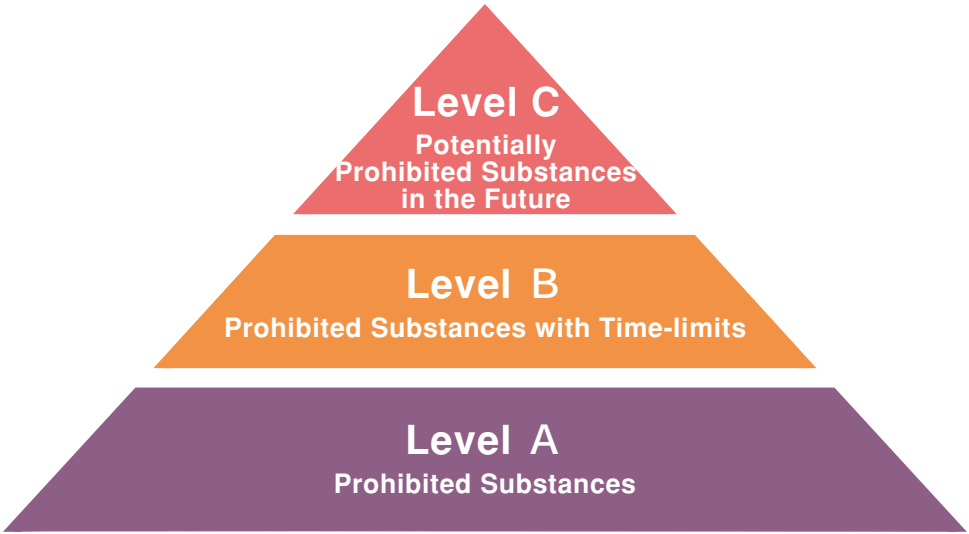
In 2018, GIGABYTE continued to update and adjust the HCSR classification and concentration regulations for hazardous substances, such as downward revision of Perfluorooctanesulfonic acid (PFOS) concentration and drafting the control time of materials may be introduced by the Network Communication Business Group. Also, following the new regulations stipulated by California, USA, even we and our subsidiaries do not use TDCPP, TECP, the substance has been included in the HCSR version 4.4 specifications. Moreover, we expanded the existing SVHC specifications (executing more product due diligence investigation) and



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deepening (strengthening the guidance and requesting more suppliers), enabling GIGABYTE's products to achieve superior performance and in the meanwhile take care of regulatory compliance and responsibility of environmental friendliness.

Hazardous Substance Management Level in HCSR



4.4 Shape the Internal Culture of Environmental Protection

Shaping the awareness and culture of environmental protection within the organization is very important to promote various sustainability projects as well as expand their influence. We have set the "practicing and deepening sustainability education" as an important goal of the first phase of Green Action Plan 2.0. We expand the knowledge of sustainable development into jobs and daily life, enhancing from awareness to life practice, through a series of activities of the Green Action Plan. We hope that every personnel of GIGABYTE can "begin with their heart" to extend their own strength for the environmental sustainability.

Annual Resource Investment and Outcome of Internal Environmental Education

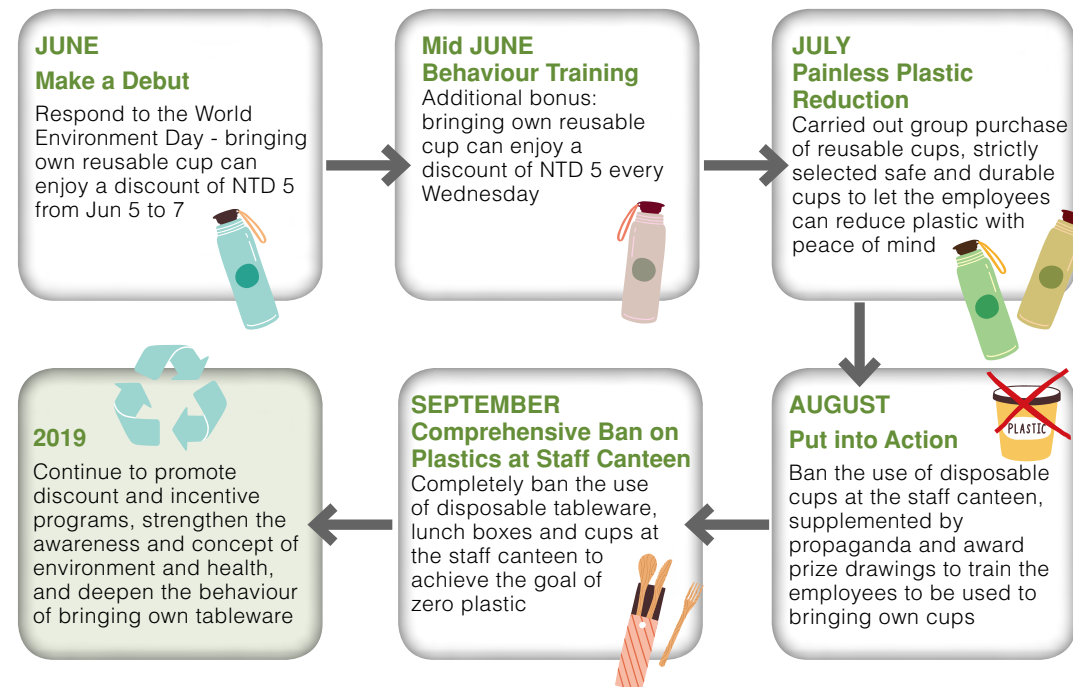


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4.4.1 Implementation of Internal Environmental Education and Actions

In addition to lectures and regular topical promotions, GIGABYTE understands that bringing change into the daily lives of employees is a more powerful approach for environmental education. In 2018, the Company started the internal plastic reduction by banning disposable tableware at the staff canteen. The promotion of eliminating disposable tableware took 6 months in order to realize painless waste reduction by means of bringing their own tableware for discounts, sending creative propaganda, award prize drawings, and summarizing the information regarding environmental burden and plastics hazards caused by disposable tableware to internalize among the employees environmental and health awareness. We also carry out two lectures about food safety given by Professional Nurse Tan, Tun-Tzu and Professor Chen, Yu-Hua to deliver the impacts on all aspect by a "fast food society" to employees and further drive their determination to respond to the waste reduction plan.

Promoting Progress of Entire Plastic Prohibition at Staff Canteen in 2018



4.4.2 Turn into a Green Talent Cultivating Base - G-HOME and Plant-for-the-Planet Academy



■ The First Environmental Education Place on the rooftop in Taiwan - G-HOME GIGABYTE Sustainable Eco-Roof

In 2013, GIGABYTE established G-HOME Sustainable Eco-roof that takes the ecological environment, urban sustainability and corporate well-being into consideration with the dual concept of "returning trees to the Planet and promoting the physical and mental health of employees." Since its completion, it has entered the 5th year. Looking back at the operation strategy of G-HOME, we extended the business philosophy of GIGABYTE to set up five major values: Green Innovation (G), Healthy Farming (H), LOHAS (O), Begin with the Mind (M), and Ecology (E), to outline the interaction mode of coexistence between human and the nature. G-HOME is not only a small place for GIGABYTE's employees to relax, but also a valuable urban oasis in the cement jungle.

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In addition to the ecological benefits of G-HOME, GIGABYTE promotes the concept of building the eco-roof to organizations and individuals actively by opening for visits to corporations and students. It is expected that G-HOME will not only become a place for employees to rest, but also as a benchmark for the industries, a promoter of green concepts, and an important incubator for enlightening the future green talents. In 2017, G-HOME was certified by the Environmental Protection Administration of the Executive Yuan as the Environmental Education Facility and Field. GIGABYTE began to promote environmental education courses with full efforts – Rooftop Greening is not Just a Dream and The World is a Circle. We refer to the objectives and guiding principles of the Nine-year Environmental Education Curriculum of Ministry of Education, integrate the corporate practice with environmental education, and design four major curriculum dimensions. These enable participants to understand the importance of rooftop greening fully, and through the practical examples at G-HOME to understand the responses and solutions to problems of green rooftop practices. While giving lectures, we also consider the age and background of the participants in order to truly bring the new concept of green rooftop and circular economy into the mind of each visitor.

Since receiving the certification of the environmental education site in June 2017, we have organized a total of 9 courses with a total of 218 participants. The feedback questionnaires showed nearly 50% of the participants expressed the knowledge they received could be applied in their daily lives and also stimulated the attitude and concept of reflecting in their daily behaviours. We think that every environmental education course is sowing seeds of ideas in the mind of every participant and expect that they can breed more green rooftops in Taiwan.

For detail introduction of G-HOME, please refer to (<https://www.gigabyte.com/CSR/190>)

Four Lessons of Rooftop Greening is not Just a Dream

Understand current global and local environmental issues and recognize the improvement and mitigation benefits of roof greening. Also, understand the diverse practices of green roofs and their advantages and disadvantages



Understand about the meaning and value of coexistence between the metropolitan communities and the environment through visiting G-HOME.

Analyze the G-HOME construction and materials selection and process, and compare it with other eco-rooftop methods to let the guests understand the adaptability of various methods.



Invite guests to design eco-rooftop, share ideas that inspire more eco-rooftop creative practices. This also increases the possibility of implementation after class.

Affirmation and Glory

- ★ Be invited to participate in the Corporate Sustainability Team Meeting of the North Region Environmental Education Center Partner Exchange Conference
- ★ Be invited to participate in the "2018 National Environmental Education EXPO" hosted by the Taoyuan City Sustainable Development and Environmental Counseling Group.

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4.4.3 SROI of Environmental Education

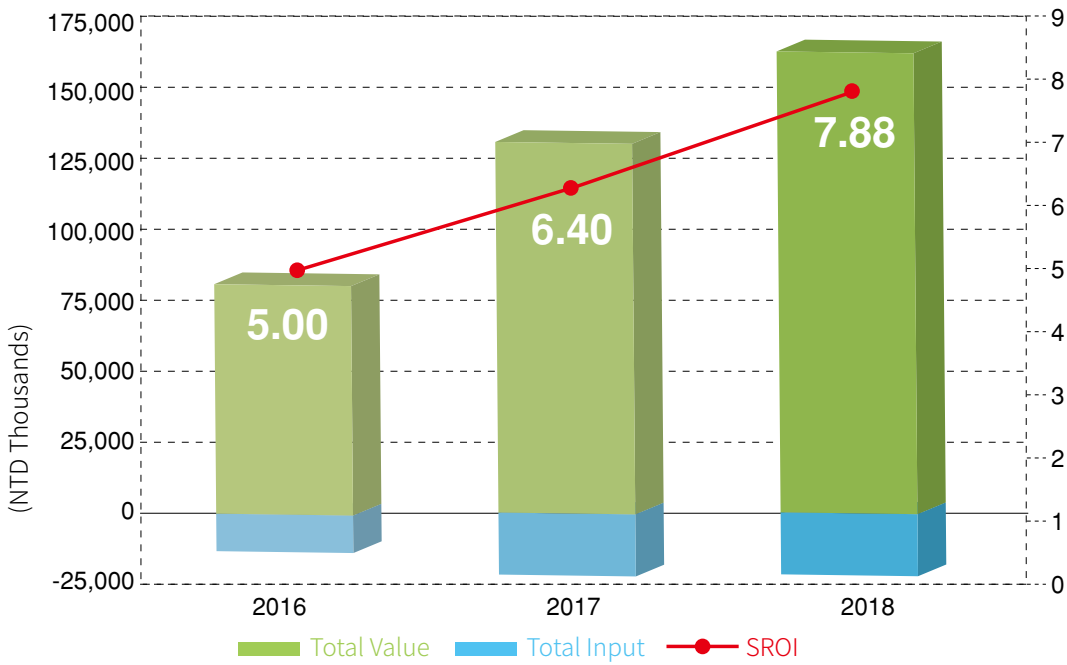
■ SROI of G-HOME GIGABYTE Sustainable Eco-Roof

In 2016, we evaluated the impact of "G-HOME GIGABYTE Sustainable Eco-Rooftop" project for the first time with the Social Return on Investment (SROI). Since 2017, GIGABYTE has successively developed Environmental Education Courses based on G-HOME as well as the "Make Earth Green Again" Project which was derived from the concept of G-HOME. Therefore, we kept analyzing the achievement impacts of G-HOME and related project by SROI for three consecutive years. On the one hand, we reviewed the improvement from the project promotion and implementation, and on the other hand, measured the impact of the continuity projects.

The result of SROI of this project in 2018 found that with the continuous impacts of environmental aspect and social aspect created by the G-HOME's continuity projects, the SROI of G-HOME GIGABYTE's Sustainable Eco-Roof has increased year by year, and the ratio of environmental value is getting higher and higher. The main updated and analyzed items of SROI in 2018 are explained as follows:

1. Update the impact of the promotion of environmental education courses. There were 255 people participated in the G-HOME Environmental Education Courses "Rooftop Greening is Not Just a Dream" and "The World is a Circle". The participants were mainly from academic institutions and public sector units. The overall course satisfaction was 4.6 (out of 5 points).
2. The Plant-for-the-Planet Foundation in Germany, the cooperative partner of GIGABYTE's "Make Earth Green Again", cooperated with a research institute of a university in

G-HOME GIGABYTE Sustainable Eco-Roof 2016-2018 SROI Results



Zurich since 2018 to estimate the carbon sink capacity of the trees in Campeche Forestry Farm, Mexico. They concluded that each tree in the forestry farm can absorb at least 200 kilograms of carbon dioxide in its lifetime. Based on this research, we updated the quantitative impact value of 75,000 trees planted by GIGABYTE in SROI analysis (Originally, we estimated that a tree absorbs 10 kilograms of carbon dioxide per year and survives for 10 years).



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■ Stop Talking, Start Planting

In 2016, the founder of Plant-for-the-Planet Foundation, Felix Finkbeiner, visited G-HOME GIGABYTE Sustainable Eco-Roof. The ideas of planting trees for the earth on both sides coincided with each other, which led to the creation of "Make Earth Green Again" Project. GIGABYTE infused corporate resources and commit not only to planting trees for the Earth, but also to planting climate talents for Taiwan!

Respond to the Billion Trees Campaign of the United Nations Environment Programme by Planting 75,000 Trees

"In Your Name" – You Buy a Laptop, I Plant a Tree

Since 2017, for each laptop purchased by a consumer, GIGABYTE will plant a tree on the planet, and the Plant-for-the-Planet Foundation will provide a tree voucher with the latitude and longitude of the tree GIGABYTE plants for consumers. .

(Let's participate in the global trillion trees project, please visit the website below :

https://csr.gigabyte.com/make-earth-green-again/index_ch.html



(In Your Name - GIGABYTE Official Website)

Joint Response by Employees and Suppliers

GIGABYTE also promotes the actions of planting trees in the Company and at the supplier conference, encouraging every employee and partner to pick up their mobile phones, register for planting trees, and make the Earth green again!



**Train "Climate Justice Ambassadors"
Organize 5 Plant-for-the-Planet Academies in 3 years**

Plant-for-the-Planet Academy

Just as the vision of the Plant-for-the-Planet Foundation, when adults worldwide are still arguing for all kinds of interests, children can already contribute a lot to the planet. Plant-for-the-Planet Academy looks forward to conveying the climate change and environmental destruction issues to the children through climate games, speech training, World Cafe discussion and other interesting activities. They are expected to brainstorm with each other, and practice to explain the importance of climate and environment issues to others. So that every participated child is capable of becoming the most courageous Climate Justice Ambassador to voice for the earth.

(All Plant-for-the-Planet Academy participants on 20 Oct 2018)

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Introduction and Results of Plant-for-the-Planet Academy

The purpose of the Plant-for-the-Planet Academy is to let all children become fighters for environmental protection and are willing and capable of explaining the challenges of the environment and the way to solve it. The Academy provides the children with the background knowledge of how the world population and resources are distributed. Also, through discussions at the world café session and speech training, children brainstorm with more channels and opportunities to convey climate issues and become capable of proclaiming environmental philosophy in their hearts confidently. The Plant-for-the-Planet Academies by GIGABYTE have trained more than 200 Climate Justice Ambassadors in Taiwan to date. Moreover, during each Plant-for-the-Planet Academy the children also planted trees at the event location, echoing the core spirit of Plant-for-the-Planet, and invited the Climate Justice Ambassadors from the last event to deliver a speech. So that children can see the influence of children can be infinite!



14 October 2017

37 Climate Justice Ambassadors

20 April 2018

78 Climate Justice Ambassadors



20 October 2018

92 Climate Justice Ambassadors





ch.5

Social Aspect

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5.1.1 Sound Human Resource Structure

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5.1.3 Talent Cultivation and Build A Lifelong Learning Academy

5.2 Healthy and Happy Workplace

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Chapter 5. Social Aspect

Create a Warm and Happy Workplace Environment that Balances Work and Life

	Occupational Health and Safety	Talent Retention (Voluntary Disclosure)	Social Participation (Voluntary Disclosure)
Material Issue			
Vision and Goals	Complete occupational safety and health care, provide a safe and healthy workplace environment for employees, and achieve zero occupational accidents in Taiwan and China Factories	Strengthen the human resource management system and job competence training system. Develop the multi-learning channels and the digital platform.	Take the initiative to contact the public welfare organizations and provide resources to encourage employees to contribute to society and become a corporation conveying positive value.
Strategy	1. Establish the "Occupational Safety and Health Management Plan" 2. Implement occupational safety and health and disaster prevention education regularly to ensure employees have sufficient emergency response capabilities	1. Establish the performance evaluation system and publish the annual salary adjustment standards 2. Digitize new employee education courses and other lectures, develop learning APP, and draw up the vision of GIGABYTE University to strengthen educational resources.	1. Continue to promote technology education and strengthen the industry-academia connection through the GIGABYTE Education Foundation and our core capabilities to narrow the digital gap. 2. Keep supporting "Thousand Mile Trek - Go Green Taiwan" project carried out by the internal volunteer club to walk around Taiwan and pick up waste to feedback the society.
2018 Major Achievements	【●】 1. 0 occupational injury in Operation Headquarters and Dongguan Factory	【●】 1. New employee training courses are fully digitized 【●】 2. Organized multiple internal lectures to promote exchanges and understanding between business units and create the benefits of cooperation.	【●】 1. In 2018, for every NTD 1 invested in the "Thousand Mile Trek - Go Green Taiwan" project can produce the value of NTD 4.54.

【●】 Staged Objective Completed 【●】 In Progress 【○】 Not Yet Implemented

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5.1 Talent Management

Organized talent management is a cornerstone of the Company's steady progress. GIGABYTE upholds three beliefs to ensure that the Company can hire the right people and the right people are willing to contribute to the Company. These are "transparent and open recruitment programs that can recruit the best talents", "the perfect salary and benefits system is the most basic respect and cherish", and "safe and friendly workplace environment and culture to let the employees bring their potential to the fullest play". Facing the market with high talent competition, GIGABYTE retains outstanding employees through sound management policies:

5.1.1 Sound Human Resource Structure

GIGABYTE's Commitment and Practice to Workplace and Human Right

Commitment to Human Right	Actions	Results
Talent Inclusion	Hiring employees with disabilities	In 2018, 30 employees with disabilities were employed; the ratio was higher than the statutory 1% standard.
No Hiring of Child Laborers or Forced Labor	It is stipulated in the Article of Incorporation that employees under the age of 15 cannot be hired, and that children over the age of 15 and under 16 are considered as child laborers.	No incidents of hiring child labor or forced labor in 2018
No Discrimination	Opportunities for manpower recruitment and promotion are not differentiated by age, gender, race, religion, nationality, partisanship, place of birth, sexual orientation, marital status, appearance or physical factors.	No discrimination incident in 2018
Gender Friendly Workplace	Establish policies related to sexual harassment prevention and control and set maternity friendly measures	No workplace harassment, bullying or abuse incidents in 2018
Fair Salary	Establish the fixed performance check process and salary setting standards	Salary complies with the basic regulatory requirements and is even better than local salary

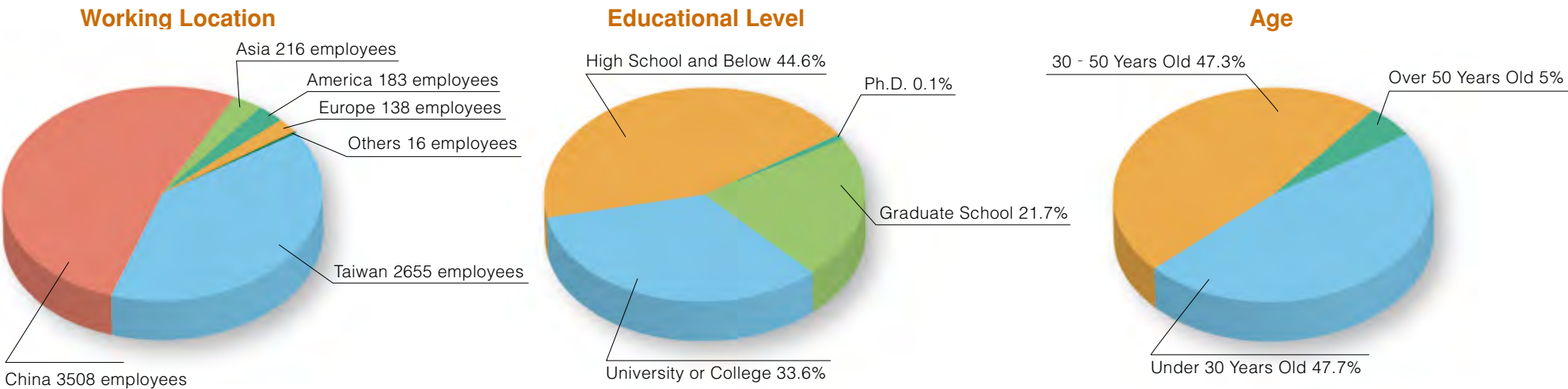
In addition to actively examine and prevent violations of human rights in the Company and the value chain, GIGABYTE also upholds the spirit of taking care of employees and benefiting society mutually and thus all hiring of employees are with formal contracts. The sources of temporary employees are from on-campus student internships or industry-academia cooperation project.

GIGABYTE Human Resource Statistics

Human Resource Statistics		Taiwan Base		Overseas Base		China Base		G-Style		GIGAIPC		BYTE International	
Total Number of Employees		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Competency	Management Position	439	153	213	75	199	100	12	10	12	5	4	1
	Professional Position	822	1207	703	377	1776	1045	35	44	11	6	2	7
Employment Contract and Type	Formal / Full-time	1245	1346	910	439	1975	1145	46	52	23	11	6	8
	Temporary / Part-time	16	14	6	13	-	-	1	2	-	-	-	-
Ethnic Group	National	1241	992	-	-	1975	1145	44	54	23	11	6	8
	Indigenous People	3	7	-	-	-	-	-	-	-	-	-	-
	Disability	20	10	-	-	-	-	-	1	-	-	-	-
	Foreign Nationality	20	368	916	452	3	-	3	-	-	-	-	-

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Workplace, Education and Age Distribution of GIGABYTE Employees



5.1.2 Talents Recruitment and Retention Management

■ Rigorous Talent Selection and Talent Retention

GIGABYTE recruits people with the work capability and core competence as the selection focus, abide by the spirit of non-discrimination and fair treatment scrupulously, and recruit qualified talents through diverse and open recruitment channels. In 2018, GIGABYTE expanded two new subsidiaries of GIGAIPC and BYTE International specialized in industrial Internet of Things and IT industry deepening services and recruited suitable talents in all aspects.

Statistics of New and Resigned Employees

Human Resource Statistics		Taiwan Base		Overseas Base		China Base		G-Style		GIGAIPC		BYTE International	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
New Employee	Under 30 Years Old	101	194	139	34	3836	1936	1	2	1	1	0	1
	30 - 50 Years Old	62	64	69	23	272	260	1	1	6	9	7	7
	Over 50 Years Old	4	-	-	-	3	-	-	-	1	-	-	-
New Employee Rate		13.24%	18.97%	21.58%	14.18%	252.98%	225%	5.71%	6.67%	34.78%	90.91%	116.67%	87.50%
Resignation	Under 30 Years Old	72	140	203	71	4081	2006	4	7	-	-	-	-
	30 - 50 Years Old	61	89	78	31	327	318	6	7	2	2	1	-
	Over 50 Years Old	10	19	4	-	4	1	1	-	-	-	-	-
Resignation Rate		11.34%	18.24%	29.56%	25.37%	271.51%	238.22%	31.43%	31.11%	8.70%	18.18%	16.67%	0.00%

[Note 1]: The turnover rate of the Factories in China was mainly due to the contracts with winter vacation workers and students expired. The number of employees leaving jobs before Spring Festival or requested for leaves was also high. All of which were balanced with increased manpower recruitment.

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■ **Abide Scrupulously by the Labor Laws, Regulations and International Guidelines**

Believing that every employee shall be respected and treated fairly, we follow the international conventions of human rights and do not discriminate or maltreat laborers or hire them illegally. We also committed to observing local laws under high moral standards and the "Responsible Business Alliance" (RBA, the former EICC) and promote a working environment of gender equality, establish sexual harassment prevention policies, and take mother-friendly measures.

As for the employees that are affected due to adjustment of the operating policies were informed in advance within the time frame stricter than that required by the applicable laws (10 days beforehand to the employees serving more than three months and less than one year; 20 days beforehand to the employees serving more than one year and less than three years; 30 days beforehand to the employees serving more than three years), and provide them with the opportunity to transfer within the organization, start a business or retire under a favorable condition and with munificent severance in the hope to protect their right to work.

■ **Smooth Labor and Management Communication Channels and Platforms**

Establishment of an appropriate communication channel and maintenance of good communication are important for developing relationship with the employees and eliminating the communication gap between the labor and the management levels. Although there is no labor union in GIGABYTE, we establish different fair communication channels for the employees and encourage them to state their opinions and participate in the activities of the organization. A labor-capital meeting is held every quarter pursuant to the "Labor Standard Act". The participants of the meeting are comprised of the representatives of the labor and management, and the number of them is equal in proportion (fifty-fifty). Full communication with the employees is conducted during the meeting. We further ensure that

we listen and respond to the opinions and questions of our employees through discussion meetings with the top management and each business unit, online service systems, and satisfaction questionnaire surveys to narrow the gap between the management levels and the employees at the bottom level. The communication channels include as follows:

GIGABYTE Labor and Management Communication Channels

Communication Channels	Annual Communication Results	Communication Focus (extract) of the Year
Labor and Management Meeting	4 Meetings	· Revision of work rules in accordance with RBA Guidelines · Responses to the Labor Standards Act · Expansion and improvement of welfare allowance items
Internal Employees Web Portal	-	· Internal important message · Event promotion
Internal Information Platform "GiGA HI"	Published 107 articles	· Reports of all types of Company activities · Outstanding team performance and personal performance
Human Resources Website	Shared 56 articles related to careers 154,598 website views	· Personnel-related management regulations and documents · Sharing articles regarding workplace experience
Division Level Management Conferences	4 conferences	The trends and corporate management systems
Employee Message Board and Comment Communication Center	-	Employees can send any comment to the mailboxes of Chairman, Human Resources Department, and Innovation team.

Proportion of Labor Representatives of the GIGABYTE Occupational Safety and Health Committee in 2018

	Taiwan		China	
	Operation Headquarters	Nanping Factory	Dongguan Factory	Ningbo Factory
Labor Representatives	11	14	28	9
Total Number of Committee Members	24	36	49	11
Ratio of Labor Representatives	45.8%	38.9%	57.1%	81.8%

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■ Complete Salary and Welfare System

The salary standards of GIGABYTE are determined in accordance with the provisions specified in the laws and decrees, economic conditions, salary market conditions and the Company's financial status. In order to reflect the performance of employees reasonably and encourage the employees to achieve their personal and organizational goals, the Company sets up a transparent and open performance evaluation process as the standards for salary adjustment, job promotion and bonus issuance.

In addition to the performance evaluation, GIGABYTE also commends the outstanding contributions of excellent teams and employees in different fields through various internal reward programs to encourage employees in innovation and growth, and enhance the competitiveness of individuals and companies.

- Establish the Patent Award - There were 101 employees awarded with the Patent Award in 2018. Thanks to employees for continuing to propose unique, innovative and practical feasible solutions.
- Organize the creative proposal contest to encourage employees to cooperate with each other to inspire ideas - There were 107 employees in 31 teams participated in the contest in 2018, and two teams' proposals were successfully introduced into mass production.



■ The Minimum Wage Standards Better than the Laws and Decrees

The salary system of GIGABYTE includes the base salary, living allowance and food allowance. The amount is determined based on the approved job grade, education and experience, seniority, job performance and other factors, and is adjustable according to the job position. The starting salary of GIGABYTE is higher than the minimum wage standard of the local legal requirements. Take the bases in Taiwan for example, the starting salary is higher than the 2018 monthly basic salary of Taiwan – NTD 23,100. The remuneration ratio of male and female employees at all levels is as follows:

Male and Female Remuneration Ratio of GIGABYTE by Region

Item			Taiwan		China			
					Dongguan		Ningbo	
			Male	Female	Male	Female	Male	Female
Ratio of Basic Salary and Local Basic Salary			1.18	1.2	1.43	1.45	1.34	1.39
Average Salary Increase Percentage of Formal Employees			3.93%		6.49%		8%	
Male and Female Salary Ratio	Management Position	Senior Level Manager	1.36	1	1.04	1	1.03	1
		General Level Manager	1.52	1	0.92	1	1.05	1
	Professional Position	Senior Engineer	1.43	1	-	-	-	-
		General Level Engineer	1.12	1	1.08	1	1.03	1

[Note 1]: Senior level manager (job grade M06 or above); General level manager (job grade M01-M05); Senior engineer (job grade P06 or above); General level engineer (job grade P01-P05)

[Note 2]: The basic salary is the salary for full-time employees (excluding bonuses and overtime pay); the average salary includes the base salary, living allowance and food allowance, etc., excluding annual bonuses.

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■ Always Give the Employee the Best - Perfect Employee Welfare

Employees are the Company's most valuable asset, proper care and welfare are the unchanged commitment of GIGABYTE to its employees. Through all the welfare policies developed by the GIGABYTE Employees Joint Welfare Committee and all types of welfare promotion activities, we not only take care of employees' lives outside the workplace properly, but also enhance their sense of identity with the Company and effectively attract and retain talents.

The majority of GIGABYTE's employees are between the ages of 25 and 50, who are in the important stage of managing family and parent-child relationships. In addition to providing the employees the rights of position retained without pay for baby care, GIGABYTE also actively assists employees in building a happy family life through marriage and maternity subsidies, allowance and scholarships.

Baby Care Job Retained / Return to Job

Item	Male	Female	Total
Number of Employees Qualified for Baby Care Leave	134	91	225
Number of Employees Applying for Baby Care Leave of the Year	13	71	84
Number of Employees Who Shall Return to the Job with Job Retained for Baby Care Leave in 2018 (A)	6	20	26
Number of Employees Who Actually Returned to the Job with Job Retained for Baby Care Leave in 2018 (B)	6	15	21
Number of Employees Who Actually Returned to Job with Job Retained for Baby Care Leave in 2017 and Work for More Than 1 Year (C)	4	29	33
Number of Employees Who Actually Returned to the Job with Job Retained for Baby Care Leave in 2017 (D)	7	47	54
Rate of Return to Job (B/A)	100%	75%	81%
Rate of Job Retained (C/D)	57%	62%	61%

Employee Benefits

Perfect Insurance Plan

In addition to labor insurance and national health insurance according to the laws, the Company also provides group comprehensive insurance, including life insurance, accident insurance, medical insurance, and cancer insurance for employees to increase overall protection.

Regulatory Compliant Pensions

In addition to contributing and paying labor pensions in accordance with the "Labor Standards Act" and "Labor Pension Act", the Company also provides retirement relief money and holds honorable retirement ceremonies for the retiring employees, thanking them for their contributions.

Living Benefits

In addition to the most basic three Festival bonuses, the Company also provides the birthday gift directly on the employee's birthday, travel allowance and other benefits.

Living Allowance

Childbirth, hospitalization, funeral, marriage allowance and emergency assistance. Employee education allowance as well as domestic and foreign travel allowances.

Product Special Favor Activities

The Employees Joint Welfare Committee and various manufacturers provide the most favorable and healthy products for employees, and cooperate with local farmers so that the employees can buy the freshest products and increase the profitability of local farmers at the same time.

Convenient Living

The Company is equipped with a gym, a rhythm classroom, a nursing room, and a staff canteen. Also, we provide convenient services of telecommunications, bank station and mail parcel delivery to meet the living needs of employees.

Associations, Leisure Activities

GIGABYTE currently has clubs of sports, dance, environmental protection, parent-child, and handicrafts. The multivariate clubs provide employees with multifaceted interests.

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5.1.3 Talent Cultivation and Build A Lifelong Learning Academy

A good growth and developmental workplace is the best incubator to stimulate the power and competence of employees, and it is also the indispensable factor in maintaining the Company's continued health and strength. In addition to bringing multi-sided challenges to employees with steady expansion of business and command of new trends, GIGABYTE also provides the most appropriate education and training for employees of different job grades, assists the employees to grow strong with sufficient resources in every stage of their career development.

Comprehensive Cultivation and Development of Professional Talents

We provide multi-learning channels for different needs of employees. The E-learning platform breaks the time and space constraints. The internal training courses and lectures convey the knowledge close to the organization and the career of employees effectively. Although GIGABYTE is an electronic technology company, it still regards the soft power of language and international mobility as one of the core competencies of employees, especially in providing language training resources and assistance programs. The results of education and training are used to promote the maximization of training benefits by the ways of evaluation methods and encouragement of internal sharing. Learning never stops in GIGABYTE.

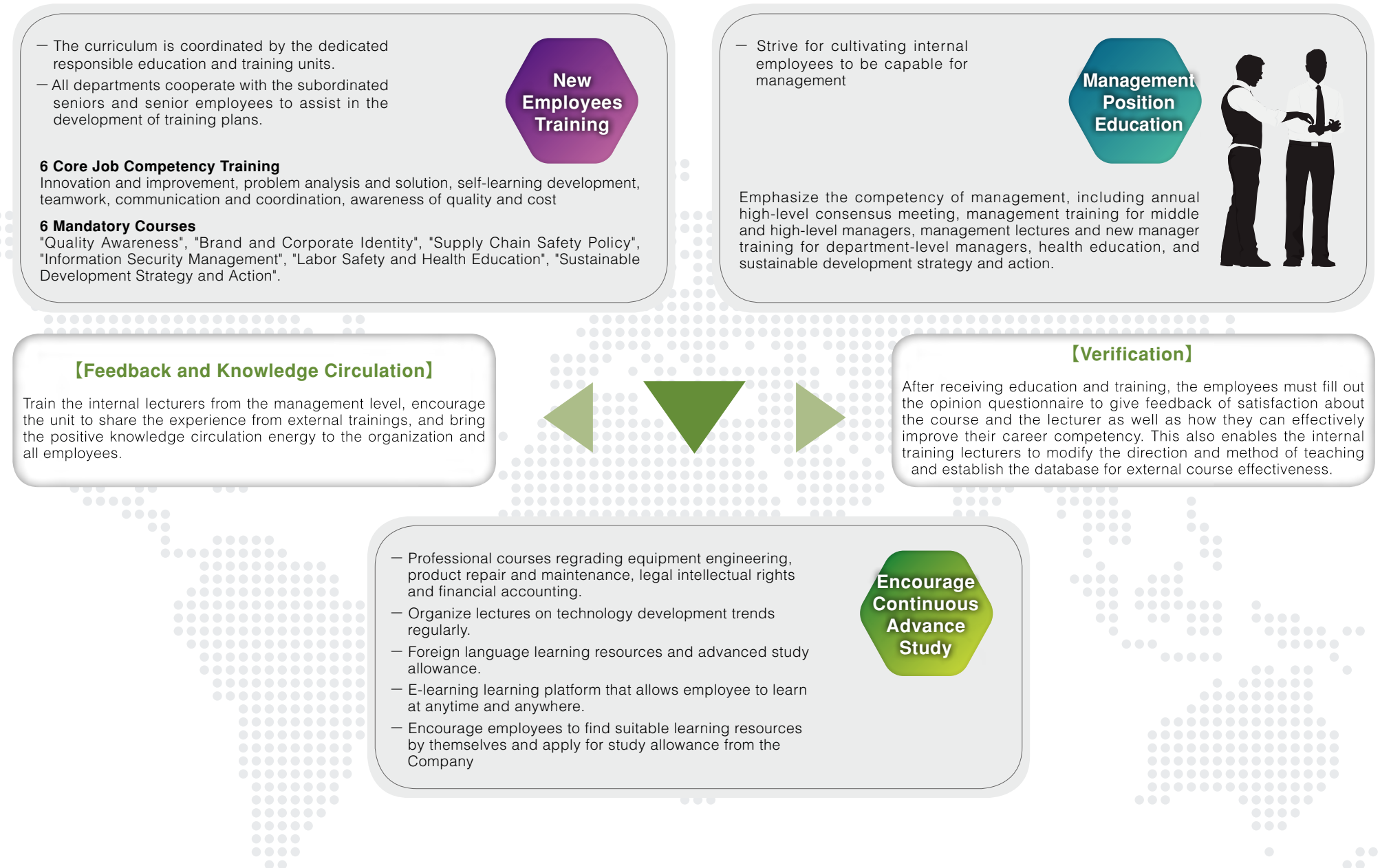
Number of Education and Training Hours by Job Position

Average Training Hours / Area	Taiwan						China			
	Operation Headquarters		Nanping Factory		G-Style		Dongguan Factory		Ningbo Factory	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Average Training Hours - by Gender	3.80	3.78	14.67	8.38	1.60	1.31	1.06	0.85	9.08	4.52
Average Training Hours - by Base	3.79		9.94		1.44		0.99		6.48	
Average Training Hours of Professional Position	6.04	12.81	36.81	185.73	1.41	1.63	0.66	0.43	6.69	2.23
Average Training Hours of Management Position	2.50	1.17	5.89	1.01	1.92	0.20	3.96	7.52	19.32	24.64



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Comprehensive Education Training Program of GIGABYTE



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5.2 Healthy and Happy Workplace

We systematically promote occupational safety management pursuant to the OHSAS 18001 Occupational Health and Safety Management System and various labor safety and health regulations. The actions include regular meetings of the Occupational Safety and Health Committee, physical examination, working environment monitoring, safety and health education and training, 5S audit and follow-up, and emergency response exercises. We also build an accident reporting system and establish the safety and health rules of work to ensure the workplace safety and the physical and mental health of the employees. An "Occupational Safety and Health Committee" is set up in each plant in which more than one third of the employees participate in the Committee. As for the operation level of the Committee, the director of the Sustainable Development Office serves as the chairman of the Committee at the Headquarters, which is subordinate to the Group Operation Management Center, and the Committee of each plant is directly subordinate to the manager of the plant.

Workplace Environmental Health and Safety Management Policy

Policy	Reduce Occupational Accidents and Promote Labor Safety and Health
Goal	Eliminate workplace risk factors and achieve zero accident in the factory
Implementation Method	Operating Environment Inspection 1. Identification, evaluation and control of work environment or work hazards. 2. Management of machinery, equipment or implements. 3. Classification, labeling, general knowledge, and management of hazardous chemicals.
	Internal Environmental Safety and Health Training, Contracting, and Procurement Management 1. Implementation of contracting and procurement management 2. Education training developed based on the Safety and Health Operation Standards 3. Regular environmental inspections and patrol tours
	Employee Safety and Health Promotion 1. Implementation of health examinations, management, promotion, and collection of safety and health information 2. Processing and analysis of occupational accidents, false alarms and events affecting physical and mental health 3. Development of emergency response measures
	Evaluation Measures and Others 1. Safety and health management records and performance evaluation measures 2. Other safety and health management measures



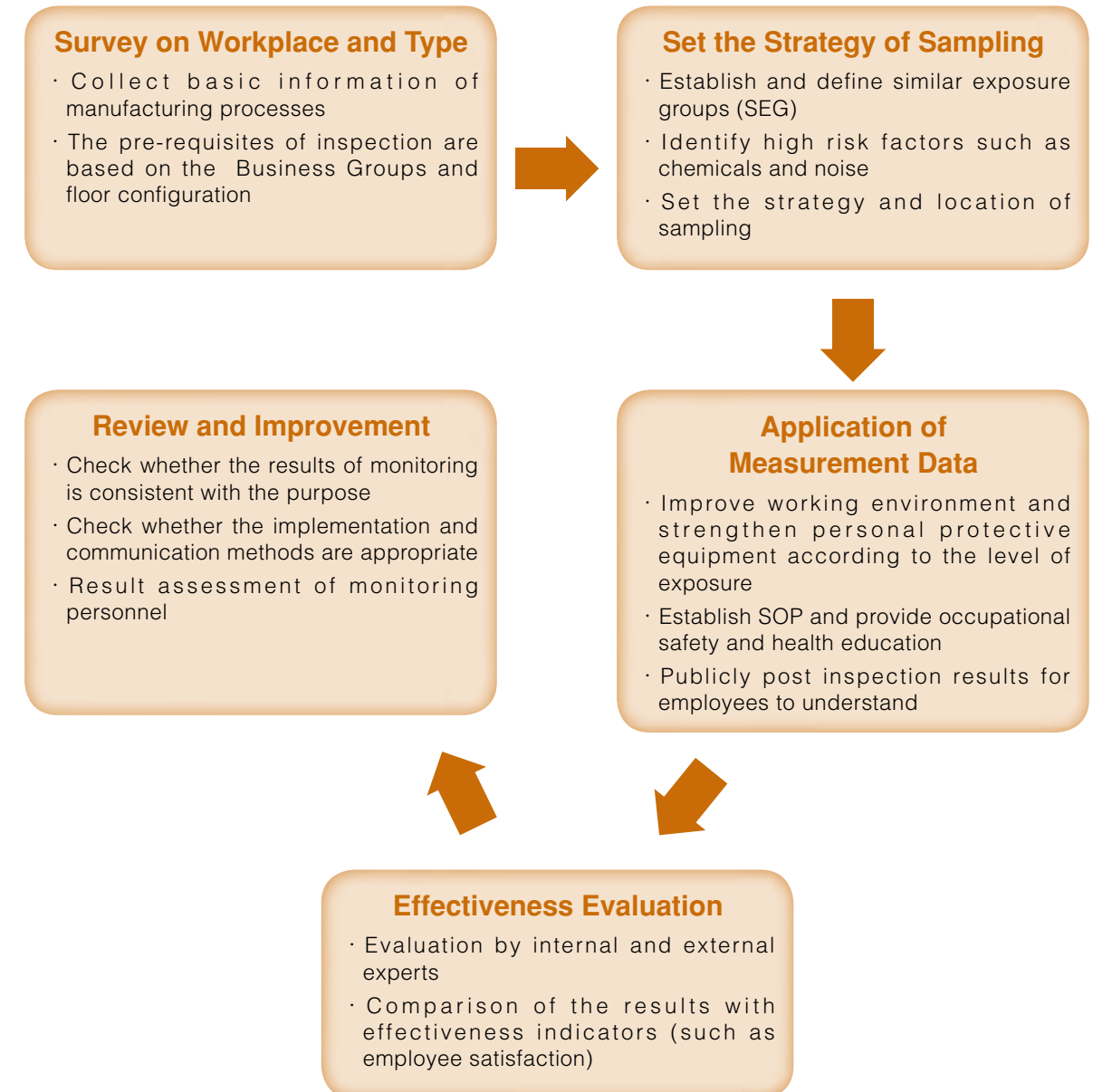
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5.2.1 Safe Workplace, Career with Peace of Mind

■ Work Environment Inspection and Occupational Safety and Health Training

GIGABYTE has established the Operating Environment Inspection Plan based on the "Occupational Safety and Health Act" and the "Regulations for Implementing Labor Operating Environmental Monitoring", and promotes it to all Business Groups with the Chief Executive Officer as the highest responsible person. In order to achieve effective division of labor, the sampling work is commissioned to the Industrial Mining and Health Technicians, Class A Chemical or Physical Factor Environmental Testing Personnel approved by the Ministry of Labor, Executive Yuan. In 2018, two environmental monitoring inspections were conducted for high-risk chemical and physical factors. The results showed that the safety of GIGABYTE's workplace complied with the standards. In addition to the commissioned external inspection, GIGABYTE also conducts automatic inspection plans for all aspects of the workplace, such as electrical equipment, air quality, organic solvents, firefighting equipment, etc. and reported by all departments on time. The inspection achievement rate reached 100% in 2018.

Flow Chart of Environmental Monitoring



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■ Chemical and Machinery Equipment Control

In addition to environmental monitoring, GIGABYTE also controls chemicals and machinery equipment that are easy to cause immediate physical injury to employees. We establish a communication plan for general knowledge of hazards, collect statistics for harmful chemical substances from all factories regularly, and set up clear chemical substance placement maps and lists to manage high-risk chemical hazardous substances carefully. In addition to employee education and training to avoid physical damage, we also regularly monitor the machinery equipment and the temperature of extension cords by the infrared rays monitoring equipment to ensure that the machine body does not cause danger due to high temperature. At the same time, we establish protective measures such as generator protection equipment to ensure the safety of equipment and employees.

■ Emergency Response and Occupational Safety and Health Training

The effectiveness of industrial safety and health accident prevention, emergency response and fire fighting safety related handling measures depends on the understanding and alertness of all employees on the related accidents. In order to ensure that employees can respond to human caused or natural emergencies immediately, all factories shall plan emergency response measure drills according to operational focuses such as semi-annual fire emergency response drills, annual chemical leak emergency drills, and annual occupational safety and health education and training to ensure that all employees can be familiar with and understand the relevant emergency response procedures and handling measures for the related incidents. In order to improve the alertness of all employees in the related incidents and inspect the appropriateness of emergency response process, the Operation Headquarters implemented fire fighting drill without notification in advance in 2018. After the drill, we reorganized the tasks of firefighting

groups and improved emergency response measures at the lower floors. All the actions were to eliminate the avoidable risks before disasters occur and achieve true safety protection to maintain an environment of safety and health comprehensively and systematically.

A List of Occupational Safety and Health Education Training

Management Skill Category	Number of Trainees	Professional Skill Category	Number of Trainees
Disaster Protection	2	Firefighting Theory and Emergency Response	220
Disaster Prevention/Escape Emergency Response Drill	3	Disaster Prevention and Emergency Response	1,233
Description of Energy Reduction Plan	94	Safe Production Techniques and Emergency Response Training	117
		Labor Safety and Health Knowledge Training	183

In terms of occupational accidents statistics, we selected the Disability Injury Frequency Rate (FR), Disability Injury Severity Rate (SR), the Absence Rate (AR), and the Occupational Disease Rate (ODR) as the analysis indicators in accordance with the Occupational Accidents Statistical Indicators Regulations by Ministry of Labor, and the in reference to the Statistical Indicators published by the GRI Guidelines. The occupational accidents statistics are conducted monthly to grasp the safety status of all Factories. In 2018, no employee of GIGABYTE has occupational diseases resulted from work, so the Occupational Disease Rate was 0. There were 8 disability injury incidents mainly caused by improper operation and accidents of activities in the factory. At present, GIGABYTE has continued the promotion of safety operational process and audit safety management measures to reduce the rate of occupational accidents.

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2018 Occupational Accidents Statistics by Base - Disability Injury Frequency Rate (FR) and Disability Injury Severity Rate (SR)

		Disability Injury Frequency Rate (FR)			Disability Injury Severity Rate (SR)		
		Male	Female	Total	Male	Female	Total
Taiwan	Operation Headquarters	0	0	0	0	0	0
	Nanping Factory	1.46	0.47	0.72	1.46	8.77	2.50
	G-Style	0	0	0	0	0	0
China	Dongguan Factory	0.69	0.27	0.55	14.34	0.55	9.86
	Ningbo Factory	3.05%	4.34%	3.6%			

2018 Occupational Accidents Statistics by Base - Absence Rate (AR)

		Male	Female	Total
Taiwan	Operation Headquarters	0.33%	0.66%	0.45%
	Nanping Factory	0.25%	0.50%	0.44%
	G-Style	0.88%	1.31%	1.11%
China	Dongguan Factory	0.20%	0.25%	0.22%
	Ningbo Factory	3.05%	4.34%	3.6%

■ Contractor and Buyer Management

In order to prevent accidents caused by contractors and ensure a safe operating environment for employees and related operators, GIGABYTE has set up a "Management Instructions of Contractor" to request the relevant contractors to understand the safety regulations of GIGABYTE such as hypoxia or confined space, hot work, elevated, electrical and hanging, and must sign the Letter of Consent in accordance with the provisions, to ensure that the necessary preventive measures are done before operations and safety inspections afterwards to reduce the risk of accidents.

5.2.2 Comprehensive Care for the Health and Well-being of Employees

The balance between work and life of employees is the foundation of personal physical and mental health and high work efficiency. GIGABYTE develops the Employee Health Promotion Plan to take care of the physical and mental conditions of employees comprehensively. Also, we help employees receive the right information and master their own situation through providing hardware facilities such as gymnasium, rhythm classrooms, and passing on health knowledge and physical examination such as health lectures, weight loss competitions, annual physical examinations and physical fitness tests. Moreover, we promote the Company's internal sports atmosphere through various clubs. In 2018, GIGABYTE was awarded i-Sports Certification, and only 79 companies in Taiwan received this honor. In addition, we set up the Employees Assistance Program (EAP) to maintain the mental health of employees and provide daily legal and marriage counseling.

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■ Intimate Health Examination Service to the Factory

A happy company needs healthy employees. The health examination is to protect the rights and interests of both the labor and management and it is also an important basis for determining whether the workers have occupational diseases and infectious diseases and whether they are physically healthy. The health examination services include:

— Cooperate with large hospitals to conduct health examination at the Company

The employees are provided with the most appropriate health examinations according to their age, and enjoy the exclusive health examinations in the Company so that they do not need to ask for leave or spend extra time for transportation.

— Conduct overload evaluation questionnaire to see through high-risk groups

We encourage employees to fill out the "Overload Evaluation Questionnaire" during the annual health examination to identify high-risk groups in advance, and develop corresponding tracking and response methods according to the health risk level. This is to achieve the purpose of participating in over-fatigue protection and stress management actively.

— Online inquiry to control health status instantaneously

Employees can use the online system to inquire the health examination records of the past years. The monthly free doctor service provides various health-related information to safeguard employees' health.

In 2018, there were 981 employees participated in health examinations at the Operation Headquarters. The participation rate reached 80.1% among the employees qualified for examination.

2018 Health Management Promotion Plan



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■ Ergonomic Hazards Prevention Plan

Musculoskeletal injury, work fatigue or any other related disease usually occurs due to heavy stress, maintenance of poor posture for a long time, bad habits or the specific task performed. In order to effectively keep track of the health conditions of our employees and prevent diseases, we have designed an ergonomic hazards prevention plan. With the plan, we analyze the work processes of our employees to identify potential ergonomic hazards and conduct assessment on rectification. Since 2016, we have replaced a large number of chairs and old seats in the conference rooms to build an ergonomic and comfortable environment to reduce the frequency of occupational accidents caused by ergonomic hazards. From 2017 to 2018, the conference room seats have been replaced step by step and the achievement rate was 100%.

■ Employee Assistance Program (EAP)

GIGABYTE commits not only to improving the well-being of employees in the workplace, but also to protecting their personal lives after work. We cooperate with external management consultants to provide psychology, law, and marriage consulting services for employees. Employees can use the exclusive website and the e-mail to conduct complete confidential consultations. Each year, 12 EAP articles and two topical lectures are selected to help employees understand their physical and mental status better and the resources available for them. In 2018, a total of 34 employees of GIGABYTE consulted EAP services. The survey conducted afterwards showed that the satisfaction of our employees was 100%. The number of users increased gradually.

■ Gender Friendly Workplace

Nearly a half of the employees of GIGABYTE are female and most of them are at childbearing age. Therefore, how to create a workplace environment and facilities suitable for women or employees with motherhood identity is a priority consideration for GIGABYTE. At present, the Operation Headquarters and Nanping Factory are equipped with

complete set of equipment including refrigerators, sinks, small tables, sofas and environmentally friendly nursery rooms to provide comfortable and undisturbed space for female employees. Additionally, setting up the "Maternal Health Protection Plan" combined with the professional expertise of resident doctors, human resource department, and occupational safety personnel and managers to ensure the physical and mental health of female employees at pregnant, postnatal and breastfeeding stages.

In addition to the benefits provided by the Company, the employees set up the "Love Baby Club" to provide a communication platform for mothers to exchange and share the unique parenting and mood of different families.

EAP Topical Lecture in 2018



Guide employees to identify their own source of stress and personality traits, and provide the methods for relieving stress.



Introduce marriage-related laws and regulations as well as their applications to enhance the employees' ability to cope with marital problems.

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5.2.3 GIGABYTE is Your Home - Celebration Activities

GIGABYTE creates a good networking platform through creative ways, and organizes various contests and leisure activities for employees to have multiple channels to interact with other departments and thus enhance the cohesion and tacit understanding. GIGABYTE also encourages employees to bring their family members to participate together to enhance their sense of identity with the Company and become the strongest backing for the employees. In 2018, the bases in Taiwan held an internal gaming competition again and called the gaming experts to form teams to compete in the hottest "Player Unknown's Battlegrounds" gaming competition and to establish a cross-departmental connection. The "Family Day" held in May provided a different natural experience for employees and families with the ranch-style elegant demeanor with spectacular fireworks show and circus. These were also one of the best memories for children. The Factories in China also held Dancing Together and Tug-of-War competitions to let employees work together to show their talents. The Mid-Autumn Festival and Christmas Gala party also accompany the employees living in dormitories to celebrate the reunion festivals.

5.3 Social Participation

In addition to the competitiveness of its own products, the stable development of enterprises depends on stable and trusting social relationships. Therefore, upholding the concept of "Upgrade Your Life", we establish the GIGABYTE Education Foundation to use the Company's own scientific and technological strength actively to assist the disadvantaged groups in developing computer skills and stimulate the technical interest of school children. Moreover, we foster the participation and emphases of social care of employees through working holidays, welfare sponsorships and establishment of a volunteer club. GIGABYTE expects to shape a corporate culture of society co-prosperity that every employee can "take from the society and give back to the society."

5.3.1 Technology Education

As a well-known domestic brand manufacturer of motherboards, digital and technology education is GIGABYTE's unshirkable duty. Since 2006, GIGABYTE has started the "Digital Love" courses that combines the power of employees and youth volunteers to bring scientific and technological knowledge to disadvantage groups, elders, rural children students, children with rare diseases, and women in order to broaden the power of the digital acceptance of communities.

■ Digital Love – Digital Spring for Elders

Cumulative 306 classes with a total of 27,364 person-times between 2006 and 2018

Computer Class	17 classes and 815 person-times in 2018. Opened a new wisdom classroom in Zhonghe	Ten Outstanding Senior 3C Academy Internet and technology products are gradually becoming important channels for connecting to the world; however, elders often become the "disadvantaged group of metropolitan information" due to physical and environmental limitations. Therefore, GIGABYTE recruits the Company internal employees and youth from schools to teach basic software processing and cloud services courses according to the elders' level. This year, we even started teaching social networking software, audio-visual platform, live broadcast, sports APP in response to the popularity of mobile devices to assist edlars in using intelligent products to strengthen interpersonal contact and plan for their own health files!
Cell Phone Class (new)	33 classes and 774 person-times in 2018. Be invited by many NPOs and communities to hold cell phone classes, with 7 classes newly opened in 2018.	

■ The Secret to Learning Computers – Visit to Production Line and Bring Technology to School

A cumulative of 607 sessions and 27,483 person-times from June 2002 to December 2018.
A total of 44 sessions and 2,647 person-times in 2018.

Inspire students' interest, link the industry-academia gap
GIGABYTE plans technology education courses according to the students of different levels such as elementary school, high school, vocational high school, college and university. By direct visits to practical activities and production lines, students can understand the functions, structural composition and operation mode of the computer internal components, the production processes, the knowledge and techniques related to technology and innovation. These allow the technology education to be rooted and connected with the industry. In 2018, different from the previous visits, the Nanping Factory added the experience of the SOP design process and the actual operation method of the production lines. In the future, we will continue to make efforts to fine-tune the course and visit processes based on the background of the visiting school in order to be closer to the student's curriculum needs and the purpose of strengthening professional competence.

Technology education starts with teachers
GIGABYTE sees the scientific and technological literacy of teachers is an indispensable link of the education. In 2018, the Company and three Foundations carried out "Discover a New Paradise of Science and Technology" to promoted popular science education to teachers in five elementary schools (Gongcheng, Jhennan, Dapi, Dongshi, and Huanan).

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5.3.2 Innovative Talent Cultivation - Brainstorming Creativity to Love the Earth

■ G-Design Contest

- ◆ A total of 433 teams participated in the Contest
- ◆ Total invested resources of NTD 2,237,160
- ◆ The "Arithmetic Balance" won the Red Dot Design Award

Since the start of G-Design Contest in 2003, GIGABYTE has held the event for 16 consecutive years, attracting thousands of outstanding students from all universities and colleges in Taiwan every year to join. The contest is divided into two groups, "Innovative Technology - Unlimited Links" and "Beautifying Life - Real Communication", to encourage students to design and research information transmission and real-world socialization. The procedures of patent application are reserved, expecting the participants to understand how to protect their own creation and encourage the finalists to participate in four international awards to take a broad view to the world. The competition also changes with the trends of industrial evolution and needs. The Creative Marketing Award was added in 2014 to cultivate more design-oriented students with more multivariate skills. In the process, the professional opinions from teachers, marketing experts and patent consultants will also be added to give students more stimulation and practical suggestions.

■ Friendly Product Design Contest

- ◆ A total of 154 teams participated the contest
- ◆ The theme of 2018: Echoing SDG12, Promoting Circular Economy

The Friendly Product Design Contest hopes to provide students a design platform focusing on energy resources and waste "Reduction", "Sharing" with nature, and being friendly to the environment, society and consumers to achieve "Love the Earth". Thus, the core value of the contest is "Reduction. Sharing. Love the Earth." In 2018, we continue the outcomes of the previous year and let students to demonstrate their new ideas and ingenuity of sustainability concept in the Contest. Moreover, the concept of circular economy was brought to the contest to encourage the participants to consider the friendliness to environment, society and consumers from the source design stage to the end recovery stage. The judgment focuses on five major aspects. The emphases on the practicality, innovation, and sustainability of the product was to improve the feasibility of the products and their impacts on society.

5.3.3 LOHAS Services, Social Caring

■ Thousand Mile Trek - Go Green Taiwan

- ◆ The outcomes as of December 31, 2018
- ◆ A cumulative 603.08 km of trekking distance
- ◆ A cumulative 3,533.71 kg of cleaned waste



"Walking in Taiwan with own feet and protecting Taiwan with own hands" is the spirit upheld by the GIGABYTE Go Green Club. The GIGABYTE Go Green Club was founded by employees in 2013. In 2015, the Club decided to go out of the office to take practical actions to show their love of the land. The Club planned to walk around Taiwan in sections over 4-5 years and at the same time pick up garbage along the way. The conflict image of beautiful scenery of Taiwan surrounded by huge amount of garbage makes the Club's members be more aware of the importance of reducing the amount of garbage from the source. In 2018, the Sustainable Development Office interviewed with the Club's members. They expressed their concerns about the environment and wanted to call on other employees and the public to take actions. Through practical actions and audio-visual media, the documentary short film, "Hear the Voice of the Island", was publicized and expected to let more people pay attention to the environmental issues and become willing to protect Taiwan with actions.



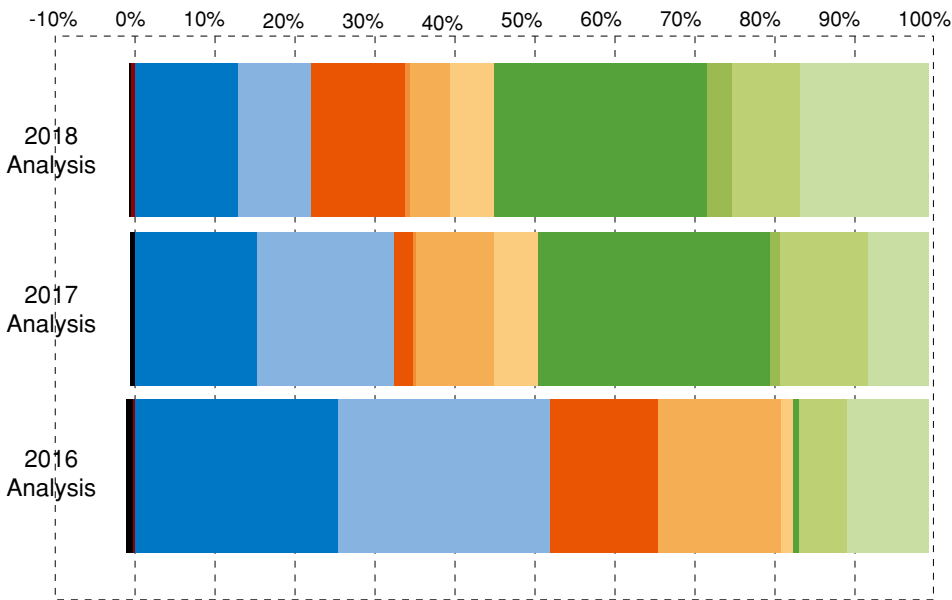
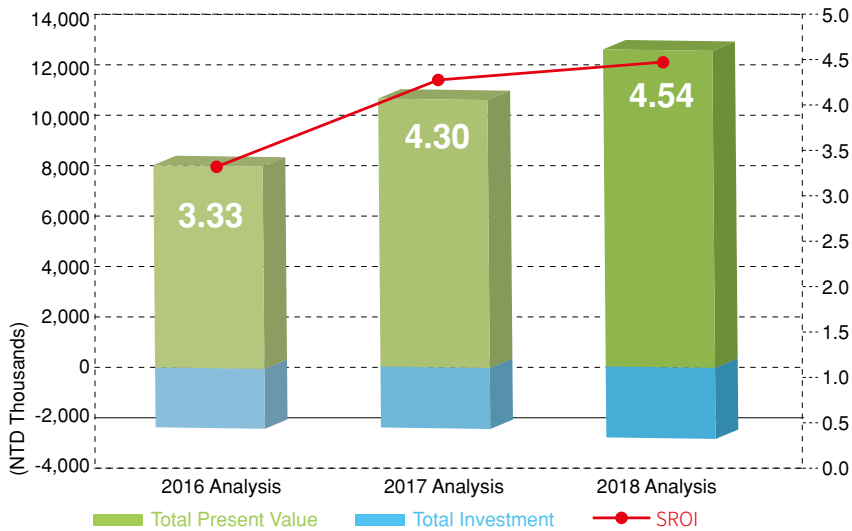
For the outcomes of "Reduction. Sharing. Love the Earth" design contest in 2018, please refer to the website: (<http://csr.gigabyte.tw/Home/DetailBulletin/130>)

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■ SROI Analysis of Thousand Mile Trek - Go Green Taiwan

In order to understand the social and environmental impacts exerted by the "Thousand Mile Trek - Go Green Taiwan" Project, the Social Return of Investment (SROI) was first introduced in 2016 for evaluating the project. By re-evaluating every year with the same result indicators, we are able to review, adjust and improve the implementation of the project based on the results of annual analysis in order to expand the impacts of the project. During the first analysis, we found that the amount of garbage collected was critical to the effectiveness of the project. Therefore, the plans of environmental service and the methods to collect garbage were adjusted significantly afterward. For example, we increased the times of beach cleaning along the western coast. Moreover, by cooperating with clean teams of local environmental protection bureau, we would be able to clean up more garbage than before. Through these adjustments, the efficiency of garbage collection for each time of environmental service has been greatly improved in recent years. From the results of the three-year analyses, it found that not only the overall SROI has increased year by year, but also the proportion of the value in environmental aspect continues to expand.

Thousand Mile Trek - Go Green Taiwan 2016-2018 Results of SROI



- Blue Corporate Benefits
 - Decision-making Level Adopts the Plastic Reduction Initiative
 - Create a Positive Image, achieve Advertising Benefits
- Orange Social Benefits
 - Physically Healthier
 - Better Feelings between Employees
 - Increase Opportunities of Travel and Relaxation
 - Increase Pleasure in Life
 - Less Parent-child Time
- Green Environmental Benefits
 - Reduce Plastic Use
 - More Concerns about Environmental Issues
 - Product Packaging Material Plastic Reduction
 - Ecological Environment Improvement
- Black Environmental Pollution
 - Cause Air Pollution

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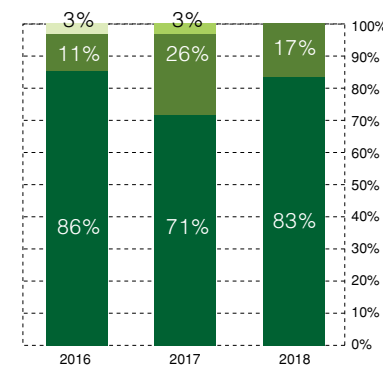
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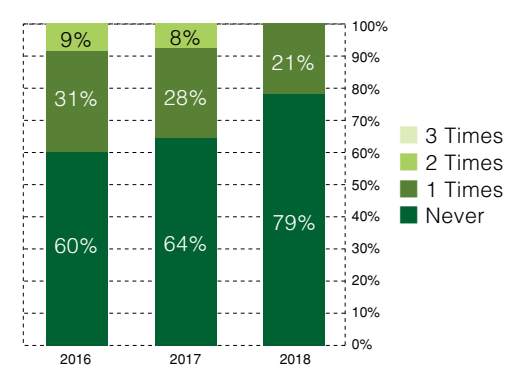
In addition, with the extension of the project, the social impact of participated employees has also become more prominent. The SROI analysis takes whether the participated employees and their families being used to bringing their own reusable tableware and shopping bags as indicators. For three consecutive years, the survey finds that their behaviors have changed significantly, especially the behaviors of the participants' family members. Comparing the results of 2018 to that of 2016, the people who entirely did not use disposable tableware every day increased by 32%, and those who brought their own bags for shopping increased by 67%. The analysis also found that this project provided employees with opportunities for environmental service. 79% of participated employees reflected that their lifestyle pleasure had been improved, and another 50% reflected that their physical condition got healthier.

Times of Using Disposable Tableware per Day

Employees Participated in Environmental Services

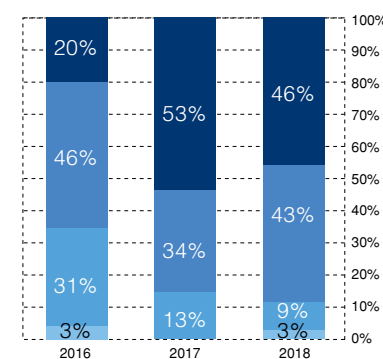


Families of Employees Participated in Environmental Services

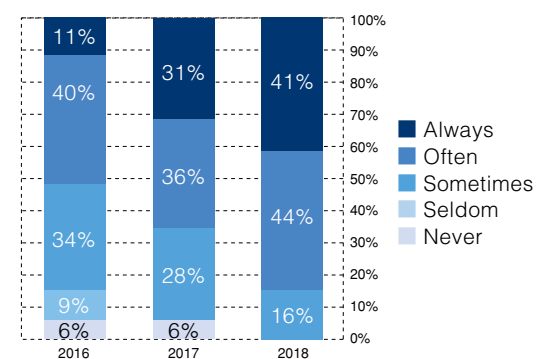


Bring Own Shopping Bags

Employees Participated in Environmental Services

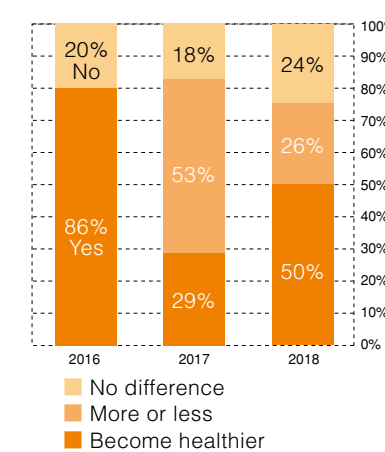


Families of Employees Participated in Environmental Services



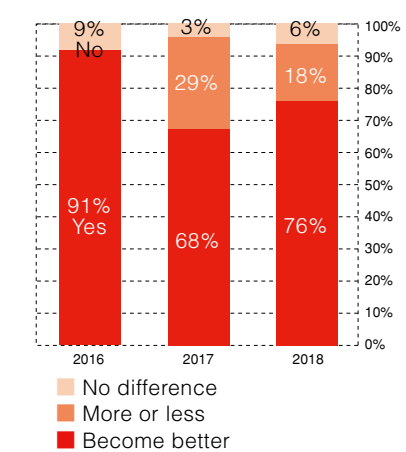
Improvement in Health

Employees Participated in Environmental Services



Improvement in Mood

Employees Participated in Environmental Services







Remarks: The survey in 2016 only asked "Yes" or "No"



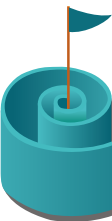
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■ Caring for the Society

Through the various charity events, the GIGABYTE Education Foundation bridges the gap between GIGABYTE's employees and the society, allowing the love and care from GIGABYTE to extend from the inside of organization to the entire society and let the people needed to be cared to have hopes from the power of the society.

	Scholarships to Students Who Experience Unexpected Events in Their Family Annual donation NTD1,920,000	The GIGABYTE Education Foundation launches the year-end donation campaign at the end of each year to raise donations from GIGABYTE's employees and their families, children, and partners of GIGABYTE. The targets of donation are as follows: (1) Providing scholarships to students 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 long-term care dependence and single-parent families. Accumulated donation over the years NTD 20,001,600
	Double Caring Blood Donation 740 person-times participated in the year A total of 287,000 c.c blood was donated	Since 2003, GIGABYTE has called on partners in Taiwan area to donate blood. The Company also provides roasted sweet potatoes, Yilan rice and iron supplement drinks to supplement the vitality for blood donors to let the blood donation activities also warm the heart and stomach. A total of 7,795 participants and 2,909,500 c.c. of blood donated over the years
	Direct Purchase of Agricultural Products Annual Group Purchase NTD3,060,000	GIGABYTE has been promoting the group purchase of direct selling agricultural products since 2002. GIGABYTE steps in and supports domestic agricultural products through purchasing direct selling, quick harvest at typhoon season and oversupply occurs that may make prices plunge. In this way not only our staff can buy cheaper, safer, and fresher fruits and vegetables, we have also seen farmers' life improved, promoting the value-added agricultural products. The cumulative group purchase over the years was NTD18,372,000
	Spring Festival Red Envelops for Ragpickers Sent 387 Spring Festival Red Envelops	Since 2015, the GIGABYTE Education Foundation has passed on care and blessings to the people cleaning and collecting scraps, including: elderly people living alone and physically handicapped people with limited mobility, etc. As long as everyone contributes a little love and action, the society will be warmer and more beautiful. Having sent 1,494 red envelops in total over the years
	Computer Assembly Welfare Annual donation of 10 desktop computers (worth NTD 200,000)	Since 2015, GIGABYTE has integrated the core strength of various enterprises to collaboratively provide PC products and assist the remote areas and the disadvantaged groups, helping them to have more opportunities of digital learning. The collaborative partners in 2017 were AVEXIR Technologies Corporation, FSP Technology and Albatron Technology Corporation. We assisted the computer classroom of Tafeng Social Welfare Center, located in Xindian, in equipment replacement. Having donated a total of 231 PC-related products over the years.

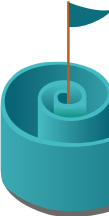
In addition to money and material donations, GIGABYTE is enthusiastic about participating in disadvantaged groups related public welfare activities. It is also a way for GIGABYTE's employees to love the society. For example, through sponsoring arts activities, GIGABYTE's employees not only understand more about the society, but also donate to related disadvantaged groups with the ticket sales to achieve a good future with mutual helps.



Appendix 1 Corporate Social Responsibility Performance Summary

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Aspects	Main Index		2015	2016	2017	2018
Economic Aspect	Consolidated Revenue (NTD 100 million)		508.29	523.47	598.84	609.24
	Operating Cost (NTD 100 million)		420.67	432.77	496.86	500.80
	Operating Expense (NTD 100 million)		75.10	73.81	79.73	78.48
	Employee Salary and Benefits (NTD 100 million)		52.22	53.70	57.06	55.99
	Earnings per Share (NTD)		3.05	3.64	4.41	4.04
Environmental Aspect	Greenhouse Gas Emission (t-CO ₂ e)	Scope 1	576.89	644.45	553.05	661.28
		Scope 2	28,859.27	28,643.39	27,657.56	27,002.64
	Greenhouse Gas Emissions Intensity (t-CO ₂ e / 1000 motherboard equivalent pieces)		1.75	1.90	2.19	2.07
	Electricity Consumption (MWh)	Bases in Taiwan	19,494.84	19,497.70	18,830.08	18,572.70
		Bases in China	20,959.26	20,845.35	19,974.34	19,429.23
	Energy Consumption (GJ - including steam, gasoline, diesel fuel and LPG, and electricity)		152,999.09	152,986.91	147,519.66	147,514.21
	Water Use (10 thousand tons)	Bases in Taiwan	9.18	9.79	8.89	8.01
		Bases in China	25.71	25.24	22.23	22.25
	Waste Production (tons)		1,880.74	1,697.89	1,621.53	1718.30
	General Waste (tons)	Operation Headquarters	10.65	30.12	41.92	42.27
		Production Bases (Taoyuan Nanping, Dongguan and Ningbo in China)	399.85	379.40	461.54	428.70
	Hazardous Substance (tons)	Operation Headquarters	0.98	2.02	0.26	0
		Production Bases (Taoyuan Nanping, Dongguan and Ningbo in China)	60.42	56.39	76.39	108.8
	Volume of Waste per Unit Production (tons / 1000 motherboard equivalent pieces) of Production Bases (Taoyuan Nanping, Dongguan and Ningbo in China)		0.11	0.11	0.12	0.12
	Average Waste Production per Person (tons / person) – Operation Headquarters		0.03	0.05	0.05	0.06
	Environmental Education Hours		3,637	7,524	10,178	12,951
Social Aspect	Total Number of Employees		8,220	7,799	7,171	6,716
	Average Age		36.4	33.4	31.6	34
	Average Seniority		7.3	5.6	6.34	6.81
	Employee Education Training Hours (Bases in Taiwan)		19,068	19,588	18,760	25,937.1
	Disability Injury Frequency Rate (FR)	Bases in Taiwan	0.36	0	0	0
		Bases in China	0.8	2.66	1.19	0.55
	Disability Injury Severity Rate (SR)	Bases in Taiwan	1.5	0	0	0
		Bases in China	18.03	55.73	49.05	9.86




Appendix 2 GRI Standards Index













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GRI Standard	Disclosure Items	Chapter in the Report or Description	Page	Omitted	Support the UN Sustainable Development Goals
GRI 101: 2016 Foundation					
General Disclosure (core items)					
GRI 102: General Disclosure 2016 Organizational Profile Strategy Ethics and Integrity Governance Stakeholder Engagement Reporting Practice	102-1 Name of the organization	2.1 GIGABYTE Status and Development	21	-	-
	102-2 Activities, brands, products, and services	2.1 GIGABYTE Status and Development	21	-	-
	102-3 Location of headquarters	2.1 GIGABYTE Status and Development	21	-	-
	102-4 Location of operations	2.1 GIGABYTE Status and Development	21	-	-
	102-5 Ownership and legal form	2.1 GIGABYTE Status and Development	21	-	-
	102-6 Markets served	2.1 GIGABYTE Status and Development	21	-	-
	102-7 Scale of the organization	2.1 GIGABYTE Status and Development 3.1 Industry Overview	21 32	-	-
	102-8 Information on employees and other workers	5.1.1 Sound Human Resource Strcture	62	-	-
	102-9 Supply Chain	3.3 Supplier Sustainability and Risk Management	35	-	-
	102-10 Significant changes to the organization and its supply chain	2.1 GIGABYTE Status and Development	21	-	-
	102-11 Precautionary principle or approach	2.2.4 Risk Management	28	-	-
	102-12 External initiatives	▪ Voluntarily supporting ISO 26000, the UN Global Compact, RBA Code of Conduct, and Responsible Minerals Initiative ▪ GRI Standards and Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies are in compliance with the request of Taiwan Financial Supervisory Commission	-	-	-
	102-13 Membership of associations	2.1.4 Participation in International Organizations and Association	24	-	-
	102-14 Statement from senior decision-maker	From the Chairman	2	-	-
	102-16 Values, principles, standards and norms of behavior	1.1 Sustainable Development Promotion 2.2.2 Code of Business Conduct	7 27	-	-
	102-18 Governance structure	1.1 Promotion of Sustainable Development 2.2 Corporate Governance	7 24	-	-
	102-40 List of stakeholder groups	1.2 Communication with the Stakeholders	13	-	-
	102-41 Collective bargaining agreements	5.1.2 Talent Recruitment and Retention Management	63	-	-
	102-42 Identifying and selecting stakeholders	1.2 Communication with the Stakeholders	13	-	-
	102-43 Approach to stakeholder engagement	1.2 Communication with the Stakeholders	13	-	-
	102-44 Key topics and concerns raised	1.2 Communication with the Stakeholders	13	-	-
	102-45 Entities included in the consolidated financial statements	About the Report	1	-	-
	102-46 Defining report content and topic Boundaries	1.2 Communication with the Stakeholders	13	-	-
	102-47 List of material topics	1.2 Communication with the Stakeholders	13	-	-
	102-48 Restatements of information	About the Report	1	-	-




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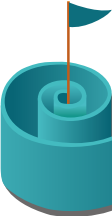
GRI Standard	Disclosure Items	Chapter in the Report or Description	Page	Omitted	Support the UN Sustainable Development Goals
	102-49 Changes in reporting	No significant changes in 2018	-	-	-
	102-50 Reporting period	About the Report	1	-	-
	102-51 Date of most recent report	About the Report	1	-	-
	102-52 Reporting cycle	About the Report	1	-	-
	102-53 Contact point for questions regarding the report	About the Report	1	-	-
	102-54 Claims of reporting in accordance with the GRI Standards	About the Report	1	-	-
	102-55 GRI content index	Appendix 2 GRI Standard Content Index	81	-	-
	102-56 External assurance	There is no external assurance / confirmation in this year	-	-	-
Major issues (GRI 200 Economy 2016; GRI 300 Environment 2016; GRI 400 Society 2016)					
Ethics and Code of Conduct, Corporate Governance, and Legal and Regulation Compliance					
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	1.2.3 Material Issues and Boundary of Impact	16	-	-
	103-2 The management approach and its components	Ch.2 Overview of GIGABYTE	19	-	-
	103-3 Evaluation of the management approach				
GRI 205: Anti-corruption	205-3 Confirmed incidents of corruption and actions taken	No occurrence in 2018 2.2.2 Code of Business Conduct	27	-	-
GRI 206: Anti-competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No occurrence in 2018 2.2.2 Code of Business Conduct	27	-	-
GRI 307: Environmental Compliance	307-1 Non-compliance with environmental laws and regulations	No occurrence in 2018 2.2.3 Legal Compliance	27	-	-
GRI 415: Public Policy	415-1 Political contributions	No occurrence in 2018	-	-	-
GRI 416: Customer Health and Safety	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No occurrence in 2018 3.2.2 Respect Rights, Interests and Privacy of Customers	35	-	-
GRI 417: Marketing and Labeling	417-2 Incidents of non-compliance concerning product and service information and labeling	No occurrence in 2018 2.2.3 Legal compliance	27	-	-
	417-3 Incidents of non-compliance concerning marketing communications	No occurrence in 2018 2.2.3 Legal compliance	27	-	-
GRI 419: Socioeconomic Compliance	419-1 Non-compliance with laws and regulations in the social and economic area	No occurrence in 2018 2.2.3 Legal Compliance	27	-	-
-	Corporate governance system and effectiveness	2.2 Corporate Governance	24	-	-
Financial Performance					
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	1.2.3 Material Issues and Boundary of Impact	16	-	
	103-2 The management approach and its components	Ch.3 Economic Aspect	30	-	
	103-3 Evaluation of the management approach				
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	3.1 Industry Overview	32	-	
	201-4 Financial assistance received from government				
Brand Management and Innovation Management					
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	1.2.3 Material Issues and Boundary of Imapct	16	-	-

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GRI Standard	Disclosure Items	Chapter in the Report or Description	Page	Omitted	Support the UN Sustainable Development Goals
GRI 103: Management Approach	103-2 The management approach and its components	Ch.2 Overview of GIGABYTE	19	-	 
-	103-3 Evaluation of the management approach				
-	Brand management strategy and conduct				
-	Innovative management conduct				
Sustainable Supply Chain Management					
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	1.2.3 Material Issues and Boundary of Imapct	16	-	 
	103-2 The management approach and its components	Ch.3 Economic Aspect 3.3 Supplier Sustainability and Risk Management	30 35	-	
	103-3 Evaluation of the management approach				
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers				
GRI 308: Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria				
	308-2 Negative environmental impacts in the supply chain and actions taken				
GRI 407: Freedom of Association and Collective Bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Low occurrence rate 3.3 Supplier Sustainability and Risk Management	35	-	
GRI 408: Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	Low occurrence rate 3.3 Supplier Sustainability and Risk Management	35	-	
GRI 409: Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Low occurrence rate 3.3 Supplier Sustainability and Risk Management	35	-	
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	3.3 Supplier Sustainability and Risk Management	35	-	
	414-2 Negative social impacts in the supply chain and actions taken				
-	Conflict minerals management strategy and effectiveness				
Friendly Products					
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	1.2.3 Material Issues and Boundary of Imapct	16	-	 
	103-2 The management approach and its components	Ch.4 Environmental Aspect 4.3 Friendly Products	41 50	-	
	103-3 Evaluation of the management approach				
GRI 301: Materials	301-1 Materials used by weight or volume				
Environmental Policy and Management System, Greenhouse Gas Emissions and Carbon Management, and Sustainability and Environmental Education (voluntary disclosure)					
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	1.2.3 Material Issues and Boundary of Impact	16	-	     
	103-2 The management approach and its components	Ch.4 Environmental Aspect 4.1 Environmental Management 4.2 Climate Change Mitigation and Adaptation	41 43 46	-	
	103-3 Evaluation of the management approach	4.2.2 Greenhouse Gas Inventory and Reduction	48	-	
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions				
	305-2 Energy indirect (Scope 2) GHG emissions				
	305-3 Other indirect (Scope 3) GHG emissions				
	305-4 GHG emissions intensity				
	305-5 Reduction of GHG emissions				
305-6 Emissions of ozone-depleting substances (ODS)	GIGABYTE's process and products have no ozone depleting substances	-	-		
305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Not included in GIGABYTE's emissions and thus not substantial	-	-		

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GRI Standard	Disclosure Items	Chapter in the Report or Description	Page	Omitted	Support the UN Sustainable Development Goals
	Sustainability and environment education vision and practice strategy	4.4 Shape the Internal Culture of Environmental Protection	-	-	
Risk Management					
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	1.2.3 Material Issues and Boundary of Impact	16	-	-
	103-2 The management approach and its components	Ch.2 Overview of GIGABYTE 2.2.4 Risk Management	28	-	-
	103-3 Evaluation of the management approach				
-	Risk management strategy and conduct	2.2.4 Risk Management 4.2.1 Risk and Opportunity Identification	28 46	-	-
Occupational Health and Safety, and Talents Attraction and Preservation (voluntary disclosure)					
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	1.2.3 Material Issues and Boundary of Impact	16	-	 
	103-2 The management approach and its components	Ch.5 Social Aspect 5.1 Talent Management 5.2 Healthy and Happy Workplace	60 62 69	-	
	103-3 Evaluation of the management approach				
GRI 401- Employment	401-1 New employee hires and employee turnover	5.1.2 Talents Recruitment and Retention Management	63	-	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees				
	401-3 Parental leave				
GRI 403: Occupational Health and Safety	403-1 Workers representation in formal joint management-worker health and safety committees	5.2.1 Safe Workplace, Career with Peace of Mind	70	-	
	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities				
	403-3 Workers with high incidence or high risk of diseases related to their occupation				
GRI 404: Training and Education	404-1 Average hours of training per year per employee	5.1.3 Talent Cultivation and Build A Lifelong Learning Academy	67	-	
	404-3 Percentage of employees receiving regular performance and career development reviews	5.1.2 Talents Recruitment and Retention Management	63	-	
Other Disclosed Issues (GRI 200 Economy 2016; GRI 300 Environment 2016; GRI 400 Society 2016)					
GRI 202: Market Presence	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	5.1.2 Talents Recruitment and Retention Management	63	-	-
GRI 302: Energy	302-1 Energy consumption within the organization	4.1 Environment Management	43	-	
	302-3 Energy intensity				
	302-4 Reduction of energy consumption				
GRI 303: Water	303-1 Water withdrawal by source				
	303-2 Water sources significantly affected by withdrawal of water				
GRI 402: Labor / Management Relations	402-1 Minimum notice periods regarding operational changes	5.1.2 Talents Recruitment and Retention Management	63	402-1.b Not applicable	-
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	2.2.1 Corporate Governance Structure 5.1.1 Sound Human Resource Structure	27 62	-	-
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	5.1.1 Sound Human Resource Structure	62	-	-
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No occurrence in 2018 3.2.2 Respect Rights, Interests and Privacy of Customers	40	-	-



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Correction Content	Before Correction	After Correction	Reason for Correction
Total Number of Brand Awards	The accumulative number of Awards until 2017 was 15,113.	The accumulative number of Awards until 2017 was 14,599.	The number was double counted last year during the system adjustment. The correct number has been revised in 2018.
Summary of Annual Environmental Information	Gasoline: 1,004.48 Diesel: 693.71 Total: 147,816.32	Gasoline: 794.5 Diesel: 607.03 Total: 147,519.66	In 2018, the conversion formula of China took into account the impact of the unit conversation for gasoline and diesel density.
Environmental Education Hours	The environmental education hours in 2017 were 11,071 hours, the accumulative hours were 40,208 hours	The environmental education hours in 2017 were 10,178 hours, the accumulative hours were 42,762 hours	In 2018, the calculation method for environmental education hours was reviewed and adjusted in order to reflect the social contribution of GIGABYTE more accurately.
Production and Value of Products	2017 Motherboards & VGA Production: 11,919 2017 Motherboards & VGA Value: 16,418 2017 Other Products Production: 6,638 2017 Other Products Value: 37,060 (Unit: Thousand Pieces / NTD Million)	2017 Motherboards & VGA Production: 16,661 2017 Motherboards & VGA Value: 42,301 2017 Other Products Production: 1,896 2017 Other Products Value: 11,177 (Unit: Thousand Pieces / NTD Million)	There was an error in the data of product production and value in the 2017 Report. The data is revised in 2018.



GIGABYTE™

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