

GIGABYTE™

2016

GIGABYTE
Corporate Social Responsibility
Report

Reduction · Sharing · Love the Planet



GIGABYTE 30th Anniversary

About the CSR Report

Since the beginning of 2010, GIGABYTE has published its CSR report which has now entered its 7th year. We have always maintained the concept of "caring for society and doing our best" to continue to carry out the sustainable development of our enterprise in order to achieve threefold profits, economic, social and environmental profits, as the primary goal. Through this report, we will present the operations of GIGABYTE's corporate governance, employee relations, business ethics, social care and environmental protection. We look forward to informing shareholders the results of our sustainable development efforts.

Reporting Areas and Exposing Borders

This report covers the sustainable development performance of GIGABYTE Group from January to December of 2016 throughout our global operations including our Xindian, New Taipei City headquarters and our factories at Nanping, Taoyuan, Taiwan, Dongguan and Ningbo, China (hereinafter referred to as GIGABYTE) and subsidiaries (G-STYLE, GIGAZONE, and GIGABYTE communications).

The financial data disclosed in this report is the consolidated financial report of GIGABYTE and its subsidiaries (please refer to the GIGABYTE Annual Report at <http://www.gigabyte.tw/Investor> for details). The organizational greenhouse gas emissions and reduction data covers operating headquarters (excluding Silicon Valley Office) and Taoyuan Nanping, Dongguan, China and Ningbo, China factories. The disclosures are detailed in the report.

Report Principles and Reference Program

GIGABYTE collects important international economic, environmental and social issues through substantive analysis to identify issues of concern to interested parties and discusses and screens important issues on a monthly basis at the GIGABYTE Green Sustainable Development Committee. This report is written in accordance with the GRI G4 Global Sustainability Reporting Guide; meanwhile, it also takes into account ISO 26000, the UN Universal Principles, the UN Sustainable Development Goals and other international principles in order to comprehensively highlight GIGABYTE's commitment to sustainable development, strategies and management policy during the reporting period.

Report Verification and Data Quality Management

This report is commissioned by the BSI UK Standards Association to verify the content and quality of the report in accordance with AA 1000: 2008 First Certification Type Medium Guarantee Level and GRI G4: 2013, and the Independent Warranty Statement After the full text of this report.

Other data quality is summarized as follows:

- ◆ Financial data: A financial report referenced by an accountant's visa
- ◆ Organized greenhouse gas inventory (ISO 14064-1: 2006): SGS Taiwan Inspection Technology Co., Ltd.
- ◆ Quality Management (ISO 9001: 2015): SGS Taiwan Inspection Technology Co., Ltd.
- ◆ Environmental Management (ISO 14001: 2015): SGS Taiwan Inspection Technology Co., Ltd.
- ◆ Occupational Safety and Health Management (OHSAS 18001: 2007): SGS Taiwan Inspection Technology Co., Ltd.



Publishment

GIGABYTE publishes its CSR Report on a yearly basis on our Sustainability Development website (<https://www.gigabyte.com/CSR>). Through our website, stakeholders can understand our efforts in corporate social responsibility.

Current issue : 2017/ June

Previous issue : 2016/ June

Upcoming issue : Scheduled for 2018/ June



Feedback

If you have any question or suggestion about the contents of the report, please do not hesitate to contact us.

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United Nations Statement on the Use of Sustainable Development Goals

The relevant information of the United Nations sustainable development goals used in this report is downloaded from the United Nations Sustainable Development website. For details, please refer to the following website <http://www.un.org/sustainabledevelopment/zh/news/communications-material/>



*2015 Annual Corporate Social Responsibility Report Revision List

Page	Chapter	Before	After	Reason
90	Scope 3 Emission, Category 11 - Use of Sold Products	1,421,062.43 t-CO ₂ e	2,327,176.53 t-CO ₂ e	Misuse of product life limit formula
90	Scope 3 Emission , Category 12- End-of-life treatment of sold products	25,173.79 t-CO ₂ e	10,448.58 t-CO ₂ e	Correction of calculation method
90	Scope 3 Emission Category 5- Waste generated in operations	1,695.24 t-CO ₂ e	537.43 t-CO ₂ e	Re-setting border of disclosure

From the Chairman

Dear Friends of GIGABYTE :

GIGABYTE was founded in 1986 and we have now entered our 30th year. As the leading brand in motherboards and graphics cards, we know that our impact on and responsibility for the economy, environment and society increase even our business continues to grow. Corporate social responsibility is therefore more than just a slogan. It is our mission and duty as a part of the global village. This is why we place a strong emphasis on sound corporate governance and sustainable management. We also strive to excel in terms of integrity, self-discipline and compliance.

Green Action Enters New Phase - Building a Future with Shared Values

The Green Action Plan was launched in 2009 by GIGABYTE. Initiatives such as the reduction of greenhouse gas emissions, hosting of environmental education seminars, purchasing of green production equipment, introduction of green product concepts, construction of the G-HOME eco-roof and round-island trash pick-up trek not only served as our response to key global environmental issues today, but also made the concepts of “Caring, Ecology, Sustainability” an innate part of the GIGABYTE corporate culture. The success of the Green Action Plan led to the second phase being launched in 2016.

“**Reduction:** Waste Reduction, Water Reduction, Carbon Reduction, Plastic Reduction” was set as the environmental protection goal; “**Sharing:** Promotion of a Sustainable Supply Chain” was set as the supply chain management method; and “**Love the Earth:** Practice and Strengthen Environmental Education” was set as our social responsibility. Our dream is to build a future based on shared values for all stakeholders, including everyone at GIGABYTE, the general public and suppliers.

Four Sustainability Principles - Creating a Win-Win Roadmap for the Value Chain

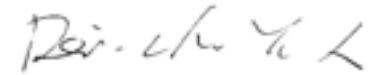
In an era of increasingly integrated global value chains, businesses can no longer try to do everything by themselves. Sustainable supply chain management as well as cooperation between upstream and downstream suppliers are necessary towards the realization of a win-win outcome for the entire value chain. In 2016, GIGABYTE proposed to suppliers the four sustainability principles of “Civic Duty, Empathy, Vision and Perseverance”. In addition to declaring the management of hazardous substances such as phthalates to be an important goal, GIGABYTE also hoped to work with suppliers to realize the “333 Reduction Plan”, a sustainability goal to reduce water, waste and carbon emissions all by 3% annually. This will in turn create more value for the value chain and do our part for the Earth’s environment.

Exerting the Social Influence of GIGABYTE - Learning with the Environment and Society

Our corporate philosophy of “Upgrade Your Life” guides our efforts in humanitarian concerns and contributions to civil society. We introduced tools to assess the return on social investments (SROI) in 2016 to help us gauge the social influence of the “G-HOME Eco-roof” and “Thousand Mile Trek - Go Green Taiwan” projects. We also co-organized the “Protect Our Ocean - Plastic Reduction Poster Design Competition” with the Taiwan Environmental Information Association to promote the importance of plastic reduction for ocean and also participated in public education. In the future, GIGABYTE will continue to exert our influence to learn and grow with the environment and society.

Throughout our 30-year business history, GIGABYTE not only treated sustainable development as our core enterprise but also strove to balance the interests of our shareholders, employees, customers and other stakeholders. GIGABYTE actively works to integrate our core operations and sustainable development to build a business model where production, lifestyle and ecology all come together for a better society and environment.

Chairman



2016 Sustainable Performance Highlight

- 0 occupational disaster at Taiwan operation bases
- Enterprise volunteers - Thousand Mile Trek - Go Green
Taiwan garbage pick-up mileage per person accumulated 218.33 km; a total of 588.8 kg of garbage
- Introduction of the social return on investment assessment tool to two projects
 - G-HOME Sustainable Eco-roof 1: 5
 - Thousand Mile Trek - Go Green Taiwan 1: 2.41

Corporate Governance and Economy



- The third session of the Board of Corporate Governance is ranked 6 to 20% (Level 2), a step forward from last year
- Consolidated net revenue NT\$52.347 billion, increasing 3% from last year
- Earnings per share increased by 19.34% over 2015
- The annual patent application for approval of 163, with the accumulated number of 2,009 patents



Environment



- Greenhouse gas emissions reduction reached the goal of cutting 40.18% on the base of 2009 emission level
- CDP supply chain module received B (performance level), higher than the average score (D)
- Disclosing product carbon footprint results of the full range of GIGABYTE notebook Sustainable and environmental education hours 7,524 hours, accumulated 29,137 hours
- G-HOME Sustainable Eco-roof 594 visitors, accumulate more than 2,000 visitors since foundation



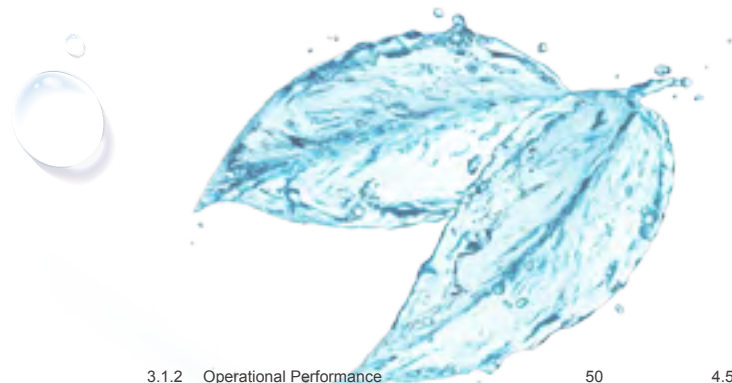
Society



Glory of GIGABYTE

- For 19 consecutive years, our products were awarded the Taiwan Excellence Award
- AORUS was awarded the COMPUTEX Innovative Design Award
- Sport Enterprise Certification
- 10th Qualified Enterprise Excellence Award

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Chapter 1

Sustainable Development Commitment and Communication



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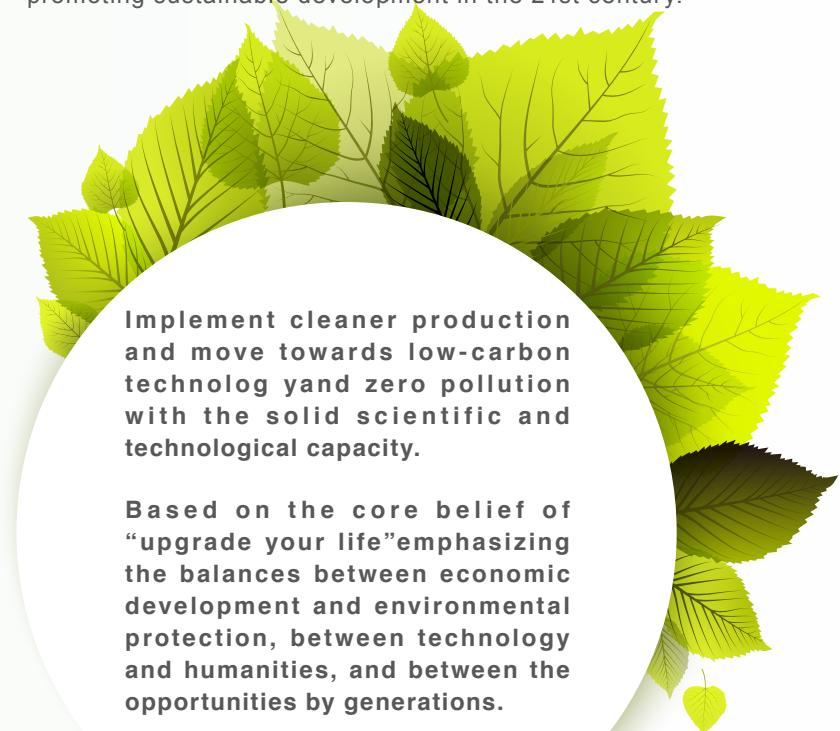


Since the 2015 launch of the United Nations Sustainable Development Goals (SDGs) and the adoption of the Paris Agreement, the world has moved towards another generation of low-carbon economy, environmental protection and social responsibility as a positive direction for enterprises. More than 1,000 companies have committed to the sustainable development goals that show consistency with SDGs. Obviously, enterprises will become an important promoter of global sustainable development.

GIGABYTE adheres to the core value of the enterprise "upgrade your life", and is continually devoted to integrating sustainable development into the corporate strategy and operations in accordance with the combination of the core values and competitiveness.

At the same time by forming short- to long-term strategies, GIGABYTE enables whole employees to gradually understand how the business activities affect the environment and society. Afterwards, returning to the business nature and philosophy, we reduce the negative impacts on the environment and social by business through organizational management.

GIGABYTE will be more actively to contribute to creating the co-prosperity between environment and social, and to promoting sustainable development in the 21st century.



Implement cleaner production and move towards low-carbon technology and zero pollution with the solid scientific and technological capacity.

Based on the core belief of "upgrade your life" emphasizing the balances between economic development and environmental protection, between technology and humanities, and between the opportunities by generations.



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1.1 Corporate Social Responsibility

1.1.1 Corporate Social Responsibility Policy and Goal

Recalling the promotion of corporate social responsibility in the past 30 years, from the initial environmental compliance, charitable feedback, the construction of eco-roof, to the Green Action 2.0, all shows GIGABYTE has gradually embedded the core concept of corporate social responsibility into all employees' awareness. The implementation has grown from simple financial assistance to enhancing the value of sharing, and subsequently our influence constantly expands.

GIGABYTE Corporate Social Responsibility Policy is driven on the basis of humanistic care. We commits

to improvement of energy efficiency and resource use efficiency, elimination of hazardous substances, achievement of zero-waste and zero-pollution, and implementation of cleaner production, and strengthening sustainable supply chain management. Moreover, we continue to fulfill sustainable development with ethical standards and norms, develop low-carbon technology and green products in order to reach the goal of green brand, encourage employees to be concerned with the environment and ecological development with a high standard of "technological innovation, quality and stability" in order to realize the co-existence with the Earth.

Promotion Goals of GIGABYTE CSR Policy





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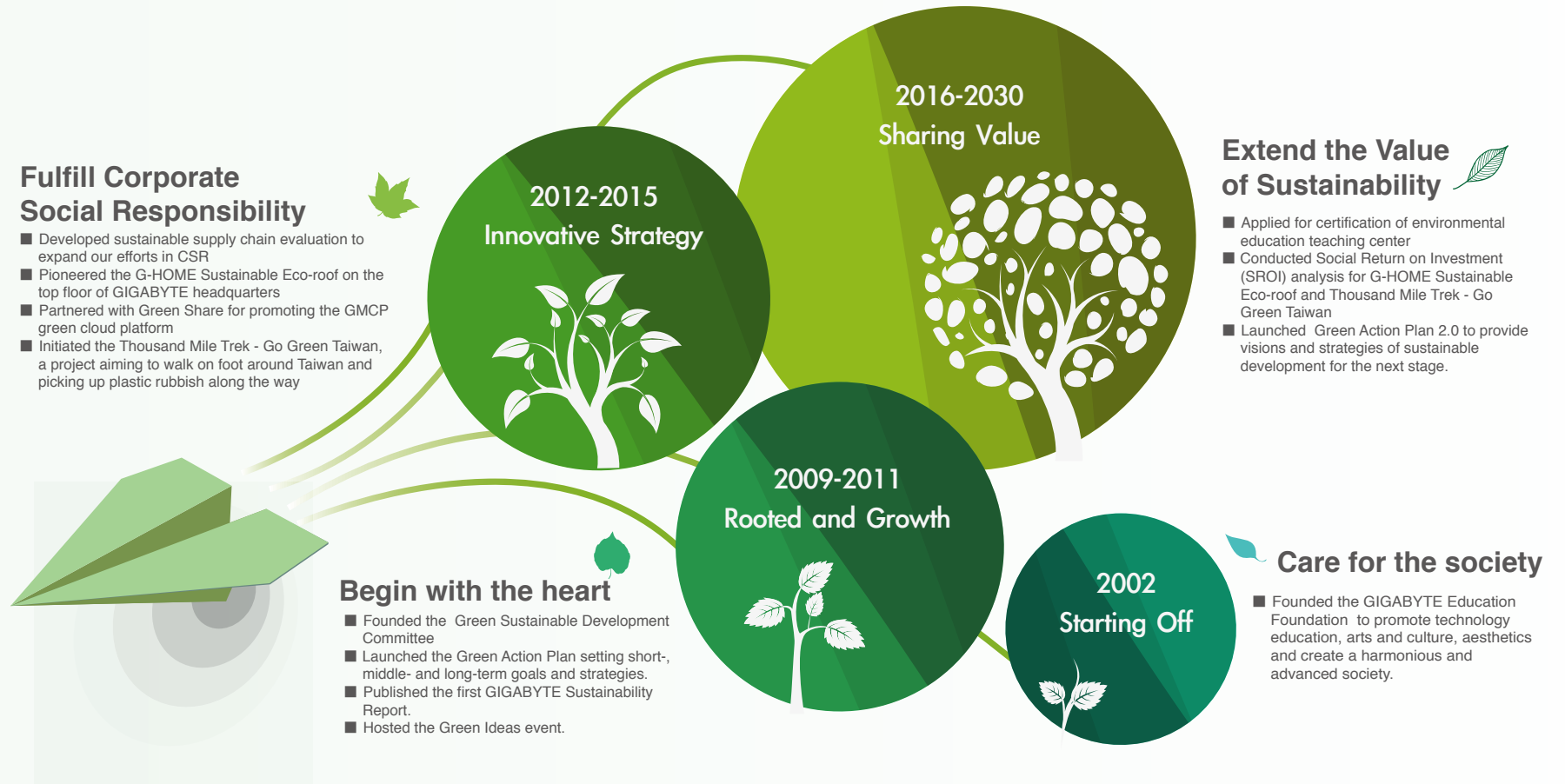
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GIGABYTE 30 Years- CSR Promotion History





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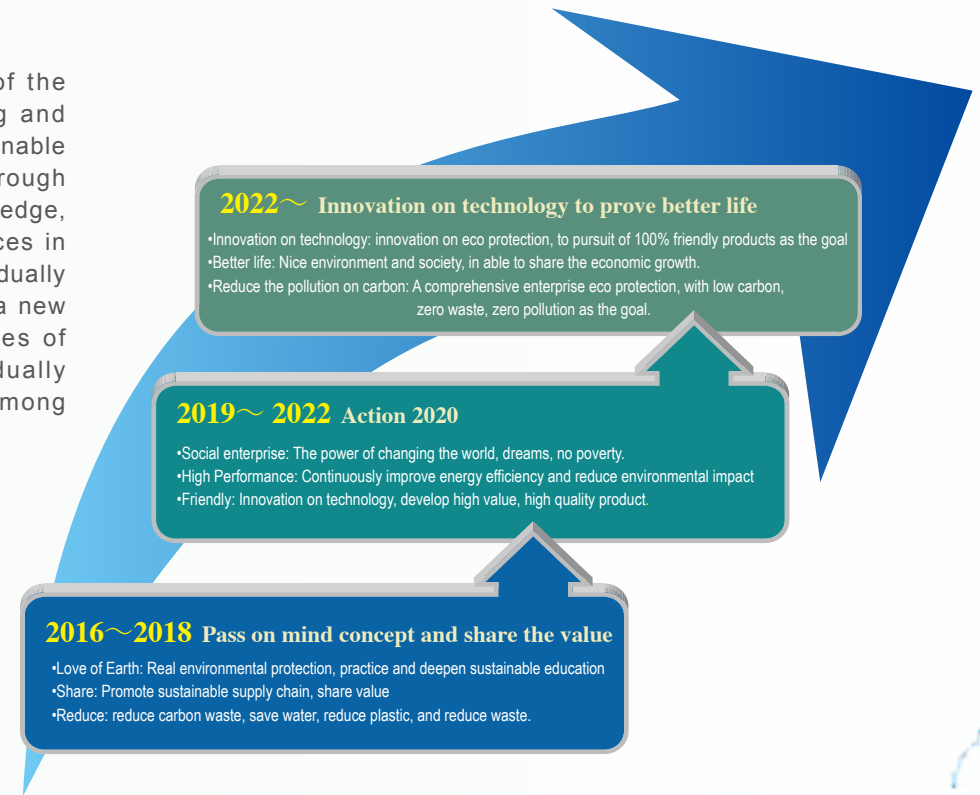
■ Green Action- a road guiding GIGABYTE to sustainable development

To rise the consciousness of sustainability and to implement environmental protection must undergo a series of actions with deep and wide processes. GIGABYTE launched the "Green Action" in 2009 which includes three phases: short-term (2009-2011) , medium-term (2012-2015) and long-term (2016 ~). Each stage focuses on the global and enterprise sustainable development trend and positions the sustainable development vision and strategy in accordance with GIGABYTE's core competencies and value.

" Beginning with the heart " is the core concept of the Green Action, focusing not only on energy saving and environmental protection, but also on rising the sustainable and environmental awareness among employees through a series of activities. The awareness includes knowledge, attitudes and skills and the ability to put into practices in daily life, and so the concept of sustainability will gradually be embedded into the corporate culture and create a new green culture. An overview of the current outcomes of the Green Action shows that GIGABYTE has gradually developed the seeds of sustainable development among our employees.

■ Activate Green Action 2.0 towards a more Sustainable Future

In order to achieve the core value of "upgrade your life", GIGABYTE mobilizes the "Green Action 2.0" in 2016 with the aim of "sharing value". This will take into account a new operation model that balances business operation and social and environmental issues to create a co-development between the environment, the economy and the society towards a sustainable future.





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Accumulated Outcomes of GIGABYTE Green Action

Stage	Current Stage	Stage Result and Continuation
Phase one 2009~2011	<ul style="list-style-type: none"> Develop a sustainable framework and establish sustainable indicators Promote products to meet customer and environmental requirements Strengthen your colleagues' awareness of environmental protection and make a consensus 	<ul style="list-style-type: none"> In 2009, a total of 130 permanent lectures and events were held to enable colleagues to fully understand the importance of environmental sustainability. In 2009, the ISO 14064 greenhouse gas inventory was promoted. The whole group was based on 2009 and 40.18% Annual Corporate Social Responsibility Report issued in 2010 to establish a bridge of communication with interested parties
Phase Two 2012~2015	<ul style="list-style-type: none"> Promote business ethics and CSR Continuously reduce product carbon emissions and impact on the environment Caring for the environment, social and earth symbiosis 	<ul style="list-style-type: none"> Publish corporate code of conduct, shape the concept of the core values of Gigabyte Established GIGABYTE Green Club, initiated thousands of miles of volunteer activities, has picked up 588.8 kilograms of garbage Build GIGABYTE sustainable eco-roof to create a working environment that works with the Earth Expand the scope of greenhouse gas inventories by 2015 and promote three categories
Phase Three 2016~	<ul style="list-style-type: none"> Publish corporate code of conduct, shape the concept of the core values of GIGABYTE Established GIGABYTE Green Club, initiated thousands of miles of volunteer activities, has picked up 588.8 kilograms of garbage Build GIGABYTE sustainable eco-roof- to create a working environment that works with the Earth Expand the scope of greenhouse gas inventories by 2015 and promote three categories 	<ul style="list-style-type: none"> Completion of green cloud platform development, hand in hand supply chain to reduce energy consumption, build GIGABYTE sustainable value chain Promote product-wide LCA assessment, dedicated to product environmental impact assessment systems and database building Promote social return on investment (SROI) to assess the value of GIGABYTE social influence Activate Green Action 2.0 to extend GIGABYTE sharing value



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1.1.2 GIGABYTE Response to UN Sustainable Development Goals (SDGs)

In the face of climate change, uneven regional development, inequality between the rich and the poor, in 2015 the United Nations released 17 sustainable development goals (SDGs) and 169 targets, clearly outlining global development vision and goals towards 2030. It expects governments and enterprises worldwide to work together for the sustainable development of the Earth.

As a member of the global village, GIGABYTE refers to the corporate action guide of SDG Compass and examines the association and contribution of GIGABYTE to SDGs from the perspective of value chain and spontaneous response. GIGABYTE is a computer hardware manufacturer. Therefore it plays an important role in expanding its responsibility on issues such as consumption, production, climate change and so on in its operation activities. It also

provides driving force to employment and economic growth in Taiwan. Issues such as gender equality, diversification and career development, supply chain management are all the focuses GIGABYTE is concerned with. In the face of environmental-protection-related issues, in addition to the introduction environmental management system, GIGABYTE also spares no effort on sustainable development through the construction of the eco-roof, the Green Club and other social participation.

GIGABYTE's current response to the earth is just a small step to the future. Nevertheless, GIGABYTE will continue to work hard to promote relevant operational activities and projects that not only elaborate our own core competencies but also bring more sharing values to the society.

“Business is an vital partner in achieving the Sustainable Development Goals. Companies can contribute through their core activities, and we ask companies everywhere to assess their impact, set ambitious goals and communicate transparency about the results.”~~ Ban Ki-moon, Former Secretary - General of the United Nations



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GIGABYTE's Contribution to Sustainable Development Goals

SDGs	Responding Targets	GIGABYTE's Contribution to SDGs	Corresponding	
			Chapter	page
12 Responsible consumption and production	<ul style="list-style-type: none"> Proper management of chemicals and wastes in an environmentally friendly manner by 2020 to reduce their adverse effects on human health and the environment By 2030 to achieve sustainable management of natural resources and efficient use Reduce waste generation by prevention, reduction, recycling and reuse before 2030 By 2030 to ensure that everyone has the information and awareness of sustainable development, as well as living in harmony with nature Encourage enterprises to take sustainable development and incorporate sustainability information into the reporting cycle 	<ul style="list-style-type: none"> Development of regulations on the control of hazardous substances, prohibition and control of hazardous chemical substances, and the cumulative management of 34 chemical substances Promote green initiatives and continue to reduce product resource consumption with a reduction of 333 Promote colleagues' awareness of sustainable development with green initiatives for sustainable lectures and environmental thematic activities Build G-HOME Sustainable Eco-roof and provide colleagues with a working environment for physical and natural coexistence Fixed annual corporate social responsibility report 	4.1 Environmental Management	68
			4.3 Green Product	82
			4.4 Green Action Plan	89
			4.5 G-HOME Sustainable Eco-roof	93
13 Climate Action	<ul style="list-style-type: none"> Integrate climate change measures into national policies, strategies and programs Improve education, raise awareness, and empower people and institutions in mitigation, adaptation, impact reduction and early warning of climate change 	<ul style="list-style-type: none"> Analyze climate change risks and opportunities for GIGABYTE through regulations, operations and product profiles, and incorporate ISO 14064-1 into annual routine implementation projects to capture greenhouse gas emissions Develop a reduction of 333 to target 3% annual carbon reduction to reduce the impact of organizational operations on climate change Raise full awareness of climate change issues through initiatives such as Green Plan, G-HOME Sustainable Eco-roof 	4.2 Adaptation and Response to Climate Change	74
			4.4 Green Action Plan	89
			4.5 G-HOME Sustainable Eco-roof	93
8 Decent Work and Economic Growth	<ul style="list-style-type: none"> By 2030, progressively improving global energy use and productivity, efforts to reduce the link between economic growth and environmental degradation Before 2030, let the whole people include young people with physical and mental disabilities, full and productive employment, and equal pay for equal work Increase the productivity of the economy through diversification, technological upgrading and innovation Prohibition of child labor and oppressed labor; the end of all forms of child labor and child soldiers by 2025 Protecting the rights and interests of workers, promoting the safety of the working environment, including foreign workers, working with women at risk 	<ul style="list-style-type: none"> Actively safeguard the rights and interests of vulnerable groups and exceed those who are physically and mentally handicapped Fixed 3% annual revenue and continued research and development of new technology products Attention to and implementation of labor rights, clarification of rules on personnel hiring and management, no employment of child labor and forced labor Regularly arrange annual health checks and develop management rules to keep track of employees' physical and mental health 	3.1 Economic Performance	49
			4.1 Environmental Management	68
			5.1 Human Resource Management	100
			5.2 Healthy and Happy Workplace	110
1 No Poverty	<ul style="list-style-type: none"> Before 2030, Elimination of extreme poverty in all places 	<ul style="list-style-type: none"> For charitable donations, such as charitable donations, small farmers direct sales, blood donation, laptop donations, so that the community becomes better because of GIGABYTE 	5.3 Social Participation	123



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SDGs	Responding Targets	GIGABYTE's Contribution to SDGs	Corresponding	
			Chapter	page
10 Reduced Inequalities	<ul style="list-style-type: none"> Promote social and political integration by society by 2030, regardless of age, gender, physical and mental disabilities, race, ethnicity, homeland, religion, economy or other status By 2030, the bottom of 40% of the population income growth, the growth rate is higher than the national average Ensure equal opportunities, reduce inequality and promote appropriate legislation, policies and actions 	<ul style="list-style-type: none"> The Code of Business Conduct requires full compliance with the integrity requirements of integrity, tolerance, respect for diversity Emphasize and implement the policy of equal rights, clearly define the rules of personnel employment and management, and actively promote human rights policies to avoid discrimination and inequality Establish a public exchange of views and communicate with employers and employees Develop maternity protection programs, set up nursing measures such as breastfeeding, and build a gender-friendly 	2.2 Corporate Governance	37
16 Peace, Justice and Strong Institutions	<ul style="list-style-type: none"> Promote national and international laws to ensure that everyone has fair judicial channels Reduce all forms of corruption and bribery Develop an effective, accountable and transparent system at all levels Promote and implement non-discriminatory laws and policies to achieve sustainable development 	<ul style="list-style-type: none"> Develop environmentally friendly products with a view to reducing environmental load Formulate regulations on the control of hazardous substances, prohibit and control harmful chemical substances, and the future will be gradually implemented to the overall value chain control Provide colleagues to improve their insurance programs and actively promote health talks, health care and other health promotion activities to protect their health and well-being 	5.1 Human Resource Management	100
5 Gender Equality	<ul style="list-style-type: none"> Avoid any form of gender discrimination Ensure that women have a fair opportunity to participate in political and economic, public decision-making and decision-making leadership at all levels 		5.2 Healthy and Happy Workplace	110
3 Good Health and Well-being	<ul style="list-style-type: none"> By 2030, reduce harmful chemicals, air pollution, water pollution, soil pollution and other pollution hazards. Reduce mortality and promote physical and mental health through prevention and treatment of noncommunicable diseases by 2030 Achieve universal health protection, such as insurance, to enable access to basic health services, including affordable medicines and vaccines 	<ul style="list-style-type: none"> Develop environmentally friendly products with a view to reducing environmental load Formulate regulations on the control of hazardous substances, prohibit and control harmful chemical substances, and the future will be gradually implemented to the overall value chain control Provide colleagues to improve their insurance programs and actively promote health talks, health care and other health promotion activities to protect their health and well-being 	4.3 Green Product	82
4 Quality Education	<ul style="list-style-type: none"> Ensure that all students learn about sustainable development knowledge and needs through education by 2030 Until 2030, equal access to sex, aboriginal, disadvantaged and other ethnic groups Increase the number of jobs and entrepreneurship with youth and professional skills before 2030 	<ul style="list-style-type: none"> Training programs for job training, professional training and self-growth to provide a diversified learning pipeline for all colleagues 	5.1 Human Resource Management	100
9 Industry, Innovation and Infrastructure	<ul style="list-style-type: none"> Substantial increase in ICT pipelines, by 2020, to provide affordable and affordable Internet access for all 	<ul style="list-style-type: none"> Pay attention to science and technology education and digital enlightenment, continue to run love of digital, computer secret science and other science and technology education activities, shorten the gap 	5.3 Social Participation	123
11 Sustainable Cities and Communities	<ul style="list-style-type: none"> Reduced urban impact on the environment by 2030, including air quality, metropolitan management and waste management By 2030, for all to provide safe, inclusive, available green public space 	<ul style="list-style-type: none"> Innovative concept of low maintenance, integration of eco-design, improved resource multiple benefits, construction of G-HOME Gigabyte sustainable ecological roof, creation of urban green space and colleagues to open space More than 385 species currently live in the GIGABYTE operations headquarters building The concept of ecological roof to promote the spread of the concept of urban green corridor 	4.5 G-HOME Sustainable Eco-roof	93
15 Life on Land	<ul style="list-style-type: none"> Reduction of natural habitat destruction, loss of biodiversity, By 2020, protection and prevention of extinction of endangered species By 2020, ecosystem and biodiversity values will be integrated into national and local planning, development processes and poverty reduction strategies 			
14 Life Below Water	<ul style="list-style-type: none"> Prevent and reduce all kinds of marine pollution by 2025 	<ul style="list-style-type: none"> Focus on the theme of "plastic reduction", handle ecological lectures and internalize full awareness of marine plastic environmental pollution issues Launching the "Green Taiwan Green Dreams" by Gigabyte Social club, by picking up trash on a roundabout island to respond to environmental pollution problems 	4.4 Green Action Plan	89
			5.3 Social Participation	123



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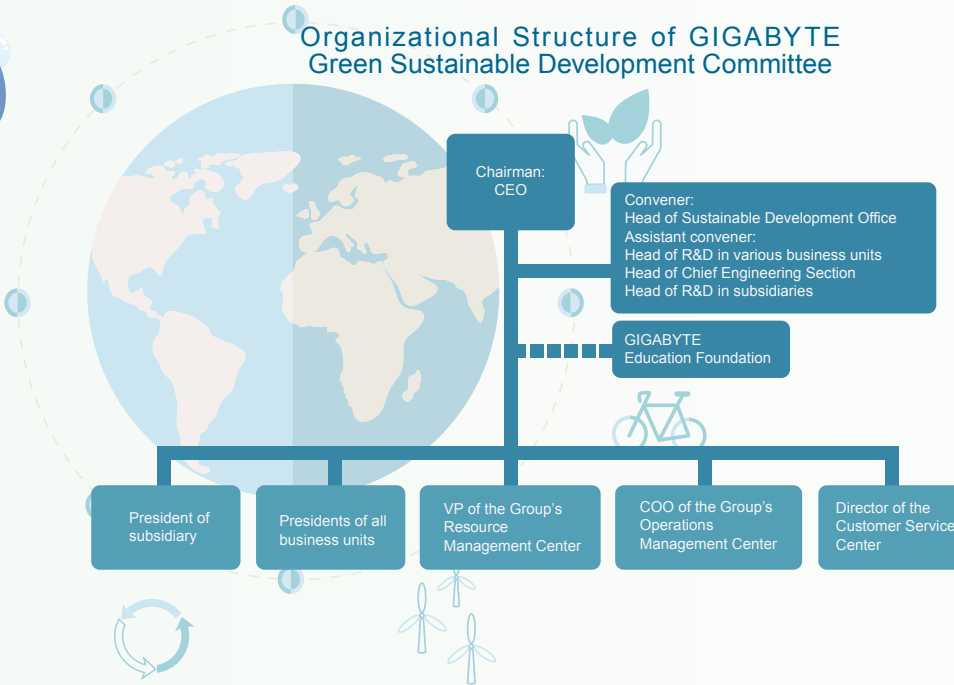
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1.2 Interaction with Stakeholders

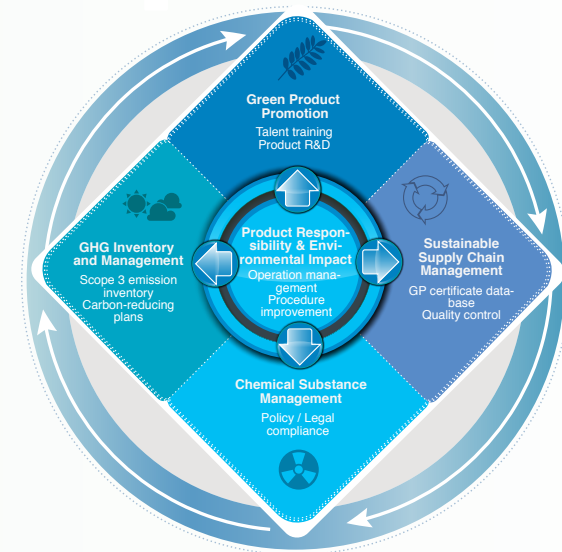
The "GIGABYTE Green Sustainable Development Committee " is the co-ordinating decision-making and operation organization for Corporate Social Responsibility. This committee is chaired by President Dandy Yeh, while the head of the Sustainable Development Office serves as the convener . The committee holds monthly meetings attended by representatives of cross-business groups, cross-plant and subsidiaries . The committee representatives discuss and collect feedback with their stakeholders in their daily business and keep abreast of global market fluctuations, domestic and foreign environmental regulations, and the impact to the interests of stakeholders. After the monthly meeting, a summary

is provided to the president's office to facilitate the management team to lead and ensure progress of the implementation of GIGABYTE commitment to sustainable development and CSR policies.

In addition, the committee report to the Board annually the implementation outcomes of corporate social responsibility and budget planning of the following year. By doing so, corporate social responsibility becomes a part of the company's business decision-making, and will guide GIGABYTE to promote various green sustainable development measures.



2016 Topics of GIGABYTE Green Sustainable Development Committee





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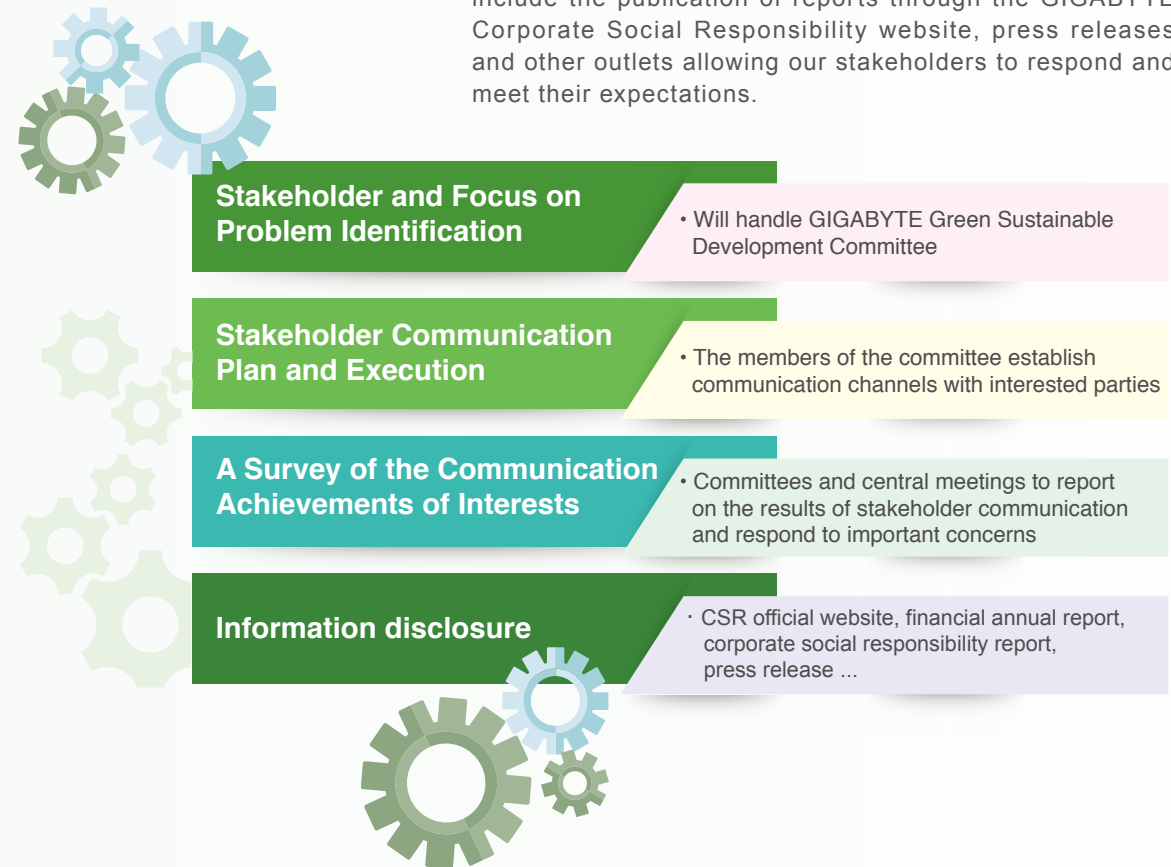
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1.2.1 Stakeholder Management

Stakeholders' needs and opinions are crucial guides for GIGABYTE to develop corporate social responsibility policies and related plans. Therefore, an effective communication with stakeholders will be an important facilitation for a company to move towards sustainable development and fulfill corporate social responsibility.

GIGABYTE attaches great importance to the needs and expectations of stakeholders for the sustainable development of relevant information. In order to achieve effective two way communication between GIGABYTE and our stakeholders, a stakeholder management mechanism is established as a reference for the information disclosure of GIGABYTE sustainable development. These mechanisms include the publication of reports through the GIGABYTE Corporate Social Responsibility website, press releases and other outlets allowing our stakeholders to respond and meet their expectations.





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1.2.2 Identification and Communication of Stakeholder

The stakeholders of GIGABYTE are those internal and external groups or individuals who have an impact on GIGABYTE or are affected by GIGABYTE. GIGABYTE has identified 7 types of stakeholder by referring to AA1000SES and holding internal meeting on the basis of dependency, accountability, influence, diversity, pressure and other principles by Sustainable Development Office. .

We believe that each stakeholder has a different set of expectations from our responsibilities, so we use a variety of methods and channels to communicate with each stakeholder and convey to them GIGABYTE's sincerity and determination to embrace sustainable development. In addition to diversifying the channels of communication with stakeholders, GIGABYTE has set up the "Contact Us" website (<https://www.gigabyte.com/Contact>) and corporate social responsibility e-mail (csr@gigabyte.com). Someone from the relevant business unit will be assigned to respond according to the problem, the category type and nature of the concern.

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

Stakeholders of GIGABYTE





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Communication Between GIGABYTE and Stakeholders

Stakeholder	Employee	Customer	Investor	Supplier	Community/NGO	Media	Government
Key topics of concern	<ul style="list-style-type: none"> Comply with the law and regulations Labor-capital relation Remuneration and benefits Occupational health and safety Corporate governance Green Action Plan 	<ul style="list-style-type: none"> Product quality and reliability Design support Customer service Product delivery date and production capacity Price Green product Non-conflict mineral investigation Confidential information protection Cooperate with the customer to realize environmental and social responsibility targets 	<ul style="list-style-type: none"> Correct and timely disclosure Provide appropriate return on investment Corporate governance Industry competitive edge Senior management change 	<ul style="list-style-type: none"> Supply chain management Environmental protection, health and safety management Comply with the law and regulations Sustainable development strategy Innovation management Management performance Provide reasonable transaction pricing 	<ul style="list-style-type: none"> Environmental management Use of chemicals Ecological conservation Occupational health and safety Social harmony Risk management Volunteer service Establish the GIGABYTE Education Foundation to bridge the educational divide 	<ul style="list-style-type: none"> Management performance Corporate governance Sustainable development strategy Investment plan 	<ul style="list-style-type: none"> Corporate governance Compliance with the law and regulations Capital-labor relation Remuneration and benefits Occupational health and safety Greenhouse gas reduction Water resource management Green product Water and power conservation
Communication channel/method	<ul style="list-style-type: none"> Regular labor-capital meetings Internal website Human resources service representative Regular/ad hoc communication meetings for various organizations Provide internal and external education/training Regular employee health examinations Hold health promotion activities from time to time Various green movement activities and lectures by prominent figures Diverse employee feedback channels, such as employee opinion e-mails and employee message boards 	<ul style="list-style-type: none"> Annual customer satisfaction survey Customer audit Customer technical seminar and demonstration Online service system and platform Regular/aperiodic communication meeting Questionnaire response 	<ul style="list-style-type: none"> AGM Company annual report Hosting of communication and small-scale investor conferences at different times Publish major information on M.O.P.S or publish company news on the company website 	<ul style="list-style-type: none"> SProvide an electronic communication platform Organize supplier conventions Consult on green procurement specifications Supplier audit Supplier questionnaire survey Supplier business review meeting Environmental health and safety and CSR management demonstration 	<ul style="list-style-type: none"> Establish a foundation to co-organize related activities Participate in relevant organizations and forums Support related activities Invite communities and NGOs to visit the company and participate in company activities 	<ul style="list-style-type: none"> Press conference Press release Actual visits Special project planning 	<ul style="list-style-type: none"> Official documents Meetings (public hearing, demonstration, forum) Join industry organizations to set up a platform for stakeholder communication Provide promotional resources as necessary
Related activities	<ul style="list-style-type: none"> Organize annual employee sports meet, road running events Invite well-known figures to present lectures in order to enhance the colleagues environmental knowledge Organize the group's green courses Organize health lectures and activities Hold annual health examinations Create eco-rooftop at the headquarters as a recreational venue for our employees. Organize employee innovation competitions 	<ul style="list-style-type: none"> Complete annual customer satisfaction survey Collaborate with the clients annual audits Continue to make improvements based on the customers' demands Product aftersales service Complete various questionnaires required by the customers 	<ul style="list-style-type: none"> Convene AGM Comply with the law and publish annual report Publish corporate governance and operations related information on the investor's section of the company website 	<ul style="list-style-type: none"> Stringent supplier screening process Supervise and help the suppliers to establish environmental management system Invite suppliers to attend the annual convention Update the company's green supply chain management system Organize annual supplier sustainability evaluation 	<ul style="list-style-type: none"> Promote legislations pertaining to eco-rooftops. Continue organizing technology on campus, PC DIY and G-Design competitions to cultivate talents Adopt roads and parks surrounding the company Continue to conduct community computer classes Encourage employees to partake in volunteer service Provide student grants to students from families that have experienced misfortunes Donate to major disasters throughout Taiwan 	<ul style="list-style-type: none"> Company operation and sustainable management related press release Reports on GIGABYTE's G-HOME Sustainable Eco-Rooftop 	<ul style="list-style-type: none"> Participate in industry/government/academia forums and seminars. Pay attention to and respond to government programs



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1.2.3 Problem Identificaiton and Materiality Analysis

In order to effectively understand the stakeholders' concerns about GIGABYTE, GIGABYTE has analyzed the most important sustainable development issues through conducting materiality analysis, and regards those issues as the key disclosure of information in this year's report and the future development direction.

1.2.4 Material Topics and Topic Scopes

In 2016, GIGABYTE used a questionnaire survey to collect stakeholders' level of concern on 40 topics for statistical analysis. 746 stakeholders took part in the survey including employees, suppliers, investors, government, and community/NGOs. Based on the stakeholder survey statistics and materiality analysis on each sustainability topic's impact on GIGABYTE operations, top 18 topics have been selected.





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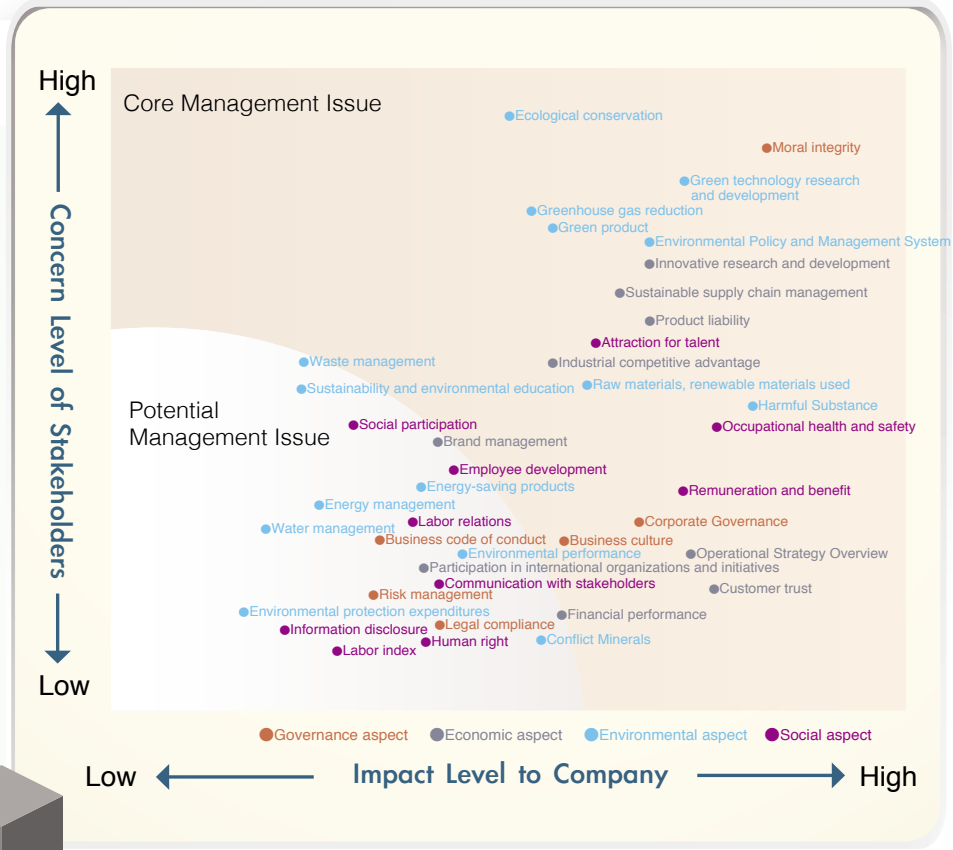
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This report will provide an in-depth and detailed account of the materiality analysis. The identified topics are based on the idea of sharing information with stakeholders and revealing some of the results in the report

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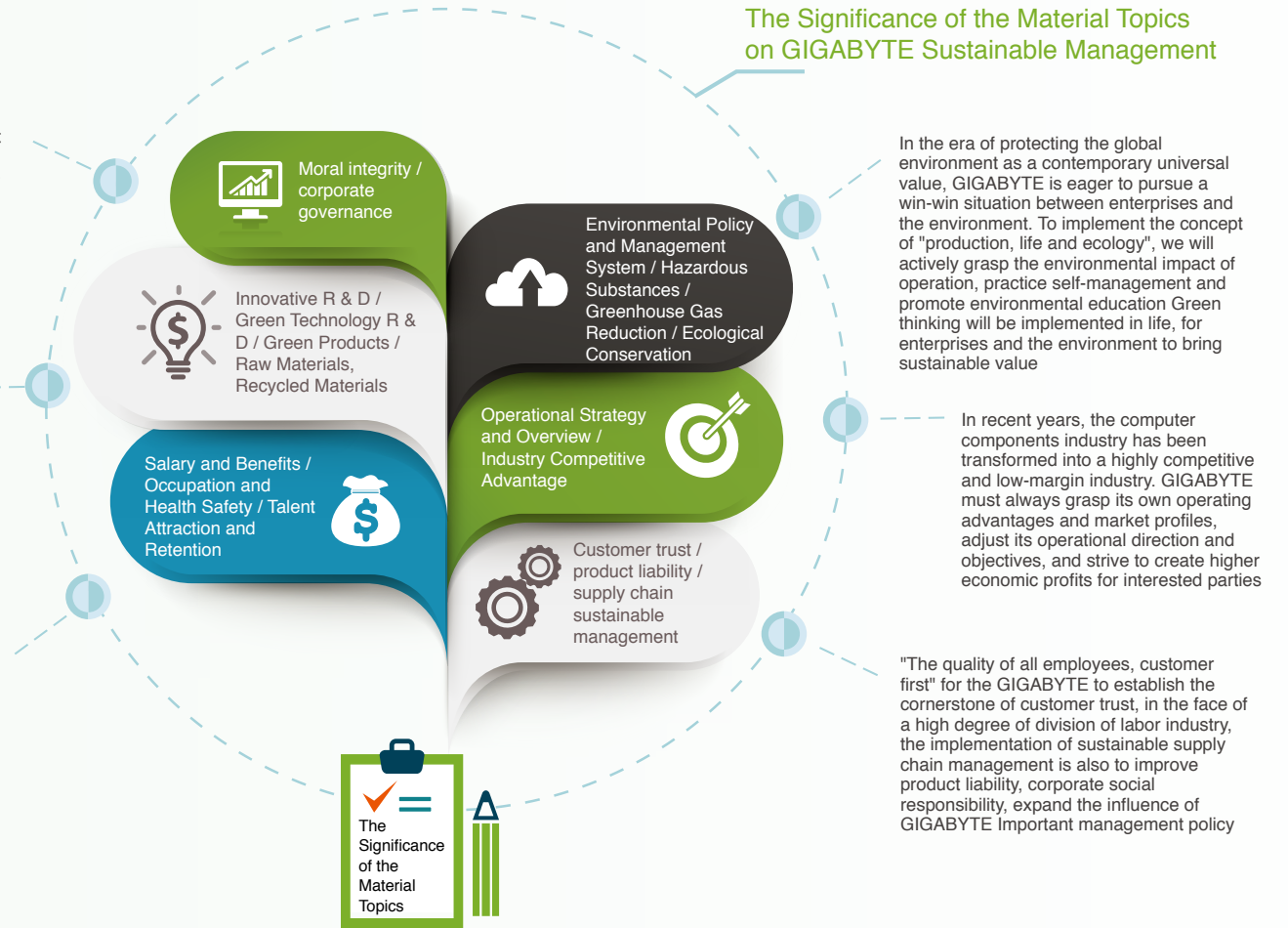
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The Significance of the Material Topics on GIGABYTE Sustainable Management

Integrity has always been one of the important core values of GIGABYTE, and perfect and stable corporate governance is also the key to business continuity. "Honesty and integrity" is an important concept of sustainable operation of GIGABYTE

In addition to high-quality, ultra-durable, high-performance product research and development, but also committed to green product development, the hope that the green technology Thinking into a customer's confidence in GIGABYTE, to create more growth

With the concept of "happy workplace, better life", GIGABYTE attaches importance to talent management issues, provides incentive salary system, perfect workplace safety and health and establishes a complete function cultivation system, which is the key to shaping GIGABYTE's human and intellectual capital



In the era of protecting the global environment as a contemporary universal value, GIGABYTE is eager to pursue a win-win situation between enterprises and the environment. To implement the concept of "production, life and ecology", we will actively grasp the environmental impact of operation, practice self-management and promote environmental education Green thinking will be implemented in life, for enterprises and the environment to bring sustainable value

In recent years, the computer components industry has been transformed into a highly competitive and low-margin industry. GIGABYTE must always grasp its own operating advantages and market profiles, adjust its operational direction and objectives, and strive to create higher economic profits for interested parties

"The quality of all employees, customer first" for the GIGABYTE to establish the cornerstone of customer trust, in the face of a high degree of division of labor industry, the implementation of sustainable supply chain management is also to improve product liability, corporate social responsibility, expand the influence of GIGABYTE Important management policy



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Please refer to the table below for details on the issues related to GRI G4, internal and external borders, and report sections.

Stakeholder Concerns	Corresponding to G4 Consideration	Intra - organization Boundaries				Outside the Organizational Boundaries			Corresponding Chapter / Page Number in the Report	
		GIGABYTE	Subsidiary			Customer	Supplier	Society	Chapter	Page
			GIGABYTE communication	G-STYLE	GIGAZONE					
Moral integrity	Compliance, anti - corruption, anti - competitive behavior	●	●	●	●		◆		2.2 Corporate Governance	37
Corporate Governance	-	●	●	●	●				2.2 Corporate Governance	37
Operational Strategy Overview	Economic performance	●	●	●	●				3.1 Economic Performance	49
Industrial competitive advantage	Economic performance	●	●	●	●				3.1 Economic performance	49
Innovative research and development	-	●	○	●	○				2.1 About GIGABYTE	26
Green technology research and development	-	●	○	●	○				2.1 About GIGABYTE	26
Green product	Products and services	●	◆	◆	◆				4.3 Green Product	82
Raw materials, renewable materials used	Raw Material	●	◆	◆	◆				4.3 Green Product	82
Customer trust	Product and service labeling, customer privacy	●	◆	◆	◆	●			3.2 Customer Service	52
Product liability	Customer health and safety, product and service labeling, marketing communication, customer privacy, regulatory compliance	●	◆	◆	◆	●			3.2 Customer Service 4.3 Green Product	52 82
Sustainable supply chain management	Supplier environment, social shock, human rights, labor practice assessment, procurement practice	●	○	○	○		◆		3.3 Supplier Risk Management	57
Remuneration and benefit	Economic performance, market image, labor relations, female equal pay	●	◆	◆	◆				3.1 Economic performance 5.1 Human Resource Management	49 100
Occupational health and safety	Occupational safety and health	●	●	●	●		◆		5.2 Healthy and Happy Workplace	110
Attraction for talent	Training and education, employee diversity and equal opportunities, anti-discrimination, freedom of association and collective consultation, child labor, forced labor	●	●	●	●				5.1 Human Resource Management	100
Environmental policy and management system	Compliance with law, energy, water, sewage and waste	●	◆	◆	◆		○		4.1 Environmental Management	68
Harmful substance	Compliance with law	●	◆	◆	◆		○		2.2 Corporate Governance 4.3 Green Product	37 82
Greenhouse gas reduction	Carbon emission	●	○	○	○		○		4.2 Adaptation and Response to Climate Change	74
Ecological conservation	-	●	●	●	●			◆	4.4 Green Plan 4.5 G-HOME Sustainable Eco-roof	89 93

Category : ● Current Report covers area ; ◆ Partially exposed ; ○ Future plans to expose the project

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Profile of GIGABYTE



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2016 Mile Stone

Top 6-20% in the 3rd Corporate Governance Evaluation, an improvement over 2015 level
 5 products awarded the Taiwan Excellence
 2016 Sport Enterprise Certification
 10th Qualified for Enterprise Excellence Award

Continuous Improvement

Improvement of the corporate governance system
 Improvement of Risk Management

Future Challenge

In the face of changing and competitive international markets, the improvement of the corporate governance and risk management processes are important issues for the businesses. In addition to reviewing the management system, putting core business ideas and practices into daily management, eliminating unequal behavior and discrimination, and strengthening risk identification and responding processes are all key challenges for GIGABYTE to breakthrough in the precipitous market.





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2.1 About GIGABYTE

"Upgrade your Life" is the core spirit and commitment of GIGABYTE. GIGABYTE focuses on the development of products with outstanding performance, excellent quality, craftsmanship and a friendly interface with industry leading core technology. Ultimately, GIGABYTE products provide an excellent and stunning experience for the users.

GIGABYTE expects to become "a world-class enterprise with a high brand value and achievement of sustainable development" based on 6 concepts:



"GIGABYTE Brand sustainable vision"
Marvelous Product Consumer Delight Admired Brand



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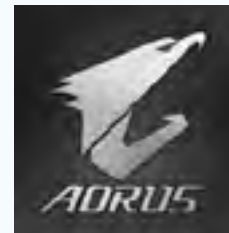
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2.1.1 Introduction of GIGABYTE

■ 30 Years- GIGABYTE towards Infinity

GIGABYTE was founded in 1986 and is now entering its 30th year. "Upgrade Your Life" is the driving force behind GIGABYTE's technology. In the past 30 years, GIGABYTE has been targeting at being an innovative leader, focusing on key technologies, providing intimate after-sales services, hence establishes a unshakable status among the global industry of motherboards and graphics cards.

In the beginning, GIGABYTE started as a computer components manufacturer. As the company grew, GIGABYTE expanded the product lines through group management to notebook computers, tablet PCs, desktop computers, computer peripherals, networking equipment and servers. Recently, GIGABYTE launched the new "AORUS" gaming product line focusing on "technological innovation, quality and stability." GIGABYTE continues to meet the high standards and needs of consumers, whether it is a computer, video game or a family watching a movie. GIGABYTE technology creates a full range of digital life for consumers.



Over the past 30 years, GIGABYTE has received more than 13,900 international awards from many organizations, including iF, Red Dot, Good Design, Taiwan Excellence Award, Asia Technology 100, 20 Taiwan International brands, and so on. Additionally, GIGABYTE also elaborates its branding strength in the field of corporate social responsibility. GIGABYTE is the first business ever in Taiwan to build a sustainable eco-roof on the top floor of its corporate headquarters. Moreover, in the spirit of corporate citizenship, GIGABYTE originated the Green Action, held children's computer workshops and senior computer courses, and other activities for the community. GIGABYTE will continue to uphold the concept of "upgrade your life" and demonstrate its commitment to the 6 concepts "innovative value, pursuit of quality, strengthening service, efficiency improvement, focus on brand, and fulfillment of social responsibility " to create a better tomorrow for the next 30 years.



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GIGABYTE 30 Years Flashback

1986-1995 Thinking Ahead	1996-2000 Thinking Values	2001-2005 Thinking A+	2006-2015 Thinking Beyond	2016~ We're Committed to Progress
<p>GIGABYTE started at a small apartment. With the founders' keen insight into the technology industry, GIGABYTE began to invest in motherboards industry. The continuous innovation and market-leading R&D techniques led to the basis of GIGABYTE's success.</p> <p>1986- Upgrade your life 1994- Created brand differentiation</p>	<p>GIGABYTE continued its status of R&D leader. In order to create brand value and establish good brand image, GIGABYTE strived for developing key techniques, innovating product design, strengthening corporate identity, and deepening recognition of consumers and customers.</p> <p>1996- Passed ISO 9001 1998- Went public traded 1999- Initiated Dual BIOS patent 2000- The Headquarters building completed and Taoyuan Nanping Plant became on stream.</p>	<p>For purpose of continuing to strengthen corporate advantages, GIGABYTE improved customer service system, implemented corporate social responsibility, established unique corporate culture, diversified activities, and created innovative marketing approaches. These successfully enabled to increase competitive advantage, corporate profits and brand value of GIGABYTE.</p> <p>2002- Founded the GIGABYTE Education Foundation 2003- Ningbo Plant went into operation 2004- Started brand rebuilding project</p>	<p>With leading R&D ability, GIGABYTE received more than 1000 global patents, and was awarded several times at international design awards. In addition to own competency, GIGABYTE embraced three perspectives of sustainability (livelihood, productivity, ecology) to create a better environment and drove sustainable development of corporate and environment.</p> <p>2006- Celebrated 20th anniversary 2007- Held 3 consecutive year COMPUTEX 2010- Led global motherboards innovation and design 2013- Annual sales volume reached 2000 pieces 2014- Launched AORUS gaming brand</p>	<p>GIGABYTE creates a new digital world through a distinguish approach, and anticipates launching more breathtaking products beyond expectations in the future. We aim to bring better life to people and become a desirable and marvelous brand.</p> <p>2016- Celebrating 30th anniversary</p>



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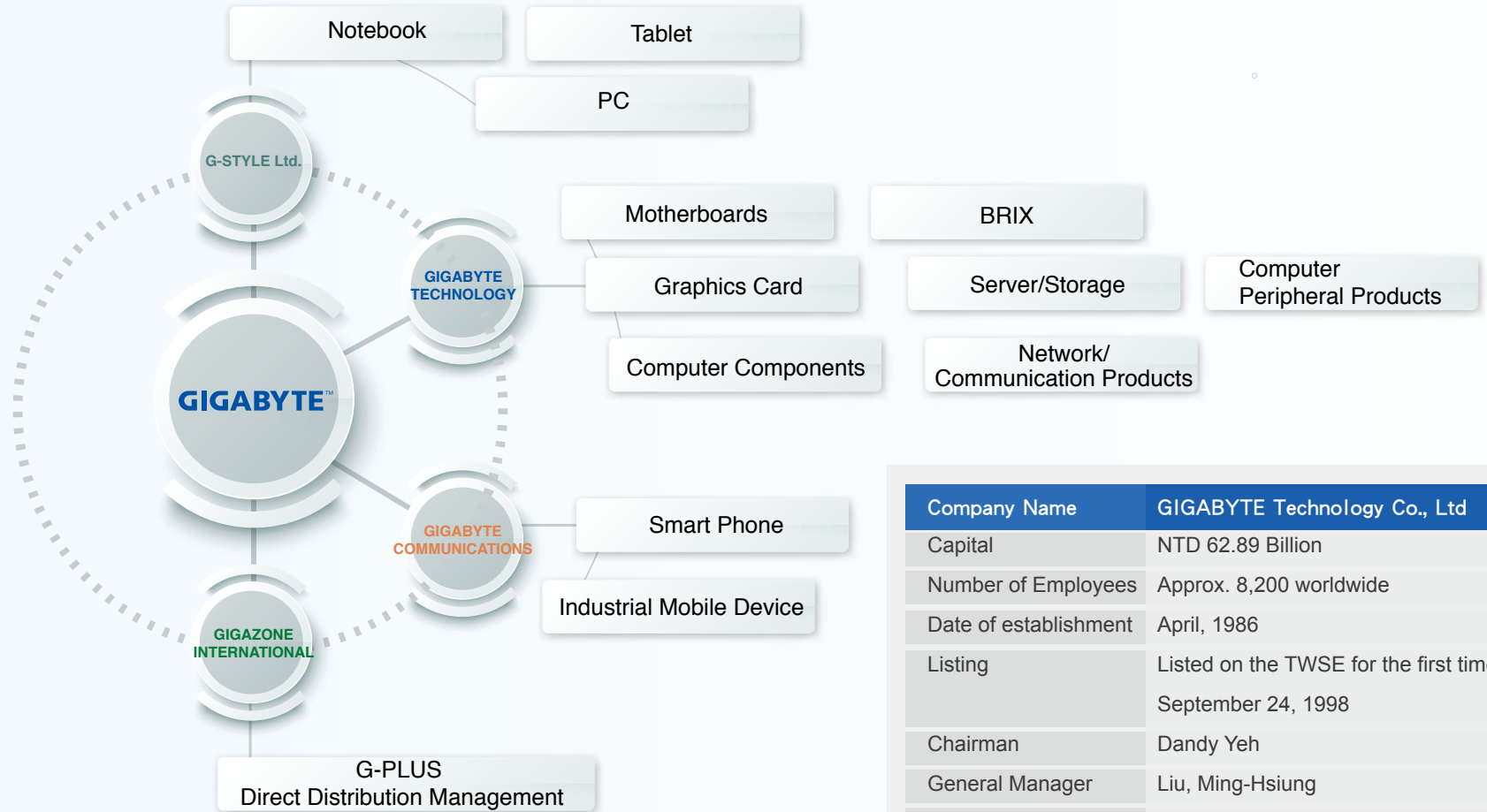
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Company Name	GIGABYTE Technology Co., Ltd
Capital	NTD 62.89 Billion
Number of Employees	Approx. 8,200 worldwide
Date of establishment	April, 1986
Listing	Listed on the TWSE for the first time on September 24, 1998
Chairman	Dandy Yeh
General Manager	Liu, Ming-Hsiung
Headquarters	No. 6, Bao Chiang Rd. Hsin-Tien Dist., New Taipei City 231, Taiwan
Operating regions	Taiwan, China, the United States, Germany, the Netherlands, the United Kingdom, France, Russia, Poland, India, Japan, Spain, Mexico, Egypt, Australia



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■ It's YOU that matters

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



■ Service philosophy of “Total quality and customer satisfaction”

The company has locations in the United States, Germany, the Netherlands, the United Kingdom, France, Russia, Poland, India, Japan, Spain, Mexico, Egypt, Australia and other locations. At the same time, GIGABYTE has established more than 100 service locations across four major regions in the world, including Europe, Asia, Australia, the Americas, the Middle East. These centers provide a comprehensive variety of intimate after care services to enhance the service network.

- 0800 toll-free hotline and online technical service in Taiwan provide instant technical consultation service to enhance customer satisfaction.
- Exclusive customer service webpage describes in detail various service contents such as: maintenance service, service status inquiry, product warranty and technical support to facilitate our customers in searching for product maintenance and troubleshooting information.
- We value the protection of our customers' personal information and abide by the personal information protection measures during the maintenance process.



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2.1.2 R&D and Technological Innovation

Every year, GIGABYTE allocates 3% of our revenue, equivalent to 25% of our net profit to product R&D, thereby leading the industry to unveil innovative technologies every year with 2,009 patents secured between 2001 and 2016. In 2016, by virtue of its high-quality technology and services, GIGABYTE launched a number of new innovative high-tech products that are safer, more environmentally friendly and highly energy efficient for the wide mass of consumers.

■ The world's top motherboards

GIGABYTE introduced the new and innovative X99 and Z170 Ultra Gaming series motherboards, providing gamers the most realistic virtual reality (VR) and 4K display platform experience. These are the first consumer motherboard in the market to support Intel's 10 Cores processor. With these motherboards, gamers are able to build the most efficient high-performance gaming console.

■ Leading Global Graphics Card

GIGABYTE Xtreme Gaming Series graphics cards are crafted for perfection in pursuit of the ultimate graphics experience for gaming enthusiasts. Based on the revolutionary NVIDIA® Pascal™ GPU architecture, and combined with GIGABYTE's new WATERFORCE Water Block cooling system on the GeForce® GTX 1080 XTREME GAMING WATERFORCE WB, Xtreme gaming graphics card brings you incredible gaming experience. The new integrated water-cooled cooling system covers the entire card, and the large copper base touches the GPU, memory chips and other important components combined with the composite heat pipes in order to provide the most powerful cooling efficiency.

With the rise of VR technique, the GeForce® GTX 1080 XTREME GAMING graphics card with the exclusive Xtreme VR Link feature designed for VR virtual reality applications, which allows the player to use the HDMI screen at the same time. The native HDMI port is connected to the VR device without any further transfer, so the user can immediately enjoy the immersive virtual reality gaming experience, easily meeting the VR device or multi-HDMI screen I/O output requirements.

■ Superior Performance Gaming

Equipped with the latest NVIDIA® GeForce® GTX 10 series display chip, introduced several main models, covering high-end gaming and thin gaming two product lines. GIGABYTE Giant Pixel is equipped with a new generation of Pascal™ architecture, making the independent graphics card significantly improve display performance, coupled with a fully equipped with the 6th generation Intel® Core™ i7 quad-core processor, announced its pen can easily support VR games, enjoy 4K resolution of the smooth gaming experience. The high-end gaming series includes 15-inch P55 and 17-inch P57, equipped with NVIDIA® GeForce® GTX display chip, dual hard disk storage system with top regulation M.2 PCIe SSD speed hard drive and DDR4 next generation memory. There are players exclusive area anti-ghost backlit keyboard, support at the same time to take any 30 key instructions do not match, to meet the players on the top performance and game smooth desire and demand, to create a leading competitor quality products.



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■ Mini PC Champion Brix™

Introducing the new BRIX Gaming UHD ultra-miniature gaming computer, creating a different product shape and definition from the past, changing the definition and value of gaming computers, mini-lightweight fashion, built-in powerful Intel® processors, Effective use of space, equipped with NVIDIA GEFORCE GTX950 independent graphics card, providing a large display capacity, its processing performance enough to deal with most of the game in 1080p high resolution effect running, depends on NVIDIA Maxwell™ core architecture evolution, the display performance is the former Generation performance cards comparable to the traditional gaming computer, and has two groups of M.2 (2280) SSD and 2 2.5 "SSD or hard drive, to meet the family, business and educational environment, etc.

■ Innovative Industry Servers

Introduces OpenRack's new solution with 3M's specially designed Novec™ liquid product to develop a cooling solution that reduces energy consumption and water consumption and associated costs, with the latest immersive cooling technology from GIGABYTE's highest-end cloud servo platform with new immersive cooling technology. At the same time both the maximum system computing performance and the minimum power loss performance, GIGABYTE technology solutions and even create the possibility of thermal recovery, with virtualization technology, both the implementation of performance and green energy reduction of carbon power management capabilities, to provide customer system. The application of services, perfect support for customer application platform, to provide more flexible choice.





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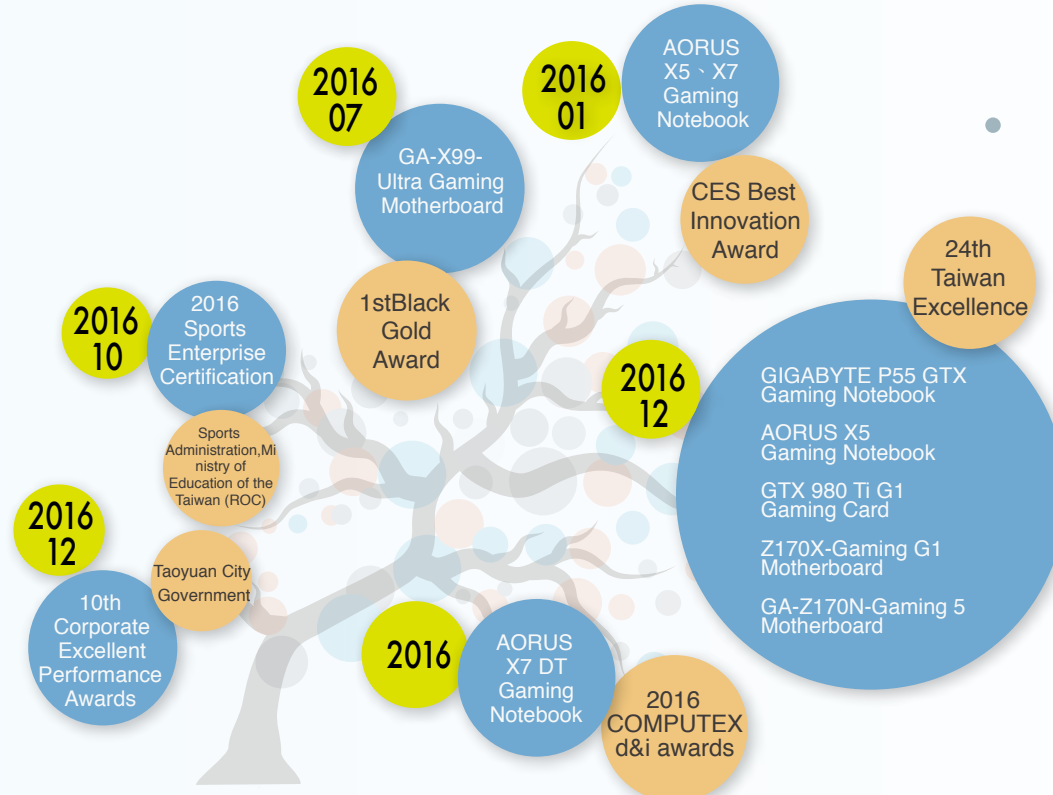
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2.1.3 Awards and Certifications

GIGABYTE has not only long been one of Taiwan's top 100 exporters but is also committed to product innovation. We have embraced sustainable development to develop a series of energy-saving and high-performance products that satisfy customer requirements. We are also the recipient of many awards from international media and leading agencies every year. As of 2015, GIGABYTE has received over 13,538 awards. The many accolades represent recognition of our company's excellent product quality and business direction.

Having previously won the "Industrial Sustainable Excellence Award", the highest honor in the industrial sector, in 2012, GIGABYTE continued to embrace its mission of "Upgrade Your Life" and continued to stand by its corporate philosophy of giving back and caring about the society. In 2013, GIGABYTE received the "Energy Saving

and Carbon Reduction Mark - Distinction" in the Office category from the Environmental Protection Administration; in 2014, the Commonwealth Magazine named GIGABYTE as a "New Star" in the large-scale enterprise category of its "CommonWealth CSR Awards"; in 2015, GIGABYTE was ranked in the top 30 of the Global Views magazine "Annual CSR Survey", awarded the excellent private business of the National Environmental Education Award; in 2016, again GIGABYTE was ranked in the top 16 of the Global Views magazine "Annual CSR Survey". These accomplishments demonstrated the exceptional performance of GIGABYTE in aspects such as corporate governance, corporate commitment, social participation, environmental protection, business management, environmental education and employee care. The spirit of sustainability has been gradually internalized by corporate culture to become a part of the collective consciousness and practices.





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■ "Taiwan Excellence Award" a variety of products selected



The Taiwan Excellence Award is hosted by the MOEA and Taiwan External Trade Development Council (TAITRA) to promote great quality Taiwanese products in different categories. All selected products are judged in the five criteria of "R&D innovation", "Design", "Quality", "Marketing" and

"Made in Taiwan" before they are awarded the "Taiwan Excellence" mark. To uphold our philosophy of "Boutique by GIGABYTE", we have developed energy-efficient and eco-friendly products that are aesthetically pleasing and user-friendly at the same time. In response to the future trend in the industry and the market, we have proposed product creativities endowed with differentiated appeals to stand out from more than 1,000 submissions and set the record of winning awards every year for the past 19 years. The high-performance multimedia motherboard (GIGABYTE P55 GTX; AORUS X5), graphics card (GTX 980 Ti G1) and gaming notebook (Z170X-Gaming;GA-Z170N-Gaming) that provided players with an immersive experience released in 2016 were recognized with the Taiwan Excellence Awards, a testament to GIGABYTE's commitment to "Innovation and Quality." GIGABYTE has retained its Taiwan manufacturing facility for developing advanced mid- and high-end products such as motherboards, graphics cards and notebooks so that "Made in Taiwan" can continue to shine on the international stage.

■ "Sports Enterprise Certification", GIGABYTE people love sports



In order to encourage enterprises to promote the sports atmosphere and establish the regular sports habits of employees, the Sport Administration of the Ministry of Education held the "Sports Enterprise Certification", taking creativity, sustainability, internal participation, and other scores into

consideration of the overall assessment. In 2016, a total of 174 corporates participated in the assessment. After assessment, 50 corporates received the certification, of which 24% were science and technology industries. GIGABYTE has been encouraging employees to engage in recreational activities for many years, not only supports a variety of sports associations such as softball clubs, boxing aerobics, curve aerobics, etc., but also furnished the headquarters with a 231-square-meter fitness room. The room is for employees to use, and is also open on holidays for employees and their families to exercise. GIGABYTE includes various sport activities in its relevant welfare measures, hoping to create sports atmosphere, improve work efficiency, and take care of each employee's physical and mental health.



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2.1.4 Participation in International Organizations and Associations

GIGABYTE actively participates in a number of international organizations such as the Climate Savers Computing Initiative and the Carbon Disclosure Project (CDP), and also joined industrial association, including the Taiwan Electrical and Electronic Manufacturers' Association, the Taipei Computer Association, among which Mr. Ma Mengming is the director of the Taipei Computer Association. In addition, GIGABYTE has been actively involved in association activities, for instance serving as a partners, reviewer and advisor of the TRANS ACTION AWARD for 3 years to cultivate cross-border talents.



We have established the "Corporate Green Competitiveness Alliance" with our peers and cross-sectoral co-operation in response to the importance of the stakeholders and the trend of the times, and Our Chief operating officer of Group Operation Management Center, Mr. Guanghua Bai, serves as the chairman of the association. Through the multi-communication platform, GIGABYTE promotes the sustainable development of high moral standards, and anticipates contributing to solving environmental and social problems by means of scientific and technological innovation.





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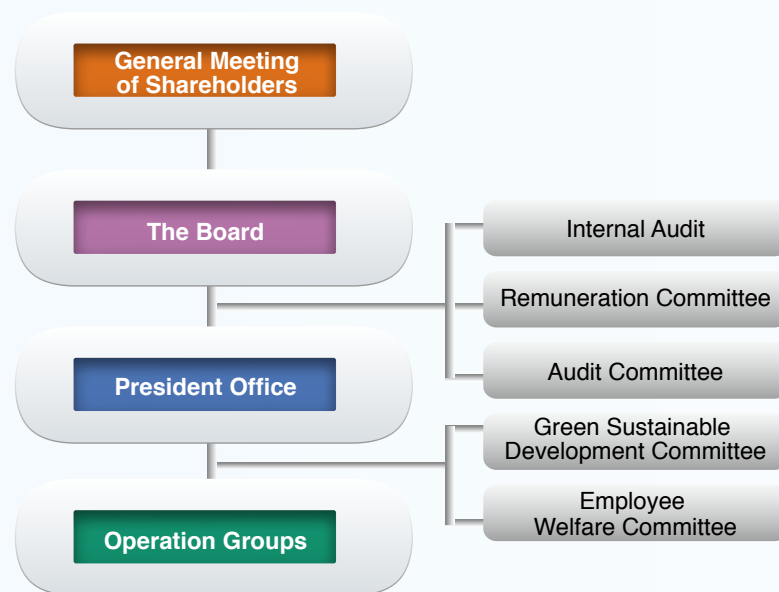
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2.2 Corporate Governance

"Honesty and Practicality" form the foundation of sustainable corporate management and are embraced by GIGABYTE as our core business values. We hold ourselves to the highest ethical standards so we reject all forms of corruption and bribery, and abide by the Company Act, Securities and Exchange Act as well as other relevant regulations and corporate governance related principles of Taiwan R.O.C. Respect for shareholders rights and transparency of business operations are emphasized through regular reviews of internal controls. We expect to enhance operational performance of GIGABYTE and fulfill the responsibility in sustainable development by means of corporate governance.



2.2.1 Corporate Governance Organization

GIGABYTE has a board of directors, a remuneration committee, and audit committee and so on. The operation of GIGABYTE is governed by the Rules of Procedure of the Board of Directors, the Rules of Organization of the Salary Remuneration Committee and the Organizational Rules of the Audit Committee.

(Please also refer to GIGABYTE CSR Website for information about corporate governance policies and implementation status, the articles of association, the rules of procedure of the shareholders' meeting, the rules of procedure of the board of directors, the election rules of the board of directors, the rules and regulations of the remuneration committee, the rules and regulations of the audit committee, and the relevant procedures at <http://www.gigabyte.tw/Investor/81>)



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Board of Directors

The board of directors of GIGABYTE is composed of 8 directors with different professional backgrounds. It comprises five directors and three independent directors, which are responsible for the operation and supervision of the company. Under the leadership of the chairman, the board of directors is treated as an independent, serious, professional board and is also the company's top management units and major business decision-making center. The current chairman is Mr. Dandy Yeh. The board of director meetings are held on a regular basis and a total of 7 meetings were held in 2016. Directors and supervisors' attendance at the meetings are all on record with audio recordings and meeting minutes kept as required by law. Directors recuse themselves on all matters where a conflict of interest exists and important resolutions of the Board are disclosed on the Market Observation Post System website as required by law as well. To strengthen the governance system of our Board of Directors, GIGABYTE has established the "Board of Directors' Procedural Rules" in accordance with the "Regulations Governing Procedure for Board of Directors Meetings of Public Companies" issued by the competent authorities.

(The experience and other positions of the members of the board of directors can be found at the GIGABYTE CSR website ° <http://www.gigabyte.tw/Investor/81>)

Member of the board^A



NoteA: GIGABYTE Technology Board members are male, 1 member aged 30 - 50 years old; 7 members aged > 50 years old

NoteB: The original independent director Zhao Sheng and served as the relationship between the directors of the Company, and the "public offering company independent directors set and should follow the approach" of the qualification requirements and securities trading law Article 14 of the provisions of the inconsistency in April 15, 2005 Mr. Huang Wenlie, the independent director of the Board of Directors, has been appointed for a term of 2 years since June 16, 2016 to June 16, 2018.

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In order to maintain the professional advantages and capabilities of the directors, the current 8 directors participate in various training courses, including corporate governance practices, corporate social responsibility, anti-corruption, etc.. Each director has at least 6 hours of training annually. The 2016 annual participation course is as follows.



Courses participated by the directors

Organizer	Name of Course	Training hour(s)	Participants
Taiwan Corporate Governance Association	Three principles and practical cases of good faith management, corporate governance and corporate social responsibility	3	Yeh, Pei-Chen Liu, Ming-Hsiung Ma, Meng-Ming Ko, Tsung-Yuan Chan, Yi-Hung
	How to Prevent Corruption in Enterprises - A Case Study	3	Ko, Tsung-Yuan
	Legal liability of insider trading - corporate fraud and case sharing	6	Huang, Wen-Lieh
	Audit committee operation practice	3	Yang, Zheng-Li
Securities & Futures Institute	Legal responsibility and risk control of false financial report on real estate –A case study	3	Yeh, Pei-Chen Liu, Ming-Hsiung Ma, Meng-Ming Chan, Yi-Hung Yang, Zheng-Li
	Advanced seminars - Human resources and integrated merger issues in the process of enterprise merger and acquisition	3	Chan, Yi-Hung





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■ Remuneration Committee

To ensure a sound remuneration structure for GIGABYTE directors, supervisors and executives, GIGABYTE established the "Remuneration Committee" in accordance with the "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Stock Exchange or Traded Over the Counter" under the Securities and Exchange Act in late 2011. The mission of the Committee is to assist with the evaluation of the company's overall remuneration and benefits policies as well as the remuneration of directors and executives. Company rules state that the Remuneration Committee shall consist of 3 members appointed by Board resolution. One committee member serves as the convener and their term of office is identical to that of the Board.

In June 2015, Mr. Zheng-Li Yang, who satisfied the requirements on professional qualifications, experience and independence, as well as external consultants Mr. Jie-Sin Wu and Mr. Zheng-Zhe Tsai are designated as members of the 3rd Remuneration Committee. Independent Director Zheng-Li Yang was then nominated as the convener of the 3rd Remuneration Committee by all members. The term of the current committee members will run through to June 2018. In 2016, the remuneration committee met a total of 5 times. The following shows the remuneration of directors and senior managers in GIGABYTE and its consolidated reports for the past two years.

Rate of total remuneration to the directors, supervisors, general manager and deputy general manager of the Company to after-tax net profit

Year \ Position	2015		2016	
	Parent Company	Companies Included in Consolidated Financial Statements	Parent Company	Companies Included in Consolidated Financial Statements
Director	14.88%	14.90%	12.22%	12.23%
Supervisor				
GM and Vice GM				

Rate The total annual gross income and other employees of the total income and the proportion of amplitude modulation ^[1]

Location	Highest salary and median Annual Total Revenue Ratio (times)	Highest salary and median Annual total income increase rate ratio (times)
Taiwan ^[2]	33.24	1

[1]: The total annual income is the sum of fixed salary and floating salary
[2]: To the end of December employees for the statistical benchmark



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■ Audit Committee

In order to enhance the credibility and independence of internal audits, the Board of Directors set up the "Audit Committee" in 2015. The Audit Committee provides oversight of the Company's financial reports, the retention (termination), independence and performance of the CPA, effectiveness of internal controls, compliance with the relevant laws and regulations, and the Company's management of potential risks. In accordance with organizational rules, the GIGABYTE Audit Committee is made up of all independent directors and must contain at least three members. One member must also have an accounting or finance background. In 2016, the Audit Committee meets for a total of three times. The members of the Audit Committee are expected to exercise their role as managers in good faith, to faithfully carry out their responsibilities as defined in the organizational rules, and report to the Board of directors. 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 reports at routine Board meetings, Internal Audit is also expected to report to the Chairman each month or as necessary. The internal audit aims at assisting the Board and management with inspecting and following-up on deficiencies in the internal control system, measurement of operational results and efficiency, and providing suggestions for improvements when appropriate to ensure the effective implementation of the internal control system and provide a reference for revisions to internal controls. Audits are based on the Board-approved audit plan which is divided into regular internal audits and ad hoc internal audits. The audit focus in 2016 included the operation procedures of 9 business cycles, the verification items stipulated by the Financial Supervisory Commission and the internal control system of the subsidiaries. Item audit results are notified to the inspection units, subsidiaries, immediately according to the proposed appropriate measures to improve.

Based on principles of correct and fair disclosure, GIGABYTE regularly discloses information such as operations, finance and board of directors on the company's website and the Market Observation Post System. GIGABYTE is listed as the top 21% to 35% company in the second corporate governance evaluation, and 6 to 20% in the third evaluation. In order to strengthen the corporate governance system, we will review and improve the operation mode of shareholder meeting and the platform of information disclosure. We will continue reviewing and improvement for the purpose of perfecting the corporate governance system.





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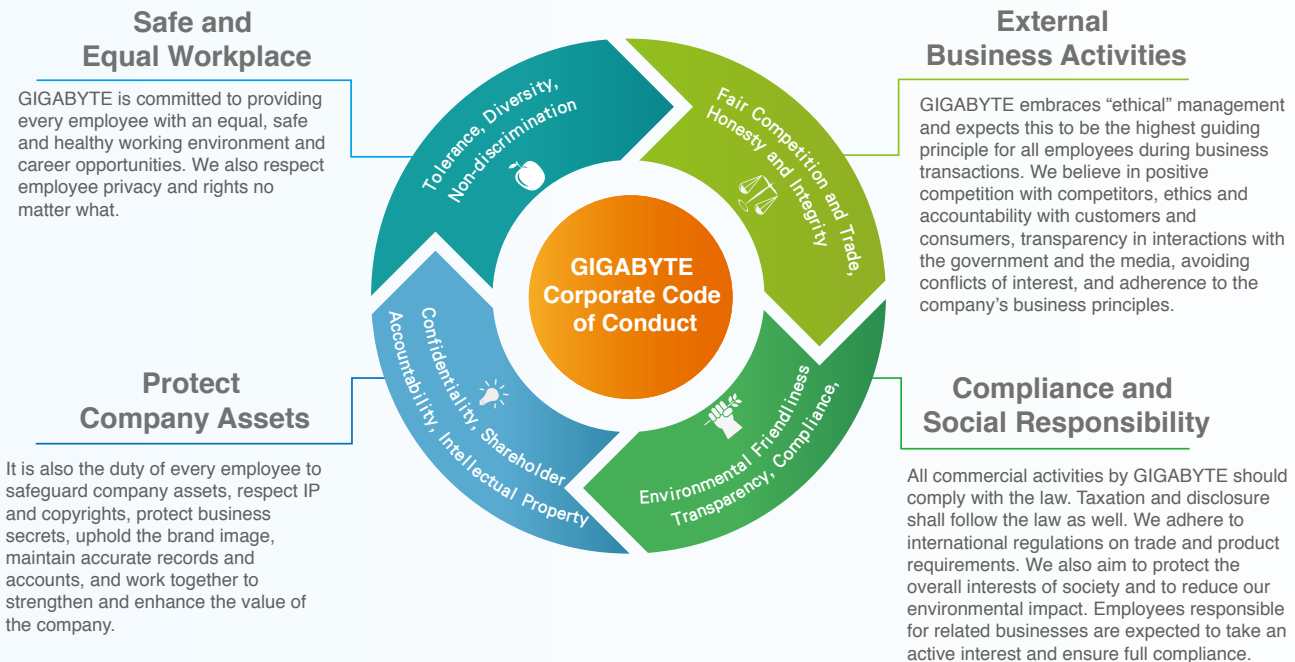
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2.2.2 Corporate Code of Conduct

GIGABYTE has embraced the philosophy of "Upgrade Your Life" since we were founded in 1986. As a large enterprise, we not only pursue continued improvements in product technology and service quality but also strive to ensure the integrity, honesty and legality of all management and business practices. It is also our responsibility to protect the interests of all stakeholders. The "GIGABYTE Corporate Code of Conduct" is the core guide to the practice of GIGABYTE corporate values. Everyone at GIGABYTE and its subsidiaries is required to understand the ethical standards and obligations expected of GIGABYTE employees during the performance of his/her duties. In order to effectively publicize the corporate code of conduct and internalize the necessary skills for the skilled giants, and strictly prohibit any corruption, bribery and extortion, etc., in addition to the internal

announcement on website, employees are required to sign the the "employee moral behavior code of conduct" on their post date. Moreover, new employee education and training courses also include the anti-corruption content in order to maintain the commercial reputation, legal and ethical standards of GIGABYTE.

GIGABYTE employees should strictly abide by the code of conduct. If violate the relevant standards, personnel shall be punished according to the seriousness of the case and the relevant provisions. If any of the employees discovers or reasonably suspects any behaviors against the Code, they should promptly report to the General Manager by e-mail(liu@gigabyte.com) and the Company will implement follow-up investigation.





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External Business Activities - Honesty and Integrity

“Honesty and integrity” are the keys to business sustainability. GIGABYTE has been committed to a policy of sound business practices by refraining from stock speculations, not engaging in illegal business activities and in upholding fair competition and trading. A “Code of Ethics” has also been defined requiring employees to adhere to all applicable laws, orders, guidelines and internal company regulations during their conduct of company business. Employees are also expected to ensure that all business activities are in line with business conventions and social ethics.

● All company rules and regulations must be followed to the letter. If there is any gray area, honesty and integrity should serve as the guiding principles.

● The company’s best interests must guide the performance of all duties. Employees must not engage in any behavior that is not in the interest of the company.

● When working as part of a team, employees should be consistent in word and deed, give credit where it’s due, and take responsibility for their mistakes. They must also lead by example. If a colleague is engaged in improper behavior, employees must be ready to provide advice or reminder.

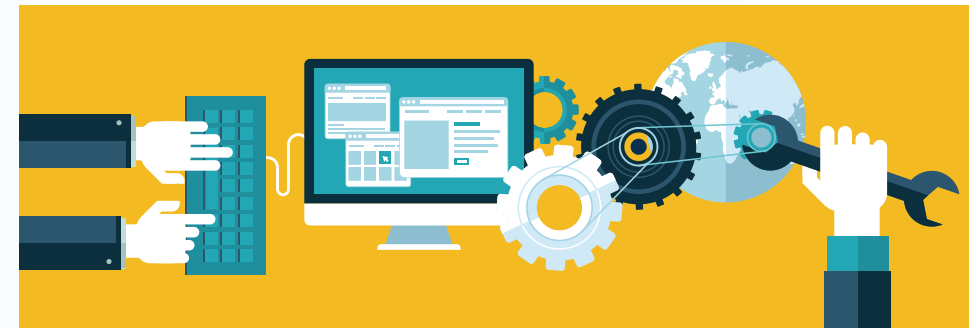
● Dealings with customers should be conducted in an honest, reasonable and professional manner. Information related to business management and product services should be conveyed faithfully to the customer.

● Products must not only comply with the law. The consistency and legality of external marketing and product labeling must be ensured as well.

● Employees, their spouses and direct relatives may not ask customers or vendors to provide or accept from them any rebates, commissions, securities, valuable gifts or hospitality of abnormally high value.

● All employees must adhere to the relevant national anti-monopoly or fair-trading laws. No improper methods may be used to influence fair competition, nor use their scale or strengths to secure an unfair competitive advantage.

● There should be no deception or discrimination against competing suppliers. There must be no negotiation with suppliers for mutually beneficial arrangements or special preferences. Unauthorized disclosure of confidential information provided by suppliers is forbidden as this impacts on fair competition and the reputation of GIGABYTE.





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■ Safe and Equal Workplace - Tolerance, Equality and Respect for Diversity

GIGABYTE aims to provide a safe and equal working environment for employees. Every employee should treat other employees fairly. There should be no discrimination or special treatment on the basis of race, gender, color, sexual preference, language, religion, political affiliation, place of birth, nationality, physical/mental disability or marital status. Except where it is justified by the nature of the work to be performed, employees will not be treated differently on the basis of gender or sexual preference during recruiting, selection, employment, assignment, allocation, performance evaluation, promotions and transfers. All forms of discrimination or harassment (including sexual harassment as defined by the Gender Equality in Employment Act) against other employees are strictly prohibited at work.

■ Obeying the Law and Fulfillment of Social Responsibility - Transparency

Employees must follow the relevant laws and company regulations during the performance of their duties. They are also expected to adhere to the highest ethical standards. All business activities should be conducted in an honest manner with business information recorded and preserved in their entirety. Reports to superiors should be truthful with no attempt to falsify records or hide any matters related to GIGABYTE interests. Company information should be disclosed in a complete, fair, accurate and timely manner. No unverified rumors should be spread out of malice.

■ Protect Company Assets - Confidentiality

All information related to GIGABYTE acquired during employment with the company including but not limited to all business information, business intelligence, technical information (including concepts and ideas that have not yet been described in writing or drawing), intellectual property, business secrets and personal information as well as information related to GIGABYTE's business dealings with other vendors and customers are considered confidential unless they are already known to the general public. All employees are expected to take appropriate steps to safeguard confidential company information. It is also the responsibility of employees to maintain the confidentiality of such information so that they are not directly or indirectly disclosed to family, friends or any other third parties.





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2.2.3 Legal Compliance

Since GIGABYTE operates in major cities around the world, the Legal Department pays special attention to local laws and regulations. In particular, local legal consultants are hired to provide the company with the latest legal information. In the event of major regulatory changes, we also consult with local legal experts to ensure that our Legal Department track and respond to local regulations. This helps GIGABYTE comply with local laws and enhances our corporate image. In addition, the Legal Department makes arrangements for our legal personnel to participate in domestic and overseas courses and seminars in order to enrich them with the latest legal information, so that our colleagues from the Legal Department can respond to legal cases equipped with the latest legal knowledge. In relation to the changes and understanding of the domestic laws, the Legal Department also holds education and training courses from time to time – particularly intellectual property related knowledge – to let our employees understand the aspects of relevant regulations and key compliance. For any legal consultation needed in various departments and contract reviews within the group, the legal personnel are ready to offer assistance at any time in order to safeguard the legal rights of various subsidiaries in the group and avoid any right violations. In 2016, GIGABYTE was not involved in any litigation related to the violation of fair trade or antitrust behavior, nor did it violate any laws and receive any substantial fine.

2.2.4 Risk Management

Sustainability management guides the core operations of GIGABYTE. Effective risk management and crisis response are not only crucial to the reduction of operational impact but also a key method of realizing sustainable development. All potential strategic, operational, financial and disaster risks that may impact on business operations and profitability are incorporated by GIGABYTE into business decision-making and process management. We hope that the minimization of business uncertainty will help protect the interests of our stakeholders.





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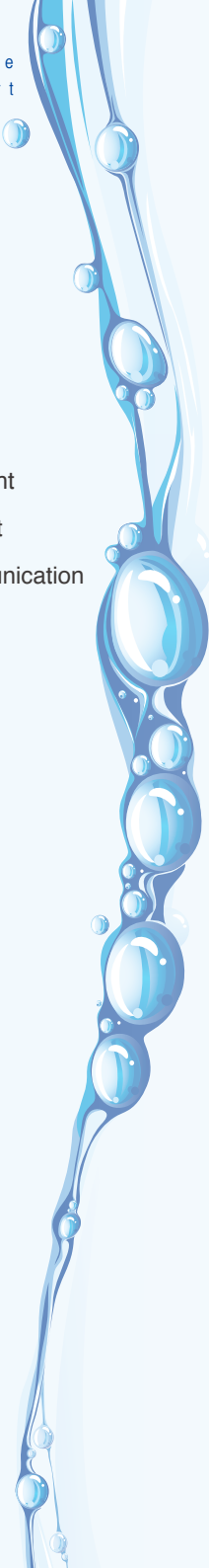
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Aspect	Risk Issue	Business Impact	Response Strategy
Operational	<ul style="list-style-type: none"> Regulatory compliance and customer requirements Materials shortage risk 	<ul style="list-style-type: none"> Impact on existing internal business management systems from sporadic changes of laws and customer requirements Impact on brand reputation and operating costs from reduction or interruption to production due to a break in the supply chain 	<ul style="list-style-type: none"> Track important policy and legislative developments so that internal systems and activities can be adjusted as necessary to ensure business continuity. Monitor changes in supply and demand as well as market intelligence to determine the risk of materials shortages. Formulate response measures based on different levels of risk such as alternative materials, production plan adjustments and screening of supplier reputation. Formulate an EICC improvement plan and enforce supplier/internal EICC conformity management. Acquire Authorized Economic Operator (AEO) status to ensure the safety and quality of goods throughout the supply chain and reduce man-made/cargo risks.
Finance	<ul style="list-style-type: none"> Interest rate risk Exchange rate risk Price risk Credit risk Liquidity risk 	<ul style="list-style-type: none"> Liquidity and increase in operating costs may impact on corporate reputation and the stability of share prices. 	<ul style="list-style-type: none"> The Finance department adheres to the policy set by the Board. Management principles are set by the Board for overall financial risk and written policies are issued for specific areas, such as interest rates, exchange rates, use of derivative and non-derivative instruments and investment of excess funds.
Market	<ul style="list-style-type: none"> Industry competition Technological innovation Patent risk 	<ul style="list-style-type: none"> Cut-price competition from competitors that puts pressure on product sales and increases costs. Development of innovative technologies that drive changes in product design and technology adoption. 	<ul style="list-style-type: none"> Track market and industry developments while leveraging core R&D expertise to continue developing innovative and unique products through differentiation. Host ad hoc patent training courses and legal consultations to strengthen employee understanding of intellectual property. Reduce legal risk through organized and systematic management.
Environment	<ul style="list-style-type: none"> Climate risk Energy resource risk Regulatory compliance Hazardous substances 	<ul style="list-style-type: none"> Increasing energy costs, water resource shortages, more frequent typhoons and floods, pressure from government's carbon reduction policy caused by climate change. Increasingly stringent international management of hazardous substances will impact on supplier management and product design. 	<ul style="list-style-type: none"> Develop crisis response plans as well as verify the response and reporting procedure for fires and power outages to reduce the risk from unexpected incidents. Voluntary introduction of ISO 14064, promotion of the Green Action Plan and green product R&D, cultivate the environmental awareness of all employees, as well as support energy conservation and carbon reduction initiatives to mitigate impact on the environment and reduce operating risks. Formulate regulations governing hazardous substance management at GIGABYTE, track changes in international regulations and adjust the existing hazardous management list. Suppliers must sign the declaration on non-use of hazardous substances to ensure the integrity of the GIGABYTE hazardous substance management.
Society	<ul style="list-style-type: none"> Human resources Regulatory compliance Community impact Environmental safety and health 	<ul style="list-style-type: none"> Employees are important company assets. Creating a healthy, safe and accommodating working environment is the best way to reduce human resource risk. Increasing public awareness on corporate social responsibility means that business responsibility no longer stops at the gate but must also consider contributions to the local community and society. 	<ul style="list-style-type: none"> Compliance with occupational safety and health regulations is set as the basic requirement in building a sound working environment with proper training on professional skills and operational safety; inspection of safety equipment throughout the plant; emergency drills to raise employee sensitivity to environmental safety at work. Offer a fair and equal compensation system and employment standard; people-friendly attendance management system; extensive employee benefits; varied recreational activities to create a happy workplace that boosts employee satisfaction and organizational loyalty. Hosting of events such as computer classes for seniors, promotion of friendly agricultural products, community mobile computer classrooms and the G-Design Competition to make use of our core competencies and expand our social influence.

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Chapter 3

Economic Aspect



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2016 Mile Stone

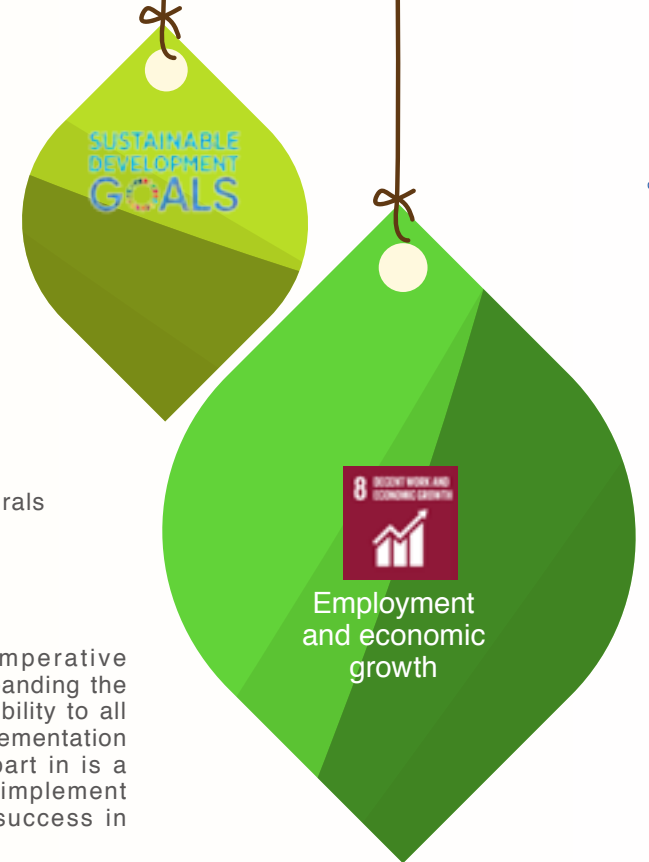
- Revenue increases by 2.99% over the previous year
- 8 consecutive years of customer satisfaction reaching the annual target 95%
- Passed ISO 9001: 2015 certification
- 34 vendors echo to the Sustainable Supply Chain Partnership Initiative
- 154 partners join the Green Cloud Platform

Continuous Improvement

- Officially launched the Green Cloud Platform
- Promoted the 333 Reduction Plan
- Strengthen management mechanism of conflict minerals

Future Challenge

Sustainable supply chain management is an imperative management strategy for GIGABYTE. However, expanding the concept and objectives of corporate social responsibility to all suppliers to understand the core concepts and implementation priorities, and calling on more suppliers to take part in is a great challenge. Additionally, for GIGABYTE the implement the audit mechanism is also a key point of the success in sustainable supply chain management in the future.





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3.1 Economic Performance

2016 is the year to build a consumer-centric intelligent terminal and the era of full-time experience from innovation in various sizes of terminal equipment to multiple application of cloud integration. The core of market demand has always been around the user development. In order to establish a complete mental computing ecological system, PC products are still important and represent a certain position in the market. However, with the change in consumer behavior in recent years, the market demand has become flat, but the market competition is still fierce. GIGABYTE continues to respond to consumer demand on motherboard and graphics card products and creates originality and segmentation. Additionally, we extend this successful experience to gaming products, servers and other diversified development. These makes GIGABYTE stand out in the market, meet the diversified expectations from consumers, and increase the value of corporate profits.



3.1.1 Industry Overview

According to the Gartner research report, despite that the PC market in 2016 show demand for gaming products, the purchase behavior of PCs has fundamentally changed. The attractiveness of technical upgrading is not enough to drive market growth, leading to an extension of product life-cycle. Moreover, the devalue of non-US dolar currencies, regional financial factors in Europe, India and China all have negative impacts on the industry, making the global PC shipments reduce by 6.2%.

Because of the late launching of new generation of Intel platform in 2016, the market does not grow as expected. Regardless of the tendency, GIGABYTE launches a number of innovative products, integrates supply chain, and plays a leading role in motherboard market. In order to improve the product strategy in the gaming market, we launch a series of gamer-specific gaming products, XTREME GAMING, etc. to create a life cycle of gaming. In the meanwhile, as an innovator of the GPGPU design, we provide the latest cloud application solutions which integrate the most advanced GPU of the market with virtualization technology and power management capabilities such as implementation performance and carbon reduction in the stage of design. That enables to provide customized application services to customers, to meet the new era of the cloud, and to continue creating high-margin value.

The global PC market in 2017 remains highly competitive, and the situations in China and other emerging markets show no significant improvement. The PC market is likely to maintain a relatively stable status. The opportunities are expected to be gradually recovered with a mature growth in gaming, VR and other technology.



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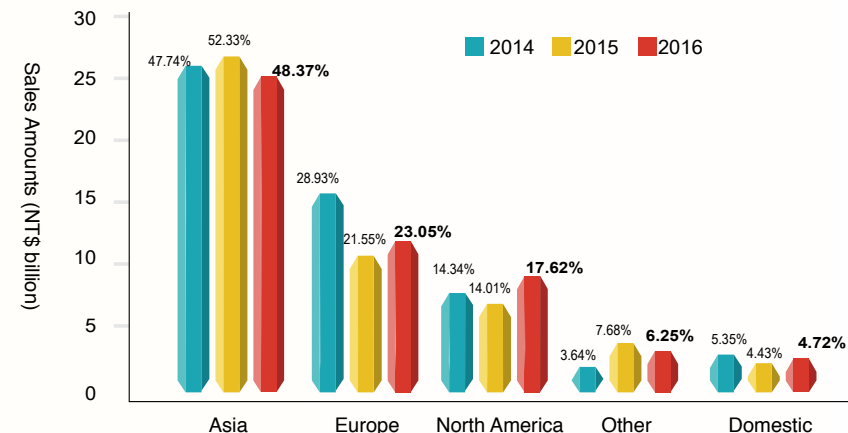
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3.1.2 Operational Performance

GIGABYTE has always set an example of honesty and practicality. We possess sound business management, sales channels and comprehensive customer service, continue to achieve innovative brand and technology, provide customers with excellent value, and receive strong support and recognition from international awards and the media. Our operations have continued to grow at a steady pace. In 2016, 2015 earnings were issued to investors with cash dividends of 2.6 TWD per ordinary share; generally speaking, there was a slight increase in 2016 compared to the previous year. Revenue was increased by 2.99% and net profits after tax was increased by 18.81%.

For more information, please refer to the relevant financial disclosures in the 2016 GIGABYTE Annual Report: <http://www.gigabyte.tw/Investor>

GIGABYTE Sales Amount and Percentage across Various Regions over the Past Three Years



GIGABYTE Operating Performance in Recent 3 Years

Financial Performance	2016	2015	2014
Consolidated revenue (Billion)	52.347	50.829	54.542
Operating cost (Billion)	43.277	42.067	45.073
Operating expenses (Billion)	7.381	7.510	7.662
Income tax (Billion)	0.678	0.749	0.545
Employee benefit(Billion)	5.370	5.222	5.240
Earnings per share	3.64	3.05	3.82

GIGABYTE sales volume and value over the last two years Unit: 1000 pieces, NT \$ million

Major Product	2016		2015		2014	
	Yield	output value	Yield	output value	Yield	output value
MB	14,970	20,870	17,150	22,619	19,496	24,334
Other	6,112	26,066	5,447	21,771	6,199	20,607
Total	21,082	46,936	22,597	44,390	25,695	44,941



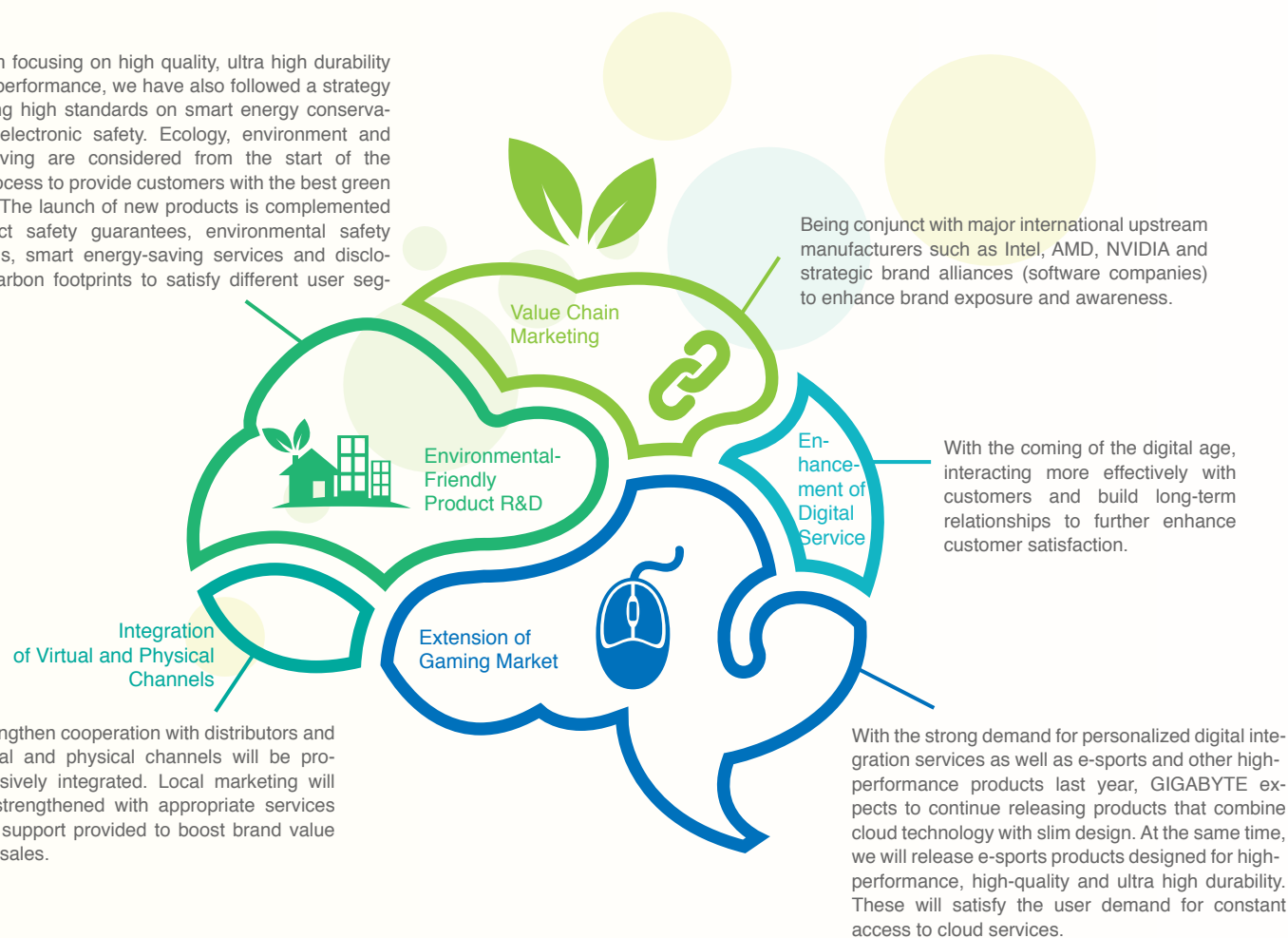
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3.1.3 Future Development Plan

We have devoted to continually improving and innovating hardware design and services of the current products. With the professional of and close cooperation with the supply chain, GIGABYTE anticipates developing important direction based in market accesses and other channels.

We will continue to uphold the brand spirit of "upgrade your life", continue to update more innovative products and expand the product lines and market positioning.

Apart from focusing on high quality, ultra high durability and high performance, we have also followed a strategy of following high standards on smart energy conservation and electronic safety. Ecology, environment and energy-saving are considered from the start of the design process to provide customers with the best green products. The launch of new products is complemented by product safety guarantees, environmental safety inspections, smart energy-saving services and disclosure of carbon footprints to satisfy different user segments.





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3.2 Customer Service

Sustainable corporate development depends on sustained economic performance and growth and respect for customer feedback, satisfaction of customer needs, and the winning of customer recognition and support.

GIGABYTE's consumer-oriented management philosophy is implemented with the attitude of innovation, care and service. We strive to bring good product experiences to consumers, and aim at garnering our clients' trust and highest level of satisfaction.



3.2.1 Customer Service

"Implementing comprehensive quality management and policy to achieve environmental protection and customer satisfaction" is an important goal for GIGABYTE to promote the ISO 9001 quality management system. In 2016, GIGABYTE Technology re-examines and adjusts GIGABYTE's internal operations in line with the renewed version of ISO 9001: 2015 standard, and has been verified by a third party SGS in October, 2016, to ensure that the quality of GIGABYTE products and services continue to meet customer needs and related laws and regulations.

To ensure that consumers can enjoy excellent product experience, GIGABYTE provides consumers with quality services and warranty in each stage of the product life cycle. By doing so, we then enhance the overall customer satisfaction and loyalty, build a positive reputation, reduce advertising costs, and strengthen the competitiveness of the brand.



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Use of Product

- Comprehensive service network: consumer service network, community management, bloggers, media evaluation, free pay line and other diversified pipeline, string together pre-sale and after-sales service
- More than 100 locations around the world to provide after-sales service, including maintenance, technical support, warranty and so on
- The first full range of motherboard 4-year warranty mechanism

Product Manufacture

Reduce unnecessary energy costs and ensure product quality through management systems such as quality, environment, occupational safety and hazardous substances

Product Design

Using the highest quality materials and energy-saving technology to ensure long-term stability of the product performance and in the meantime take into account the environmental protection



Best Quality & Customer Satisfaction

Product Waste

Promote the Hope of the Earth project, electronic products like computers, monitors, motherboards, hard drives, chassis, printers and other 3C products, not limited to brand, can be brought to GIGABYTE service center for recycling. The project makes consumers more convenient, consolidates customer loyalty, and realizes reuse of resources



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

GIGABYTE's social networks

- GIGABYTE Facebook <https://www.facebook.com/GIGABYTE/>
- GIGABYTE Channel <https://www.youtube.com/user/GIGABYTEChannel>
- GIGABYTE Instagram https://www.instagram.com/gigabyte_official/
- GIGABYTE SNS <http://www.gigabyte.tw/gigabyte.aspx?s=95>
- GIGABYTE Forum <http://www.gigabyte.tw/gigabyte.aspx?s=101>



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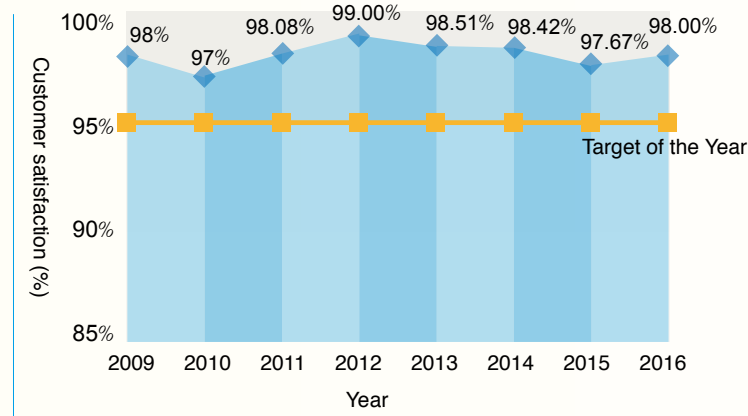
3.2.2 Customer Satisfaction

In order to ensure customers' needs to be properly taken care, GIGABYTE regularly holds customer satisfaction survey as bases for improving quality of products and services and adjusting the competitive strategy and to achieve high-satisfaction service. For B2C customers, GIGABYTE invites customers to the customer service system to fill in customer satisfaction survey questionnaire which includes repair quality, personnel service and other five investigating elements. From 2009 to 2016, the company's fast service center averaged a customer satisfaction of 98.08%. For B2B customers, we understand the product yield situation, customer complaints, reliability, significant quality anomalies or engineering anomalies, communication, cost and other products issues by routine customer interviews, annual customer satisfaction surveys and customer quality meetings, etc..

Fast Service Center Customer Satisfaction Survey



Results of Customer Satisfaction Survey of
Fast Service Center





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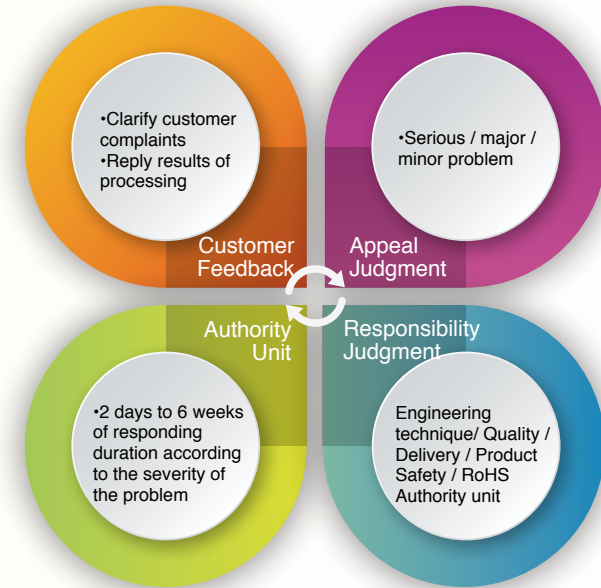
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In addition, for customer complaints, GIGABYTE establishes a complete procedure to cope with customer complaints. The customer feedback from various communication channels are classified according to the severity of the problem, and then are sent to the business group customer service center based on the problem category afterwards for proper and timely responses to customer needs and solutions in order to improve quality and efficiency. One customer complaint incident occurred in 2016 is with regard to registration of warranty extension, and GIGABYTE has properly helped the consumer solve the problem. GIGABYTE regards results of customer satisfaction survey and customer complaints as performance indicators and important assessment standard for our future growth, and therefore we convince that customer satisfaction is a key element for increasing customer loyalty and stimulating business growth.

Customer management procedure





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3.2.3 Customer Personal Information Protection

When carrying out maintenance work, GIGABYTE perceives great importance in protecting our clients' personal information. We have set up a personal information executive committee which includes task forces of training and promotion, inventory and management, planning and improvement, internal audit and IT technical support. When repairing products we follow the following personal protection measures to protect the safety of personal information. In 2016, GIGABYTE did not receive any complaints for violating our customers' privacy or loss of data. In 2016, GIGABYTE Technology did not violate customer privacy or data loss was complained of the case.



<p>Personal Protection and Management</p>	<ol style="list-style-type: none"> 1. Regular inventory of personal information of GIGABYTE and convening of personal information management meeting 2. Implementation of propaganda and training regarding personal information among employees and new employees 3. Regular check of the Personal Information Protection Act, and conduct dynamic adjustment of the statutes and management practices to improve the deficiencies 4. Conduct internal audit on a regular basis and report deficiencies and follow-up situations 5. Develop and modify system, plan hardware and network equipment based on needs for personal information 	
<p>Customer personal information protection measures</p>	<ol style="list-style-type: none"> 1. The customer's triplicate form is sent back to the headquarters to be destroyed every six months as per the company's ISO regulations. 2. The telephone service records can only be used by our intranet; furthermore, different levels of clearance are set up for different accounts, and the information cannot be accessed by external networks 3. For email reply services, personnel using the system are assigned different clearance levels and accounts, and the data can only be accessed via specific networks. No access is permitted from external networks 4. Our accessories are only sold through telephone ordering to prevent the risk of personal information leakage associated with online shopping. 	



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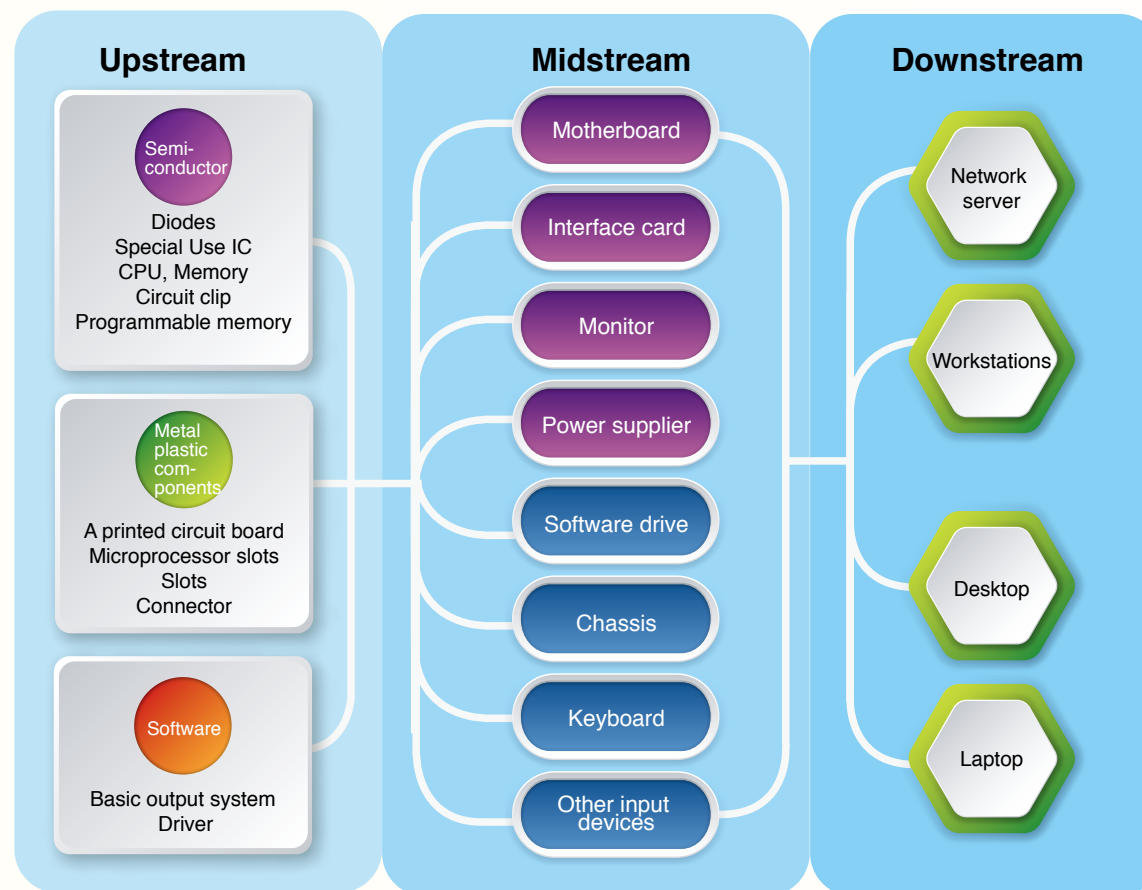
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3.3 Supplier Risk Management

GIGABYTE products contain motherboards, graphics cards, notebook computers, IOT equipment, and so on, indicating that it is situated at midstream to downstream position. However, the increasing level of specialization in the industry supply chain has led to an even closer integration between the upstream and downstream parts of IT manufacturing. Suppliers are important partners of GIGABYTE, and we pursue the sustainable management of the company and growth with our important suppliers such as Intel, NVIDIA and AMD through close collaboration.

GIGABYTE has also adopted a 4-step approach to the sustainable supply chain. In addition to evaluating suppliers on quality, punctuality, price and service, we also use supplier audits, promotion and training to push for improvements in their sustainability supply chain. Environmental protection, respect for human rights, and improvements to workplace safety and health are used to realize the sustainable supply chain management goals of Green Action Plan 2.0 and to grow with the value chain as a whole.

Overview of IT Manufacturing Industry Chain





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Supplier Management Procedure



GIGABYTE's Main Material Suppliers

Main Product	Main Material	Main Supplier	Supply Status
Motherboard and Graphics Card	Chipset and IC	INTEL	Stable
		NVIDIA	
		AMD	
	Other important components	Global Brands Manufacture Ltd.	
		Hon Hai Precision Industry Co., Ltd.	
		LOTES Co., Ltd.	
		Golden Elite Technology (Shenzhen) Ltd	



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3.3.1 Risk Assessment

During the screening and rating of new and old suppliers, a risk assessment mechanism is applied at every stage of the process and suppliers scored on their performance. For suppliers who fail to achieve a passing score, a meeting is convened between procurement and the supplier QA executives for supplier mentoring. A deadline is also set for

corrective action. In addition, partners over the years will also be managed by a supply chain rating system in order to lower management costs and risks and achieve Group's goal of resource sharing.

Risk Assessment Stages

Category	Assessment Content
Supplier Audit	Basic certification (environmental management system, green certification, etc.), financial audit, auditing of personnel, machinery, materials and equipment, productivity audit and up/downstream supplier audit.
Supplier Selection	The most suitable GIGABYTE supplier is chosen from the list of qualified suppliers.
Supplier Interaction	Guarantees on production capacity, quality and environmental friendliness are signed every year to define the rights and obligations of both parties.
Supplier Evaluation	Regular suppliers are evaluated on a quarterly and annual basis on their quality, flexibility, pricing and service
Supplier Replacement	A review is conducted after supplier evaluations and inadequate suppliers replaced

Supplier Rating System

Category	Performance Assessment
Sustainable supplier	Partners with outstanding, highly competitive, and strategic performance for a long time
Active supplier	Partners with outstanding performance for at least consecutive 2 years; low-carbon partners
General supplier	Partners with qualified performance
Suspended partner	Partners that have severe abnormality or are unqualified after evaluation and counseling and fail to improve within 2 months

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■ The basic elements of supply chain management-Fair trade, Green Purchasing

Fair Trade and Green Procurement” are the basic elements of sustainable supply chain management at GIGABYTE. Apart from ensuring that suppliers offer reasonable procurement prices, product quality, delivery time and services, green procurement is another key factor for GIGABYTE. Supplier evaluations therefore start with the review of required documentation. Supplier conferences and specifications are also used to communicate GIGABYTE’s requirements on sustainable supply chain management.

● **Implementation of ISO 14001:** requiring all first-tier suppliers to implement ISO14001 environmental management systems and deeming this as the most basic requirement

● **Establishment of GIGABYTE Harmful Chemical Substances Requirements to lead suppliers’ compliance:** In order to reduce the harm to humans and the environment from hazardous substances and to prevent suppliers from using hazardous substances to reduce costs, GIGABYTE requires product suppliers to conform to the GIGABYTE Technology Group Guideline for the Management of Harmful Chemical Substances Requirements (HCSR), RoHS, WEEE and other regional pollution prevention or waste disposal-related environmental regulations. For environmental laws or substance management regulations specified by GIGABYTE such as the Substance of Very High Concern (SVHC) defined by the EU REACH legislation or Level B and Level C substances defined in the HCSR, suppliers should cooperate with inspections and voluntarily report the results. Suppliers must also sign the Certificate of Non-use of the Controlled Substances as well as a declaration of conformity on SVHC in EU REACH legislation.

● **Compliance with the Electronics Industry Code of Conduct to improve the supply chain management mechanism:** In addition to following local legislation and the Electronic Industry Code of Conduct (EICC) standards to the highest ethical standards, GIGABYTE also requires suppliers within its supply chain to conform to the standards for environmental protection, safety & health, workers’ human rights and working conditions.

● **Establishment of Green Supply Chain Management to realize management mechanism:** In regards to components, the suppliers may collaborate with us through Green Supply Chain Management (GSCM), where they can proceed with the relevant Declarations of Conformity, in turn reducing the time frame via systematic control. As a result, we can achieve effective communication, tracking and management and in turn eliminate the possibility of using components containing restricted or prohibited hazardous substances.





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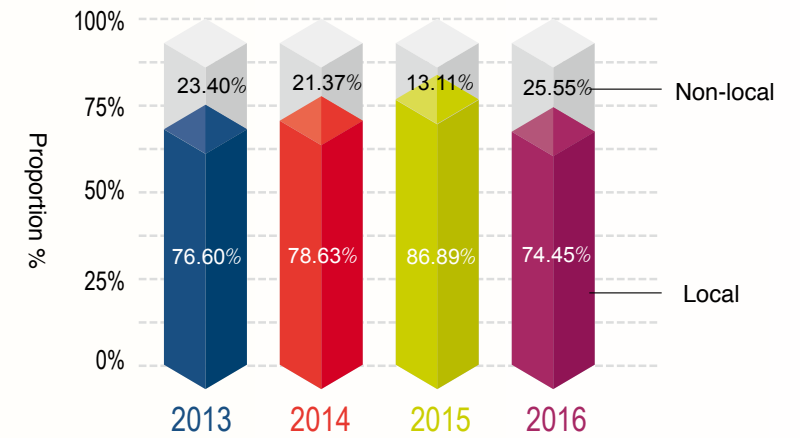
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● **Do not use conflicting minerals to implement corporate social responsibility:** Conflict minerals refer to minerals from war zones and illegal mining operations involving human rights abuse and harsh working conditions. For example, Tantalum, Tin, Tungsten and Gold from mines in the Democratic Republic of the Congo and neighboring countries controlled by armed militia are used to fund further armed conflicts. These metals are extensively used in the technology and manufacturing industries so represent a serious risk in sustainable supply chain management. GIGABYTE has used our official website and supply contracts to communicate to our suppliers that we oppose and do not use conflict minerals. We also conduct non-use inspections to reduce the impact of “conflict minerals” and ensure that suppliers take the same stance as GIGABYTE on the procurement of conflict minerals. In 2016, GIGABYTE conducted a non-use of conflict minerals survey among its suppliers of products with high risks. A total of 162 responses were received from 173 vendors for a response rate of 93.64%. We will continue to follow-up on suppliers who did not respond until a response is received. GIGABYTE expects to conduct a questionnaire survey of conflicting minerals among suppliers of all products from 2017 in order to improve the management of conflict minerals.

In addition to the above requirements, under our overall purchasing policy, we give preference to quality local suppliers due to supply efficiency and to support the local economy. By reducing attrition from logistics, energy resources and carbon emissions, a win-win outcome can be achieved for both parties. GIGABYTE's main production facilities are located in Taiwan as well as Dongguan and Ningbo in China. Since 2014 there have been around 370 long-term suppliers and contractors. The proportion of local purchasing has exceeded 75% for the past four years. However, due to some suppliers in China moving Southeast Asia and other regions and productivity of Nanping plant slightly decreasing, the annual purchase ratio in 2016 is lower than that in 2015.

Distribution of Raw Material Purchasing



Note: Local purchasing includes the sum of Taiwan and mainland China (and Hong Kong); data statistics based on annual purchase amount over the years



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3.3.2 On-site Audit and Counseling

The supplier audit process focuses on scoring supplier performance in three aspects: Quality System audit, RoHS audit and CSR self-assessment. Each audit category is broken down into further sub-items for scoring. Random supplier inspections on product responsibility, environmental protection, occupational safety and health, and sustainable development are also conducted as well. Counseling was provided to at-risk suppliers and deadlines imposed for corrective action to improve product quality, reduce corporate risk, realize joint growth with the supplier, and fulfill the goal of mutual success. GIGABYTE will terminate its relationship with any supplier found to have

negative impacts on local society by violating local social or labor-related laws and regulations.

GIGABYTE conducts selective examination to 49 suppliers in 2016, of which 15 suppliers are listed as in medium and high risk after the assessment. After counseling and re-examination, GIGABYTE is still tracking one supplier, and has temporarily terminated the cooperation with another supplier.

Audit Dimension	Scoring Item	Audit Situation
Quality system	Quality control and planning, contract review, human resource and training, design and development control, engineering, engineering change, supplier management and IQC, control of nonconforming products, corrective and preventive measures, procurement and production control, process control and inspection, final product control, documentation and control, production equipment and instrumentation, storage and delivery, reliability testing, customer support and services	Low risk 69.39%
RoHS	Quality management and planning, human resource and training, design and development control, supplier management and IQC, control of nonconforming products, procurement and production control, process control and inspection, final product control, storage and delivery	Middle risk 26.53% High Risk 4.08%
Corporate society responsibility	Corporate social responsibility management, environmental protection, labor practices and human right, fair business activity, supply chain responsibility, contribution to social and local community	



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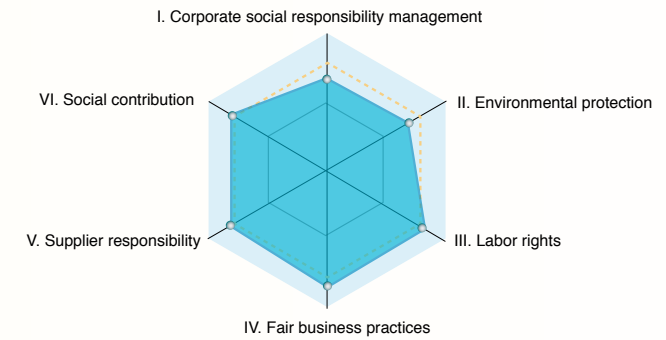
3.3.3 Supplier Evaluation

GIGABYTE holds supplier conferences to communicate our requirements on quality, environmental protection and sustainable supply chain management on an ad hoc basis. End-of-year supplier events have been hosted for four straight years to build consensus on quality. GIGABYTE now offers the Partner Excellence Award, Best Partner Award and Supplier Sustainability Award to encourage suppliers to actively embrace our expectations on sustainable supply chain management. We also publicly thank and recognize our supplier partners for their long-term support and contributions during the annual supplier conference.

Since 2012, GIGABYTE develops "Supplier CSR Self-Assessment Tool" requiring suppliers to self-assess their corporate social responsibility practices in 6 dimensions, including corporate social responsibility management, environmental protection, labor rights, fair business practices, supplier responsibility, and social contribution. From the result of assessment we identify partners with good quality and integrity as well as that in middle to high risks. The Supplier Sustainability Award is awarded to top 3 suppliers with the most outstanding performance in CSR each year. The award has been held for 5 years.

Looking at the overview of corporate social responsibility performance of all suppliers, environmental protection and corporate social responsibility management dimensions are relatively weak. This is because our suppliers are located around the world and local regulatory requirements vary widely. The extension of information disclosure therefore differentiates. To enhance the overall performance of corporate social responsibility among the supply chain, GIGABYTE will continue to alliance cooperation, audit counseling and other models to strengthen the competitiveness of the supply chain.

Social Responsibility Analysis of Suppliers



Note: "-----" The supplier score is higher than the expected percentage of the average score;
"———" The supplier score higher than the average score ratio

5th Supplier Sustainability Award



1st Macronix



2nd Delta Electronics



3rd ON Semiconductor



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3.3.4 Partnership and Cooperation

To promote the overall value chain towards sustainable development, GIGABYTE not only developed a green cloud platform by combining the supply chain with our soft power, we also convened joint supplier conventions with MSI and MiTAC so that the suppliers will be able to respond to the risks of green operation. In addition, GIGABYTE actively allies with supplier to respond to our sustainable goals and looks forward to creating a win-win future for the overall value chain in a co-operative model.

■ Building the world's largest material GP certification database to enhance the competitiveness of Taiwanese industry

In 2015, GIGABYTE and MiTAC partnered to found "Green Share", a green cloud platform that hosts the world's largest raw material GP certification database. The database is connected to the GP network of the global electronics industry and aims to provide a comprehensive management system for supplier GP certification, sharing of restricted substance information, and lower waste from duplicated resources. It will boost the competitiveness of Taiwanese industry by reducing environmental impact and burden on suppliers. In order to speed up the implementation of the green cloud platform system and official inauguration, GIGABYTE holds a number of green cloud supplier conventions between 2015-2016, inviting a total of 179 domestic and foreign manufacturers to

understand the green cloud platform concept and system operation. At present, the green cloud platform is carrying out platform stress testing and invitation of manufacturers. As of 2016, 154 suppliers have agreed to join. We welcome more system vendors to join in the future.

■ Launch "Sustainable Supply Chain Partnership Initiative" to go hand in hand with suppliers

To boost tangible contributions on environmental protection from our value chain, the "Sustainable Supply Chain Partnership Initiative" was launched in 2015 with key suppliers invited to take part. GIGABYTE also encouraged suppliers to join in the "Love the Planet through Reduction Alliance." The alliance will help promote the "333 Reduction Plan" to reduce carbon emissions, water use and waste by 3% every year, and implement "Green Sharing" based on the concept of resource sharing. Members of the alliance can share environmental impact information, conflict mineral management, full materials declaration management, and environment-related news through a system platform. By doing so, participants can jointly respond to the risks and opportunities from global environmental, social and economic developments. As of 2016, 34 suppliers has expressed willingness to join hands with GIGABYTE to create a sustainable future. GIGABYTE will establish formulate substantive reduction programs and audit mechanisms to achieve the objectives of the initiative.

Green Cloud Supplier Convention





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Suppliers end of the year party, work together to create a win-win value chain

In order to make the supplier understand GIGABYTE's requirements for quality, environmental issues and sustainable management of the supply chain, GIGABYTE holds supplier conferences of relevant issues from time to time, and has established quality and sustainable consensus for four consecutive years at the supplier year party. In 2016, the theme of the supplier year party is martial arts. We invite suppliers to participate in the event, and at the same time spread GIGABYTE's four Sustainability Principles and major environmental management objectives in the future to show our high emphasis on sustainability-related issues. We anticipate, together with our suppliers, making good use of various resources and reducing environmental pollution to reach the ultimate goal of environmental sustainability and create a win-win outcome among the entire value chain.



Four Sustainability Principles: Civic Duty, Empathy, Vision and Perseverance

Objectives of environmental management among suppliers: Full control of the use of Phthalates

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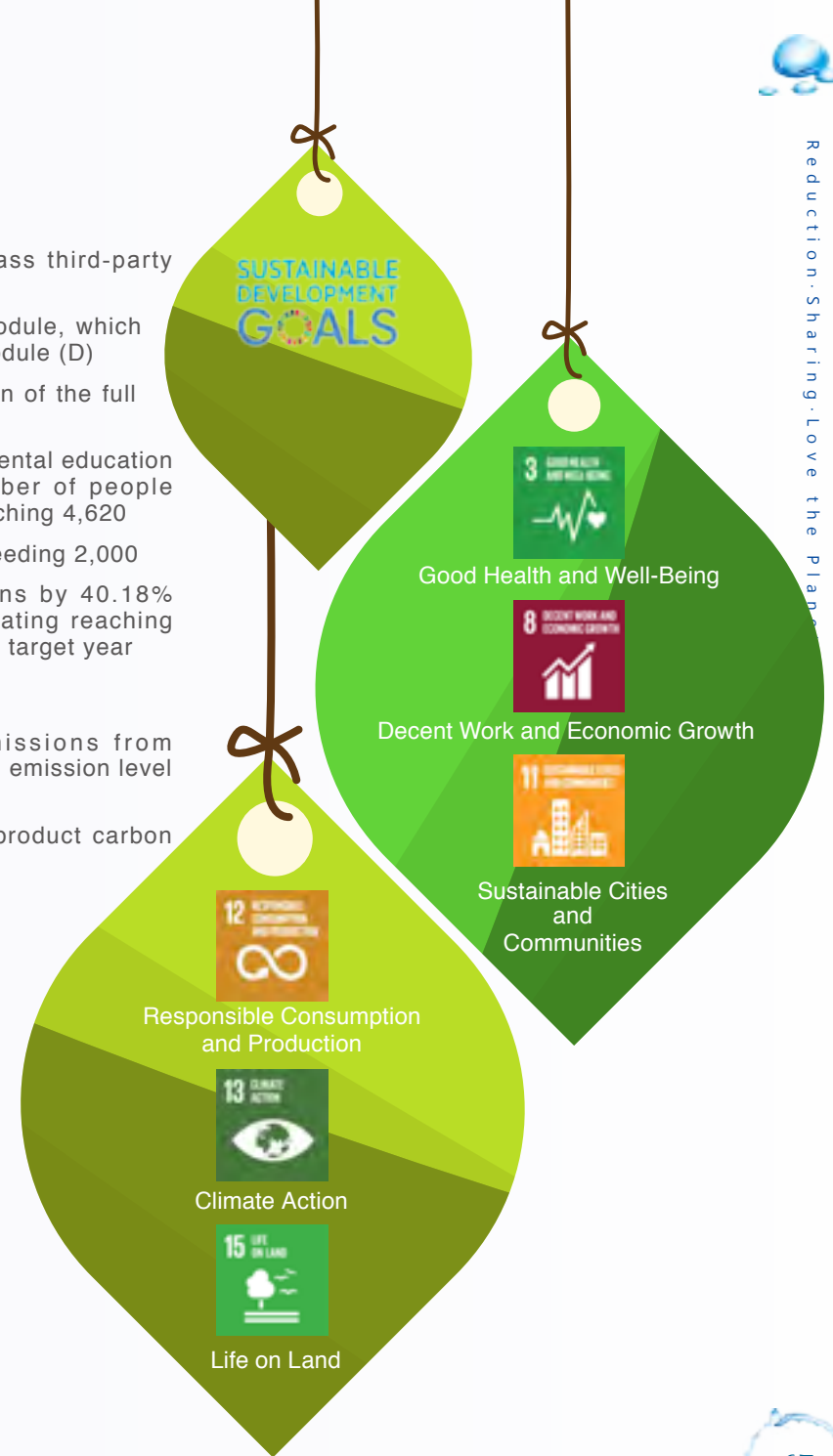
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- ◆ Adopting ISO 14001 revision and pass third-party certification for ISO 14001: 2015
- ◆ Scored as B on CDP supply chain module, which is higher than the average score of module (D)
- ◆ Completing carbon footprint calculation of the full range of GIGABYTE notebook
- ◆ Accumulative person-time of environmental education reaching 7,524; accumulative number of people supporting weekly vegetable meal reaching 4,620
- ◆ Accumulative visitors to G-HOME exceeding 2,000
- ◆ Reducing greenhouse gas emissions by 40.18% compared to the level of 2009, indicating reaching emission reduction target ahead of the target year
- ◆ Promoting the 333 Reduction Plan
- ◆ Continuing to reduce carbon emissions from operation, aiming at cutting 50% of the emission level of 2009 by 2030
- ◆ Completing the establishment of all-product carbon footprint calculation system
- ◆ Building G-HOME at Nanping plant

Low-carbon economy has been the inevitable trend for the future, however, reduction would reach a limited extent no matter in terms of energy-saving carbon reduction, waste reduction, or other resource reductions. In view of that, how to break through the limits and move towards low carbon technology goals by innovation will be an important challenge to GIGABYTE in the future.





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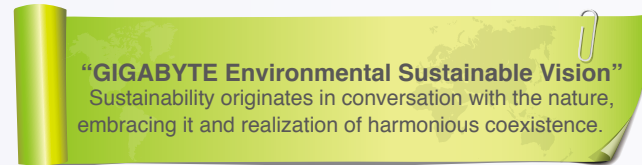
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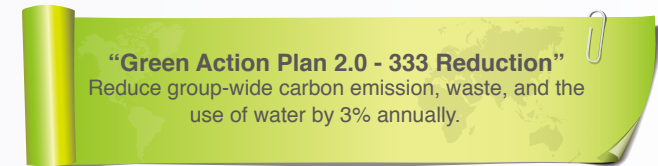
4.1 Environmental Management

GIGABYTE pays close attention to the global environmental trends and we perceive environmental protection as the responsibility of our enterprise. In addition to observing the environmental laws at our various operating locations, we also monitor the latest developments in the global environmental issues and have employed several eco-friendly actions.



After 30 years of efforts, GIGABYTE has built a systematic environmental management system, and put into practice at all plants and entire office environment. With global and stakeholders' attention on environmental issues rising and increasingly stringent regulations, GIGABYTE will continue to follow the regulations with a higher standard beyond only complying with the regulations in the next 30 years to create a triple surplus in economy, the environment, the society.

In order to reduce our impact on the environment, GIGABYTE launches the 333 Reduction Plan aiming to reduce group-wide carbon emission, waste and the water consumption by 3% annually. This target is to response to "Reduction", the first stage of the Green Action Plan 2.0, to guard the sustainability of the Earth's resources by changing the way we operate business.





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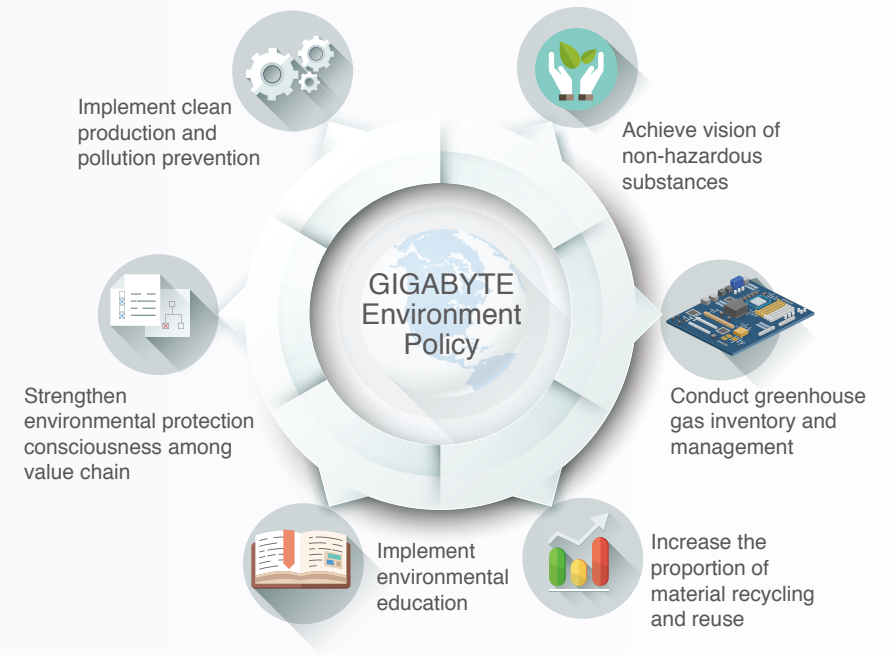
4.1.1 Green Management System

GIGABYTE implements various environmental and quality issues at all plants through construction of management systems. We believe that the only way to establish a systematic management is to effectively cope with the changes in green management issues. In 1998, GIGABYTE received ISO14001 and ISO 9001 certification and in 2005 we became the first IECQ QC 080000 certified systems brand manufacturer in the world. Afterwards ISO 14064 and PAS 2050 were also introduced to reach the goal of low-carbon management.

■ Improve with the times, old and new management system of the import and review:

For GIGABYTE, ISO 14001 is the cornerstone towards systematical environmental management. In order to comply with the international ISO 14001 revision, GIGABYTE introduces ISO 14001: 2015 and its new standards, including considering perspectives of life cycle assessment and stakeholder into the management system. In addition to adopting the new standards, the existing outcomes of implementing OHSAS 18001 and IECQ QC080000 at various plants are examined and verified by a third party SGS in October, 2016. Through a new environmental management point of view and audit of procedure, we expect to carry out environment safety and health and hazardous substances management

mechanisms to achieve harmony with the nature and sustainability goals. We will continue following the development process of related issues at home and abroad, such as ISO 45001 that is expected to replace OHSAS 18001 in 2017, to keep connection with the international tendency and improve the management systems.





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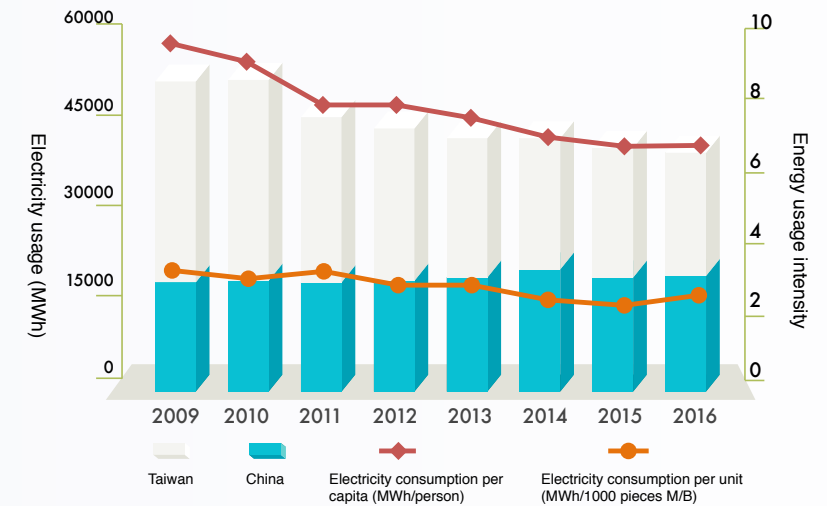
4.1.2 Energy Resource Management

■ Energy Saving

In the era of energy conservation and carbon reduction, "energy conservation" has long been one of the important environmental management objectives to enterprises at present. Over the past several years, the total electricity consumption by all four plants of GIGABYTE was around 48,000 to 53,000 MWh per year. After the launch of "Green Action Plan" in 2009, power consumption has gradually decreased each year. In 2016, the power consumption dropped to 40,343 MWh, a reduction of 11,638 MWh compared to 2009, while the per capita electricity consumption falls to 6.86 MWh per person from 9.69 MWh compared to the base year 2009.

In order to improve electrical efficiency, a number of energy-saving programs have been implemented at the headquarters and all plants since 2015. The programs at the headquarters focus on facility improvement at office areas, while programs at production bases are mainly replacement of production equipment and lighting. The amount of electricity saved after these programs being carried out is expected to 2139.15 MWh, equivalent to a 5.3% decrease compared to the level of electricity consumption in 2016.

GIGABYTE Electricity Consumption over the Years



Note: The figures are based on data from each factory's electric bills



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In terms of direct energy consumption, all four GIGABYTE plants consume a total of 1,852.49 metric tons of steam, 30.61 kl of petrol, 36.85 kl of diesel, and 0.63 kl of LPG in 2016. The steam is mainly used for central air conditioning, gasoline and diesel in Ningbo, China. Business vehicles and generators use, petrol and diesel for power generator and company-owned cars, and LPG for process machinery and restaurants.

Energy-saving programs at all bases

Base	Energy saving program	Expected annual energy saving (MWh)
Headquarters	Improvement energy efficiency of lighting in public areas	31.84
Nanping factory, Taiwan	Replacement of LED lighting Replacement of frequency air compressor Introduction of heat pump to dormitories	828.57
Dongguan factory, China	Replacement of LED lighting Replacement of motor Optimization of air compressor setting Upgrading of SMT process equipment	513.74
Ningbo factory, China	Optimization of frequency conversion air compressor Replacement of LED lighting Upgrading of SMT process equipment	765.00

2016 GIGABYTE Energy and Used Statistics

Energy category	Amount of used resources	Energy consumption (GJ)	Energy conversion unit
Steam	1,852.49 (tons)	5,429.65	2.93 (GJ /tons)
Gas	30.61 (kl)	999.57	32.66 (GJ/kl)
Diesel	36.85 (kl)	1,296.08	35.17 (GJ/kl)
LPG	0.63 (tons)	31.61	50.18 (GJ /tons)
Electricity	40,343,049 (kWh)	145,234.98	0.0036 (GJ/kWh)

Note: The energy conversion units are based on the use of the energy plant area of the project area, where the vapor and liquefied petroleum gas reference to the Chinese mainland regional values, diesel and petrol using the Ministry of Economic Affairs Energy Bureau published the energy statistics manual of the energy heating value unit conversion table



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■ Treasure Water Resources

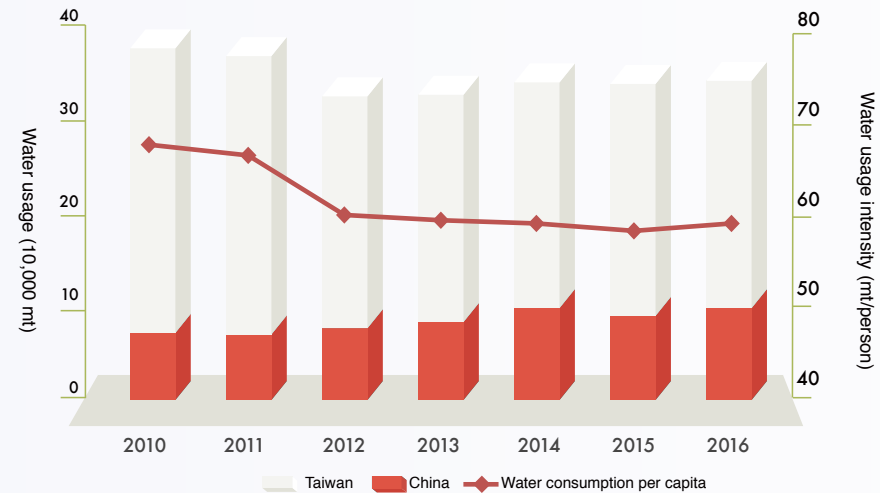
Global climate change has made the development and allocation of water resources an important issue around the world. Rainfall in the wet and dry season has become increasingly extreme in Taiwan since 2009, highlighting the increasing risk of drought and flooding. This impacted both industrial and domestic water consumption. The increasing severity of water resource risk means that GIGABYTE is now using all possible channels to strengthen water management and promote water conservation.

GIGABYTE's main production process does not require water resources. The bulk of water consumption comes from plant infrastructure (e.g. Recycled water for air-conditioning and compressors) as well as employee's domestic water consumption. All water resources come from public utilities. GIGABYTE does not draw up on rivers or ground water directly so causes no significant impact on water sources and community water supplies. In 2016,

GIGABYTE plants in Taiwan and China consumed 350,300 kiloliters of water, with each person consuming an average of 59.5 tons of water per year. Compared to 2010, the average water consumption has decreased by 12.39%.

Viewing from the overall water use situation of GIGABYTE, the most important issue is to internalize the concept of water conservation to all employees. We has put emphasis on promoting water conservation concepts and precautionary awareness in daily life. All of the fittings at our office buildings and factories have the water-saving mark. Posters are also put up to promote water conservation. A range of channels encourage everyone to treasure water resources and make this a habit in their everyday lives. In the future we will continue to improve water use equipment, strengthen the water inventory and enhance the proportion of water recycling and other directions to reach the 3% reduction target.

GIGABYTE Water Consumption at Different Regions



Note: The figures are calculated by the data from each factory's water bill



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4.1.3 Pollution and Waste Management

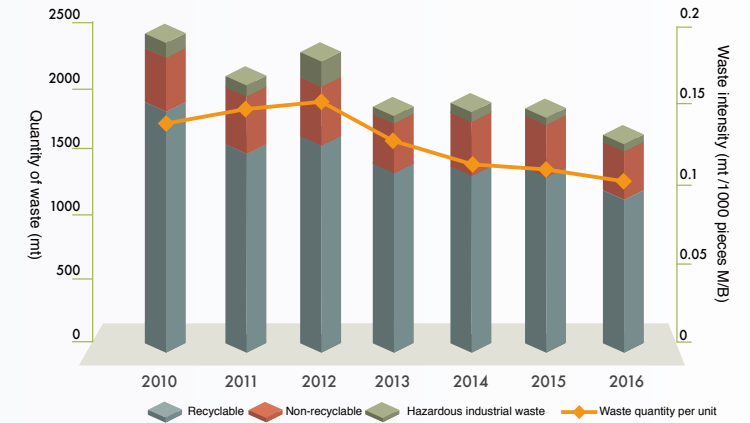
■ Pollution Prevention and Control

The process of GIGABYTE's product is rather simple that are mainly based on solder paste printing, plug-in, adhesive and wave-based welding. As for the air pollution management, the Ningbo plant has two sets of powder coating and electronic waste emission treatment systems for treating Xylene and non-methane hydrocarbons (NMCHC). The production of the remaining plants is assembly and therefore do not emit pollutants controlled by the local regulations. In terms of wastewater management, the total waste water in 2016 is 3.05 million metric tons, mainly domestic sewage, and is discharged to the public sewer according to local regulations. The impact on the environment and ecology is therefore rather small.

■ Waste Reduction

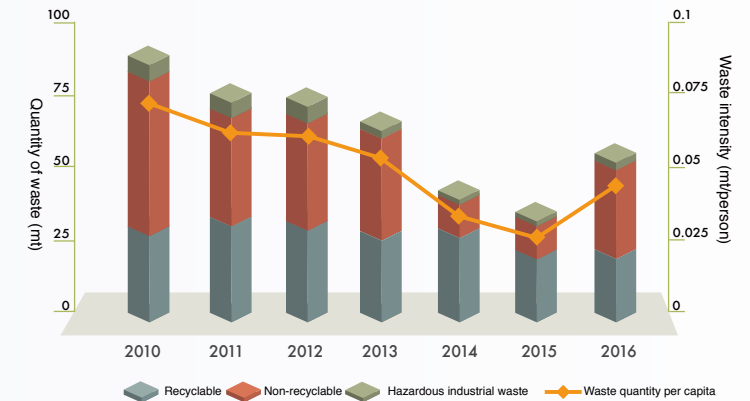
GIGABYTE deems caring about global environmental issues as its social responsibility and thus has always been responsible for environmental waste issues. We have been devoted to waste recycling and proper classification within the enterprise, and entrusts legal waste treatment companies to clean up and properly use the recyclable materials. In 2016, the total amount of generated by our operation includes 409.52 metric tons of general waste, 1229.96 metric tons of recyclable wastes, and 58.41 metric tons of hazardous waste. The hazardous waste is mainly made of waste tin and lead slag, waste metal and waste solvent. Due to the improvement of process and product design, the amount of hazardous waste per 1,000 motherboard equivalent pieces reduces by 3.5 kilogram compared to 2010. To achieve the 3% reduction target, GIGABYTE will actively enhance the personal environmental awareness and management strategies from the company's internal daily life, aiming to enhance the proportion of waste recycling, re-examine the waste recycling procedures and practices, find opportunities of waste recovery, and improve the rate of waste reuse.

Production and Disposal of Waste at GIGABYTE
Production Bases



Note: The data source is the charges and the actual measurement of the data statistics at Nanping plant, Donguang plant and Ningbo plant.

The Output and Disposal of Waste at GIGABYTE's
Non- Production Base



Note: The data source is the charges and the actual measurement of the data statistics at the headquarters



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4.2 Adaptation and Response to Climate Change

The Paris Agreement has been a major turning point in the global response to climate change since it came into effect in 2016. So far, 141 countries have signed the agreement showing that carbon management has become a high-priority environmental issue for national governments and business enterprises today. Climate change is an important global issue and one of the key topics in sustainable management at GIGABYTE. We pay close attention to global climate change trends and international developments. Climate change is also listed as an important business risk. We analyze and monitor related issues including risk and opportunity identification, response strategies and greenhouse gas emission management in order to respond to the carbon management tendency as well as move towards a low-carbon technical development.

4.2.1 Climate Change Risk and Opportunity

GIGABYTE continuously monitors internal and domestic developments in climate change. Climate change risks and opportunities are tracked through three aspects: regulatory, operation and product.

■ Response strategies to climate change

In response to the risks and opportunities posed by climate change, internal education on climate change risks and management is being conducted by GIGABYTE through the Green Sustainable Development Committee and the Green Action Plan. We are also engaging in climate change management through 5 key strategies.

	Regulatory Aspect	Operation Aspect	Product Aspect
Risk	<p>Countries are now examining GHG emission controls and energy issues in response to international trends. Related management legislation and policies are also being developed. Stricter, compulsory GHG emission controls will be inevitable and this is expected to lead to higher operating costs.</p> <p>Examples of GHG emission controls are such as Taiwan's Greenhouse Gas Reduction Act, and China's 13th 5-Year Plan which also includes planning on GHG emission management.</p>	<p>Climate events brought on by climate change such as changes in precipitation patterns is now a climate risk that everyone must face. It can also have far-reaching impacts on business operations and supply chains. The state of each business unit and the supply chain must be constantly monitored to avoid production stoppages or a shortage of materials.</p>	<p>Emerging consumer awareness on green consumption and the trends towards disclosure of the product's environmental information means businesses must examine their product risks. The provision of energy-efficient products and information disclosure to consumers will be a key direction product development in the future.</p>
opportunity	<p>Improve product energy efficiency and the entire mode of energy consumption to boost brand competitiveness</p>	<p>Increasing attention on the disclosure of product environmental information such as carbon footprint means businesses must now re-examine the impact of their products at each stage of the life-cycle. The identification of opportunities for improvement such as use of recycled materials and improving product re-use rate will help reduce operating costs.</p>	<p>Consumer requirements such as eco-friendly green products will stimulate the development of innovative developments and produce new market opportunities.</p>



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Trend Tracking

Monitor issues related to climate change management and risks

Dedicated staff has been assigned to monitor climate change management issues such as national laws and corporate management trends

Related meetings are regularly convened to track high-risk issues as well as support environmental policies and management targets defined through international consensus

Situation Analysis and Prevention

Conduct inventory of current operations and realize management targets

Conduct regular inventories on organizational energy consumption and GHG emissions

Define emergency response measures to prevent climate incidents from impacting on operations

Define reduction targets and action plans to reduce GHG emissions from operation

Product Management and Innovation

Track market trends and development innovative products

Develop energy-efficient products through our extensive R&D capability and high quality standards

Host green product innovation events and encourage employees to invent green, innovative products

Work with suppliers to establish a product environmental impact assessment system for implementing internal product inspection and improvement

Environmental Education

Support environmental protection and embrace environmental sustainability

Use the Green Action Plan to promote environmental education for all employees on sustainability concepts such as climate change and energy resource conservation. All employees can then be mobilized in support of sustainability practices and measures

Innovative Management Proposals

Development of new management strategies through urban regulation and mitigation

Work with the industry, government and universities to promote the construction of the G-HOME Sustainable Eco-roof based on eco-designs. Think beyond energy conservation and carbon reduction to provide a multi-functional climate change adaptation and mitigation solutions.





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4.2.2 Greenhouse Gas Inventory and Reduction

With the Paris Agreement entering into force and implementation of the Greenhouse Gas Reduction Management Act in Taiwan, the country's long-term reduction targets become clearer than before. Whether the follow-up trend will affect the market opportunities and capacity layout of GIGABYTE's operations are therefore an important issue in terms of our sustainable development and management. Although GIGABYTE is not the normative target for GHG reduction at present, while facing with developments in GHG controls and potential risks, we introduced ISO 14064-1 standard in 2010 to comply with the GHG inventory requirements of the International Standards Organization (ISO). Internal documentation and verification procedures were also established to encourage the participation and support of all employees. The inventory of operational emission sources provides an important reference on carbon reduction performance and the development of low-carbon technology.

■ Greenhouse Gas Inventory

GIGABYTE has conducted regular greenhouse gas inventory and external verification annually since 2010. The scope of inventory includes the operating headquarters (excluding Silicon Valley Office), Nanping Plant in Taiwan, and Dongguan Plant and Ningbo Plant in China. The total greenhouse gas emission (scope 1 and scope 2) in 2016 is 29,287.85 t-CO₂e. The main contribution comes from scope 2 indirect emission accounting for 97.8% of the total emissions. Comparing to the level of 2009 base year, the total emission in 2016 decreases by 19,669.3 t-CO₂e.

GIGABYTE Carbon Reduction Goal
Short-term: Cut 3% of each year comparing to the previous year
Long-term: Reduce carbon emission to 50% below 2009 level by 2030

Achievement of Emission Reduction
The total emission reduces by 40.18% compared to the level of 2009 base year, reaching the goal of cutting 40% by 2020 four year ahead!





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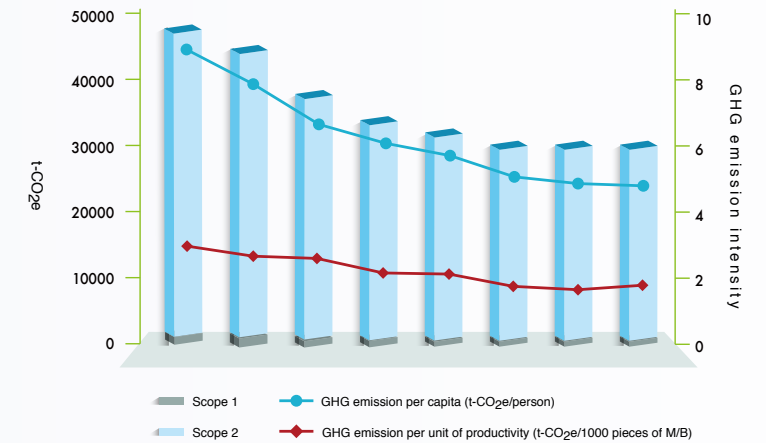
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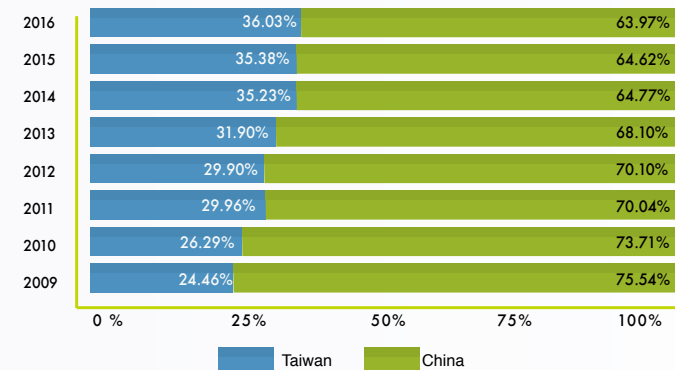
GIGABYTE Greenhouse Gas Emissions Sources are classified according to ISO 14064-1. Scope 1 is direct emission, including diesel used by emergency backup generators, fuel consumption by company car, natural gas consumption by boilers and refrigerant effusion from air conditioners and refrigerators. Scope 2 is indirect emissions including electricity consumption by offices and dormitories.

In order to more accurately and completely understand our greenhouse gas emissions, we completed scope 3 inventory plan in 2015 and started investigating and calculating data for those categories which show high materiality. In 2016, we expand our inventory scope again to include the category “downstream transportation and distribution”. Looking at the results of scope 3 inventory, “purchased goods and services” and “use of sold products” contribute to the most scope 3 emission. The total emission in 2016 decreases compared to the year of 2015, and that is mainly because productivity and shipment of motherboards slightly decline in 2016.

GIGABYTE Greenhouse Gas Emission (scope 1 and scope 2)



GIGABYTE's Greenhouse Gas Emission Ratio by Business Base

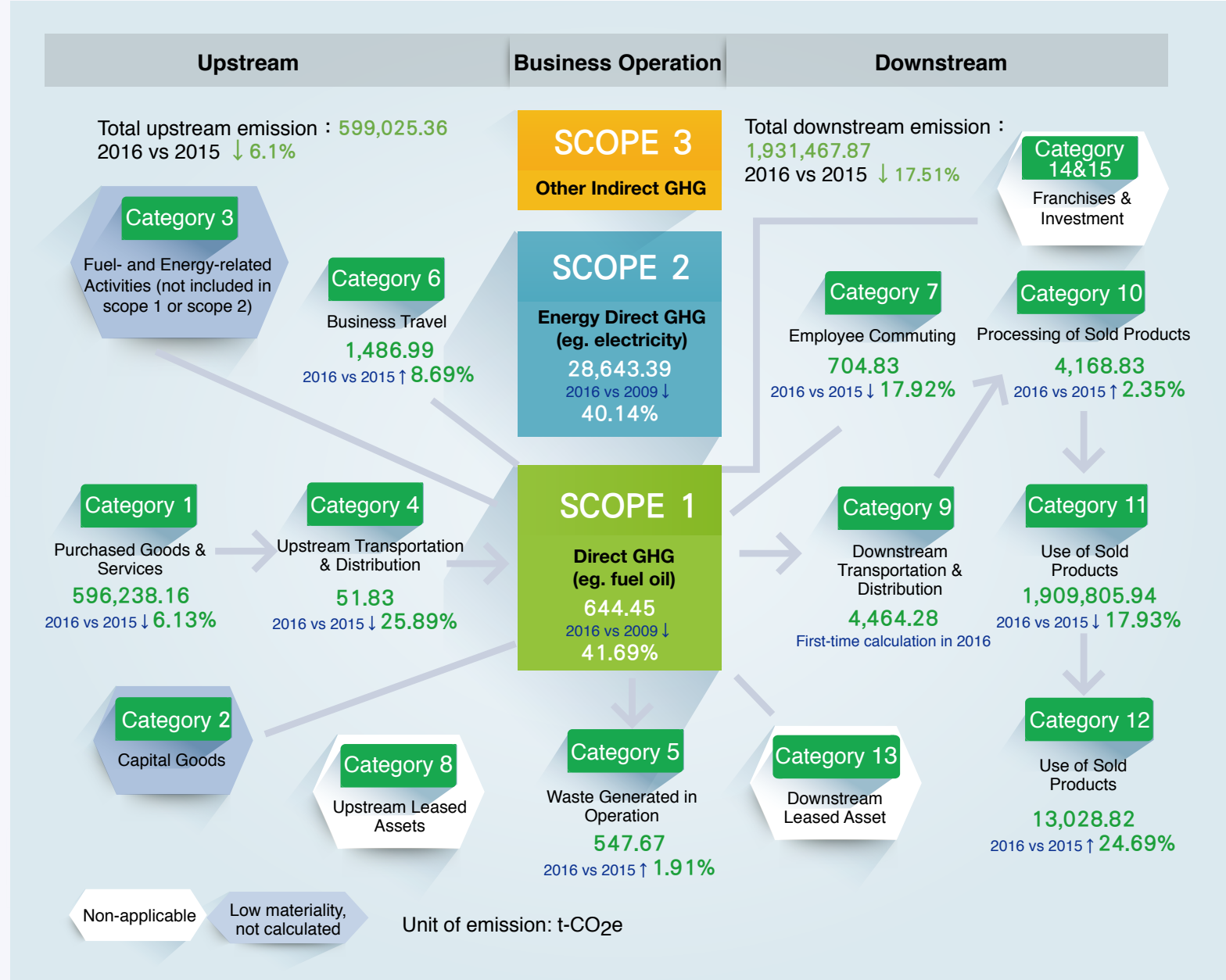


Note: GHG emissions cover scope 1 and scope 2



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GIGABYTE Greenhouse Gas Emissions (Scope 3)





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Boundary

Upstream activities: Regions include Taiwan (operating headquarters, Taoyuan Nanping plant), and as for product lines only the main product motherboards are considered.

Downstream activities: Regions cover the whole group, including operating headquarters, Taoyuan Nanping plant, Ningbo Plant and Dongguan Plant in China. As for product lines, only the main product motherboards are considered.

Data calculation: The carbon emissions data are calculated by equations of direct activity data x carbon emission factor.

Category 1: Consider the components and production capacity of ATX, micro ATX and mini ATX motherboards in 2016.

Category 4: Consider the weight of purchased goods from suppliers. The transportation distance refers to Google Map (domestic data) and SeaRate freight company

(overseas data), and the emission factor of transportation refers to the EPA Carbon Footprint Platform, the Greenhouse Gas Inventory Protocol and SimaPro data database.

Category 5: Consider the total quantity of generated waste, including general waste, recyclable waste and hazardous waste. The emission factors refer to the EPA Carbon Footprint Platform.

Category 6: Only consider business trips in 2016 by air. The emission factors refer to the International Civil Aviation Organization (ICAO) carbon footprint database.

Category 7: Conduct questionnaire survey at operational headquarters and Nanping Plant to collect data of commuting distance and vehicles, and then obtain the total emission by enlarging in accordance with the proportion. Emission factors of various vehicles refer to Taiwan High Speed Rail, the Taiwan Railways Administration, the EPA and the Greenhouse Gas Inventory Protocol.

Category 9: Consider the shipment quantity of motherboards to each country in 2016. Shipping distance refers to SeaRate international cargo database and CR Express, and emission factors refer to the EPA and the Greenhouse Gas Inventory Protocol.

Category 10: Consider B2B motherboards (for customers to reassemble into personal computers or servers)

Category 11: Refer to the calculation formula suggested by the EPA product carbon footprint (for integrated computer product)

Category 12: Consider procurement information of package materials for motherboards in 2016. Calculate quantity recycle rate and emission factor for waste treatment based on different types of materials and then sum up the total emission quantity.





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■ Greenhouse Gas Reduction Strategies and Practices

In order to achieve the 2030 carbon reduction target, GIGABYTE develops five GHG reduction strategies after assessing our current situation and external conditions.

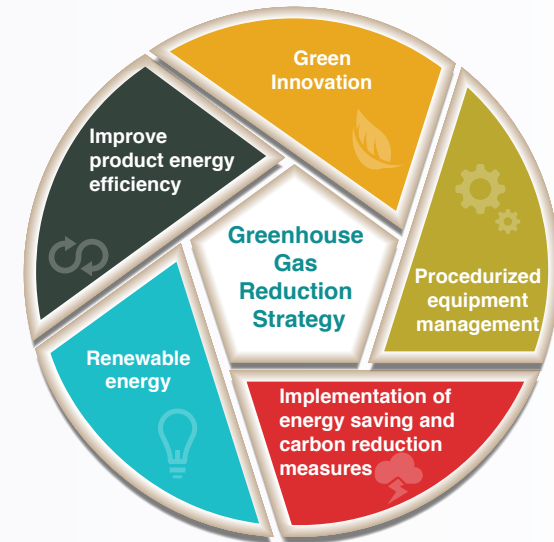
The actual approaches are as follows:

1. Implement energy-saving and carbon reduction measures throughout the enterprise. Green products and services are to be developed to leverage our corporate expertise in helping society realize green innovation.
2. In response to national energy policies, SOPs for energy-consuming equipment were defined to improve energy efficiency and reduce carbon emissions.

3. To meet the GHG reduction targets set by the organization, aggressively implement energy-saving and carbon reduction measures in a way that does not impact employees' working conditions. The targets will take in the form of short-, medium- and long-term reduction goals.

4. China is now actively developing renewable energy sources. We will evaluate the feasibility of transiting over to green power purchasing in the future in order to reduce GHG emissions from excessive power use.

5. Focus on improving efficiency of energy usage through improving quality, increasing yield, enhancing productivity and so on. An assessment of air-conditioning system efficiency is also carried out.





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4.2.3 Participation in Carbon Disclosure Project (CDP)

GIGABYTE has been involved in CDP Supply Chain Module since 2011 to respond to customer's request and international expectations on the one hand. On the other hand, through further self-checking our performance in carbon management and the gap between industries, we adjust management policy and improve the carbon management system. GIGABYTE's score of 2016 CDP

is B (management level), which is higher than the overall average score of the supply chain D, showing that GIGABYTE's carbon management has brought certain effectiveness. We will continue the follow-up reviewing of various management aspect, improve our measures of emission, risk and opportunity management, and move towards the goal of low-carbon technology.

	2011	2012	2013	2014 [1]	2015	2016 [2]
Disclosure Score	57	79	84	88	97	B
Performance Score	D	C	A-	B	C	

Note [1]: CDP adjusted scoring methodology in 2014, assessment aspects include governance and strategy, risk and opportunity management, emission management, and verification.

Note [2]: Before 2016, CDP score included disclosure score (0-100) and performance score (F-A). In 2016, CDP adjusted scoring methodology to integrate the score into 8 performance bands from A to D-





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4.3 Green Product

GIGABYTE has established a systematic eco-friendly product management process to actively ensure the environmental quality guarantees of our products and make continuous improvements to the products' environmental quality as well. Environmental impact is taken into consideration at the product design phase. The "reduction of environmental burden" ideal is used as a guide to incorporate environmental design and the

circular economy concept in the design phase. Materials selection, ease of disassembly, ease of maintenance and extended product life-cycle are used to reduce the use of raw materials and packaging. The reduction in waste and production costs translates into better economic sense and environmental protection. It is our mission to preserve the global environment and ecology for future generations.

GIGABYTE Green Product Goals

	Goal	Policy
Short Term	<ol style="list-style-type: none"> 1. Concrete realization of environment and safety policy and commitment 2. To ensure the environmental quality of all products meet customers' requirements 3. Educate all employees about the environmental quality management system requirements 	<ol style="list-style-type: none"> 1. Through internal audit to confirm the product environment quality management system continued to operate effectively and improve 2. Organize irregular green-related education training and lectures to internalize the green quality requirements
Medium Term	<ol style="list-style-type: none"> 1. Continue to effectively reduce carbon emission and environmental impacts of products 2. Set up goals of Phthalates hazardous substances management in order to comply with international regulations by putting gradual restrictions and elimination to achieve a comprehensive ban 	<ol style="list-style-type: none"> 1. Establish product carbon footprint performance indicator system 2. Track and monitor the use of hazardous substances and the possibility of alternatives from entire procedures of customer needs, contract review, design, procurement, feed, raw materials and parts warehousing, manufacturing engineering to product warehouse management. 3. Be in line with the concept of circular economy, to improve resource recycling rate and reduce waste generation
Long Term	Create customer value and environmental-friendly products and aim at fulfilling corporate social responsibility	



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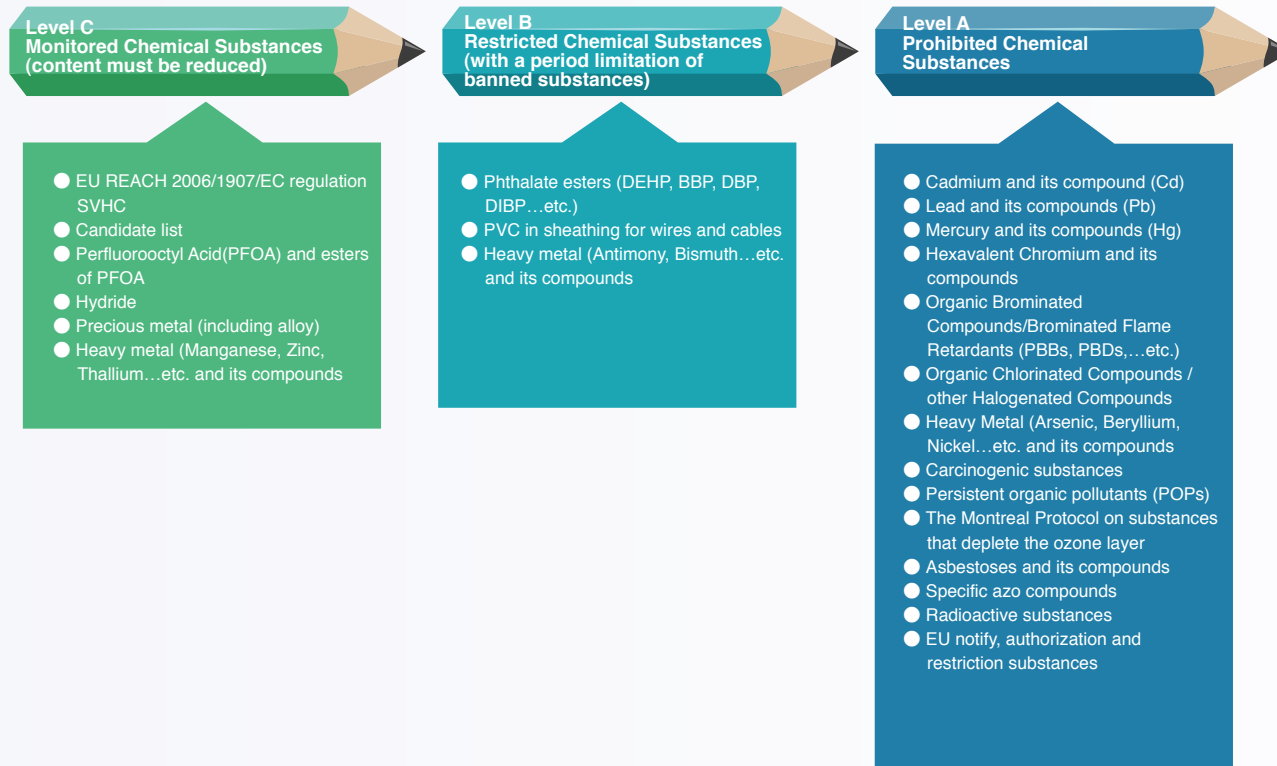
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4.3.1 Hazardous Substance Management

GIGABYTE monitors international developments in environmental regulations to provide consumers with products that are not only safe but also comply with international regulations and customer requirements. These include the EU REACH Directive, EU Battery Directive, EU Packaging Directive, and China's Measures for the Administration of the Restricted Use of Hazardous Substances Contained in Electrical and Electronic Products. All current GIGABYTE motherboards, graphics cards, optical drives, computer cases and power supply products

conform to the EU RoHS Directive. We also established the Harmful Chemical-Substances Requirements (HCSR) for our partners to comply with. By following the principle of "Master the present and track the future", a tiered system is now used to manage all hazardous substances. Restricted substances are added to GIGABYTE's list of high-risk substances for further restrictions or bans on their use as required by law. A total of 34 chemical substances are now controlled under HCSR Ver. 4.2.

34 Controlled Chemical Substances in HCSR Ver 4.2





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4.3.2 Reduction of Resource Consumption

In accordance with the idea of “reducing environmental impact”, GIGABYTE takes the concept of circular economy into account to reduce the use of raw material and package by principles such as materials selection, easy dismantling of products, easy maintenance, and prolonging product life cycle. By doing so, not only the use of materials but also generated wastes and production cost decrease, leading to an economically and environmental win-win target.

■ Reduce the Use of Raw Materials

GIGABYTE has established a dedicated unit to regularly research product materials and we have also developed the LCA (Life Cycle Assessment) tool. Within the company, we are continuing to adjust raw material parameters to optimize and minimize their use. This not only reduces product costs, but also the generation of pollutants and waste. Externally, we require suppliers to review the appropriateness of their chemical usage and gradually reduce it to a minimum. In 2016, the motherboards (ATX and Micro ATX) produced by GIGABYTE was mainly composed of metal and plastic. In sum, 5,007.04 metric tons of metal, 3,895.98 metric tons of plastic, 596.63 tons of glass and 503.43 tons of other raw materials are used for motherboards. The average recyclability rate of raw materials was 88%. In the future, we will consider introducing recycled plastic and metal to product design in order to improve the recyclability rate and reduce environmental impact of the products.

Chemical Substance Management Timetable

Regulations	Management Strategy	Short-term (2yrs)	Medium-term (5yrs)	Long-term (10yrs)
RoHS	Ban on 4 Phthalates			
	Ban on all Phthalates			
REACH	Be concern with SVHC substances			
	Survey of SVHC Materials used by suppliers			
	Introduce full list of substances to suppliers			



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■ Product Package management and reduction

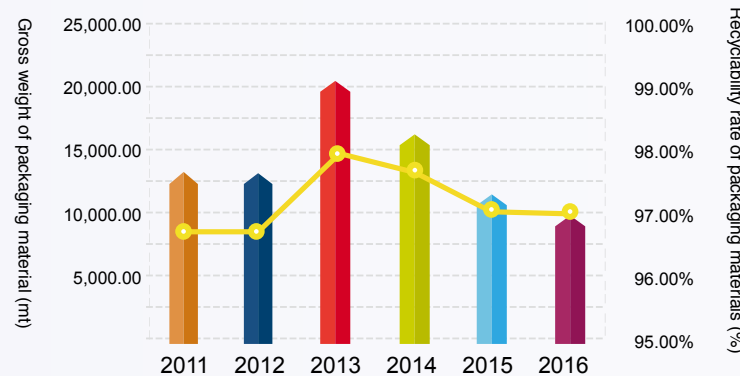
GIGABYTE has made all effort to use minimal packaging and recyclable materials, restrict the use of polystyrene buffer materials and hazardous substances, and provide recycling labeling on packaging materials. These measures are intended to facilitate future recycling and reuse. The recyclability rate of package material in the recent 6 years keeps higher than 96%. In 2016, GIGABYTE used 10,243.76 tons of paper and 314.42 tons of plastics in its packaging materials with the recyclability ratio of 97.02%. GIGABYTE has now adopted soy-based ink for printing product packaging and plans to adopt FSC-certified paper across the board for more environmentally-friendly packaging.

In order to move towards green design of package materials, GIGABYTE launched creative packaging training courses in 2016. Setting green design and user-friendly package as course theme, the external professional consultant inspired participants to understand green package. Through external cooperation and integration of R&D and design personnel in the Group, from theory to practice, the course expected to completely introduce green materials and green design to product packaging in the future.

Training Lesson Status



Use of Packaging Material and Recyclability Rate





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4.3.3 Environmentally-friendly Product Development

GIGABYTE's main products are peripheral computer components such as motherboards and graphics cards. While these are not eligible for the Taiwan Green Mark, we still strive to qualify for international environmental marks and standards. Extending the service life is GIGABYTE's main approach to reducing the energy consumption of motherboards. Solid state capacitors, Ultra Durable motherboards, dynamic energy-saving and 24-phase energy-saving design are used to reduce temperatures. Our innovative R&D capability combined with energy-

saving technologies has also produced new energy-saving products, including: the industry-leading AMP-UP Audio™ technology, extreme 4-Way display output and 2X Copper Inner Layer design. These reduce energy consumption and extend the product life cycle to optimize the use of resources. Many motherboards conform to the Energy Star 4.0 and 5.0 standards, and also satisfy the EU Energy-related Product (ErP) Lot 6 requirements. The T series notebooks also satisfy the requirements of Energy Star 5.0.

Energy-saving and Waste Reduction in Products

Ultra durable motherboards / graphics card



- ◆ Improving the cooling performance of motherboards allows the system to maintain low temperature, high performance and stability even when running at maximum load or frequency
- ◆ Equipped with solid state capacitors, metal inductors and other high-quality ultra-durable materials and power supply design to cool down working temperature of electronic components and significantly extend product life

BRIX / Barebones Micro PC



- ◆ Simple and easy to use characteristics have set a brand new benchmark for micro PCs.
- ◆ The compact but powerful performance makes it versatile in any environment.
- ◆ Average weight 540-600 g.
- ◆ Using much less materials compared to NB or desktop PC, thereby significantly reducing use of energy and resource consumption

80Plus Power Supplier



- ◆ 80PLUS efficiency level certification
- ◆ In line with ErP specification to provide consumers with a more energy-efficient and environmental-friendly alternation
- ◆ All kinds of load conversion efficiency are higher than 80%



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4.3.4 Establishment of Product Carbon Footprint System

To achieve the goal of continuously reducing the carbon emissions of products, GIGABYTE drew on experience with implementing PAS 2050 and launched an effort to develop a carbon footprint calculation system for all products. The adoption of a systematic approach will hopefully simplify the calculation of product carbon emissions and establish the carbon emissions from each stage of the product life-cycle. This can then be used to compare the environmental impact of raw materials and production processes so that opportunities and methods for carbon reduction and R&D of environmental-friendly products can be found. GIGABYTE has various product lines, as of the end of 2016, we have completed carbon footprint calculation of AORUS, GIGABYTE brand notebook and some motherboards and

graphics card that published by the year. The calculation for all current product lines is expected to be completed in 2017 in order to build a comprehensive system. Taking a general view of the carbon footprint of our notebooks products, the emissions of raw material stage and use stage account for 90%. AORUS and part of GIGABYTE notebooks are mainly for gaming competition. With an objective to balance between the player experience and performance, the emissions from use stage would be unavoidably larger. GIGABYTE has been devoted to researching and developing various types of materials and components that can provide gaming players ultimate experiences and in the meantime achieve energy-saving and environmental protection goals.

Product Carbon Footprint Calculation Timetable

Brand	Product Category	Estimated finish time
AORUS	Notebook [1]	Done
GIGABYTE	Motherboards [2]	2017
	Graphics card [3]	
	BRIX	
	Mini PC	Done
	Notebook [4]	
	Server	2017

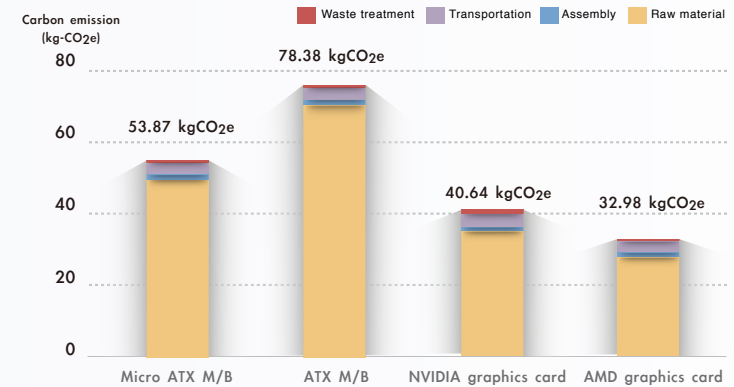
Note [1]: Only AORUS notebooks published as of 2016 are calculated, a total of 14

Note [2]: Only GIGABYTE motherboards equipped with Intel chipset are calculated, a total of 2

Note [3]: Only GIGABYTE graphics card equipped with AMD and NVIDIA chipset are calculated, a total of 2

Note [4]: Only GIGABYTE notebooks published as of 2016 are calculated, a total of 54

AORUS Notebook Carbon Footprint



Note :

- Carbon emissions data is the direct activity data* in each phase multiplied by the carbon emission coefficient.
- The carbon emission coefficient comes from the Ecoinvent 3 database.
- The transportation phase is defined as transportation delivery from the factory to the tier-1 distribution point and warehouse storage.
- The method of calculation for the usage phase of notebook computers is based on the recommended formula for the use phase of integrated computer products provided by the EPA Product Carbon Footprint.



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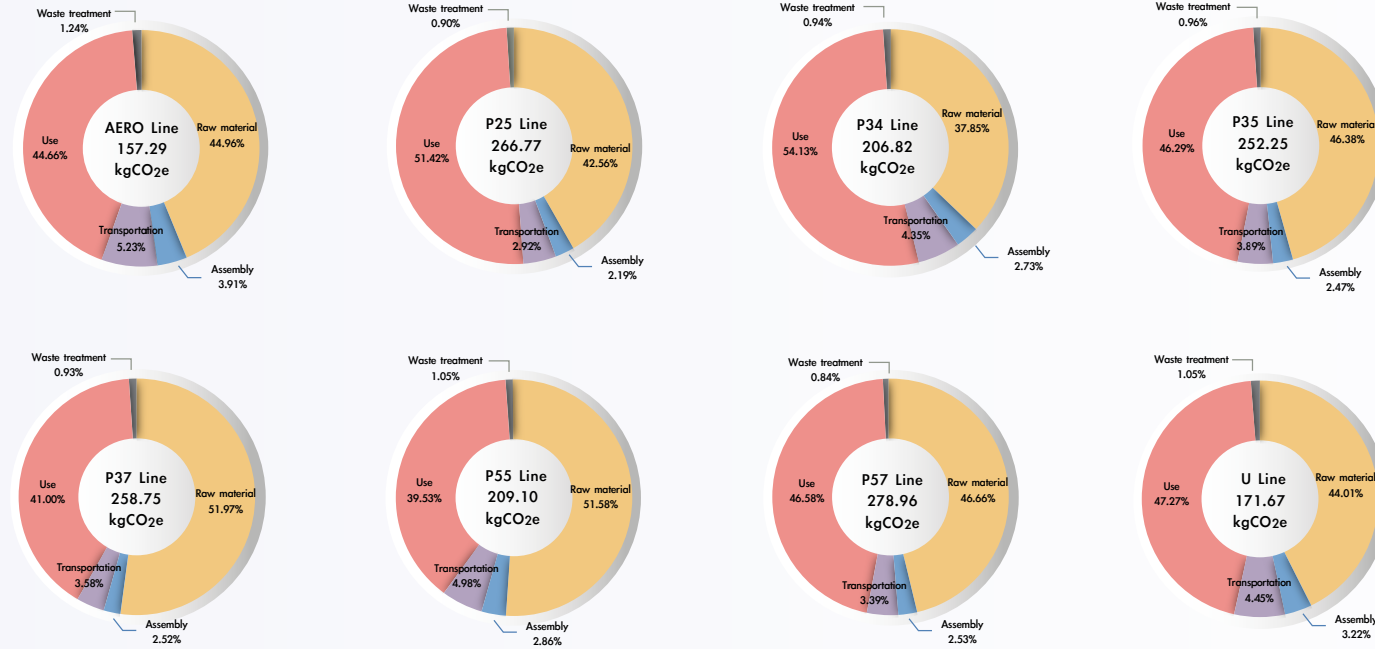
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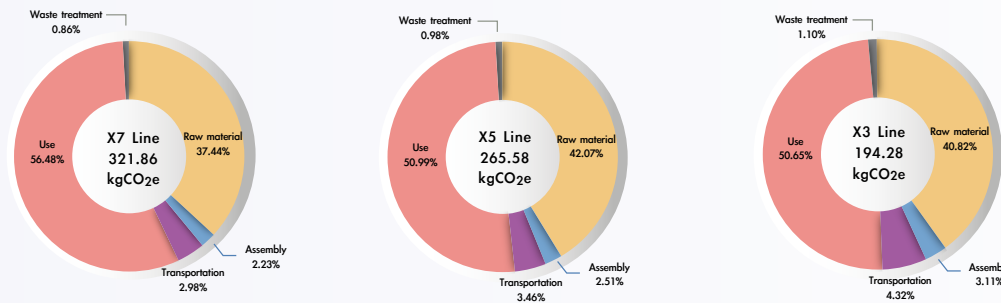
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GIGABYTE Notebook Carbon Footprint



AORUS Notebbok Carbon Footprint



Note :

1. Carbon emissions data is the direct activity data* in each phase multiplied by the carbon emission coefficient.
2. The carbon emission coefficient comes from the Ecoinvent 3 database.
3. The transportation phase is defined as transportation delivery from the factory to the tier-1 distribution point and warehouse storage.
4. The method of calculation for the usage phase of notebook computers is based on the recommended formula for the use phase of integrated computer products provided by the EPA Product Carbon Footprint.



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4.4 Green Action Plan - Internalization of Environmental Consciousness and Action

Practice and deepen sustainability education is an important goal of the first phase of the Green Action Plan 2.0.

GIGABYTE promotes environmental protection and sustainability to work and daily life through a series of green initiatives. The issues cover oceans, forests, biodiversity, and other resources that we are living so that we expect to internalize the environmental consciousness

into all employees' mind. On the basis of the existing basis, GIGABYTE will continue to deepen the major issues such as plastic reduction, waste reduction, etc., and call on more people to engage in environmental protection activities. In 2016, NT\$105.225 million was invested in the Green Action Plan with up to 9,456 people took part in. The accumulated hours of environmental education come to 29137 hours, making a tremendous success.

Green Program 2016 and Accumulative Result

Funding / Participants	Item	2016 Accomplishments	Acumulative Accomplishment
NT\$ 105.225 Million	Tonnes of CO ₂ e reduction (exclude electricity)	22.16	130.66
	Sustainability and environmental education seminar (hours)	7,524	29,137
	Beach clean-up to remove marine waste (kg)	624.31	1,787.77
	Tree planting (plants)	1,500	10,399
9,456 Participants	Provision of vegetarian lunch boxes rather than lunch boxes containing meat at company seminars and activities during the year (number of lunch boxes)	5,066	51,249
	Support for vegetarian meals (participants)	4,620	42,696



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4.4.1 Celebrity Lecture

In recent years, due to the increasing environmental protection awareness among the public, as a citizen of the global village, we are duty-bound to become familiar with topics such as climate change, preservation of biodiversity, food safety and crises and so on, therefore the Green Action celebrity lecture focuses on three major themes such as energy conservation and carbon reduction, sustainable business development and biodiversity preservation. To this end, we have invited distinguished scholars and experts to conduct special lectures in order to increase our colleagues' environmental knowledge and introduce them to the latest trends. Recently, the topics such as plastic waste, plasticizers and other plastic-related issues have not only put impacts on the environment, but also affect human health. Therefore, in 2016 the celebrity lectures focused on "plastic" and invited Prof. Eileen Jea Chien from National Yang-Ming University and ocean voluntary protector Mrs. Min Hui Liao to give speeches of "Environmental hormones' impact on human life and society" and "Navigating towards the Pacific Ocean – finding man's plastic footprints" and share with our employees the plasticizer issues, marine plastic waste and new environmental knowledge to deepen employees' concept of sustainability.



The Earth Day - Trees for the Earth

4.4.2 Environmental Theme Festivals

By organizing working holidays, our employees become more concerned with the environment in their daily life, and reflect on how to benefit the environment and the society by making right personal choices of foods, clothing, recreation, and so on. Moreover, they are then able to further spread out the information and concept and support environmental-friendly products and organizations by actions.

National River Day- Love and Protect Rivers



Environmental hormones' impact on human life and society



Navigating towards the Pacific Ocean – finding man's plastic footprints





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4.4.3 Working Holiday

To give employees the chance to become involved in environmental issues, build up support among club members and fulfill the spirit of service, GIGABYTE organizes working holidays to provide employees with an alternative holiday experience. The activities also support and promote corresponding environmental issues to enhance employees' sensitivity and engagement with social activism.

■ Guarding Leopard Cats and Forest Protection

Leopard cat is the last wild Felidae species in Taiwan, commonly known as "tabby cat". According to research, the number of Leopard cat in Taiwan is estimated as 500, and most of them live in hill areas in Miaoli and Nantou. Because the habitats of Leopard cat are very close to places where human live and have activities, they are vulnerable to industrial development and road engineering, which would block the pathways that Leopard cats move and forage. Therefore, Leopard cats' survival is facing with various threats and pressures.

GIGABYTE began supporting environmentally friendly Leopard Cat Rice in 2015. In June 2016., we hosted the "Guarding Leopard Cats and Forest Protection" working holiday where nearly 40 GIGABYTE employees traveled to the Fengshu Village community in Tongxiao, Miaoli, to learn about the environmentally friendly rice-growing technique of the local people. The local people insist on not using chemical fertilizers and pesticides in order to increase biodiversity around their fields. This in turn provided the Leopard Cat with a safe area to move and hunt in. Fengshu Village is also home to the only intact

charcoal kiln in Taiwan. The area was once home to a thriving charcoal industry but changes in the economy meant the kiln became abandoned and was in danger of collapsing. GIGABYTE employees joined old local craftsmen in learning how to repair the charcoal kiln. They also helped the residents with thinning the forests to give trees enough space to grow their canopy. The space will also be used by the community to teach local history and environmental education in the future

By organizing working holidays, our employees become more concerned with the environment in their daily life, and reflect on how to benefit the environment and the society by making right personal choices of foods, clothing, recreation, and so on. Moreover, they are then able to further spread out the information and concept and support environmental-friendly products and organizations by actions.

"Working holidays" are a new form of leisure and a new way of volunteering. Simply put, it is about relaxing by volunteering during work or school holidays.



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4.5 G-HOME Sustainable Eco-roof

The world population exceeded 7.4 billion in 2016, of which 54% concentrate in the urban areas. According to the United Nation's estimation, the global population will break 9.7 billion by 2050, and the urbanization rate will grow to 66%. Due to terrain attributes in Taiwan, mountain and hill areas account for two-thirds of island area, 80% of population therefore concentrate in cities which account less than 15% of the total area. Taking Taipei City as an example, the city is highly urbanized. In order to meet the tremendous needs of livelihood, almost entire urban spaces are covered by asphalt, cement and reinforced concrete. According to statistics released by the Ministry of the Interior in 2015, the average area of green space, park and square that each citizen share is less than 3.3 square meter.

Be aware of many serious threats and challenges that our environment is facing with, as a member of the global village and urban resident, GIGABYTE decides to contribute to sustainable city from a business strategy. GIGABYTE planned and built the "G-HOME GIGABYTE sustainable eco-roof" in 2012 with dual construction philosophy "promote employee health" and "trees for the earth". By creating a eco-roof that balance ecological environment, urban sustainability and business well-being, not only the long-standing roof leakage problem of our headquarters building is solved, but also the purpose of harmony coexistence between human and the nature is achieved.

Unlike conventional rooftop gardens, the G-HOME emphasized "ecological sustainability", "energy sustainability" and "zero waste" in integrating a range of different innovative applications such as: rehabilitation of native vegetation, ecological non-interference zones, friendly garden farms, energy monitoring, and water resources. It catered to both the relaxation needs of employees and environmental education for the masses.



For detailed information of G-HOME Eco-roof construction and ecological resources, please refer to GIGABYTE CSR official website <http://csr.gigabyte.tw/Home/Content/100>



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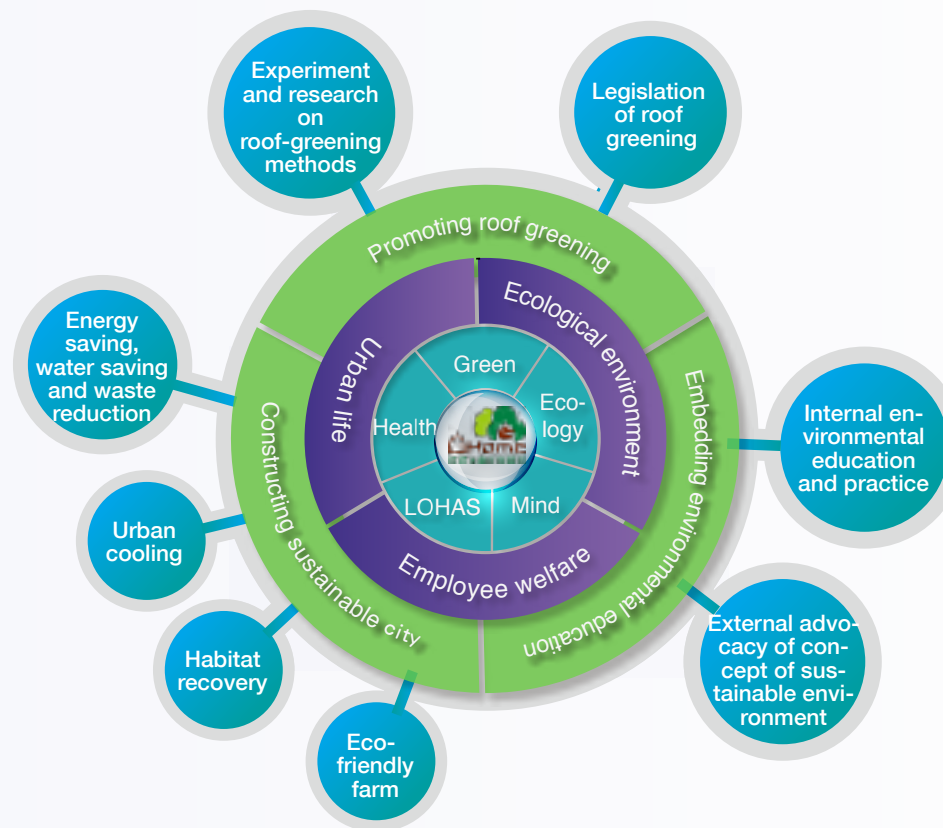
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G-HOME Concept, Goal, Strategy and Implementation



4.5.1 Achieving Sustainable City

G-HOME incorporates ten innovations based on the core concept of “low maintenance, ecological design and multiple benefits of resource use.” G-HOME is a bio-mimicry microhabitat created for native plants. Limited human intervention is needed to remove weeds and destructive insects. Compared to traditional garden landscaping, it saves money and manpower on maintenance and offers a biodiverse habitat for all creatures. In the past three years after establishment,

the 2400-sqm G-HOME has created a wide range of environmental benefits already, including: increased urban habitat diversity, thermal insulation, carbon dioxide absorption, rainwater reclamation, and complementary wind/solar power systems. The ecological benefits after G-HOME’s construction are listed as follows:



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Note [1]: Estimation based on rainfall in New Taipei City and the capacity of the water storage level on the eco-roof

Note [2]: Estimation based on the solar panels, vertical axis windmill, manpower bike power generation set on the rooftop

Note [3]: Data from the actual temperature measurement data of 10th floor of GIGABYTE operational headquarters

Note [4]: According to the indoor cooling 2.5 degrees estimated to save air conditioning electricity consumption - to increase the air conditioning 1 degree can save 6% of the power conversion

Note [5]: cooperation with the Taipei University of Science and Technology of the roof temperature monitoring research results

Note [6]: with the unique biological center of the green roof of the original plant monitoring results and GIGABYTE colleagues observed the actual record

Note [7]: Calculation based on the plant coverage area of G-HOME

Note [8]: 2015 start leaf decontamination composting, compost volume by the amount of installed barrels estimated



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4.5.2 Education on the Roof and Connection of Green Gallery

In addition to providing urban green space and recreation areas for employees, GIGABYTE also hopes to promote this concept of sustainability and environment protection. This is not only to spread the idea of constructing an eco-roof, but also to virtually spread our multiple environmental care and reflection during the stage of design and planning. The follow-up positive benefits and social influence of these ideas would be deeper and wider. Therefore, during visits, we arrange an introduction to the G-HOME philosophy and incorporate current topics in the natural ecological environment and agriculture to give people a better understanding of the background. This encourages people to think about such issues and take action. When visitors tour the eco-rooftop, a guide is also on hand to provide an opportunity for exchanging opinions and sharing experiences. This is used to explain and promote to all stakeholders the concept behind sustainability and environmental education.

Accumulatively, over 2,000 people in nearly 400 groups have visited G-HOME by the end of 2016 since its foundation. These included people from media, industry, government agencies, research units, colleges and universities, communities and associations. Moreover, 55 units even expressed their interest in building an eco-rooftop. G-HOME has received widespread interest and support. GIGABYTE hopes this can be used to push for a mandatory green roof policy and make a difference to the environment. In the future, we will continue to invite school groups to visit G-HOME to realize the dream of created connected urban green corridors. This will also be used as an opportunity to plant and grow the seeds of environmental education.





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4.5.3 The Future of G-HOME

It has been 4 years since the foundation of G-HOME. With the accumulation of our efforts and experiences, the operation and management of G-HOME has gradually entered a more mature stage. G-HOME has brought GIGABYTE employees and public not only a green space but also ecological benefits beyond our imagination. To enlarge the benefits of G-HOME, GIGABYTE will continue to promote three projects, hoping to extend the G-HOME concept and spirit and adding more alternative green space to our living environment.

In 2016, we further evaluated the G-HOME from the social return on investment (SROI), and we hope to see the impact of the G-HOME on society beyond the environmental benefits. The SROI results please refer to the SROI special edition.

*** Application for the environmental education teaching center (under process)**
*** Extending G-HOME to Nanping plant (plan completed, construction is expected to be started in 2017)**
*** Towards social enterprises- building G-HOME ecological demonstration farm (planning)**



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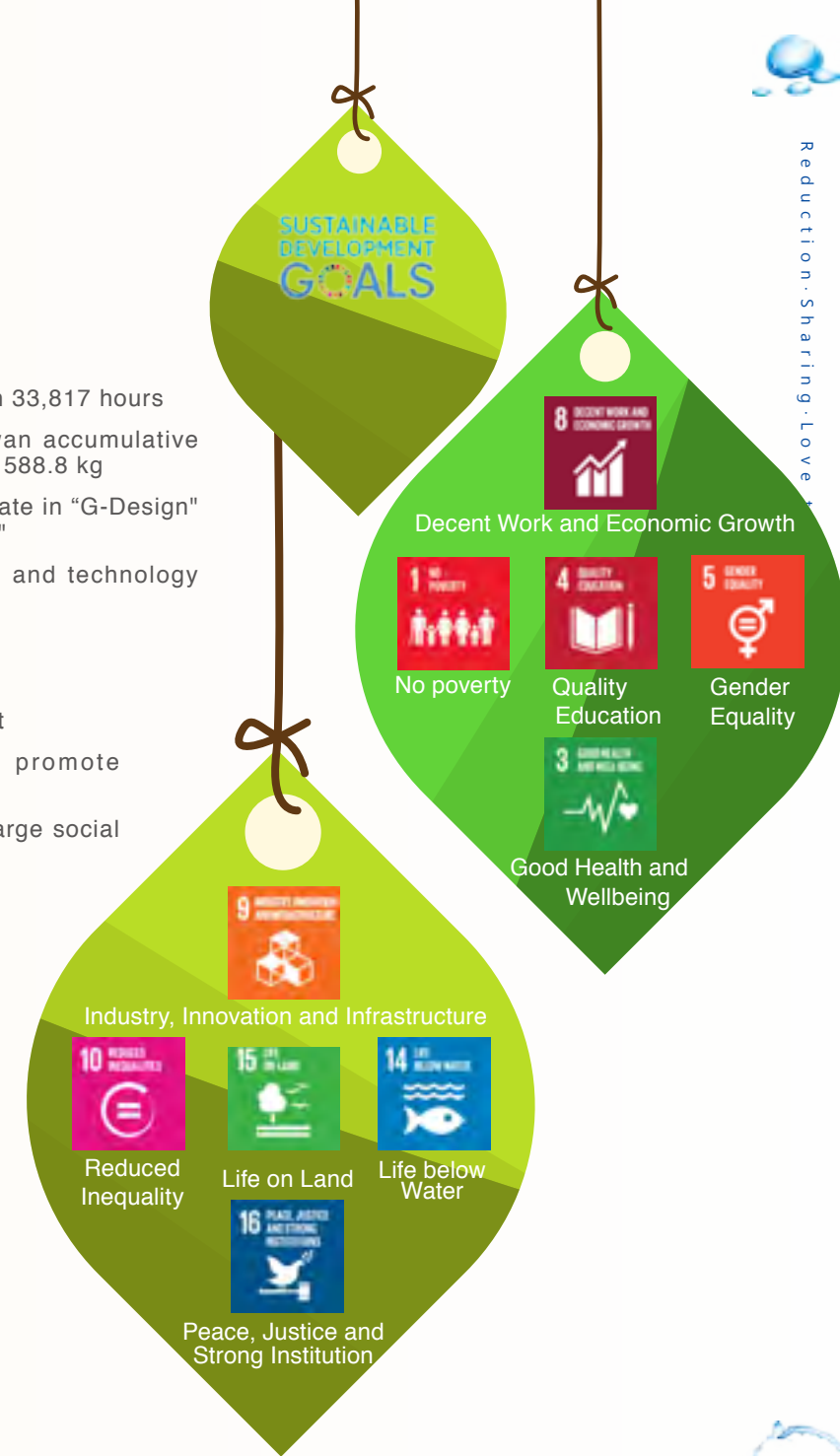
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- ◆ Accumulative staff training hours reach 33,817 hours
- ◆ Thousand Mile Trek - Go Green Taiwan accumulative distance 218.33 km and pick-up waste 588.8 kg
- ◆ A total of 1,342 pieces of work participate in "G-Design" and "Marine Protection Poster Contest"
- ◆ Accumulative participants to science and technology education reach 74,000 persons

- ◆ Create a happy workplace environment
- ◆ Reduce occupational hazards and promote employee safety and health
- ◆ Expand GIGABYTE's influence by enlarge social participation

Employees are a company's greatest asset. Providing a healthy, safe and happy workplace long been the most basic management requirements of GIGABYTE. Strengthening the centripetal force and identity of employees and call for more participation in the company activities and social participation are the goal that GIGABYTE will continue to move towards.





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5.1 Human Resource Management

How to pick and use the right people for the greatest effect in a very competitive manpower market has become an increasingly important issue for “talent management” at GIGABYTE. In addition to aggressively searching for suitable outside talent, we also strive to identify, cultivate and retain existing corporate talent as well. With a philosophy of “Happy Career and Glorious Life” as our guide, GIGABYTE provides employees with a safe and healthy workplace, an inspiring remuneration scheme, a wide variety of benefits and a comprehensive competency training system to strengthen employee loyalty. Knowledge and cultural seminars are also held at different times to expand employee horizons as well as balance learning and growth at work and in life.

“GIGABYTE Human Resources Management Goal”

Building a happy workplace, balance between work and life, learning and growth
Competitive remuneration and benefits, open channels for labor-management communication.

5.1.1 Steady Human Resource Structure

As of the end of 2016, the total number of employees of GIGABYTE group is 7,799. Regular employees account for 86.79% and are all full-time employees, and temporary employees account for 13.21% (mainly in mainland China co-operation). Among all employees, 41.07% are females and 58.93% are males. In terms of functional classification, 6,670 employees are in professional position and 1,129 employees are in management position.





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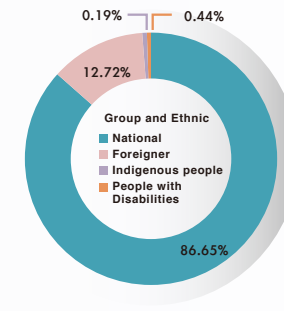
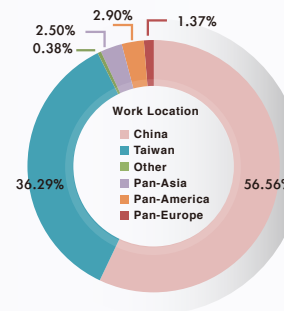
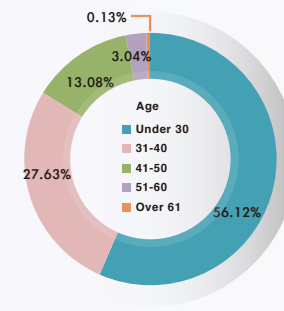
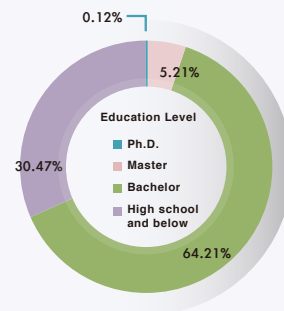
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GIGABYTE Group Human Resources Statistics

Manpower Statistics		GIGABYTE Group											
		Taiwan		Overseas		China		GIGABYTE Communications		GIGAZONE		G-Style	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total		1,211	1,504	414	110	2,858	1,478	16	15	48	29	49	67
Position	Management	439	157	67	12	297	107	8	3	13	4	14	10
	Profession	772	1,347	347	98	2,561	1,371	8	12	35	25	35	57
Employment	Regular	1,196	1,489	411	109	2,127	1,214	16	14	48	29	49	66
	Temp.	15	15	3	1	731	264	0	1	0	0	0	1
Group	Nationals	1,169	1,039	1	2	2,858	1,477	12	14	46	27	46	66
	Foreigners	18	444	413	108	0	0	3	1	1	1	3	0
	Indigenous People	4	11	0	0	0	0	1	0	0	0	0	0
	Disability	20	10	0	0	0	1	0	0	1	1	0	1

Distribution of Work Location, Education Level, Age and Ethnic Group among GIGABYTE Group Employees





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5.1.2 Employee Recruitment, Retention and Management

GIGABYTE recruiting efforts focus on employee skills and core competencies. All applicants are treated equally regardless of age, gender, race, religion, nationality, political affiliation, birthplace, sexual preference, marital status, appearance or handicap. International talent is recruited through diverse recruiting channels.

In 2016, GIGABYTE's bases in Taiwan recruits a total of 526 new employees. The bases in China show high mobility and turnover rate among frontline workers due to cultural factors.

In respect of talent recruitment, GIGABYTE abides by the Labor Standards Act, and does not hire workers under the age of 16, and child workers between the ages of 15 and 16 are not allowed to do heavy or hazardous work. Additionally, GIGABYTE has also actively safeguarded work right of disadvantaged groups that we have employed 34 persons with physical and mental disabilities, exceeding the standard requested by the "People with Disabilities Rights Protection Act", which is 1% of total employment.

GIGABYTE encourages our employees to seek a balance between work and life; besides flexible work hours to allow our employees to take care of matters at home, we also provide them with parental leave without pay in accordance with the law and help them to apply for relevant grants in order to foster employee retention.





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GIGABYTE Group New Recruit and Employees Who Have Left the Company

Manpower Statistics		GIGABYTE Group											
		Taiwan		Overseas		China		GIGABYTE Communications		GIGAZONE		G-Style	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
New Recruit	Under 30 year old	99	221	0	0	3,390	1,909	4	6	1	2	10	12
	30~50year old	63	85	84	33	136	128	2	1	3	3	6	5
	Older than 50 year old	2	1	0	0	3	0	0	0	0	0	0	0
	Ratio (%)	14	20	20	30	123	138	38	47	8	17	33	25
Resignation	Under 30 year old	76	181	0	0	3,413	2,117	6	7	5	2	3	15
	30~50year old	71	115	61	23	225	247	4	12	8	4	5	6
	Older than 50 year old	8	21	0	0	1	1	0	0	1	0	0	0
	Ratio (%)	13	21	15	21	127	160	63	127	29	21	16	31

Note: New recruit ratio = total number of new recruit/average total number of employee; resignation ratio = total number of employee who have left the company /average total number of employee

GIGABYTE Group (Taiwan Bases) Unpaid Parental Leave and Returning Employee

Category	Male	Female	Total
No. of employees qualified to apply parental leave	100	94	194
No. of applications	1	24	25
No. of employees expected to return from unpaid parental leave in 2016 (A)	0	15	15
No. of employees that returned from unpaid parental leave (B)	0	15	15
No. of employees that stayed for at least 1 year in 2016 after returning from unpaid parental leave (C)	2	16	18
No. of employees that returned from unpaid parental leave in 2015 (D)	2	18	20
Return rate (B / A)	0%	100%	100%
Resumption rate (C / D)	100%	89%	90%

Note 1: Data statistics covers GIGABYTE Group in Taiwan

Note 2: The number of persons eligible for parental leave is calculated based on the number of employees who have children under 3 years old in their insurance information





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■ Adhere to labor regulations and international standards to maintain harmonious labor relations

As GIGABYTE believes that every employee should be treated fairly and with respect, and we strive to conform to all international conventions on human rights banning discrimination, mistreatment and illegal employment. We also promise to follow high ethical standards in complying with local laws and the EICC (Electronics Industry Code of Conduct). As part of our EICC enforcement efforts, GIGABYTE reviewed and updated our internal management documents on labor management, talent recruitment and code of conduct. All new employees are also made aware of work rules to improve their understanding and emphasize the importance of related issues. In terms of gender equality, we set up policies and measures related to prevention of sexual harassment to build a work environment with gender equality. In 2016, no sexual harassment and discrimination cases occurs and neither any complaints over human right.

The manpower management at all operation locations of GIGABYTE worldwide complies with local government regulations and local customs, and provides employees with comfortable work environment, outstanding welfare and transparent communication channels. In 2016, there are many amendments in the Labor Standards Law in Taiwan, such as “one fixed day off and one flexible rest day” and national holidays. GIGABYTE immediately corrects our organizational and management practices in order to abide by the revision of the Law. However, we do not delate the 7 national holidays in order to safeguard the interests of employees in Taiwan.

In case of significant changes that would cause serious impact on employees’ right and interest, GIGABYTE would inform employees who serve more than 3 months and less than 1 year 10 days before, serving more than 1 year and less than 3 years 20 days before, and serving longer than 3 years 30 days before, as required by the law.

■ Smooth communication channels

GIGABYTE currently does not set up a labor union, but we have established different communication channels and encouraged our employees to make use of them. Protected by the country's “Labor Standards Act”, we also abide by international regulations to convene quarterly capital-labor meetings. The meeting is attended by 50% labor and capital representatives respectively to carry out communication with our employees and to listen and respond to their opinions or problems. Over the years, we have maintained a harmonious capital-labor relationship. The diverse communication channels fostering a win-win situation between the company and the employees include:

- Regular capital-labor meetings
- Employee satisfaction survey
- Internal employee web portal “GEIP” offers real time communication with the Chairman, important internal messages and recent event promotions etc.
- Publish employee internal e-publication “GIGA-HI” to introduce outstanding groups and individuals, as well as reports on various company events.
- The human resources website publishes inspiring articles every week
- Set up employee message boards and opinion delivery centers that employees can provide opinions through the chairman's mailbox, HR mailbox, and innovative mailbox.



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5.1.3 Competitive Remuneration

GIGABYTE's salary scales are based on statutory requirements, economic conditions, market rates and company finances. To ensure the soundness of our compensation system, GIGABYTE conducts regular market surveys and policy reviews. These together with the performance evaluation system provide a basis for deciding employees' starting salaries, salary adjustments, promotions and bonuses.

■ Better than minimum remuneration requirement

GIGABYTE's remuneration scheme includes base salary, living subsistence allowance, meal allowance, etc.. The salary level is determined according to job grade, educational level and working experience, seniority, working performance and so on, and therefore it changes with position adjustment.

The initial emolument level GIGABYTE provides to employees is higher than the minimum standard required by the regulation. Taking Taiwan base as an example, the initial emolument is higher than the basic monthly wage, NT \$ 20,008, regulated by Taiwanese government in 2016. The ratio of the salary level of our basic-level employees to Taiwanese government's minimum wage is 1.23: 1 for males and 1.1: 1 for females.

Remuneration Comparison between Male and Female Staff of Different Positions

Category		Taiwan		China	
		Male	Female	Male	Female
Remuneration ratio between male and female	Professional	1.24	1	0.98	1
	Management	1.30	1	0.95	1
Remuneration ratio between GIGABYTE and local basic salary level	Professional	1.99	1.61	1.41	1.43
	Management	3.40	2.62	2.47	2.78





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■ Performance evaluation and incentive measures

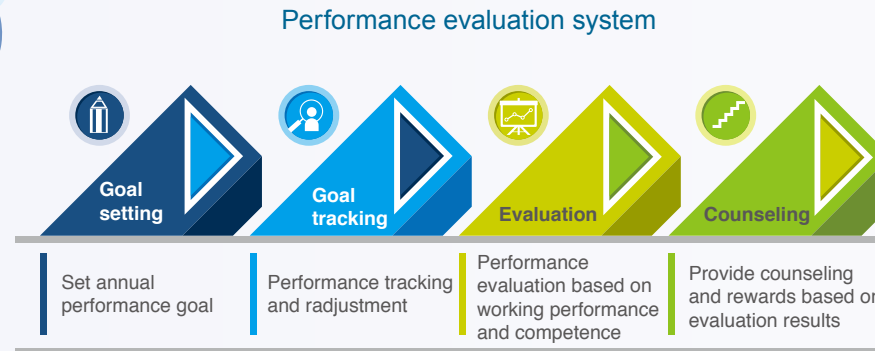
In order to improve the efficiency and performance of individual goals, departmental goals and company's overall objectives, and to righteously assess working performance, GIGABYTE implements a performance appraisal system. Human resource determines bonuses, dividends and promotion based on annual goals set up by individual employee, conducting mid-term performance assessment, and developing counseling processes.

In addition to performance evaluation, GIGABYTE uses a variety of internal incentive programs to recognize outstanding teams and employees for their contributions in different fields. Employees are therefore encouraged to boost the company and their own competitiveness through innovation and growth.

● Long service awards and retirement gifts are provided to thank veteran employees for their long-term contributions. There were a total of 24 retirees at GIGABYTE's parent company in 2016. Average length of service was 16.82 years. A further 403 employees received awards for long service.

● The patent award was presented to 73 employees in 2016 to thank them for their unique, novel and practical proposals.

● Incentive bonuses are awarded for breath-taking designs, innovative R&D, or tangible contributions to product selection.





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5.1.4 Talent Training and Growth

Competency is critical to success. Employee learning and development is valued at GIGABYTE. GIGABYTE has set up a training and development program based on core and management skills that offers employees courses in competency development, professional skills and general skills. These are supplemented by subsidies for optional external training and language classes to ensure that employees receive full company support in self-development.

By the end of 2016, GIGABYTE conducted a total of 33,817 hours of training. Education and training courses are tailored to each position. Management received 6,019 hours of training while professionals received 27,798 hours of training. Men accounted for 50.4% of training hours while women accounted for 49.6%.

■ Competency training- All GIGABYTE's Employee basic ability

GIGABYTE's core and management competencies are the key abilities required for all employees. As for core competency, we plan training courses such as "recruit training", "quality awareness" and "problem analysis and resolution". The management competency focuses on management skills training, including high-level team consensus meeting, high-level supervisor management training, department-level management seminars and new manager training. The themes of courses vary according to the needs of different competencies and the overall development strategy of the company, and all course design, teaching materials and extension activities are rigorously examined and planned in order to help enhance the management quality of managers. In order to effectively convey the culture of GIGABYTE, all the new recruits must take six obligatory courses, including "Quality Awareness", "Brand and CI", "Supply Chain Safety Policy", "Information Safety Management Policy", "Labor Health and Safety Education and Training", and "Sustainable Development Strategy and Practices". The "Quality Awareness" course also promoted the other bases in China in 2009, and accumulatively 83 classes have been given and 4,251 employees have taken the course.

GIGABYTE Education and Training Hours

Area	Job Function	Professional		Management	
		Male	Female	Male	Female
Taiwan	Operation headquarters	2,224	1,637	1,342	477
	Nanping factory	3,668	7,962	1,272	1,006
China	Dongguan factory	2,196	1,612	680	340
	Ningbo factory	5,136	3,363	509	393
Total training hours		13,224	14,574	3,803	2,216
Average Training hours		5	6	7	11



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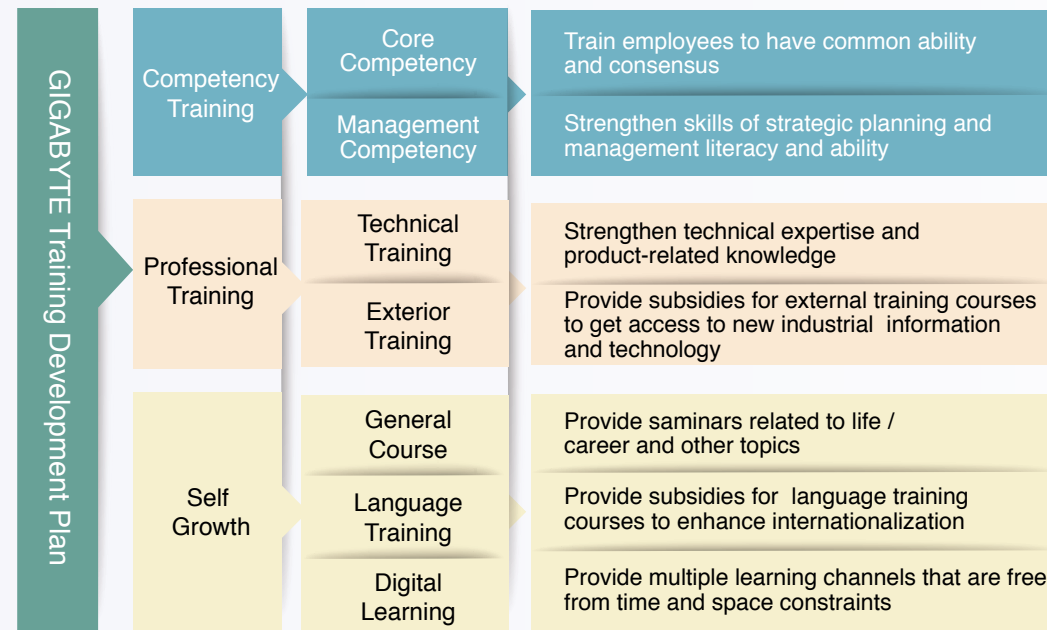
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■ Professional Training- Strengthen professional skills and work successfully

The professional training contains product-related knowledge and professional skill required by different business units, such as equipment engineering, product maintenance, legal, intellectual right and financial accounting. As for the professional, special and new issues or technologies, the company would allow employees to choose the appropriate external training institutions and subsidize the training costs if no internal relevant resources could be given. Employees are requested to share the knowledge within the company after completing the training.

■ Self-growth- keep learning on limitless life journey

Providing multiple channels for learning to employees is the purpose of GIGABYTE's talent cultivation. In addition to strengthening professional skills for work, our employees are also expected to achieve a balance between work and life, and therefore we have planned various general courses covering themes like aesthetics culture and life and health. Furthermore, for the purpose of broadening employees' international vision, we provide language learning subsidies as an incentive to encourage employees to learn foreign languages. GIGABYTE also builds a digital learning system, including courses related to engineering, labor safety, quality certification, management competency, languages and arts, for employees to freely learn from time to time.





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5.1.5 Employee Welfare and Benefit

GIGABYTE has established the Employee Welfare Committee which hosts a variety of promotions at different times for employees to freely take part in their favorite clubs and activities. These activities help with employees' wellbeing and provide a healthy, safe workplace that balances work and leisure.

Employees not only receive the labor Insurance and National Health Insurance as required by law, we also offer comprehensive group insurance including life insurance, accidental insurance, medical insurance and cancer insurance to improve the overall level of protection.

Benefits are funded from company and employee contributions. They include fixed benefits for the three major holidays and birthdays. There are also subsidies for marriage, childbirth, funerals, emergencies, club activities, computers, children's scholarships, travel and other self-service benefits.

Employees are encouraged to take part in club activities outside of work to balance work and play. The Employee Welfare Committee plans annual events such as family days, sports carnivals, holiday trips, and movie screenings to enrich employees' lives.

Online shopping discounts on GIGABYTE products are available for employees. The Employee Welfare Committee and external vendors organize group buys to offer employees better prices.

Employees have access to gym, aerobics classroom, breast-feeding room and employee cafeteria. Telecommunications, banking counter, and mail room services are also offered for the convenience of employees.

Pension contributions are made in accordance with the "Labor Standards Act" and "Labor Pension Statue." A retirement ceremony is also held for retiring employees to thank them for their contribution.





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5.2 Healthy and Happy Workplace

GIGABYTE is committed to providing diverse measures to balance work and life, to create a friendly, safe and harmonious workplace for our employees. We want to sketch out a GIGABYTE green map that balances work, life and leisure and realize the goal of "happy career and glorious life".



5.2.1 Establishing Safe and Healthy Working Environment

The goal of environmental safety and health management at each GIGABYTE site is based on "elimination of all risk factors to realize an accident-free workplace and promote labor safety and health." GIGABYTE's systematic promotion of occupational safety management is based on the OHSAS 18001 occupational health and safety management system as well as other labor safety and health regulations. Each site has set up an "Occupational Safety and Health Committee" as required by law and at least 1/3 of all committee members are made up of labor representatives. Meetings are routinely held to review, coordinate and make recommendations on safety and health matters. GIGABYTE practices the following routine occupational safety and health policies: Employee health exam, emergency response drills, safety and health training, and workplace environment inspection. We have also established accident reporting systems and safety and health work rules to ensure the well-being and occupational safety of our employees.

Composition of GIGABYTE Occupational Safety and Health Committee in 2016

Category	Taiwan		China	
	Operational Headquarters	Nanping Factory	Dongguan Factory	Ningbo Factory
Labor Representatives	11	14	28	47
Total Number of Committee Member	27	33	49	64
Percentage of Labor Representatives	40.7%	42.4%	57.1%	73.4%



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■ **Emergency response drills and safety and health training**

GIGABYTE has adopted a proactive approach on measures and responses for industrial safety and health incident prevention, emergencies and fire safety. These are intended to prevent man-made or natural emergencies, protect personal safety, as well as prevent or reduce their impact. An annual labor safety management plan is developed by GIGABYTE in accordance with the occupational disaster prevention and management procedure. This covers occupational safety and health training, emergency response training, and firefighting exercises.

Each factory plans and conducts emergency response measures according to operational needs, such as firefighting exercise every 6 months, annual chemical spill emergency response exercise, solder furnace emergency response exercise, etc.. In 2016, a total of 19,333 person times participated in the safety and health training courses organized at all of our bases.

■ **Contractor security management**

In order to prevent accidents occurring while contractors entering our factories and also to ensure a safe working environment for employees and all related operators, GIGABYTE has set up the Guidance on Contractor Management and asks the contractor to understand the safety requirements by GIGABYTE related to oxygen deficit or limited space, fire, high altitude, electric, hanging and other operating practices. Contractors are required to sign a commitment to ensuring necessary protective measures before operations and security checks afterwards in order to reduce the risk of accidents.

■ **Occupational disaster statistics**

In compliance with the Ministry of Labor's Occupational Disaster Statistical Indicator Guidelines and GRI G4, GIGABYTE has chosen disabling injury frequency rate (FR), disabling injury severity rate (SR), absence rate (AR), occupational diseases rate (ODR), and lost day rate (LDR) as analysis indicators. In 2016, the GIGABYTE Group did not have any occupational injuries caused by work, so ODR was 0. A total of 11 disability events occurred, which were mainly caused from traffic accidents and improper operation. We have enhanced employees' concept of traffic safety by traffic safety lecture and related articles. In the future we will continue to promote safe operation processes and conduct safety management audit to reduce the probability of occupational disasters.



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Chemical spill drill at Ningbo factory



Fire drill at Dongguan factory



Firefighting and caring training at operational headquarters



Solder furnace emergency response exercise at Nanping factory

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2016 GIGABYTE Occupational Disaster Statistics - Disabling Injury Frequency and Severity Rate

Location		Disabling Injury Frequency Rate (FR) [1]			Disabling Injury Severity Rate (SR) [2]		
		Male	Female	Total	Male	Female	Total
Taiwan	HQ	0	0	0	0	0	0
	Nanping	0	0	0	0	0	0
China	Dongguan	0.89	0.61	0.80	5.33	0.59	3.99
	Ningbo	20.86	2.20	4.51	792.49	78.21	107.48

Note [1]: FR = number of disabling injury cases per million working hours in the workplace
Note [2]: SR = Average number of lost days per million working hours in the workplace

2016 GIGABYTE Occupational Disaster Statistics – Absence Rate

Location		Absence Rate (AR) [1]		
		Male	Female	Total
Taiwan	HQ	0.22	0.19	0.21
	Nanping	1.72	5.77	4.85
China	Dongguan	0.19	0.18	0.19
	Ningbo	1.27	0.02	0.17

Note: AR = absence days / total number of working days * 100%; definition of absentee: worker absent from work because of incapacity of any kind, not just as the result of work-related injury or disease, but excludes permitted leave absences such as holidays, study, maternity or paternity leave, and compassionate leave.





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■ 5S movement, shaping full safety and healthy concept

GIGABYTE believes that occupational hazards could be reduced by the improvement of occupational safety and health management system and the establishment of related concept among employees. Developing employees' behaviors and concepts is also a base to maintain the neatness and safety of the workplace. GIGABYTE promotes monthly 5S movement, namely Seiri, Seiton, Seikosu, Seicetsu, and Shitsuke to enhance the safety of the working environment in daily life.

Seiri (Sort), Seiton (Set in Order), Seiso (Shine), Seiketsu (Standardize) and Shitsuke (Sustain). Monthly audits and follow-ups on improvements are conducted to raise the safety awareness of employees in the workplace.





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5.2.2 Employee Physical and Mental Health

Maintaining employee physical and mental health is an important element of balance of work and life, and it is also the focus of maintaining the company's productivity. GIGABYTE continues to provide health promotion activities through a variety of health care measures, as well as staff assistance programs to create health and well-being.

■ Annual health exam

Healthy employees are the key to a happy enterprise. Health exams protect the rights of both the employer and employee. Health exams are also used to determine if an employee is suffering from occupational or infectious diseases, making it crucial in maintaining employee health. One of the key factors in a sustainable enterprise is retaining quality employees. GIGABYTE organizes annual health exams for employees. Rigorous health exams that surpass the minimum statutory requirements are carried out for employees based on their age group. In our main operating locations, employees working on hazardous operations specified in the "Labor Health Protection Regulation" underwent special health examinations. Furthermore, arrangements were made for colleagues diagnosed with abnormalities to receive re-examination at the hospital, and the health management system was employed to conduct regular follow-ups on employees. In 2016, the annual health exam covered 832 people from company headquarters, 758 people from the Nanping plant, 614 people from the Dongguan plant, and 654 people from the Ningbo plant. The total examination coverage was 78.97%.



GIGABYTE Annual Health Exam



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■ Exceptional workload and ergonomic-related hazards prevention

Nowadays people often suffer from work-related musculoskeletal injury work fatigue and other related diseases due to living pressure, improper posture for a long time, poor living habits, job attributes or other factors. In order to effectively control the physical and mental conditions of employees and prevent diseases, GIGABYTE sets up "Prevention of ailments induced by exceptional workload" and "prevention of ergonomic-related hazards" management plans. We ensure employees' physical and mental health through annual health exam, physical and mental health risk identification, disease awareness and physical fitness assessment.

■ Multiple health promotion

To promote health education, employee health and proper health concepts, GIGABYTE not only invites health experts to give internal health seminars and educate employees correct health concepts. We routinely publish health awareness information to remind employees to pay attention to health in their everyday lives. We also cooperate with nearby hospitals and clinics to organize different kinds of cancer screening events. Apart from making it convenient for employees, this also helps employees pay attention to their health early. In 2016, company headquarters and Nanping plant hosted a total of 10 health seminars, 12 health promoting activities, which benefited 1,567 people. The overseas plants also provided occupational health knowledge training to take care of employees' health. In addition, in order to encourage employees to keep away from diseases of affluence and overweight, Nanping plant held "Go on a diet healthily, enjoy slimming- weight control activity" to assist employees in losing weight and returning to a healthy life by providing lectures and holding weight loss competition.

2016 Health Promotion Activities

Category	Topic	Detail
Health Lecture	General health knowledge	<ul style="list-style-type: none"> ● Is my red letter serious? Read the medical report ● Are you sitting correctly? Treat muscular pains by yourself ● Less pressure and sleep better ● The splendid time exclusively for middle-age-learn to live with diseases ● Understand the most common cancers among women ● Keep away from muscular soreness
	Healthy diet	<ul style="list-style-type: none"> ● Eat healthier rather than eat more. ● Healthy diet
	Keep healthy by exercise	<ul style="list-style-type: none"> ● Victory after living with exercise – my working competitiveness ● Tips for weight control
Health Promotion	Disease prevention	<ul style="list-style-type: none"> ● Flu vaccine ● Suspected tuberculosis epidemic prevention ● Bone density and body fat testing
	Cancer screening	<ul style="list-style-type: none"> ● Four cancers screening ● Colorectal cancer screening
	Women care	<ul style="list-style-type: none"> ● Pap smears ● Mammography
	Physical fitness	<ul style="list-style-type: none"> ● Physical fitness activities ● Go on a diet healthily, enjoy slimming-weight control activity

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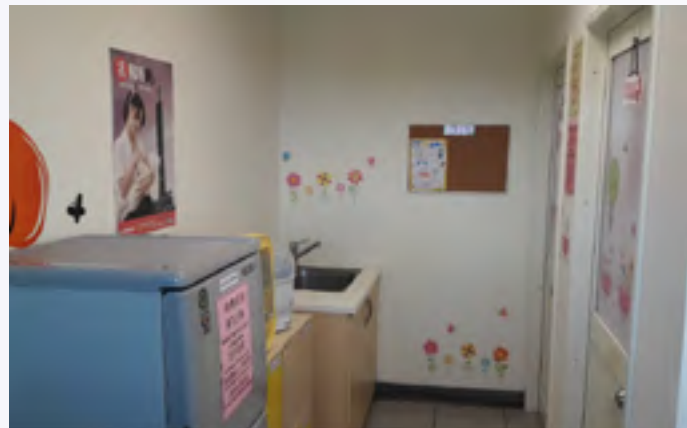
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■ **Build up gender friendly environment**

To provide female employees with a friendly workplace and protect their working rights, GIGABYTE has issued rules on “Maternal Health Protection in the Workplace” and “Breast-Feeding/Pumping.” The construction of breast-feeding rooms, occupational risk analysis for female employees and physical/mental health assessments during pregnancy are used to create a low-stress workplace for female employees and protect their health. GIGABYTE has now set up breast-feeding (pumping) rooms at our company headquarters and at the Nanping plant. Hardware facilities are continuously improved to provide a more comfortable breast-feeding environment. We have been publicly recognized by the New Taipei City for being a friendly workplace for breast-feeding mothers. In 2016, the breast-feeding room at our corporate headquarters was used a total of 9,578 times. It continues to see frequent use and has won unanimous praise from female employees

Breast-feeding rooms at the headquarters and Nanping plant





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■ Employee Assistance Programs (EAPs) integrate virtual and physical services

Employees are a company's greatest asset. GIGABYTE cares about the physical and mental well-being of every employee and strives to balance the working and living environments. "Employee Assistance Programs" (EAPs) was introduced in 2015 as part of a comprehensive integration strategy in partnership with experienced external consultants to provide psychological counseling, legal affairs, financial planning and taxation, and health services. EAPs helps employees deal with personal, lifestyle and workplace issues. The GIGABYTE "Employee Assistance Platform" provides integrated virtual and physical services that employees can place their complete faith in. Apart from the sharing of lifestyle articles, question & answers and stress indicator tests, employees with lifestyle questions can call the hotline at any time for confidential one-to-one consultations. The service has been extended to include family members as well. Through the EAP, GIGABYTE creates a convenient, confidential and protected lifestyle assistance service for employees. All employees can therefore concentrate their work without fear. For businesses facing highly competitive external environments, a warm, stable and supportive working environment is crucial for realizing steady growth.

Online Diagnosis System

Online SI survey to give a preliminary understanding of your own behavior model/personal relations and provide an initial diagnosis.

Online Consultation

Online consultation and Q&A services based on psychological counseling/lifestyle law/financial planning & taxation/vitality and health.

Employee Care Platform

Expert Guidance

The EAP consultation team compiles personal, lifestyle or work-related cases and issues into the EAP expert knowledge system. These can be browsed by employees online.

Specialist Consultation

Free consultation hotline for employees to call at any time to book a session with an expert consultant for resolving lifestyle issues.



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5.2.3 Work-life Balance

Employees are one of GIGABYTE's key stakeholders. Apart from providing employees with comprehensive compensation and benefits through stable growth and profits, we also strive to provide a safe, high-quality workplace as well as a range of lifestyle services and activities. These help boost employee productivity and loyalty as well as their work-life balance.

■ Boost loyalty and cohesiveness and enhance positive relationship at workplace

To enhance employee identification with GIGABYTE, we organize various events every year to increase their sense of participation, create opportunities for employees to network with each other at work, and to cultivate the spirit of cooperation. At the same time, employees are encouraged to bring their families so they can identify with the Company as well and become our employees' greatest source of support.

The 2016 "GIGABYTE 30th Anniversary" sports carnival was held in Taiwan. Volleyball, table tennis, badminton, tug-of-war and team relay competitions provided a chance for employees from different departments to compete together. Family challenges such as Lucky Dice and Hoops were included to strengthen family bonds and offer a rare opportunity for interacting with other families. The Nanping plant organized a family wall-rooftop painting event that allowed everyone to temporarily set aside the stresses of work, pick up a paintbrush and let their inner child run free to create that feeling of home.

In keeping with the philosophy of Upgrade Your Life, the overseas factories strive to cultivate good workplace relations among plant employees as well. These included outstanding cadre tours, ball sports and carnival at Dongguan plant, as well as family days and road runs at Ningbo plant, and various holiday celebrations such as the Lunar New Year Dinner, Mid-Autumn Banquet and Spring Banquet were all hosted to promote friendships and interactions between employees.



"GIGABYTE 30th Anniversary" sports carnival in Taiwan

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Family wall-rooftop painting event at Nanping factory



Family day
at Ningbo factory



Carnival games at
Dongguan factory



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■ Create artistic and cultural atmosphere to cultivate humanistic environment

The Headquarters uses office building space to set up an art gallery with rotating exhibits. A variety of celebrity, music, art and health seminars are also held at different times to beautify the hearts and minds of our employees. Employees are regularly encouraged to buy and participate in art and cultural activities. This provides performing arts group with tangible support through ticket sales. The increase in recreational options and quality for employees enhances their cultural sophistication and helps cultivate corporate culture that is interested in the humanities.

2016 Art Activities

Category	Topic	Event
Art Lecture	Sharing of Mr. eye ball' s artistic creation in India	Mr. eye ball
	Into the aesthetic world of calligraphy art	Prof. Lin, Long-Dar Department of Painting and Calligraphy Arts, National Taiwan University of Arts
	Whimsical world of tea cat	Illustrator Ann
	Circus from Taiwan	Formosa Circus Arts Leader Lin, Zhiwei
	Starting Out from 23.5° N	CHENG PO Art & Culture Co., Ltd General Manager Mr. He, Huai-an,
Life Lecture	KAVALAN Tasting Event	Ms. Wang, Wenyu
	Sustainable fish culture	Associate Prof. Huang, Chi-Yang Department Aquaculture, Nation Taiwan ocean University
Arts Journey	"Plum Month" in Sanxia	Li Mei-shu Memorial Gallery
	One-day cultural tour to The One	The One- Land of retreat and wellness
	Open the door of the concert hall	National Theater and Concert Hall, Taipei
	Close to you festival	Tamsui \ Daqiaotou \ Guting
Gallery Exhibition	Boundless Dawn- Solo Exhibition	Mr. Chen, Qiang Xu
	Heterogeneous Scene - oil painting exhibition	Mr. Chu, Shu-Chi
	"Digital Island - Good Morning Taiwan" photography exhibition	Academia Sinica Center for Digital Culture
	Chengbo Chen painting exhibition	—
	Whimsical world of tea cat	Illustrator Ann

Gallery exhibition



Life lecture



Art journey



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■ Multi-community fabulous daily life

To encourage colleagues to develop their interest in their spare time, the Employee Welfare Committee has defined rules for club organization. Funds are allocated to encourage employees to form and join clubs. Employees therefore enjoy freedom of association. GIGABYTE has established 12 clubs at its main operating sites. Xindian is home to the Badminton Club, Baby Love Club, Go Green Club (Volunteering Club), Boxercise Club, Triathlon Club,

Body Sculpting Aerobics Exercise Club, Softball Club, and Basketball Club. Nanping is home to the Badminton Club and Crafts Club. Clubs formed by employees at the Dongguan and Ningbo plants in China currently include the Cycling Club, Basketball Club and Soccer Club. These provide employees with more diverse hobbies to cultivate. The clubs also form teams to take part in outside competitions. So that employees can enjoy the colorful daily life in their spare time.

Softball club



Badminton club



Basketball club at Ningbo factory



Body sculpting aerobics exercise club





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5.3 Social Participation

"Care about society and sustainable development" define GIGABYTE's interactions with society. In 2002, we formed the GIGABYTE Education Foundation to promote technology education, arts and culture, aesthetics and create a harmonious and advanced society. In conjunction with GIGABYTE's core competences and corporate influence, we are devoted to promoting the welfare of people. In addition, we also encourage employees to be a part of the community through charity and social service. By making a difference with limited resources and giving back to society through tangible and sustained initiatives, GIGABYTE employees can make our surrounding communities a better place.

"GIGABYTE Social Sustainable Goal"

Technology Education: Innovative cultivation of talent ,
corporate volunteer , care for minority

5.3.1 GIGABYTE Core Values and Social Sharing

As a computer hardware manufacturer, GIGABYTE extends our influence in science and technology education based on our core values. We hope to shorten the science and technology gap between regions, generations and so on.

■ Enlightenment and rooting of science technology education

"Talents are the most valuable assets of Taiwan." GIGABYTE plans a series of talent cultivating courses and focuses on different topics according to different educational levels. Practice activities are such as binary logic game to understand the logic of computer computing and computer DIY. Visit to assembly lines is to strengthen the trainees' impression, and so that they can understand the basic principles of computer operation. GIGABYTE has been hosting the Secret to Learning Computers, PC-DIY Technology-on-campus events the Secret to Learning Computers, PC-DIY, Technology-on-campus events and other courses since 2002. 66 events have been held in 2016, benefiting 2,812 students and the accumulative number of participants is 49,435.

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Assembly line visited by Tainan Municipal Chang-an Elementary School



The Secret to Learning Computers at Yi Shiue Junior High School and Jhangshu International Creative Technical High School in New Taipei City



PC-DIY workshop at Nanshih Taoyuan County Elementary School



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■ Digital love – shorten the digital gap

Taiwan is a well-known "technology island" that almost 90% of households have computers and the percentage of home connecting to internet is 80%. However, with the rapid development of information, "digital divide" problem inevitably occurs. Taiwan has entered an elderly society and many elders, foreign spouses, women and social vulnerable groups are still computer illiterates. The GIGABYTE Education Foundation has organized digital love computer courses since 2006 to encourage senior citizens and women who are interested in learning computers but are too afraid to do so. They were invited to join the fundamental class to equip them with information technology related skills and keep up with the pace of the

times. Also, in 2011 we established the "mobile computer classroom", focusing on the promotion of computer lessons in the community to introduce digital learning directly. In response to widespread and convenience of mobile phones and tablet PC, we also add content related to mobile phone into the courses this year. As the behavior change of electronic product users, elders not only need to have the basic computer skills, but also have to learn to use tablet PC in order to keep up with the times and better interact with peers and younger generations. In 2016, GIGABYTE holds 21 basic classes and advanced classes which provide 1,349 person-time learning opportunities, and the accumulative number of students participating in the courses increases to 25,073.



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■ Warm of technology and zero distance with digital world

In addition to shortening digital gap by technology education, hardware equipment are also another key factor related to disparity of technological learning. In 2016, following its “Assemble Computers for Charity” held in 2015, the GIGABYTE Education Foundation, allying with AVEXIR, FSP Group, Albatron and Chenbro, provides computer products and assists in hardware renovation for social vulnerable groups, delinquent juveniles, remoted areas and relevant NGOs to increase their opportunities of digital learning. So far 196 sets of computers are donated. We believe that the computer donation would enforce children’s competitiveness of digital information, and in the meantime bridge the corporate and the society and spread the resources to every corner of the society.





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5.3.2 GIGABYTE Influence to Enhance Innovation Ability

To foster upgrades in the 3C products industry and our independent R&D capability, GIGABYTE continues to organize design competitions to search for innovative and extraordinary product design and concepts. We want to recruit active designers with potential and let their creativity inject new ideas and life into product design. The ultimate goal is to solve social issues through the design of 3C products. 「

The "Great Design Competition" provides a platform for the exchange of dreams and ideas over years. As of 2016, it has been held for 14 years and is currently an important annual event among colleges of industrial and commercial design. The Great Design Competition is based on the GIGABYTE core philosophy of "Upgrade Your Life." Every

year, themes are set for the "Innovative Technology" and "Better Life" categories. Designers are encouraged to apply observation skills to explore designs that cater to the needs of people and the environment. The goal is friendly, thoughtful designs "from the heart" that everyone can use.

The competition theme in 2016 is changing the life, and therefore the title for "Innovative technology" group is "Replace", encouraging young students to rethink how to replace the change of human behaviors with technology to help make life more convenient and efficient as continuous evolution of science and technology. As for "Better life" group, the title is "Focus", concerning about the negative impacts caused by the convenience of technology and inspiring students to think about how to help parents care their children more closely.





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Technology changing the life- Spark between "distracted generation" and "replacement by technology"

In 2016, the Great Design Competition received a total of 512 works. 8 works are respectively selected from Innovative Technology group and Better Life group to enter the finals. After reviewing, works of winners cover life entertainment, sports medical, emergency rescue, etc., showing young designers' boundless thinking and great potential.

Innovation Technology Group Gold Award- i-STAR new generation of children's astronomy teaching aids

Because of serious light pollution in cities, most of the children can only imagine the sky star. The designer creates "i-STAR", an astronomical teaching material that combines GPS and real-time computing. Children can understand astrology through the telescope modeling teaching aids.

Yeh, Chia-Yu, NTUST



For two consecutive years to participate in the competition, which in 2015 won the Silver Award products "Circle Life Health Bracelet" won the international "2016 Red Dot Concept Design Award" Best of the Best

Better Life Group Gold Award – Story by hand shadow

Through the combination of projection equipment and mobile phones, parent-child interaction silhouette with acting, increase parent-child interaction. Chen Hungling says that technology in progress, let the children do not touch 3C is unlikely, but can find a balance, so her design will use the phone function, but the phone is just a tool, will not let the child stick to the phone.

Chen, Hung-Ling, NTUST





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5.3.3 Learn with the Environment and Society- Marine Protection Poster Contest

According to the World Economic Forum, marine plastic waste has increased by 8 million tons annually, of which 80% are from the land. When the plastic particles and plastic fragments are swallowed by marine life and then enter into the food chain, this will impact the human life and ecosystem, and further affect the health of our next generation.

GIGABYTE knows that plastic products have brought convenience to our lives but have had a great impact on the environment. In order to expand the influence of the "Save Ocean by Reducing Plastic Action", we have organized celebrity lectures to spread the importance of plastic reduction. Also, we call on the community and the public to act together to reduce plastics from the source. We believe small actions taken by individuals would create an unlimited opportunity.

In view of that, collaborating with the Taiwan Environmental Information Association, GIGABYTE holds the "Marine Protection Poster Contest" for the first time to promote the idea of reducing ocean pollution. We hope that the participants will better understand the importance of plastic reduction by the contest. GIGABYTE learns with the environment and the society and makes effort to achieve sustainable environment.

The "Marine Protection Poster Contest" receives a total of 830 entries. In order to encourage talents, we add 30 Judges' list award in addition to Gold Award, Silver Award, and bronze Award so that the concept of sustainability, innovative and ingenuity of more entries would be able to spread out.





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Save the Ocean - Actions from Daily Life

1st - suffocation (Wen Ya Lan)

This piece of dirty, blurred, stained with a light red ocean, is full of plastic bags of the place, it is like a knife to kill the environment in general, silent killed a lot of life. It is this whispering killing, so that the severity of their destruction of the environment for their own slow up. One person able to save the planet, need to start from the individual action. Just to reduce common red and white plastic bags, it may save a life.



2nd - from the simplest start (He Xinru)

In Taiwan, flow to the sea of plastic straws. Taiwanese love to drink a drink, a cup of plastic drink cup with a straw, people enjoy the convenience at the same time did not think of the price behind. I am by throwing a fish into the plastic cup, and then puncture the body to connect to the straw and plastic cup to drink a drink at the same time in fact the cost of these marine life, but also with the inside of the fish sprayed out of plastic garbage image to express "You actually also indirectly absorbed the body of plastic pollution caused by you." And this plastic cup slowly broken into a lot of small plastic garbage into the blue water block, is reflected in many of the plastic waste into the sea will only be broken down into small pieces and will not disappear state. I hope people see this figure, before buying a drink can think of this picture, so that everyone from the most simple refused to take straw and plastic cup began, and slowly toward plastic-free life.





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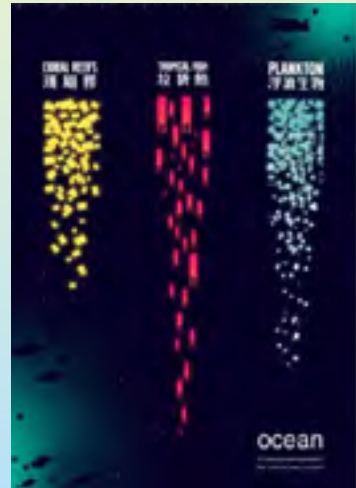
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Save the Ocean - Opportunity to Save Marine Ecological Catastrophe

3rd-Is this the ocean you want? (Su Xinzhou)

In recent years, a large number of plastic waste pollution of the ocean, resulting in a large number of ecological damage, with a variety of pollutants and marine animals, the name of homophonic, if we humans too much love the ocean in the near future the ocean will only leave these garbage, Persecution exhausted.



3rd- Forced to shrink the plastic to save the ocean (Qiu Yuqing)

The news articles on the common network report that the creatures in the sea are hurt by the plastic waste that we have discarded, and too much plastic particles are swallowed up by fish and then by the food chain. In a few years, the sea of plastic waste may be more than fish, marine plastic pollution has become more and more serious. In the poster, choose to use a more natural and soft color, hoping to bring you a comfortable feeling, do not give yourself too much pressure in the case, from the small place in life to start a plastic action to develop habits, slowly accumulated The results can be achieved to improve the marine plastic pollution problems, so that the sea back to the past style is also possible to do. The picture also let the practice of plastic environmental protection action of the girl's sea skirt, the sea animals worry-free leisurely. In the layout below, sort out what we can do, expect everyone to work together for the ocean to make an effort.





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5.3.4 Enterprise Volunteer - GIGABYTE Go Green Club

The Go Green Club was founded in 2013 and focuses on volunteering for the environment. The organization of the group allowed the planning of training courses and seminars in a systematic, in-depth and strategic manner. Employees are encouraged to step beyond the office building and participate directly in environmental services. A progressive process of guidance, cultivation and practice also increased the scope and breadth of club members' exploration of environmental issues. The club members started with weekend environmental experiences then infused their environmental awareness into their positions. The influence then spreads from there into their lives and families. We believe that everyone is a seed and also have the ability to sow even more seeds. Even one person can eventually influence enough people to build up a force for changing the environment.

■ Thousand Mile Trek - Go Green Taiwan - Walking around the island to pick up plastic waste

GIGABYTE has a sense that the environment and resources that humans are living on are deteriorating. We and our future generation are facing with a variety of survival crises. Furthermore, enterprise development and natural environment is interdependent. Hence without sustainable environment no enterprise would sustain for a long time. In 2015, GIGABYTE initiated a four-year to five-year "Thousand Mile Trek - Go Green Taiwan" walking around the island and picking up plastic waste. By traveling around the island by foot, we deep into the local cultural and lifestyle, be close to the beauty of ecological landscape, and rediscover the link between the land and us. By picking up garbage by own hands, we fulfill environmental protection actions and spirit of sustainability, and express our love and care for this land. The concept that GIGABYTE Go Green Club anticipates to spreading is "starting from the source", which could bring little differences to our environment and the society.

- Responding to international problem of marine plastic waste by reducing marine waste from the source, the land, in order to avoid ecological catastrophe
- Responding to the atmosphere of environmental education in Taiwan by rising employees' awareness and care of environment from the source, their mind, and encourage them to take actions
- Rising corporate awareness of the value and affecting the company's R&D strategy to reduce the use of hazardous and unrecyclable material from the source, the beginning of the product life, in order to fulfill corporate social responsibility

In 2016, the GIGABYTE Green Club went through Hengchun, Kenting, Tai Chia, Emei Lake, and Miaoli. We have conducted 8 times of environmental services since 2015, and a total of collected garbage weight 588.8 kg. Accumulative mileage per person is 218.33 km.

"Thousand Mile Trek - Go Green Taiwan" started from the end of August, 2015, and have held 8 times by the end of 2016. In order to understand the benefits and values that the program has brought to the society and environment, we introduce social return on investment (SROI) assessment tool. Also, we hope that the assessment will assist in adjusting the planning and implementation of the future trip and strategy in order to achieve the ultimate goal of the environment, society and GIGABYTE win-win outcomes. For detailed SROI results please refer to SROI Special Topic.



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Please refer to CSR Website for detailed record of Thousand Mile Trek - Go Green Taiwan

5.3.5 GIGABYTE Benevolence

GIGABYTE hopes to extend the idea of "Caring for society and sustainable development" throughout the whole society. By combining the power of many individuals, we can amplify them to become a force for progress in society and give those in need hope for the future. Through its various charity activities, the GIGABYTE Education Foundation enables employees to participate in social welfare through various channels and hope that the society will become better because of GIGABYTE.



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 <p>Hardship Grants for Students Annual donation NT\$ 18.96 million</p>	<p>At the end of each year, the GIGABYTE Education Foundation launches the "Love at GIGABYTE" end-of-year fund-raising event. GIGABYTE employees, families, their children and supporters make charitable donations voluntarily. The funds raised from these three donation methods mainly go to:</p> <ol style="list-style-type: none"> (1) Providing scholarships to students in Xindian district who experience unexpected events in their family (2) Donating to the Children's Hearing Foundation's early intervention for hearing impaired children from disadvantaged families (3) Donating to the Tzu Chi's long-term welfare dependence and single-parent <p>Accumulative donation over years is NT\$ 163.91 million</p> 
 <p>Double Charity Blood Donation Drive Annual participants is 8.5 and donated blood is 3.1 million c.c</p>	<p>GIGABYTE organizes a blood donation drive every 6 months to encourage employees from GIGABYTE and other companies in Xindian to give blood and save lives. In order to encourage employees to donate blood, participants would receive Zhuangziyao adzuki beans and peaches for donating. This not only provides encouragement to employees, but also helped farmers as well. Double charity increased the reach of charity while also creating a warm</p> <p>Accumulative participants over years is 6,282 persons, and a total of 23.22 million c.c. of blood is donated</p>
 <p>Charity Winter Aid Annual aid 120 households</p>	<p>Since 2003, the GIGABYTE Education Foundation has joined forces with the Xindian District Office on the eve of the Lunar New Year each year to give GIGABYTE Charity red packets and supplies to the families that have young adults as primary wage earners. The number of single-parent households has increased in recent years. Some of these households do not match the criteria for low-income household subsidies, which means the social resources they would receive are very limited. The red packets and King Rice donated by GIGABYTE enable assisted families to feel the warmth and compassion of society, and can enjoy a happy new year.</p> <p>Accumulative aid receivers over years are more than 10 thousand households</p>
 <p>Lunar New Year Red Packet for Scavengers Annually 385 Red Packets</p>	<p>GIGABYTE employees, Foundation partners and four recycling depots in Xindian responded enthusiastically to the appeal for "GIGABYTE Angels of Compassion". At the end of the year, they delivered care and well-wishes to scavengers including: elders living alone, and handicapped people. If everyone could be a little more generous and compassionate, we can make society a warmer and better place.</p> <p>Accumulatively 715 red packets have been sent over years</p>
 <p>206 Earthquake Charity Donate 47 notebooks & NT\$ 240 thousand of grants</p>	<p>A magnitude 6.4 earthquake occurred in Tainan on Chinese New Year Eve in 2016 and led to collapse of great number of families. GIGABYTE donates notebooks and grants for student from the disaster areas (Tainan, Kaohsiung, Chiayi, Pingtung) to accompany them on their reconstruction road.</p>
 <p>Direct Selling of Agricultural Products Annual trading amount NT\$ 28.5 million</p>	<p>GIGABYTE began promoting group buys of agricultural products direct from the producers in 2002. This not only helped employees buy cheaper, safe and fresh fruits, vegetables and related produce, but also gave farmers another channel free from exploitation for a win-win outcome.</p> <p>Accumulative trading amount NT\$121.57 million</p>
 <p>Involvement in Public Charity Over 100 employees</p>	<p>In addition to financial and material donations, GIGABYTE actively involved in charity activities related to vulnerable groups. In 2016, GIGABYTE carried out by actual efforts by supporting the road run organized by the Prader-Willi Syndrome Association and X'mas Flower Charity Bazaar by Association of Spinal Cord Injury.</p>

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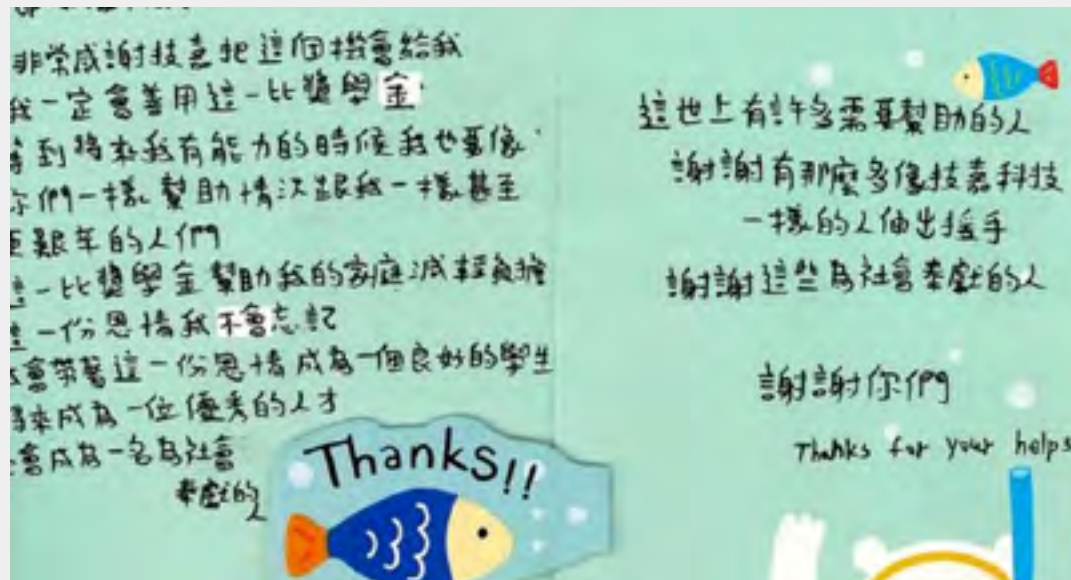
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Blood Donation



"Scavenging the Spring Festival Red Envelope"

This grandfather is the second year we give him a red envelope, this year he is 97 years old, ears suffering from serious listening, but still have to do recycling, every day pushing his tricycle, asked him to do a few Year recovery, he is not clear, only that he has 97 years old, feet getting worse, so this year can not go out to recover. In addition to frequently say thank you, because the neighbors sometimes give him some of the cartons, and old clothes, he said he was very grateful to GIGABYTE and neighbors to take care of. (Thanks colleagues to share)

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SROI Definition

SROI Analysis Types

SROI Analysis Principles

The SROI analysis results show that both the G-HOME GIGABYTE Eco-Roofs and the Thousand Mile Trek - Go Green Taiwan projects have brought positive impact on the society and the environment.

- Every NT\$1 invested into the “G-HOME sustainable Eco-Rooftop” project generated NT\$5 in benefits and value.
- Every NT\$1 Invested into the “Thousand Mile Trek - Go Green Taiwan” project generated NT\$2.41 in benefits and value.

Result

The Social Return on Investment (SROI) tool is a way of measuring the influence created by change from a broader perspective. The analytical process incorporates concepts such as social, environmental and economic costs vs. benefits. The level of social influence is presented as a monetary value. The results of SROI are presented as costs vs. benefits. An SROI of 2:1 means that every dollar of investment generated two dollars of social value. SROI results are intended to express “value” rather than “price”. The use of the currency format is due to the fact that currencies are a common way of expressing value.

•Evaluative: conducting retrospectively and being based on actual outcomes of a project that have already taken place.

•Forecast: predicting how much social value will be created if the activities meet their intended outcomes.

Involve stakeholders

Identify the stakeholders through the investment/implementation process and the beneficiaries/victims of change. Use interviews, surveys and electronic communications to invite stakeholder engagement.

Only include what is material

More trivial changes or stakeholders of low importance during implementation were not included in the analysis.

Do not over-claim

The positive benefits and negative impacts must both be considered during analysis. Significant negative impacts should also be assigned a value to avoid exaggerating the results of the analysis.

Understand what changes

Collect related information regularly during the project period to learn about the expected and unexpected effects of the project.

Be transparent

All quantified data and information cited during analysis should be included in the SROI “Influence Map” form. The sources should also be provided or the method of quantization explained.

Value the things that matter

For significant outcomes produced by the project, attempt to collect and discuss an appropriate financial substitute so a price can be set even if the outcome is difficult to monetize.

Verify the result

The results of project analysis should be double-checked. Adjustment of key influence factors and selection of financial institutes for key accomplishments should be used to conduct a sensitivity analysis of the analysis results.



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S.1 Project 1: G-HOME GIGABYTE Sustainable Eco-roof

S.1.1 Background Introduction

In 2013, GIGABYTE built the first-ever sustainability-oriented roof in Taiwan, the "G-HOME GIGABYTE Sustainable Eco-Roof" at the top floor of its headquarters operations with a dual core philosophy of "trees for Earth and promote employee health". The "G-HOME" represents the five core elements of the ecological roof: (G) green, (H) health, (O) LOHAS, (M) mind and (E) ecology, which not only reflect importance of sustainable and environmental issues at present, but also illustrate the climate change mitigation and adaptation strategy of G-HOME, including:

■ Roof Greening Promotion

We hope to show the multiple benefits other than landscaping that a green roof, like G-HOME, can bring to us. Moreover, G-HOME provides an example suitable for the domestic environment and conditions and therefore improves the understanding of greening measures, reduces the threshold of construction, and further stimulates amendment to current regulations of building greening. These targets are all for a more sustainable and better urban life and ecology in the future.

■ Environmental Education

G-HOME is the base of GIGABYTE's sustainability and environment education. GIGABYTE anticipates sharing this green seed with all of our stakeholders and cultivating their consciousness of sustainability and environmental literacy. Furthermore, as paying more attention to the harmonious relationship between humans and the nature, people would be more able to internalize the concept and attitude into their work and daily life, and even become another green seed that continues to spread the concept broadly.

■ Sustainable Urban Environment

G-HOME is provided with various environmental benefits containing energy saving, carbon reduction and rainwater recycling. It also breaks the stereotype that not only landscaping but also balance between human activity and ecological soundness and biodiversity are realized at the rooftop. With such multi-functional, cost-efficient and meaningful attributes, G-HOME is expected to form a new style for urban ecology and sustainable city life.



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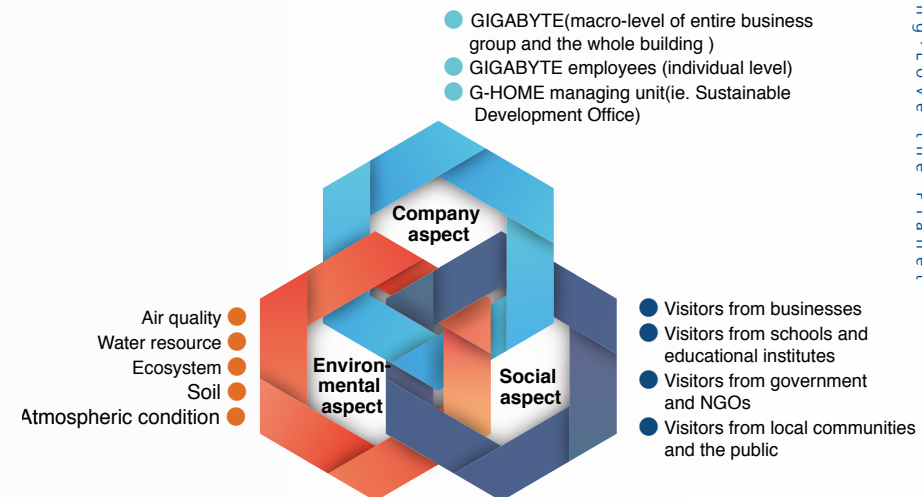
S.1.2 Scope and Stakeholder Definition

■ Scope Definition

Since its foundation, G-HOME GIGABYTE Sustainable Eco-roof has been operating for 3.5 years, and is estimated to have a life expectancy up to 10 years based on the current roof management status. Therefore, both evaluative and forecast SROI analysis are implemented to assess the current impacts of the ecological roof, as well as the overall impacts and benefits during its 10-year life cycle.

■ Definition of Stakeholder

The stakeholders of G-HOME GIGABYTE Sustainable Eco-roof are complex and can be divided into three aspects: company, society and environment. Among them, the stakeholder of environmental aspect is defined based on a non-anthropocentric concept.



Time Scope			2013~2016 (up to now)	2017~2022 (assumption of 10- year service life)	2023~2032 (10 years after end of service life)
Evaluative	Input	Roof management and maintenance			
		Promotion and education			
	Output				
	Considered period of outcome and impact				
Forecast	Input	Roof management and maintenance			
		Promotion and education			
	Output				
	Considered period of outcome and impact				



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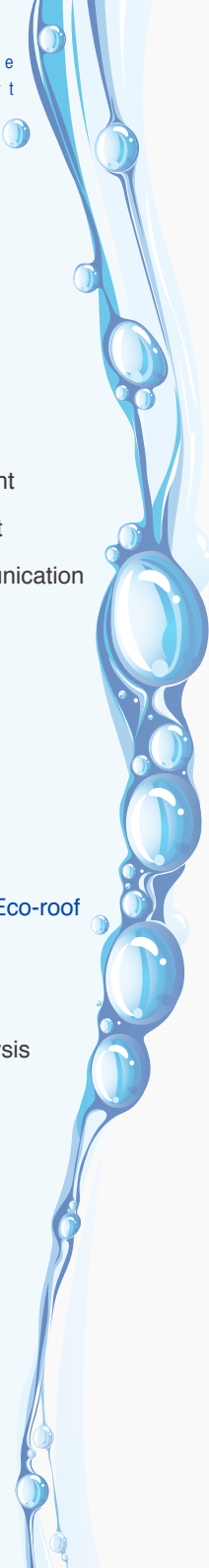
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Aspect of Beneficiaries	The Concept of Definition	Stakeholder	Intended / Unintended Change
Company	GIGABYTE and individual employees are benefited or affected by the project	GIGABYTE (macro-level of entire business group and the whole building)	The problem of roof leakage is solved, and so the cost of regular leaking treatment or treatment after specific leaking events are reduced. The ecological roof helps to cool down surface temperature of rooftop, save energy consumption of air-conditioning at higher-level of the building, and reduce the electricity fee. Eco-roof brings positive reputation to the corporate and increases brand favorability External visitors consume resources and generate waste.
		GIGABYTE employees (individual level)	The workplace has a new area providing a comfortable space for relaxation, gardening and farming. Becoming more aware of environmental protection and therefore starting to take actions. Work may be disturbed by the visitors when G-HOME is open to the public.
		G-HOME managing unit (ie. Sustainable Development Office)	The Green Action Plan and related promotion and activities receive more supports from the company and employees. In order to maintain the eco-roof, an additional cost shall be invested in long-term management and repair, and extra manpower is also needed for regular monitoring and inspection. The weekly roof-maintaining time on Friday provides opportunity for peer interaction.
Society	External personnel are benefited or affected by the project after visiting	Visitors from businesses	For those who intend to build eco-roofs or green their roofs, G-HOME helps to save their time on research and assessment by providing practical examples and experiences.
		Visitors from schools and educational institutes	The completion of roof-greening or construction of eco-roofs by visitors themselves will benefit the surrounding environmental quality.
		Visitors from government and NGOs	(For visitors from government) G-HOME provides practical experience for the government to promote the roof greening policies.
		Visitors from local communities and the public	(For visitors from schools and educational institutes) G-HOME provides a for-free environmental education center, which location is also highly accessible.
Environment	The environmental conditions are affected after the foundation of G-HOME	Air quality	The densely-rooted plants on the rooftop improve air quality.
		Water resource	The design of water storage, recycle system and drip irrigation system are contributive to making good use of water resource.
		Ecosystem	The increasing coverage by plants and the design of free-from-human-interference areas provides space for urban creatures to habitat.
		Soil	Covering the roof with soil enables the land to breath as it used to do. Low-interfering maintenance, organic and non-toxic farming maintains the vatility of soil. Making composting with the weeds removed from the roof itself and using it to fertilize the gardens beside to treasure the nutritive value of weeds and also save expenditure of fertilizer.
		Atmospheric condition	Cooling down the temperature of rooftop and thus reducing the electricity use by the building, which will subsequently lead to less greenhouse gas emissions and climate change mitigation.



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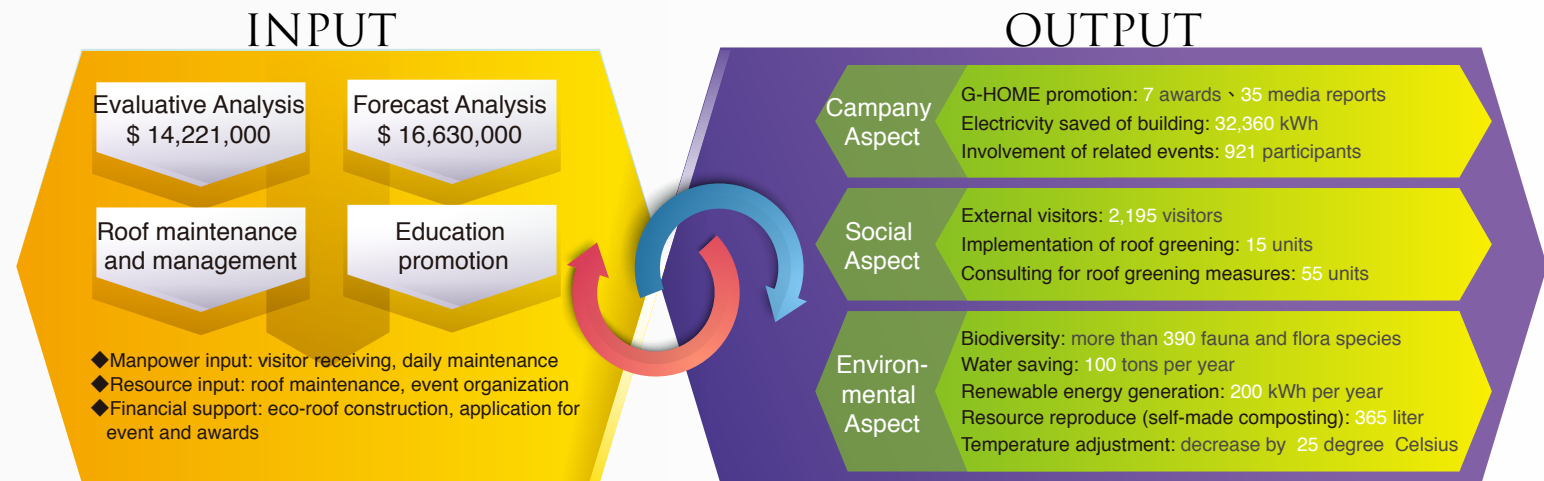
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S.1.3 Inputs and Outputs

The input of G-HOME Sustainable Eco-roof includes roof maintenance and management and environmental education promotion. The total input of the evaluative analysis is NT\$14,220,914, and that of forecast analysis is NT\$16,630,118. G-HOME has been operating for 3.5 years since its foundation; therefore the evaluative analysis considers the outputs between 2013 and 2016. As for the forecast analysis, its output data are assumed on the basis of evaluative analysis. The time scope covers from 2013 to 2022.





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S.1.4 Outcome Impact and Pricing

In order to quantify the social and environmental benefits G-HOME has brought to various stakeholders, questionnaire survey, follow-up telephone interview with visitors are conducted for collecting data of social aspect. As for activity data collection of environmental aspect, we rely on the long-term observation and monitoring of greening and environmental benefits.

■ Survey on company-side impact

The Sustainable Development Office conducts surveys targeting at the issues of building motivation, promotion outcomes during the analyzing period, behavior change among employees and office members, and environmental awareness.

■ Survey on social impact

● Questionnaire: Firstly an application form would be sent to prospective visitors before their visit to understand their incentive and the content they expect to receive from G-HOME. After visit, another questionnaire would be provided to visitors to investigate their satisfaction of information and guide tour.

● Follow-up phone interview: For those who express willingness to construct eco-roof or implement roof-greening, the Sustainable Development Office conducts phone interview to understand the process, plan and measures of their roof-greening projects. Also, we want to know to what extent that the experience of G-HOME contributes to their roof-greening projects.

Follow-up Green-roof Tracking of G-HOME Visitors (2016)

Attribute	Built	Under construction	Planing	Total
Schools	1908			1908
Coporates	1980	660	3700	6340
Governmental institutes		950		950

(In square meter)



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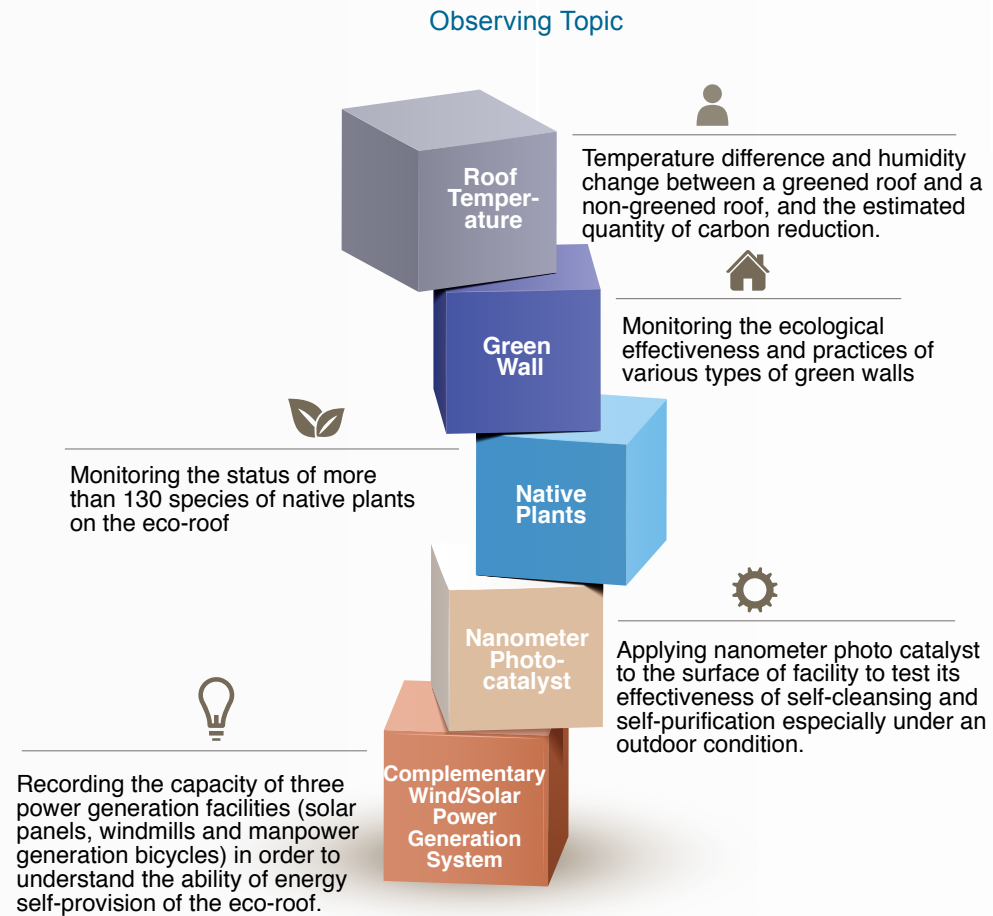
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■ Survey on environmental impact

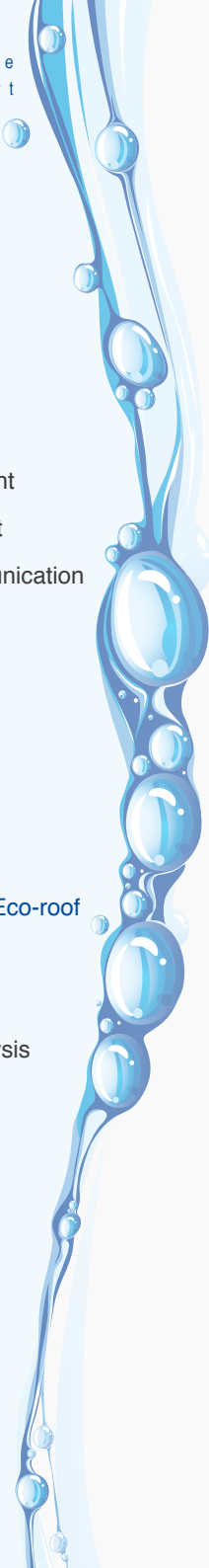
Long-term observation and monitoring: G-HOME cooperates with various academic and research institutes to continuously observe and monitor the effectiveness of greening, and carry out experiments.



Financial Proxy for Pricing Outcome Impacts of Each Affected Aspect



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Aspect of Beneficiaries	Stakeholder	Outcome and Impact	Financial Proxy for Pricing Outcome
Company Society Enviro- ment	GIGABYTE (macro-level of entire business group and the whole building)	The problem of roof leakage of headquarters building is solved.	Costs for repairing the roof
		The electricity consumption of air conditioning during summer time has reduced.	Electricity bills
		The business reputation and brand image have positively enhanced.	A/D cost and sharing value
	GIGABYTE employees (individual level)	The workplace provides a space for leisure and gardening	Rental fee of urban farms
		Employees become more environmentally conscious and are willing to take actions	Reduce waste generation
		External visitors cause additional resource consumption	Electricity and water bills
		Visiting activities interfere with employees' work	Hourly wage paid to the employee
	G-HOME managing unit (ie. Sustainable Development Office)	The Green Action Plan receives more supports	Approved budget of the plan
		The relationship between G-HOME managing team members is improved.	Costs on office dining together
		G-HOME managing team members have more opportunities to approach to the nature.	Time Costs on going to the nearest park
Society Aspect of Beneficiaries Company	Visitors from businesses	The time spending on researching and planning is shorter.	Manpower costs during planning stage of G-HOME
		The environmental quality has/will be improved after constructing an eco-roof or implementing a roof greening project	Environmental benefit per unit of G-HOME
	Visitors from schools and educational institutes	Assisting the government in amending regulations of roof greening in order to increase the area covered by greening roofs	Environmental benefit per unit of G-HOME
	Visitors from government and NGOs	G-HOME serves as an environmental education center in which visit is free and the accessibility is high.	Ticket fees of other environmental education courses in Taipei and New Taipei City
Visitors from local communities and the public			
Enviro- ment	Air quality	Plants improve the air quality.	Price of a air purifier and the electricity costs for operating the purifier
	Water resource	Rainwater resource is stored and reused.	Water bills and costs on exploring water resource
	Ecosystem	Providing habitats that are free from human disturbance for creatures in the urban area.	The construction cost of building a park of which the area is as large as G-HOME
	Soil	Enabling the soil to breath again.	Costs per unit of area of JW Ecological Engineering
		The natural farming can maintain the vitality of soil.	Price of acidity regulator for soil
		Self-made composts made by weeds can enhance soil fertility.	Price of cultivating soil especially for vegetables
Atmospheric condition	The decreasing temperature of roof surface in summer time contributes to reducing indoor electricity consumption and therefore cutting the GHG emissions.	Social cost of carbon (SCC)	



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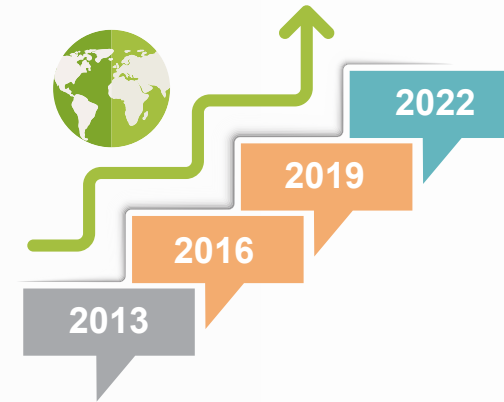
S.2 Project II: Thousand Mile
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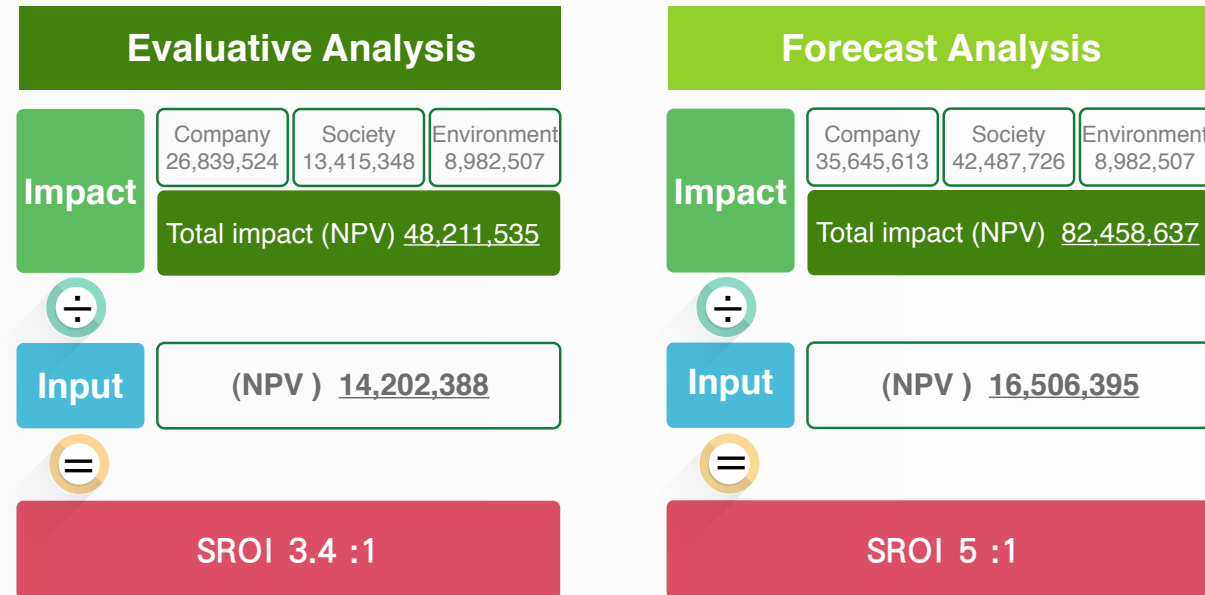
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S.1.5 SROI Analysis Result

Based on the above analyzing procedures, the SROI of G-HOME GIGABYTE Sustainable Eco-roof is 3.4:1 in the case of evaluative analysis, and 5:1 in the case of forecast analysis.



G-HOME Sustainable Eco-Roof SROI Results



Note: G-HOME project has been operating for 3.5 years and is expected to continue for another 6.5 years. Considering that the timing of this analysis is neither after completion of the project (evaluative type) nor before implementation of the project (forecast type), we adopt net present values (NPV) of both input and impact to avoid underestimation of the actual costs and impacts.



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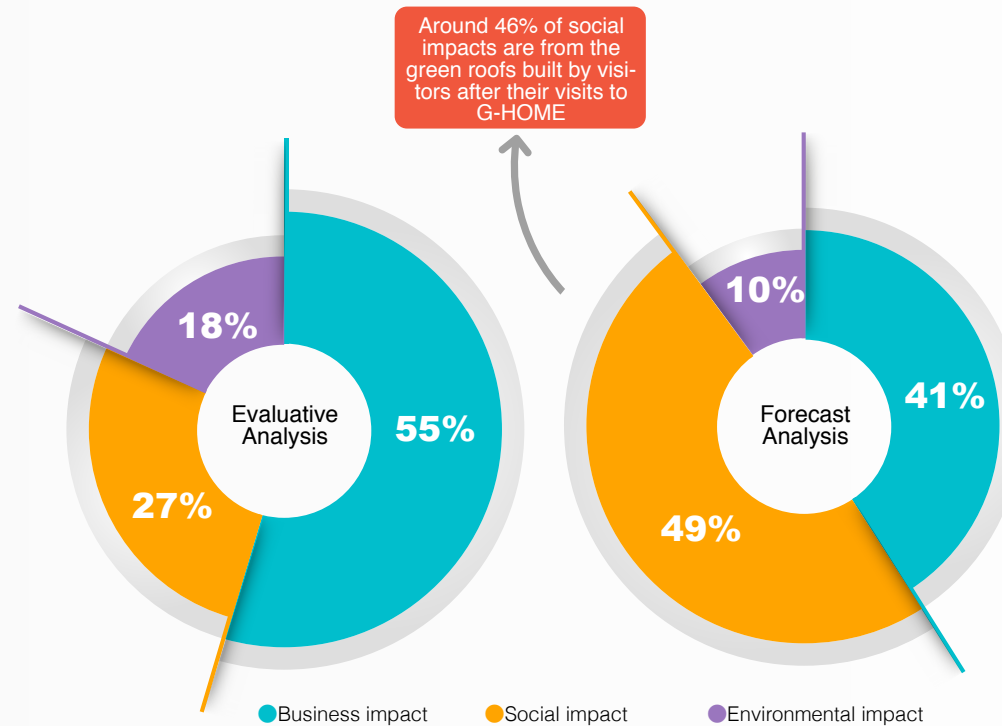
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■ G-HOME offers high social value

The SROI analysis and results show that the project has generated a relatively high level of influence on GIGABYTE stakeholders over the short-term. Such influence come from improved corporate image, improved working environment, energy-savings from the eco-rooftop, and enhanced employee environmental awareness. In the long-term, its promotion will have a growing influence on society. As the implementation and building of eco-roofs or green rooftops take time to be realized, the social influence of G-HOME is a process of gradual development rather than an instant result.

■ Environmental impact shall be larger

The quantifying method of environmental benefit used in the analysis is on the basis of "area". Since the area of G-HOME does not expand, the environmental value remains the same in both cases of evaluative and forecast types. Moreover, the impact on environment only considers that occurs within G-HOME alone. Therefore, environmental benefits created by the eco-roofs or green roofs established by visitors are seen as social impacts as those may be also affected by other external factors which are not controlled by G-HOME. If these benefits are included to the environmental impacts in this study, the total value of the environmental impact will increase by around 56%.





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S.2 Project II: Thousand Mile Trek - Go Green Taiwan

S.2.1 Background Introduction

Plastic is a by-product of petroleum refining. Because of its cheap, lightweight, convenient and waterproof characteristics, plastic almost replaces all types of visible material used in our daily life. The high demand and reliance by humans leads to mass production of plastics, which consequently cause disappearance and deterioration of existing and future resources. Scientists have pointed out that about 8 million tons of plastic wastes enter into the ocean every year and the amount will probably increase to 16 million tons per year in the next 10 years. The tremendous quantity of plastics is not only undermining the marine ecosystem, but also affecting the food on our dinner tables.

In 2015, the Sustainable Development Office and the Go Green Club, an enterprise volunteering club, together launched "Thousand Mile Trek - Go Green Taiwan" project, which aimed at responding to anti-plastic and taking actions by means of "starting from the source".

S.2.2 Scope and Stakeholder Definition

■ Scope definition

"Thousand Mile Trek - Go Green Taiwan" project firstly launched on August 30, 2015, and is expected to walk on foot around Taiwan in sections over 7 years. We conduct both evaluative and forecast SROI analyses one year after the project launched. The former mainly focuses on the changes and impacts the project so far, while the latter assumes the overall influence and benefit of the entire project.





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■ Definition of stakeholder

The main stakeholders of the project contain GIGABYTE company, members of Sustainable Development Office, members of Go Green Club, friends and families of the participants, as well as the ecological environment. The analysis decides to set "ecological environment" as a stakeholder as one of objectives of this project is to improve the environmental quality and protect habitats. It does not only take into account human needs or the value that derives only from an anthropogenic perspective.

Stakeholder	Intended/Unintended changes
Sustainable Development Office members	Calling for the company's attention on the issue of plastic by taking practical actions Increasing opportunities of outdoor activities and therefore improving health The workload on weekends and holidays increase and thereby affect the time to get alone with families
Go Green Club members	Being aware of the seriousness of plastic problem and consequently actively responding to anti-plastic advocacy and putting the idea into own daily life Increasing opportunities to get close to the nature and know Taiwan better Living pleasure increases.
Participants' families (mainly their children)	Putting anti-plastics action into daily life Opportunities of environmental education increases and therefore being more environmentally literate. Time with family members (i.e. GIGABYTE' s employees) becomes less on weekends and holidays
GIGABYTE	Inspiring employees with the issue of plastic, and concerning with reducing the use of plastic for products
Environment	Improving habitat environment on lands and in oceans, and reducing the quantity of waste entering into oceans Taking tour buses causes greenhouse gas emissions as well as air pollution As tourists, participants inevitably bring garbage to the local.

(The word in red means negative changes)



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S.2.3 Inputs and Outputs

The input of "Thousand Mile Trek - Go Green Taiwan" project considers manpower cost during preparation stage, the time cost during tours, the cost of participating tours, and the subsidy that the company funds the internal club. The total input value is NT\$365,917 in the case of evaluative analysis, and NT\$2,487,671 in the case of forecast analysis.

S.2.4 Outcome Impact and Pricing

In order to quantify the value of outcomes and impacts, the analysis mainly adopts questionnaire survey and focus group discussion.

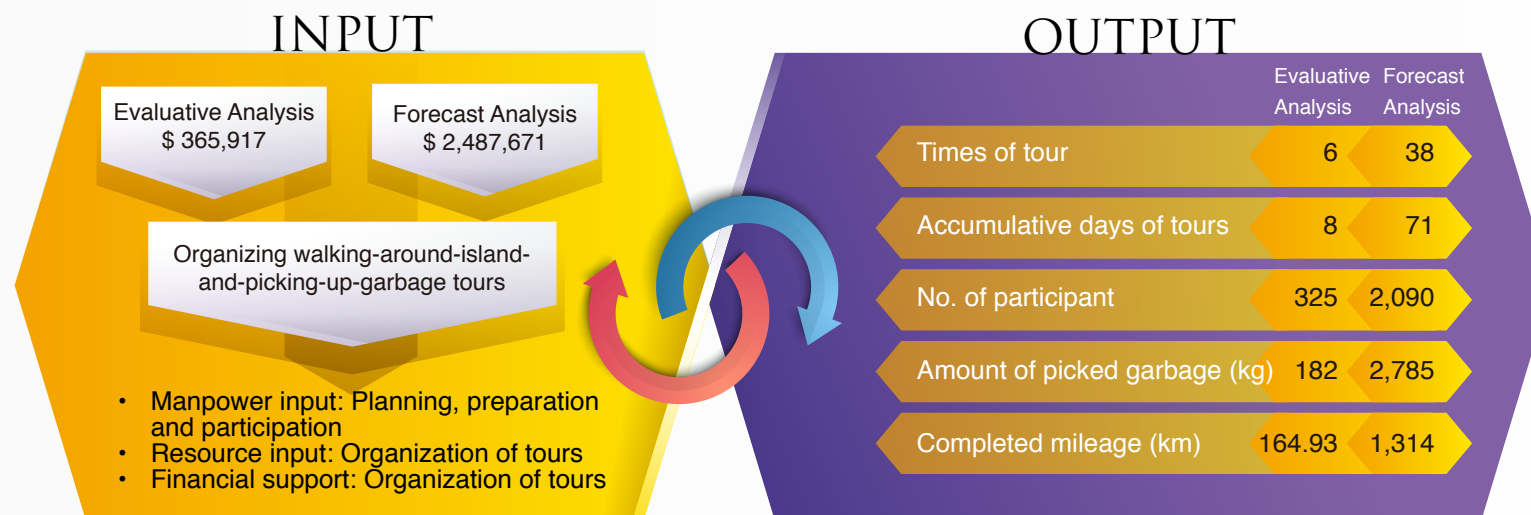
■ Questionnaire survey

The survey targets at the Go Green Club members who have participated in the project at least one time. The response rate of effective questionnaires is 81%. The information the survey aims to collect includes:

- Whether the members have changed their behaviors after participating in the project
- Whether the members feel physically and mentally improved after participating in the project.
- Whether the children of participants benefit from the environmental education.
- Whether the participants become better understood of the beauty of Taiwan

■ Focus group discussion

We understand and determine the duration and weight of each impact by collecting personal experience from key stakeholders of the proportion of factors.





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Stakeholder	Outcome and Impact	Financial Proxy for Pricing Outcome [1]
Sustainable Development Office members	Anti-plastic initiatives have received supports	The approval funds for related projects
	Becoming more healthy	Gym annual fee
Go Green Club members	The use of plastic in daily life has reduced	Fee of plastic shopping bag, the social cost of carbon (SCC) of disposable cutlery
	Relationship between peers has improved	Company for tail, games and family daily expenses
	Opportunity of outdoor activity increases	Fee for participating in tours of travel agency
	Living pleasure increases	Cost of dining out
Participants' families (mainly their children)	Becoming more healthy	Annual fee for gym
	The use of plastic in daily life has reduced	Fee of plastic shopping bag, the social cost of carbon (SCC) of disposable cutlery
	Becoming more actively concerned with environmental issues	Fee for taking environmental education lectures or courses
GIGABYTE	Less family time on weekends	Fee of day-care center
	The use of plastic on product package has reduced	Natural cost of plastic materials for consuming electronics
Environment	Enhancing green image of the company	Costs for making corporate image advertisement, values of media report
	Improvement of marine environment	Natural cost of marine plastic pollution, costs of removing marine plastic waste
	Improvement of habitats on land	Natural cost of plastic pollution
	Greenhouse gas emissions by tour buses	Social cost of carbon (SCC)

Note [1]: For the outcomes and impacts that are locally specific, we consider financial proxy data in Taiwan. For the outcomes and impacts that are boundless we take into account data given by international NGOs or research institute. These include: Social Cost of Carbon (SCC) cited from the University of Denver Research, the natural cost of plastic cited from the United Nations Environment Program research, the marine plastic waste removal cost cited from The Cleanup Ocean organization research report.



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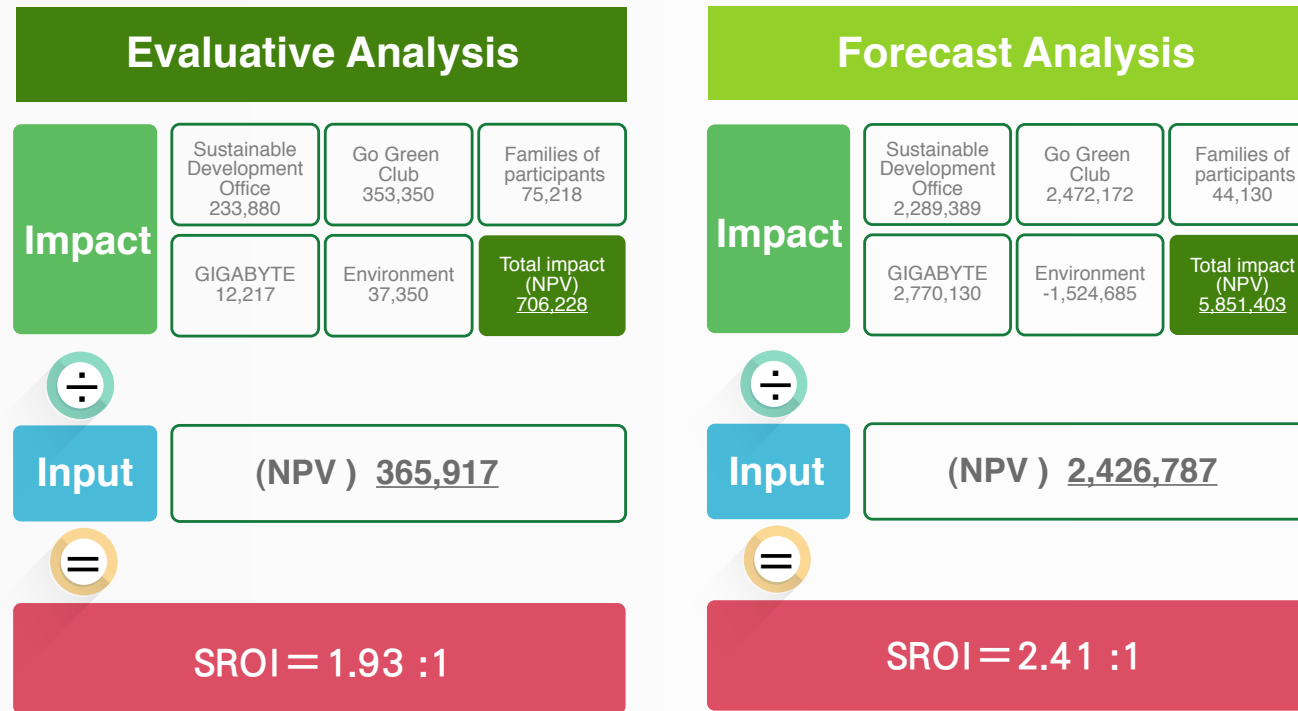
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S.2.5 SROI Analysis Result

Based on the above analyzing procedures, the SROI of Thousand Mile Trek - Go Green Taiwan is 1.93:1 in the case of evaluative analysis, and 2.41:1 in the case of forecast analysis..



Note: Thousand Mile Trek - Go Green Taiwan project has been running for 1 year and is expected to continue for another 6 years. Considering that the timing of this analysis is neither after completion of the project (evaluative type) nor before implementation of the project (forecast type), we adopt net present values (NPV) of both input and impact to avoid underestimating actual costs and impacts.



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■ Reducing use of plastic on products brings significant impact

The analysis expects that employees' participation in picking-up garbage environmental service can affect the company to form strategy and take actions in reducing use of plastic on products. After comparing the result of evaluative analysis with that of forecast analysis, we find that reducing use of plastic on the company's products can lead to significant impact. The impact not only includes cutting plastic footprint of products, but also reducing the quantity of plastics, of which some will become untreated plastic wastes entering into fields and oceans and polluting marine and land ecosystems.

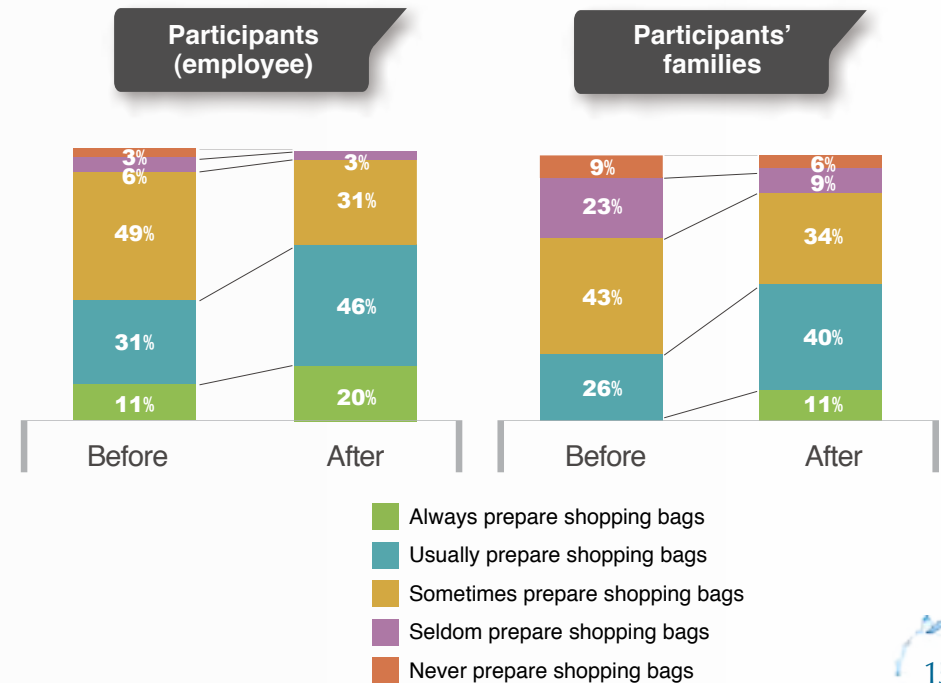
■ Change in GIGABYTE employee habits and mindset

During the course of questionnaire surveys and focus interviews, we discovered that employees who participated in the project not only made changes in their lifestyle habits but also had a significant influence on their families as well. For example, the proportion of family members who began carrying their own shopping bags doubled after their participation, and increased by 50% among employees themselves.

As for employees who took part in the project with their children, up to 70% say that their children now participate in environmental volunteering or take an interest in environmental issues. In addition, 80% of participants have voluntarily involved in other environmental services such as beach cleansing and mountain cleansing after they participate in the project. Among them 20% say they have never participated in similar environmental services before.

■ Unintended environmental impact and unsolved mystery

The project is conducted in relays and on different road sections. For more remoted areas, relying on tour buses is required. This leads to unavoidable greenhouse gas emissions as well, an environmental impact that was overlooked during project implementation and one of the reasons for its negative environmental contribution. In addition, as humans' current understanding of plastic pollution is a tip of the iceberg. The natural cost that we can obtain may not accurately represent the actual cost of plastic pollution, and that means the total cost by plastic pollution of the analysis can be underestimated. With a lack of more profound researches and more accurate data, costs of plastic waste remains the most uncertain factor to the overall environmental performance in this analysis.





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The SROI tool can assist a project operator in assessing the environmental and social benefits of a project. However, due to some methodological limitations on analysis, the real impacts of a project may hardly display.

■ Selection of financial proxy reference

Many social- and environmental-oriented indicators are difficult to be given a monetary price, such as biodiversity, education, time, etc.. The SROI tool suggests referring to relevant financial proxies to price impact indicators, but does not provide a public database. An impact indicator can be presented by a variety of financial proxies, and with different selection the analytic result would be different. Moreover, for those indicators which are hardly monetized but forcedly given a price, the assessing result may not be true to the reality.



How much is the social cost of 1 metric ton of carbon?

- “US\$ 37 per ton” by Environmental Protection Agency of U.S.
- “US\$ 220 per ton” by Stanford University
- Or even more?



How much is the cost of plastic pollution caused by 1 ton of plastic in oceans ?

- According to UNEP report, plastic wastes in oceans cost approximately US\$ 13 billion per year, this includes environmental damage to marine ecosystems, financial losses incurred by fisheries and tourism as well as time spent cleaning up beaches.
- According to the Ocean Cleanup Organization, the cost of cleaning up all plastic waste in oceans is US\$ 25 thousand per ton. As around 8 million tons of plastics enter into world’s ocean each year, the total annual cost of cleaning up the plastic is up to US\$ 200 billion.
- Or even more?



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■ Limitation resulted from assumptions and parameters setting

During the analysis, the extent of each impact is more or less based on assumptions and estimations. If the assumption is over idealistic, or the estimation stands on insufficient data, the level of impact or benefit at the final stage can be inaccurate. Furthermore, SROI does not provide data or parameters for users' reference that are widely accepted and credible (e.g. no database for public parameters). This probably leads to projects adopting the same tool yet giving respective interpretations.

■ A lack of raw data

SROI requires for a large number of raw data generated during the implementation of the project. The extent of completeness and deepness of data will help to improve the accuracy and credibility of the analytic results. Idealistically, researchers determine whether to adopt evaluative analysis or forecast analysis before launching a project. However, we did not consider adopting SROI before starting "G-HOME Sustainable Eco-Roof" and

"Thousand Mile Trek - Go Green Taiwan". Some data needed for these analyses were therefore collected through interviews or questionnaires afterwards, which means the raw information may problematic in terms of accuracy and immediateness.

■ Ascending benefit of outcomes can be ignored

Theoretically, SROI methodology assumes that the influence of outcomes and impacts diminishes gradually over time, and even suggests that researchers do not take into account possibility of increasing impacts. However, this assumption is not necessarily applicable to all environmental and social issues, particularly those which can bring enlightening influence. Sometimes an experience may inspire a person to take a great action. For instance, Boyan Slat, CEO of the Ocean Cleanup International Organization, once swam at the beach in Greece and discovered plastic wastes along the seashore. That encouraged him to be devoted to inventing a marine plastic cleaner until now. Because of his efforts, such thorny problem is expected to be gradually mitigated in the near future.

SROI analysis of the two projects gave us a picture of the important environmental and social effects of their execution. The "quantization" part of the analysis process reminded us of aspects to watch out for during project execution. It is impossible for any project to only have a positive impact during execution. We also discovered limitations in the SROI analytical method. Nevertheless, regardless of how much influence is actually generated by the two projects in the end, we still hope to tell all our readers that you cannot put a price on ecology and conservation. GIGABYTE will therefore continue to further promote sustainability projects.

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Interface	Main Indicator	FY 2014	FY 2015	FY 2016	
Economic Aspect	Consolidated Revenue (NT\$ billion)	54.542	50.829	52.347	
	Operating Cost (NT\$ billion)	45.073	42.067	43.277	
	Operating Expenses (NT\$ billion)	7.662	7.510	7.381	
	Employee Benefits (NT\$ billion)	5.240	5.222	5.370	
	Basic Earnings per Share (NT\$)		3.05	3.64	
Environmental Aspect	Greenhouse Gas Emission (t-CO ₂ e)	Scope 1	616.96	576.89	644.45
		Scope 2	30,098.76	28,859.27	28,643.39
	Greenhouse Gas Emission Intensity (t-CO ₂ e/thousand MB equivalent pieces)	1.86	1.75	1.90	
	Electricity Use (MWh)	Taiwan Bases	20,220.54	19,494.84	19,497.70
		China Bases	21,792.65	20,959.26	20,845.35
	Energy Use (include: steam, gas, diesel and LPG, electricity) (GJ)	161,291.55	153,029.04	152,991.88	
	Water Usage (10,000 tons)	Taiwan Bases	9.97	9.18	9.79
		China Bases	25.11	25.71	25.24
	Generated Waste (tons)		1,918.77	1,880.74	1,697.89
	General Waste (tons)	Operating Headquarters	11.61	10.65	30.12
		Manufacturing Bases (Nanping, Dongguan and Ningbo)	403.43	399.85	379.40
	Hazardous Substance (tons)	Operating Headquarters	1.15	0.98	2.02
		Manufacturing Bases (Nanping, Dongguan and Ningbo)	74.77	60.42	56.39
	Generated Waste per Unit of Product (ton/thousand MB equivalent piece)- Manufacturing Bases (Nanping 、 Dongguan and Ningbo)		0.11	0.11	0.11
Generated Waste per Capita (Ton/person) -Operating Headquarters		0.04	0.03	0.05	
Environmental Education Hours		1,014	3,637	7,524	
Social Aspect	Total Number of Employee	8,095	8,220	7,799	
	Average Age	35.9	36.4	31.9	
	Average Service Year of Employee	7.7	7.3	5.24	
	Total Number of Hours of Staff Training (Taiwan Bases)	19,330	19,068	19,58	
	Disability Frequency (FR)	Taiwan Bases	0.77	0.36	0
		China Bases	1.19	0.8	2.66
	Disability Damage Severity Rate (SR)	Taiwan Bases	1.52	1.5	0
China Bases		5	18.03	55.73	



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Target	Target Description	Report Chapter and Description	Page	Approval Significant Consideration	Approval by Third Party	UN Sustainable Influence Target
Strategy and Analysis						
G4-1	Organization's strategy for addressing sustainability	From the Chairman	3	N/A	V	
G4-2	Key impacts, risks, and opportunities	2.2.4 Risk Management	45	N/A	V	
Organizational Profile						
G4-3	Name of organization	2.1.1 Introduction of GIGABYTE	27	N/A	V	
G4-4	Primary brands, products, and services	2.1.1 Introduction of GIGABYTE	27	N/A	V	
G4-5	Location of the organization's headquarters	2.1.1 Introduction of GIGABYTE	27	N/A	V	
G4-6	Number of countries where the organization operates and names of countries	2.1.1 Introduction of GIGABYTE	27	N/A	V	
G4-7	Nature of ownership and legal form.	2.1.1 Introduction of GIGABYTE	27	N/A	V	
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)	2.1.1 Introduction of GIGABYTE	27	N/A	V	
G4-9	Scale of the organization	2.1.1 Introduction of GIGABYTE 3.1.2 Operational Performance	27 50	N/A	V	
G4-10	Total number of employees by contract, type, region and gender	5.1.1 Steady Human Resource Structure	100	N/A	V	Goal 8 - Decent Work and Economic Growth
G4-11	Percentage of total employees covered by collective bargaining agreements	5.1.1 Steady Human Resource Structure	100	N/A	V	
G4-12	Describe the organization's supply chain	3.3 Supplier Risk Management	57	N/A	V	
G4-13	Organization's size, structure, ownership or supply chain	2.1.1 Introduction of GIGABYTE	27	N/A	V	
G4-14	Organization's precautionary approach or principle	2.2.4 Risk Management	45	N/A	V	
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	3.3 Supplier Risk Management	57	N/A	V	
G4-16	Membership of the Association at national or international advocacy	2.1.4 Participation in International Organizations and Associations	36	N/A	V	
Identified Material Aspects and Boundaries						
G4-17	Organization's consolidated financial statements or equivalent documents	About the CSR Report	1	N/A	V	
G4-18	Define the report content and the aspect boundaries	1.2 Interaction with Stakeholders	16	N/A	V	
G4-19	List all the material aspects identified in the process for defining report content	1.2 Interaction with Stakeholders	16	N/A	V	
G4-20	For each material aspect, report the aspect boundary within the organization, indicating which aspects are important to the outside of the organization	1.2 Interaction with Stakeholders	16	N/A	V	
G4-21	For each material aspect, report the aspect boundary outside the organization, indicating which considerations are important to the outside of the organization	1.2 Interaction with Stakeholders	16	N/A	V	
G4-22	Effect of any restatements of information	About the CSR Report	1	N/A	V	
G4-23	Significant changes from previous reporting periods in the Scope and aspect boundaries.	No significant change	-	N/A	V	
Interested parties						
G4-24	List of stakeholder groups engaged by the organization	1.2 Interaction with Stakeholders	16	N/A	V	
G4-25	Basis for identification and selection of stakeholders with whom to engage	1.2 Interaction with Stakeholders	16	N/A	V	



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Intereacted Parties						
G4-26	Stakeholder engagement	1.2 Interaction with Stakeholders	16	N/A	V	
G4-27	The stakeholder's question, how the organization responds, the stakeholder groups that raised the topic	1.2 Interaction with Stakeholders	16	N/A	V	
Report Profile						
G4-28	Report period	About the CSR Report	1	N/A	V	
G4-29	Date of most recent previous report	About the CSR Report	1	N/A	V	
G4-30	Reporting cycle	About the CSR Report	1	N/A	V	
G4-31	Contact point for questions regarding the report or its contents	About the CSR Report	1	N/A	V	
G4-32	Organization to follow GRI Content Index	About the CSR Report	158	N/A	V	
G4-33	Organization's policy and current practice with regard to seeking external assurance for the report	Appendix II	1 158	N/A	V	
Governance						
G4-34	Governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts	1.2 Interaction with Stakeholders 2.2 Corporate Governance	16 37	N/A	V	
G4-35	Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	1.2 Interaction with Stakeholders 2.2 Corporate Governance	16 37	N/A	V	
G4-36	Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	1.2 Interaction with Stakeholders 2.2 Corporate Governance	16 37	N/A	V	
G4-37	Stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.	1.2 Interaction with Stakeholders	16	N/A	V	Goal 16 - Peace, Justice and Strong Institutions
G4-38	The composition of the highest governance body and its committees	2.2 Corporate Governance	37	N/A	V	
G4-39	Whether the Chair of the highest governance body is also an executive officer	2.2 Corporate Governance	37	N/A	V	
G4-40	Nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members.	2.2 Corporate Governance	37	N/A	V	
G4-41	Processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders.	2.2 Corporate Governance: Company Annual Report Y2016	37	N/A	V	
G4-42	The highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts	1.2 Interaction with Stakeholders 2.2 Corporate Governance	16 37	N/A	V	



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G4-43	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics	1.2 Interaction with Stakeholders 2.2 Corporate Governance	16 37	N/A	V	
G4-44	Processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, the frequency of the assessment, whether it is self-assessment, the action taken against the results of the appraisal.	There is no relevant evaluation plan at present	-	N/A	V	
G4-45	The highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities, and in the implementation of due diligence processes, and whether stakeholder consultation is used to support the highest governance.	1.2 Interaction with Stakeholders 2.2 Corporate Governance	16 37	N/A	V	Goal 16 - Peace, Justice and Strong Institutions
G4-46	The highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.	1.2 Interaction with Stakeholders 2.2 Corporate Governance	16 37	N/A	V	
G4-47	Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	1.2 Interaction with Stakeholders 2.2 Corporate Governance	16 37	N/A	V	
G4-48	The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material aspects are covered.	1.2 Interaction with Stakeholders	16	N/A	V	
G4-49	Process for communicating critical concerns to the highest governance body	1.2 Interaction with Stakeholders	16	N/A	V	
G4-50	The nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.	No reveal this time	16	N/A	V	
G4-51	Remuneration policies for the highest governance body and senior executives for the below types of remuneration.	2.2 Corporate Governance	37	N/A	V	
G4-52	Process for determining remuneration, indicating whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organization.	2.2 Corporate Governance	37	N/A	V	
G4-53	If applicable, how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals.	No reveal this time	-	N/A	V	Goal 16 - Peace, Justice and Strong Institutions
G4-54	The ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	2.2 Corporate Governance	37	N/A	V	
G4-55	The percentage of the increase in the percentage of the ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	2.2 Corporate Governance	37	N/A	V	
Ethics and Integrity						
G4-56	Organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	1.1 Corporate Social Responsibility 2.2.2 Corporate Code of Conduct	8 42	N/A	V	Goal 16 - Peace, Justice and Strong Institutions
G4-57	Internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.	2.2.2 Corporate Code of Conduct 2.2.3 Legal Compliance	42 45	N/A	V	
G4-58	The internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	2.2.2 Corporate Code of Conduct	42	N/A	V	



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Specific Standard Disclosure Category - Economy						
Economic Performance						
Management policy		3.1 Economic performance	49	Yes	V	
G4-EC1	The direct economic value generated and distributed (EVG&D) by the organization	3.1.2 Operational performance	50		V	Goal 8 - Decent Work and Economic Growth
G4-EC2	Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue or expenditure	4.2.1 Climate Change Risk and Opportunity	74		V	Goal 13 - Climate Action
G4-EC3	Coverage of the organization's defined benefit plan obligation.	No reveal this time	-		-	
G4-EC4	Financial assistance received from government	No reveal this time	-		-	
Market Presence						
Management policy		5.1 Human Resource Management	100	Yes	V	
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	5.1.2 Employee Recruitment, Retention and Management	102		V	Goal 1 - No Poverty Goal 5 - Gender Equality Goal 8 - Decent Work and Economic Growth
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation	No reveal this time	-		-	
Indirect Economic Impacts						
Management policy		Non-significant consideration	-	NO	-	
G4-EC7	Development and impact of infrastructure investments and services supported	Non-significant consideration	-		-	
G4-EC8	Significant indirect economic impacts, including the extent of the impacts	Non-significant consideration	-		-	
Procurement Practices						
Management policy		3.3 Supplier Risk Management	57	Yes	V	
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	3.3.1 Risk Assessment	59		V	Goal 12 - Responsible Consumption and Production
Specific Standard Disclosure Category – Environmental						
Materials						
Management policy		4.3 Green Product	82	Yes	V	
G4-EN1	Materials used by weight or volume	4.3.2 Reduction of Resource Consumption	84		V	Goal 8 - Decent Work and Economic Growth Goal 12 - Responsible Consumption and Production Goal 13 - Climate Action
G4-EN2	Percentage of materials used that are recycled input materials	No Reveal this time	-		-	
Energy						
Management policy		4.1.2 Energy Resource Management	70	Yes	V	
G4-EN3	Energy consumption within the organization	4.1.2 Energy Resource Management	70		V	Goal 8 - Decent Work and Economic Growth
G4-EN4	Energy consumption outside the organization	No reveal this time	-		-	
G4-EN5	Energy intensity	4.1.2 Energy Resource Management	70		V	Goal 12 - Responsible Consumption and Production
G4-EN6	Reduction of energy consumption	4.1.2 Energy Resource Management	70		V	Goal 12 - Responsible Consumption and Production
G4-EN7	Reduction in energy requirements of products and services	No reveal this time	-		-	Goal 13 - Climate Action



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Water						
Management policy		4.1.2 Energy Resource Management	70	Yes	V	
G4-EN8	Total water withdrawal by source	4.1.2 Energy Resource Management	70		V	
G4-EN9	Water sources significantly affected by withdrawal of water	No significant impact	-		-	
G4-EN10	Percentage and total volume of water recycled and reused	No reveal this time	-		-	
Biodiversity						
Management policy		Non-significant consideration	-	No	-	
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Non-significant consideration	-		-	
G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Non-significant consideration	-		-	
G4-EN13	Habitats protected or restored	Non-significant consideration	-		-	
G4-EN14	Total number of INCN red list species and national conservation list species with habitats in areas affected by operation, by level of extinction risk	Non-significant consideration	-	-		
Emissions						
Management policy		4.2 Adaptation and Response to Climate Change	74	Yes	V	
G4-EN15	Direct greenhouse gas (GHG) emissions (scope 1)	4.2.2 Greenhouse Gas Inventory and Reduction	76		V	Goal 12 - Responsible Consumption and Production Goal 13 - Climate Action
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (scope 2)	4.2.2 Greenhouse Gas Inventory and Reduction	76		V	
G4-EN17	Other indirect greenhouse gas (GHG) emissions (scope 3)	4.2.2 Greenhouse Gas Inventory and Reduction	76		V	
G4-EN18	Greenhouse gas emission (GHG) intensity	4.2.2 Greenhouse Gas Inventory and Reduction	76		V	
G4-EN19	Reduction if greenhouse gas (GHG) emissions	4.2.2 Greenhouse Gas Inventory and Reduction	76		V	
G4-EN20	Emission of ozone-depleting Substances (ODS)	GIGABYTE' s production process and products do not involve the use of ODS	-		V	
G4-EN21	NOx, SOx, and other significant air emissions	GIGABYTE does not produce significant air emissions	-	V		
Products and Services						
Management policy		4.1.3 Pollution and Waste Management	73	Yes	V	Goal 12 - Responsible Consumption and Production
G4-EN22	Total water discharge quality and destination	4.1.3 Pollution and Waste Management	73		V	
G4-EN23	Total weight of waste by type and disposal method	4.1.3 Pollution and Waste Management	73		V	
G4-EN24	Total number and volume of significant spills	No leakage occurred in the year 2016	-		V	
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III and VIII, and percentage of transported waste shipped internationally	The transportation, import and export in 2016 do not contain hazardous wastes regulated by the Basel Convention	-		V	
G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization' s discharges of water and runoff.	4.1.3 Pollution and Waste Management	73		V	



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Prodcuts and Services						
Management policy		4.3 Green Product	82	Yes	V	
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	4.3 Green Product	82		V	Goal 8 - Decent Work and Economic Growth Goal 12 - Responsible Consumption and Production Goal 13 - Climate Action
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	4.3.2 Reduction of Resource Consumption (partially disclosed)	84		V	
Compliance						
Management policy		2.2.3 Legal Compliance	45	Yes	V	
G4-EN29	Significant environmental impacts of transporting products and other goods and materials for the organizations operations, and transporting members of the workforce	No event occurred in 2016	-		V	Goal 16 - Peace, Justice and Strong Institutions
Transport						
Management policy		Non-significant consideration	-	No	-	
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organizations operations, and transporting members of the workforce	Non-significant consideration	-		-	
Overall						
Management policy		Non-significant consideration	-	No		
G4-EN31	Total environmental protection expenditures and investments by type	Non-significant consideration	-			
Supplier Environmental Assessment						
Management policy		3.3 Supplier Risk Management	57	Yes	V	
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	3.3.1 Risk Assessment	59		V	
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	3.3.2 On-site Audit and Counseling	62		V	
Environmental Grievance Mechanisms						
Management policy		Non-significant consideration	-	No	-	
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	No complaints of environmental issues in 2016	-		-	Goal 16 - Peace, Justice and Strong Institutions
Specific Standard Disclosures Category - Society						
Subcategory - Labor practices and decent work						
Employment						
Management policy		5.1 Human Resource Management	100	Yes	V	
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	5.1.2 Employee Recruitment, Retention and Management	102		V	Goal 5 - Gender Equality Goal 8 - Decent Work and Economic Growth
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	5.1.5 Employee Welfare and Benefit	109		V	Goal 8 - Decent Work and Economic Growth
G4-LA3	Return to work and retention rates after parental leave, by gender	5.1.2 Employee Recruitment, Retention and Management	102		V	Goal 5 - Gender Equality Goal 8 - Decent Work and Economic Growth
Management policy		5.1 Human Resource Management	100		V	



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Labor/Management Relations						
	Management policy	5.1.2 Employee Recruitment, Retention and Management	102	No	V	
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	5.1.2 Employee Recruitment, Retention and Management	102		V	Goal 8 - Decent Work and Economic Growth
Occupational Health and Safety						
	Management policy	5.2 Healthy and Happy Workplace	110	Yes	V	
G4-LA5	Percentage of total workforce represented in formal joint management worker health and safety committees that help monitor and advise on occupational health and safety programs	5.2.1 Establishing Safe and Healthy Working Environment	110		V	Goal 8 - Decent Work and Economic Growth
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	5.2.1 Establishing Safe and Healthy Working Environment	110		V	Goal 3 - Good Health and Well-being Goal 8 - Decent Work and Economic Growth
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	5.2.2 Employee Physical and Mental Health	115		V	Goal 8 - Decent Work and Economic Growth
G4-LA8	Health and safety topics covered in formal agreements with trade unions	GIGABYTE does not have any relevant trade unions	-		V	Goal 8 - Decent Work and Economic Growth
Training and Education						
	Management policy	5.1.4 Talent Training and Growth	107	Yes	V	
G4-LA9	Average hours of training per year per employee by gender, and by employee category	5.1.4 Talent Training and Growth	107		V	Goal 4 - Quality Education Goal 5 - Gender Equality Goal 8 - Decent Work and Economic Growth
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	5.1.4 Talent Training and Growth	107		V	Goal 8 - Decent Work and Economic Growth
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	5.1.2 Employee Recruitment, Retention and Management	102		V	Goal 5 - Gender Equality Goal 8 - Decent Work and Economic Growth
Employee Diversity and Equal Opportunity						
	Management policy	5.1 Human Resource Management	100	Yes	V	
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	5.1.1 Steady Human Resource Structure 5.1.2 Employee Recruitment, Retention and Management	100 102		V	Goal 5 - Gender Equality Goal 8 - Decent Work and Economic Growth
Equal Remuneration for Women and Men						
	Management policy	5.1.3 Competitive Remuneration	105	Yes	V	
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	5.1.3 Competitive Remuneration	105		V	Goal 5 - Gender Equality Goal 8 - Decent Work and Economic Growth Goal 10 - Reduced Inequalities
Supplier Assessment for Labor Practices						
	Management policy	3.3 Supplier Risk Management	57	Yes	V	
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	No Reveal this time	-		V	Goal 5 - Gender Equality Goal 8 - Decent Work and Economic Growth
G4-LA15	Goal 8 - Decent Work and Economic Growth	3.3.2 On-site Audit and Counseling	62		V	Goal 16 - Peace, Justice and Strong Institutions



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Labor Practices Grievance Mechanisms						
Management policy		Non-significant consideration		-	-	
G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	There were no cases of labor complaints in 2016	-	No	V	Goal 16 - Peace, Justice and Strong Institutions
Sub Category - Human Rights						
Investment						
Management policy		Non-significant consideration		-	-	
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Non-significant consideration	-	No	-	
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	Non-significant consideration	-	-	-	
Non-Discrimination						
Management policy		5.1 Human Resource Management 2.2.2 Corporate Code of Conduct	100 42	Yes	V	
G4-HR3	Total number of incidents of discrimination and corrective actions taken	There were no cases of labor complaints in 2016	-		V	Goal 5 - Gender Equality Goal 8 - Decent Work and Economic Growth Goal 16 - Peace, Justice and Strong Institutions
Freedom of Association and Collection Bargaining						
Management policy		5.1 Human Resource Management 2.2.2 Corporate Code of Conduct	100 42	Yes	V	
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	There were no cases of labor complaints in 2016	-		V	Goal 8 - Decent Work and Economic Growth
Child Labor						
Management policy		5.1 Human Resource Management 3.3.1 Risk Assessment	100 59	Yes	V	
G4-HR5	Operational sites and suppliers with serious use of child labor, and actions to help put an end to child labor	5.1 Human Resource Management 3.3.1 Risk Assessment	-		V	Goal 8 - Decent Work and Economic Growth Goal 16 - Peace, Justice and Strong Institutions
Forced or Compulsory Labor						
Management policy		5.1 Human Resources Management	100	Yes	V	
G4-HR6	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	There were no cases of labor complaints in 2016	-		V	Goal 8 - Decent Work and Economic Growth
Security Practices						
Management policy		Non-significant consideration		-	-	
G4-HR7	Percentage of security personnel trained in the organizations human rights policies or procedures that are relevant to operations	Non-significant consideration	-	No	-	
Indigenous Rights						
Management policy		Non-significant consideration		-	-	
G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	Non-significant consideration	-	No	-	



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Assessment						
	Management policy	Non-significant consideration	-	No	-	
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	Non-significant consideration	-		-	
Supplier Human Rights Assessment						
	Management policy	3.3 Supplier Risk Management	57	Yes	V	
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	No reveal this time	-		V	
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	3.3.1 Risk Assessment	59		V	
Human Rights Grievance Mechanisms						
	Management policy	Non-significant consideration	-	No		
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	There were no cases of labor complaints in 2016	-		V	Goal 16 - Peace, Justice and Strong Institutions
Sub category - Society						
Local Communities						
	Management policy	Non-significant consideration	-	No	V	
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	Non-significant consideration	-		V	
G4-SO2	Operations with significant actual and potential negative impacts on local communities	Non-significant consideration	-		V	
Anti-corruption						
	Management policy	2.2 Corporate Governance	37	Yes	V	
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	No Reveal This time	-		V	
G4-SO4	Communication and training on anti-corruption policies and procedures	2.2.2 Corporate Code of Conduct	42		V	Goal 16 - Peace, Justice and Strong Institutions
G4-SO5	Confirmed incidents of corruption and actions taken	There were no cases of labor complaints in 2016	-		V	
Public Policy						
	Management policy	Non-significant consideration	-	No	-	
G4-SO6	Total value of political contributions by country and recipient/beneficiary	Non-significant consideration	-		-	
Anti-competitive Behavior						
	Management policy	2.2 Corporate Governance	37	Yes	V	
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	There were no cases of labor complaints in 2016	-		V	Goal 16 - Peace, Justice and Strong Institutions
Compliance						
	Management policy	2.2.3 Legal Compliance	45	Yes	V	
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	There were no cases of labor complaints in 2016	-		V	Goal 16 - Peace, Justice and Strong Institutions
Grievance Mechanisms for Impacts on Society						
	Management policy	3.3 Supplier Risk Management	57	Yes	V	
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	No reveal this time	-		V	
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	3.3.1 Risk Assessment	59		V	



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Management policy		Non-significant consideration	-	No	-	
G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	There were no cases of labor complaints in 2016	-		-	Goal 16 - Peace, Justice and Strong Institutions
Sub Category - Product Responsibility						
Customer Health and Safety						
Management policy		3.2 Customer Service 3.3 Supplier Risk Management 4.3 Green Product	52 57 82	Yes	V	
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	4.3 Green Product GIGABYTE products are assessed by health and safety impact	82		V	
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	Product and Service Marking	-		V	Goal 16 - Peace, Justice and Strong Institutions
Product and Service Marking						
Management policy		3.2 Customer Service 3.3 Supplier Risk Management 4.3 Green Product	52 57 82	Yes	V	
G4-PR3	Type of product and service information required by the organizations procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	GIGABYTE' s products are in line with relevant information and labeling requirements	-		V	Goal 12 - Responsible Consumption and Production
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	There were no cases of labor complaints in 2016	-		V	Goal 16 - Peace, Justice and Strong Institutions
G4-PR5	Results of surveys measuring customer satisfaction	3.2.2 Customer Satisfaction	54		V	
Marketing Communications						
Management policy		3.2 Customer Service 3.3 Supplier Risk Management	52 57	Yes	V	
G4-PR6	Sale of banned or disputed products	There are no banned or controversial products in the products sold in 2016	-		V	
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	2016 no violation of any marketing laws and regulations	-		V	Goal 16 - Peace, Justice and Strong Institutions
Customer Privacy						
Management policy		2.2.3 Legal Compliance	45	Yes	V	
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	In 2016, GIGABYTE did not receive any fine for non-compliance with laws and regulations	-		V	Goal 16 - Peace, Justice and Strong Institutions



Appendix IV ISO 26000 Comparison Table

Core subject	ISO 26000	Report Chapter		Page	
Organizational Governance	1.2 Interaction with Stakeholders	1.2 Interaction with Stakeholders	2.2 Corporate Governance	16	37
Human Rights	Compliance with the law to avoid the risk of human rights auditing	5.1 Human Resource Management		100	
	Human rights risk situations	5.1 Human Resource Management		100	
	Avoidance of complicity: direct, beneficial or silent	2.2 Corporate Governance		37	
	Resolving grievances	5.1 Human Resource Management		100	
	Discrimination and vulnerable groups	5.1 Human Resource Management		100	
	Civil and political rights	5.1 Human Resource Management		100	
	Economic, social and cultural rights	5.1 Human Resource Management	5.2 Healthy and Happy Workplace	100	110
Labor Practices	Fundamental principles and rights at work	5.1 Human Resource Management	5.2 Healthy and Happy Workplace	100	110
	Conditions of work and social protection	5.1 Human Resource Management		100	
	Social dialogue	5.1 Human Resource Management		100	
	Health and safety at work	1.2 Interaction with Stakeholders	5.1 Human Resource Management	16	100
	Human development and training in the workplace	5.2 Healthy and Happy Workplace		110	
The Environment	Conditions of work and social protection	5.1 Human Resource Management		100	
	Prevention of pollution	4.1 Environmental Management		68	
	Sustainable resource use	4.1 Environmental Management		68	
	Climate change mitigation and adaptation	4.2 Adaptation and Response to Climate Change		74	
Fair Operating Practices	Protection of the environment, biodiversity and restoration of natural habitats	4.4 Green Action Plan - Internalization of Environmental Consciousness and Action	4.5 G-HOME Sustainable Eco-roof	89	93
	Anti-corruption	2.2 Corporate Governance		37	
	Responsible political involvement	2.2 Corporate Governance		37	
	Fair competition	2.2 Corporate Governance		37	
	Promoting social responsibility in the value chain	3.2 Customer Service	3.3 Supplier Risk Management	52	57
	Respect for property rights	2.2 Corporate Governance		37	
Consumer Issues	Fair marketing, factual and unbiased information and fair contractual practices	2.2 Corporate Governance		37	
	Protecting consumers' health and safety	3.2 Customer Service	3.3 Supplier Risk Management	52	57
	Sustainable consumption	3.3 Supplier Risk Management	4.3 Green Products	57	82
	Consumer service, support, and complaint and dispute resolution	3.2 Customer Service		52	
	Consumer data protection and privacy	3.2 Customer Service		52	
	Access to essential services	3.2 Customer Service		52	
	Education and awareness	4.3 Green Products		82	
Community Involvement and Development	Community involvement	5.3 Social Participation		123	
	Education and culture	5.3 Social Participation		123	
	Employment creation and skills	5.3 Social Participation		123	
	Technology development and access	2.1 About GIGABYTE		26	
	Wealth and income creation	3.1 Economic Performance		49	
	Health	5.3 Social Participation		123	
Social investment	No relevant investment		-		

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Category	10 Principle	Report Chapter	Page
Human Right	Businesses should support and respect the protection of internationally proclaimed human rights	GIGABYTE abides by the law and respects the human rights of every employee	-
	Make sure that they are not complicit in human rights abuses	2.2.2 Corporate Code of Conduct 3.3.1 Risk Assessment	42 59
Labor	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	5.1.2 Employee Recruitment, Retention and Management 5.1.5 Employee Welfare and Benefit	102 109
	The elimination of all forms of forced and compulsory labor	3.3.1 Risk Assessment 5.1.2 Employee Recruitment, Retention and Management	59 102
	The effective abolition of child labor	3.3.1 Risk assessment 5.1.2 Employee Recruitment, Retention and Management	59 102
	The elimination of discrimination in respect of employment and occupation	2.2.2 Corporate Code of Conduct 3.3.1 Risk Assessment 5.1.2 Employee Recruitment, Retention and Management	42 59 102
Environment	Businesses should support a precautionary approach to environmental challenges	4 Environmental Aspect	66
	Undertake initiatives to promote greater environmental responsibility	4 Environmental Aspect	66
	Encourage the development and diffusion of environmentally friendly technologies	4.3 Green Product	82
Anti-Corruption	Businesses should work against corruption in all its forms, including extortion and bribery	2.2 Corporate Governance	37

GIGABYTE™

Thanks for reading 2016 GIGABYTE Corporate Social Responsibility Report.
If you have any suggestion, please do not hesitate to contact
CSR@gigabyte.com to share growth and progress together with us.



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