



**GigaDevice**

**GigaDevice Semiconductor Inc. | 2023**

**ABSTRACT OF ENVIRONMENTAL, SOCIAL  
AND GOVERNANCE REPORT OF  
GIGADEVICE SEMICONDUCTOR INC.**

# Company Honors in 2023

During the reporting period, GigaDevice's commitment to bolstering independent research and development, prioritizing product quality, and adopting a customer-centric approach, and growing together with employees has garnered widespread recognition from customers, the media, government entities, and third-party platforms. Consequently, we have been honored with numerous awards and accolades. This recognition serves as a source of inspiration for us to maintain even higher standards and persist in our pursuit of excellence.

## Award-winners



2023 China IC design Achievement Awards—Top 10 China IC design Brands

Top 100 Innovative Enterprises of Intelligent Vehicle Industry Chain Award 2023

2023 TOP 50 ESG Listed Companies in China

2023 National Exemplary Enterprise in the Field of Intellectual Property Rights

2023 Employer Excellence of China and Model Employer for Human Resources Digitalization

## Award-winning products-Flash



2023 China IC design Achievement Awards—Best Memory of the Year

Gasgoo Award 2023 Top 100 Players of China's New Automotive Supply Chain

## Award-winning products-MCU



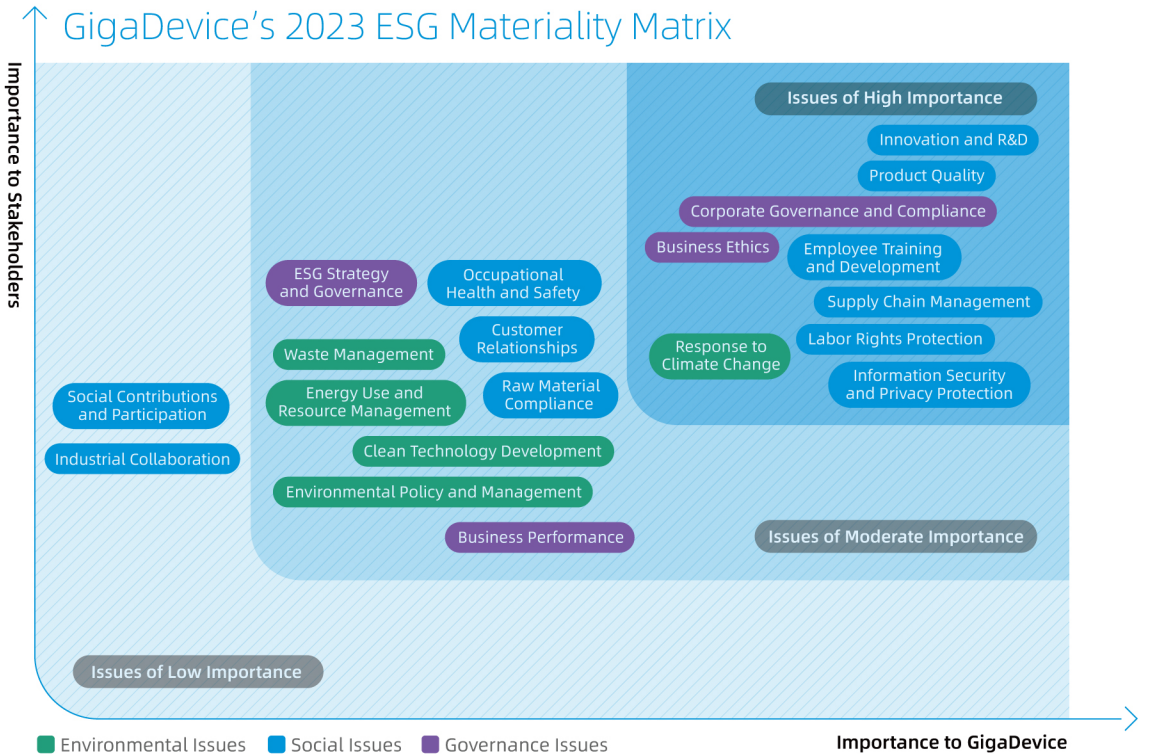
2023 China IC design Achievement Awards—Best MCU of the Year

Excellent Technical Innovation Product Award of the 18th (2023) China Chip IC Industry Promotion Conference

2023 World Electronics Achievement Awards—Microcontroller/Interface of the Year

# Determination of Material Issues

In 2023, on the basis of the materiality issues determined in the previous two years, we conducted a comparative analysis of their importance relative to peer companies and industry concerns highlighted by rating agencies. We aligned these insights with our own priorities for the year. Subsequently, we reviewed and updated the material issues, assigned weighted importance scores to each, and prioritized the issues, ultimately developing the ESG materiality matrix for 2023.








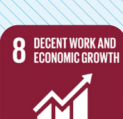
# System certification & Policies and Systems Released in 2023

System certification
Quality Management System (ISO 9001)
Occupational Health and Safety Management System (ISO 45001)
Environmental Management System (ISO 14001)
ASIL D certification (ISO 26262), the highest level of automotive functional safety management process
China Customs AEO advanced certification
D-U-N-S certifications

Policies and Systems Released in 2023
Code of Business Ethics
Anti-Commercial Bribery Compliance Policy
Climate Change Policy
Policy on Conflict Minerals
Reporting and Informant Protection System
Diversity, Equity and Inclusion (DE&I) Policy
Supplier Code of Conduct
Supply Chain ESG Management System

# Response to UN SDGs

We actively respond to UN SDGs, select goals related to our vital interests in combination with our specialized advantages and resources, and undertake to take actions against a series of social and environmental issues.

UN SDGs	Corresponding Chapters in the Report	GigaDevice's Response	Key ESG Results in 2023
 <p>1 NO POVERTY</p>	<p>Upholding Openness and Inclusiveness for Cooperation and Win-win Results</p>	<p>Focusing on the sustainable development of agriculture and rural areas, helping students from poor families, and contributing to rural revitalization</p>	<p>We donated CNY 500,000 to the Red Cross Society of China for the "Boai Home" project in Shanxi Province;</p> <p>We supported the charitable projects of the Institute of Agricultural Information of the Chinese Academy of Agricultural Sciences with CNY 300,000;</p> <p>We donated CNY 200,000 to the China Youth Development Foundation.</p>
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Upholding People-oriented Principle for Joint Development</p>	<p>Ensuring the physical and mental health of employees and eliminating occupational hazards</p>	<p>Zero labor-related complaints lodged by employees;</p> <p>Zero work-related injuries and incidents of fire or electrocution accidents;</p> <p>A total of 14 OHS-related training sessions, with 1,636 participants and a total training duration of 28 hours.</p>
 <p>4 QUALITY EDUCATION</p>	<p>Upholding Openness and Inclusiveness for Cooperation and Win-win Results</p>	<p>Popularizing IC knowledge to all walks of life and fostering comprehensive talents in the IC industry</p>	<p>GigaDevice IC museum received 65 delegations, totaling 1,297 participants, with an investment amount reaching CNY 171,265.55.</p>
 <p>5 GENDER EQUALITY</p>	<p>Upholding People-oriented Principle for Joint Development</p>	<p>Eliminating sexual discrimination and promoting fair and equal recruitment</p>	<p>Females constituted 36% of the workforce;</p> <p>Females made up 31% of R&amp;D and technology personnel;</p> <p>Females accounted for 25% of managers;</p> <p>Among senior managers, 3 were female;</p> <p>Among new hires, 103 were female employees;</p> <p>Female employees on average served 3.88 years at the Company;</p> <p>Female employees enjoy a half-day paid vacation on March 8 every year.</p>
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>Promoting Green Development and Low-carbon Operation</p>	<p>Implementing the projects of rooftop photovoltaic power generation</p>	<p>The Rooftop Distributed Photovoltaic Project in Hefei Office Area was successfully connected to the grid once, with an installed capacity of 2673 kW. From mid-November to December 31, 2023, the cumulative power generated was 27,747 kW-h, which reduced carbon emissions by about 15.82 tonnes, equivalent to planting about 9 trees.</p>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>Upholding People-oriented Principle for Joint Development</p>	<p>Establishing and improving vocational training system and salary incentive mechanism</p>	<p>Chuxin program, Ranxin program, and Huixin program covered 246 participants;</p> <p>Training Camp for Business Capacity Improvement covered 133 participants;</p> <p>A total of 1,404 employees had participated in the talent development training;</p> <p>The total training duration reached 47,600 hours;</p> <p>The average training duration per employee was 26.73 hours.</p>

## UN SDGs



### Corresponding Chapters in the Report

Pursuing Excellence with Innovative Products and Services

Upholding People-oriented Principle for Joint Development

Upholding Openness and Inclusiveness for Cooperation and Win-win Results

Promoting Green Development and Low-carbon Operation

Promoting Green Development and Low-carbon Operation

Continuously Optimizing Management for Steady Development

Promoting ESG Governance for Sustainable Development

Upholding Openness and Inclusiveness for Cooperation and Win-win Results

### GigaDevice's Response

Continuously strengthening the capabilities of independent R&D and achievement transformation

Eliminating all forms of discrimination based on gender, race, social class, religious belief, nationality and disability

Focusing on and supporting public welfare undertakings and enhancing social contributions and participation

Achieving sustainable management and efficient utilization of natural resources

Strengthening the capabilities to resist and adapt to climate-related disasters;

Continuously introducing low-power products

Prohibiting any form of corruption and bribery

Maintaining close communications with key stakeholders, and continuing to enhance the company's performance in material issues;

Joining hands with supply chain partners to create a green and responsible supply chain

### Key ESG Results in 2023

The Company was granted 60 new patents, and had obtained 982 granted patents, 151 trademarks, 49 integrated circuit layout designs, 46 software copyrights, and 12 non-software copyright registrations.

The Company had 76 ethnic minority employees.

The Company invested CNY 1,321,265.55 on public welfare programs, with a total of 111 participants accumulating 92.33 hours.

We had no cases of penalties for violating environmental laws and regulations; We achieved 100% in both the solid waste disposal control rate and the solid waste centralized recovery rate; The raw materials are 100% in line with the requirements of RoHS 2.0; The products are 100% in conformity with the green and environmental protection standards of REACH; More than 400 people participated in online environmental management training; We conduct an audit of suppliers' 3TG and cobalt usage at least once a year.

We set short-, medium- and long-term goals to address climate change;

We reached the 2023 goal for addressing climate change;

We had 243 granted patents related to clean technology, 239 of which relate to reducing power consumption, 2 related to improving charging efficiency, and 2 related to improving battery life.

Our Compliance Committee convened 3 meetings;

We conducted compliance audits at the sales level;

We organized 4 special compliance training sessions totaling 5.5 hours. All mandatory personnel participated in these training sessions;

We had no corruption-related lawsuits or instances of business ethics violations.

We promoted the efforts to tie the remuneration of its directors and senior management with its sustainable development (ESG) performance indicators;

We identified 11 training courses on ESG-related issues, with a total enrollment of more than 1,000 participants and an annual training length of approximately 1.5 hours per capita;

We set ESG strategy and short-, medium- and long-term goals for each key ESG issue to provide a clear action path;

We had a total of 14 type I core suppliers. All of them have certificates of ISO 9001 and ISO 14001, and 5 of them were certified by the RBA.

# GigaDevice Semiconductor Inc.

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WeChat



Website

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## Website:

[www.gigadevice.com](http://www.gigadevice.com)

## Applications:

[www.gigadevice.com/solution](http://www.gigadevice.com/solution)

## Global Sales Network:

[www.gigadevice.com/about/sales](http://www.gigadevice.com/about/sales)