

The background features a light blue gradient with various line-art icons. At the top, there's a sun-like icon with rays, a cloud with circuit lines, and a globe. At the bottom, there's a wind turbine, a person, a plant, and trees, all connected by circuit-like lines.

GigaDevice

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

GigaDevice Semiconductor Inc.

2024

www.GigaDevice.com



GigaDevice

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

2024

CONTENTS

● FOREWORD

About this Report
Message from Our Chairman

① ABOUT US

1.1 Company Profile
1.2 Development History
1.3 Company Honors in 2024
1.4 Performance in 2024

② DETERMINATION OF DOUBLE MATERIALITY

2.1 Identification of Material Issues
2.2 Impact Materiality Assessment
2.3 Financial Materiality Assessment
2.4 Results of Materiality Issues Assessment

③ SUSTAINABLE DEVELOPMENT MANAGEMENT

3.1 ESG Governance
3.2 ESG Strategy
3.3 ESG Risk and Opportunity Management
3.4 ESG Indicators and Targets

④ GOVERNANCE

4.1 Corporate Governance
4.2 Internal Control Compliance
4.3 Business Ethics

⑤ SOCIETY

5.1 Product Excellence
5.2 Responsible Procurement
5.3 Shared Growth of Employees
5.4 Industry Cooperation
5.5 Community Public Welfare

⑥ ENVIRONMENT

6.1 Environmental Management
6.2 Response to Climate Change
6.3 Green Operations
6.4 Use of Raw Materials
6.5 Ecological Protection

● APPENDIX

Table of Key Performance
Index of the SSE Guidelines
GRI Index
Index of Laws, Regulations and
Standards
Independent Assurance Statement
on the ESG Report
Reader Feedback Form



GigaDevice

ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT OF GIGADEVICE
SEMICONDUCTOR INC.

2024

FOREWORD

About this Report

Message from Our Chairman

About this Report

This is the fourth Environmental, Social and Governance (ESG) Report released by GigaDevice Semiconductor Inc., aiming to communicate with the stakeholders regarding its initiatives and performance in environmental, social and governance activities.

Reporting Period

This report covers a time span from January 1, 2024 to December 31, 2024, and also includes part of content beyond this time span.

Data Source

All information and data are from official documents, statistical reports and financial statements of the Company, as well as the environmental, social and governance information collected, summarized and reviewed by the Company.

Preparation Basis

This report is prepared according to the **Guidelines No. 1 of the Shanghai Stock Exchange for Self-regulation of Listed Companies — Standardized Operation** and the **Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial)**, and referring to standards such as the **GRI standards** of the Global Sustainability Standards Board (GSSB), and the **CASS-ESG 6.0**.

Reporting Boundary

This report covers GigaDevice Semiconductor Inc. and all of its wholly-owned/majority-owned subsidiaries. Due to the completion of the acquisition of Suzhou Xysemi Electronic Technology Co., Ltd. (referred to as “Xysemi”) in December 2024, certain data, including training, environmental, and public welfare data, do not include Xysemi.

Unit Description

The monetary unit is CNY, unless otherwise specified.

Access to the Report

This report is released in both Chinese and English. In case of any discrepancy between the two versions, the Chinese version shall prevail.

Reference Description

For clarity and readability, GigaDevice Semiconductor Inc. is referred to as “GigaDevice” , “the Company” , and “we/us” in this report.

Report Statement

None of the operational plans, development strategies and forward-looking descriptions in this report shall be construed as the substantial commitments of the Company to its investors.

- <https://www.gigadevice.com.cn/sustainability>

<https://www.gigadevice.com/sustainability>

Message from Our Chairman

Since its establishment, GigaDevice has remained committed to its core values: pursuing excellence and staying goal-driven. We have always believed in the power of open innovation, which injects infinite vitality into the industry. At the same time, we have prioritized building a strong ecosystem to offer comprehensive solutions to our customers. In 2024, we continued to invest in research and development (R&D) and accelerated product iterations, improving our cost efficiency, and expanding our product portfolio. By proactively responding to the rebound in downstream demand, we saw significant year-on-year growth in both revenue and profit. In the long term, we remain committed to our mission: “To empower better living through technological innovation.” Our focus will continue to be on improving efficiency within the organization, strengthening our independent R&D efforts, and prioritizing employee development. We are also dedicated to promoting low-carbon and environmentally friendly practices contributing more meaningfully to societal progress.

Guided by our ESG vision of “Seek Long-lasting Development, Tech for Good,” we made significant strides in 2024. Under our strategic framework, STILL, we strengthened our corporate governance. This included the re-election of our fifth Board of Directors, which now has a higher representation of independent and female directors. ESG-related special training was also provided to the Board.

Innovation remains the driving force behind our long-term development. With continued investment in research and development (R&D), talent cultivation, and strengthened partnerships, we keep pushing the boundaries to deliver more intellectual and efficient products. In 2024, the Company invested CNY 1.256 billion in R&D and acquired 101 new patents. We also place utmost importance on quality control, ensuring clear accountability at every level and holding ourselves to a strict “Zero-Defects” standard across all our operations.

The Company attaches strong significance to the anti-commercial bribery issue. Over the past year, we started developing our anti-bribery management system, released the **Code of Conduct Against Commercial Bribery**, and provided thorough compliance training across the organization. In 2024, we engaged a third-party auditor to conduct an anti-commercial bribery audit, culminating in the issuance of the **Anti-Commercial Bribery Management Report**. Regarding anti-monopoly compliance, we assessed the risks within our distribution network and provided targeted training for the relevant employees.

We deeply care about the growth and development of every employee. Our goal is to foster a workplace that is equal, diverse, and inclusive, where everyone feels valued and connected. Over the past year, we introduced certifications related to labor and human rights standards, organized diversity policy training, and further refined our multi-level talent training system.

GigaDevice has always been a committed advocate and practitioner of green development. We have boosted the share of renewable energy in our operations by purchasing green electricity, adopted energy-saving measures for high-energy-consuming equipment, such as laboratories, and established standardized procedures for managing solid waste and pollutants. Pollution reduction and low-carbon practices are now seamlessly integrated into our daily R&D and production activities.

We also attach great importance to responsible supply chain management and work closely with our partners to integrate ESG principles. In 2024, we held our second Suppliers Continuous Improvement Conference to foster technological innovation across the supply chain. We encouraged our suppliers to complete ESG self-evaluations and conducted due diligence on conflict minerals in the supply chain.

In terms of industry collaboration, the Company is actively advancing technological innovation in the semiconductor sector by developing ecosystems and participating in industry forums. In addition, we are dedicated to public welfare efforts, promoting science and technology education, supporting rural revitalization, and fulfilling our social responsibilities for the betterment of society.

Looking ahead, GigaDevice will continue to drive industry progress through transformation and innovation. We will uphold our commitment to long-termism, pursue progress with determination, and consistently improve our R&D and operational efficiency, contributing to a more sustainable future.

Chairman: Zhu Yiming





ABOUT US

- 1.1 Company Profile
- 1.2 Development History
- 1.3 Company Honors in 2024
- 1.4 Performance in 2024



Company Profile

Founded in 2005 and headquartered in Beijing, China, GigaDevice Semiconductor Inc. (“GigaDevice”) was successfully listed on the Shanghai Stock Exchange (hereinafter referred to as “SSE”) in August 2016. GigaDevice is a leading fabless semiconductor company dedicated to developing memory, microcontrollers (MCUs), sensors, analog products and integrated solutions. With a global network of branches and offices such as China, the United States, Singapore, Japan, the United Kingdom, and Germany, GigaDevice is able to provide customers with superior and convenient localized services and support.

The Company boasts a core management team with extensive experience in both R&D and management. Additionally, our technical R&D team comprises core members from China’s top institutions in the field of microelectronics, with approximately 56.54% holding master’s degrees or above and 73.79% being technical experts. Moreover, we are proactively recruiting professionals with international perspectives and staying abreast of the latest technological advancements, aiming to continually take the lead in relevant technologies and products.

The Company has core product lines including memories, general purpose 32-bit MCUs, intelligent human-machine interaction sensors, analog products and integrated solutions, all of which are well-known for “high performance and low power consumption.” Based on these, we are able to provide all-around services to customers from varied market segments such as automotive, industrial control, IoT, networking and communications, computing, and consumer electronics. Our SPI NOR Flash product ranks #2 in the global market share, with a cumulative shipment of more than 27 billion.

Meanwhile, the GD32 MCU series has become a flagship offering in the general-purpose 32-bit MCU market and stayed at the top in the Chinese market featuring a cumulative shipment of more than 1.98 billion, more than 20,000 customers, and wide coverage of applications with more than 700 products of 52 series. In addition, our touchscreen and fingerprint sensors are extensively applied by well-known mobile makers both at home and abroad.

The Company has established rigorous standards and requirements for quality control, and has received the ISO 26262:2018 automotive functional safety ASIL D certification, the IEC 61508 functional safety certification, as well as ISO 9001, ISO 14001, ISO 45001, and D-U-N-S certifications. Our product testing center has also been granted the China National Accreditation Service for Conformity Assessment (CNAS) under ISO/IEC 17025. In addition, we are also actively promoting industry integration, expanding our strategic planning, and have established strategic partnerships with multiple internationally leading foundries, assembly and test plants to jointly advance technological innovation in the semiconductor field by enhancing cooperation and optimizing supply chain management.



Founded in
2005



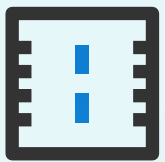
Listed in
2016.8



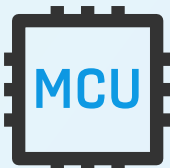
Holding Master’s
Degrees or above
56.54%



Technical Experts
73.79%

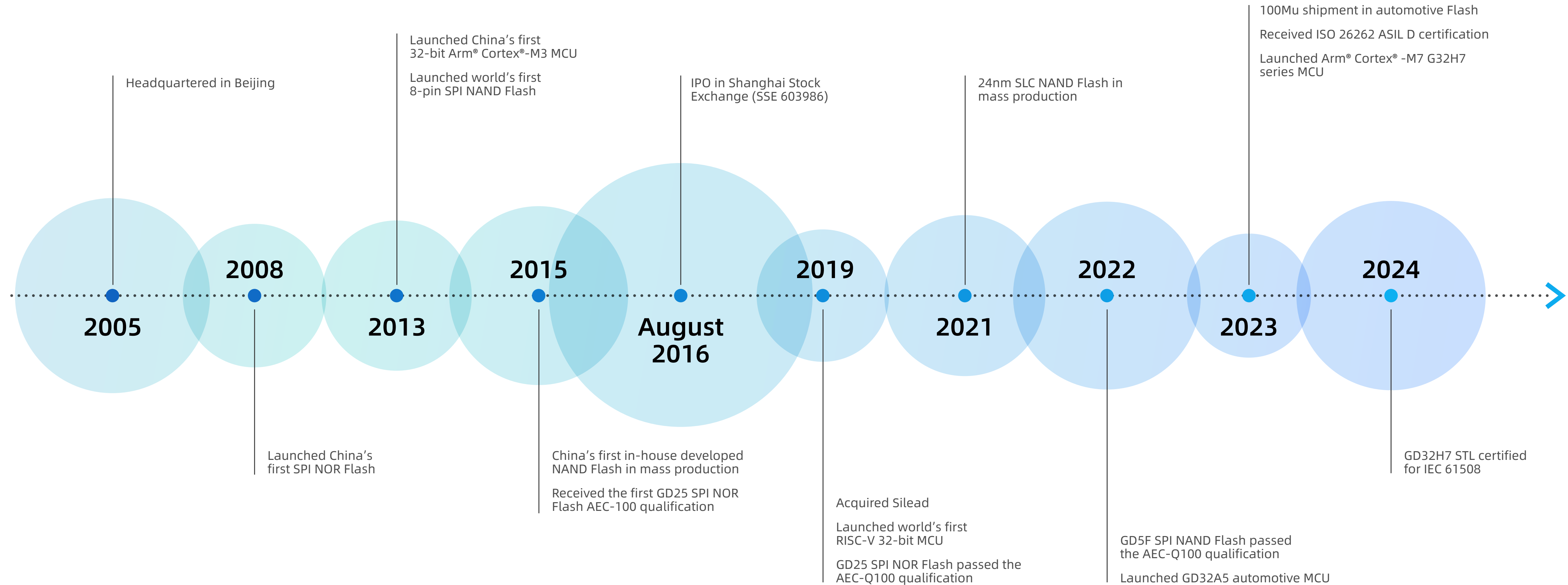


NOR Flash : Cumulative
Shipment of More Than
27 Billion



MCU : Cumulative
Shipment of More Than
1.98 Billion

Development History



1.3

Company Honors in 2024

During the reporting period, GigaDevice’s commitment to bolstering independent research and development, prioritizing product quality, 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.



- Pioneer Enterprise in Hard Tech Innovation of Intelligent Vehicle Industry Chain Award 2024

Member of CAAM
- 2024 China IC Design Achievement Awards—Top 10 China IC design Brands

Beijing Top 100 Private Enterprises in Technological Innovation
- 2024 Best ESG Practices Award for Listed Companies

2024 Top Graduate Employer Brands



- 2024 China IC design Achievement Awards—Best Memory of the Year

Innovation Application Award

Outstanding Product Award
- Top 100 Players of China’s New Automotive Supply Chain of the 6th Gasgoo Awards

Product Innovation Technology Award of the Year



- 2024 World Electronics Achievement Awards—Microcontroller/Interface of the Year

Megawatt Jadeite Award

Performance in 2024

Performance



In 2024, the Company recorded a revenue of

CNY **7.356** Billion



In 2024, the Company achieved a net profit attributable to shareholders of a listed company of

CNY **1.103** Billion



By the end of 2024, the total assets of the Company were

CNY **19.229** Billion

R&D Innovation

- ✓ The Company invested CNY 1.256 billion in R&D, accounting for 17.08% of the revenue, which increased by 17.72% compared with the same period in 2023.
- ✓ About 73.79% of the employees are technicians, and about 56.54% of employees possess master’s degrees or above.
- ✓ The Company has obtained 1,059 patents, including 101 new patents in 2024.

Diversification and Occupational Health & Safety

- ✓ The Company promoted diversified employment, and about 36.03% of its employees were female.
- ✓ The Company organized various basic training sessions for all employees, dedicating an average of 21.64 hours per employee to training initiatives.
- ✓ In 2024, all occupational health and safety management objectives were successfully met, with no work-related injuries and zero incidents of fire, electrocution, or other accidents throughout the year.

Energy Conservation and Environmental Protection

- ✓ In 2024, the Company realized 100% in both the solid waste disposal control rate and the solid waste centralized recovery rate.
- ✓ The corrugated cartons used for the outer package of the Company’s products were certified by the Forest Stewardship Council (FSC), which are 100% recyclable.
- ✓ The raw materials are 100% in line with the requirements of RoHS¹ and the products are 100% in conformity with the green and environmental protection standards of REACH².

Partners and Ecosystem

- ✓ All type I core suppliers of the Company obtained ISO 9001 and ISO 14001 certifications.
- ✓ The Company promoted the industry ecosystem development, actively attended industry summits, and worked together with industry partners to advance technological innovation in the semiconductor field.
- ✓ In 2024, the Company invested a total of CNY 1,587,399.15 in public welfare programs, including CNY 1,400,000.00 in charitable donations, with a total of 112 participants accumulating 97.33 hours.

¹RoHS, short for Restriction of Hazardous Substances, is a mandatory standard formulated by the EU to restrict the use of certain hazardous substances in electrical and electronic equipment.

²REACH, short for Registration, Evaluation, Authorization and Restriction of Chemicals, is a regulation of the EU formulated to conduct preventive management of all chemicals entering its market, which was officially implemented on June 1, 2007.



GigaDevice systematically identifies material issues, analyzes their impact and financial materiality, while incorporating insights from the management. This process culminated in the formulation of the 2024 Double Materiality Matrix, ensuring the Company delivers both economic performance and fulfills its environmental and social responsibilities, thereby creating sustainable value for stakeholders.

DETERMINATION OF DOUBLE MATERIALITY

- 2.1 Identification of Material Issues
- 2.2 Impact Materiality Assessment
- 2.3 Financial Materiality Assessment
- 2.4 Results of Materiality Issues Assessment

➔ SSE sustainability issues addressed in this chapter

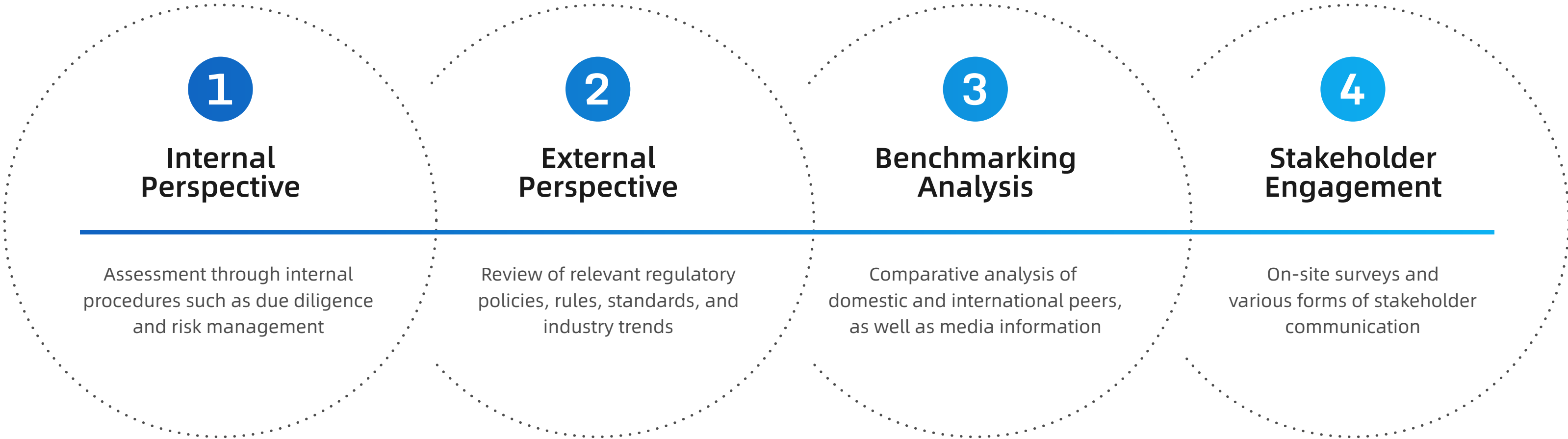
Communications with stakeholders

➔ The UN SDG responded to in this chapter



Identification of Material Issues

To comprehensively identify issues relevant to the Company’s operations and sustainable development, GigaDevice referenced the 21 sustainability issues outlined in the **Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial)** (hereinafter referred to as Guidelines (Trial)). These were tailored in light of the unique characteristics and development stage of the semiconductor industry, the Company’s business model, and its position in the industry value chain to identify issues with financial or impact materiality. Through an integration of internal and external perspectives, benchmarking analysis, and stakeholder engagement, we systematically screened, refined, and distilled ESG issues while ensuring their comprehensiveness, relevance, and significance. Based on in-depth analysis and extensive communication, GigaDevice finalized a list of 21 material issues for 2024, providing clear guidance and a solid foundation for its future sustainability strategies.



Impact Materiality Assessment

GigaDevice highly values communication with stakeholders and keeps improving the communication mechanism. We maintain close communications with stakeholders such as governments, shareholders, customers, suppliers and business partners, identify and respond to their feedback and expectations of the Company, so as to enhance the Company’s performance in material issues. To maintain harmonious relationships with its stakeholders and meet the requirements of operation compliance, the Company has established a complete mechanism for communications with stakeholders, continued to optimize the ESG response processes for customers, investors, regulators and local governments, and ensured prompt and efficient communications and feedback between the Company and stakeholders.

To evaluate the impact materiality of various issues, GigaDevice conducted a stakeholder survey in 2024, focusing on gathering stakeholders’ perspectives on sustainability-related issues. Through a systematic impact materiality assessment process, we comprehensively analyzed the extent to which each issue affects the external environment and various stakeholders. This provides a scientific basis for the Company’s sustainability strategy and practices.

Impact Materiality Assessment Criteria

The assessment criteria were developed systematically based on factors such as scale, scope, irremediability, and likelihood of impact, using a 1-to-5 scoring scale.

Key Stakeholder Engagement

Through questionnaire surveys, we gathered insights from stakeholders on the perceived materiality of 21 issues under the three major pillars of Environment, Social, and Governance. This helped identify how sustainability issues influence different stakeholder groups.

Expert Consultation

Feedback on material issues was collected through surveys and symposiums from relevant parties.

Threshold Setting and Prioritization

By analyzing the survey results, we defined reasonable materiality thresholds and ranked the issues by priority.

Stakeholders	Issues of Concern	Response Channels
 Governments and Regulators	Corporate governance and internal control compliance Product quality Innovation and R&D	Daily reporting and communications Special researches and on-site meetings Forums and exchange programs
 Communities and Non-Governmental Organizations	Social contributions and participation Industry cooperation Business ethics	Activities for science popularization Community publicity Education support Rural revitalization Special research
 Shareholders and Investors	Business ethics Corporate governance and internal control compliance Product quality Innovation and R&D	Information disclosure announcements Roadshows and investors’ meetings Shareholders’ meetings Company websites Special research
 Customers	Product quality Customer service Corporate governance and internal control compliance	Service hotline Customer satisfaction investigation Special research
 Business Partners	Product quality Information security and privacy protection Business ethics	Strategic cooperation Special research
 Suppliers	Supply chain management Information security and privacy protection Business ethics	Supplier meetings Strategic cooperation Daily communications Special research
 Employees	Occupational health and safety Labor rights protection Employee training and development Corporate governance and internal control compliance	Employee exchange meetings Complaint box Special research

Financial Materiality Assessment

To holistically assess the implications of ESG issues on the Company’s financial performance, GigaDevice conducted a financial materiality assessment. First, we analyzed the financial risks and opportunities of each issue by considering the likelihood of occurrence and the extent of financial impact to identify risk factors that could affect operational costs, revenue stability, and compliance, while assessing opportunities that could support cost optimization, revenue growth, and enhanced market competitiveness. Next, we mapped the relevant financial metrics associated with each identified risk or opportunity. Based on insights from the financial management team, we then determined the overall financial materiality of each issue. The assessment incorporated both qualitative and quantitative methods, where qualitative factors were the primary basis of judgment and quantitative metrics served as supplementary inputs. Financial impacts were categorized into five levels, with a scoring system. Issues scoring 3 or above were classified as financially material.

Financial Materiality Rating and Threshold

Financial Impact	Score	Financially Material
Minimal	1	
Low	2	
Moderate	3	
High	4	
Very high	5	

To ensure the comprehensiveness and accuracy of the assessment, we also engaged in extensive communication and research with key stakeholders to gather their perspectives. By analyzing each topic’s financial materiality score, we reached clear conclusions regarding the financial relevance of ESG issues. This clarified the short-, medium-, and long-term financial implications of each issue and served as valuable input for strategic decision-making of the Company, thereby enhancing our resilience and core competitiveness.

Analysis Examples

Innovation and R&D

Type of Impact: Risk/Opportunity

Conclusion: Very high financial impact

Innovation and R&D serve as the core drivers of GigaDevice’s sustainable growth. In 2024, the Company invested a total of CNY 1.256 billion in R&D. Through continuous R&D investment, the Company expands its business scope, refines its layout across the industry value chain, and significantly improves profitability and market competitiveness. Over the long term, innovation not only solidifies our technological leadership in the industry but also strengthen brand influence and generates greater societal value. Moving forward, we will scale up our R&D investment, drive technological breakthroughs and product innovation to deliver superior solutions to our customers and inject strong momentum into sustained financial health and business growth of the Company.

Corporate Governance and Internal Control Compliance

Type of Impact: Risk/Opportunity

Conclusion: High financial impact

Corporate governance and internal control compliance are fundamental to GigaDevice’s robust operations and sustainable development. By establishing and refining the compliance management system, the Company optimizes its governance structure, boosts investor confidence, and secures steady capital inflows while effectively mitigating compliance risks. In the long term, compliant operations not only lay a solid foundation for the Company’s operations, ensuring its robust development within the regulatory framework, but also strengthens brand reputation and market competitiveness, supporting the Company’s sustainable expansion in global markets. In the future, we will continue to enhance corporate governance and internal control compliance to create long-term value for shareholders, customers, and society, advancing toward higher-quality growth objectives.

Results of Materiality Issues Assessment

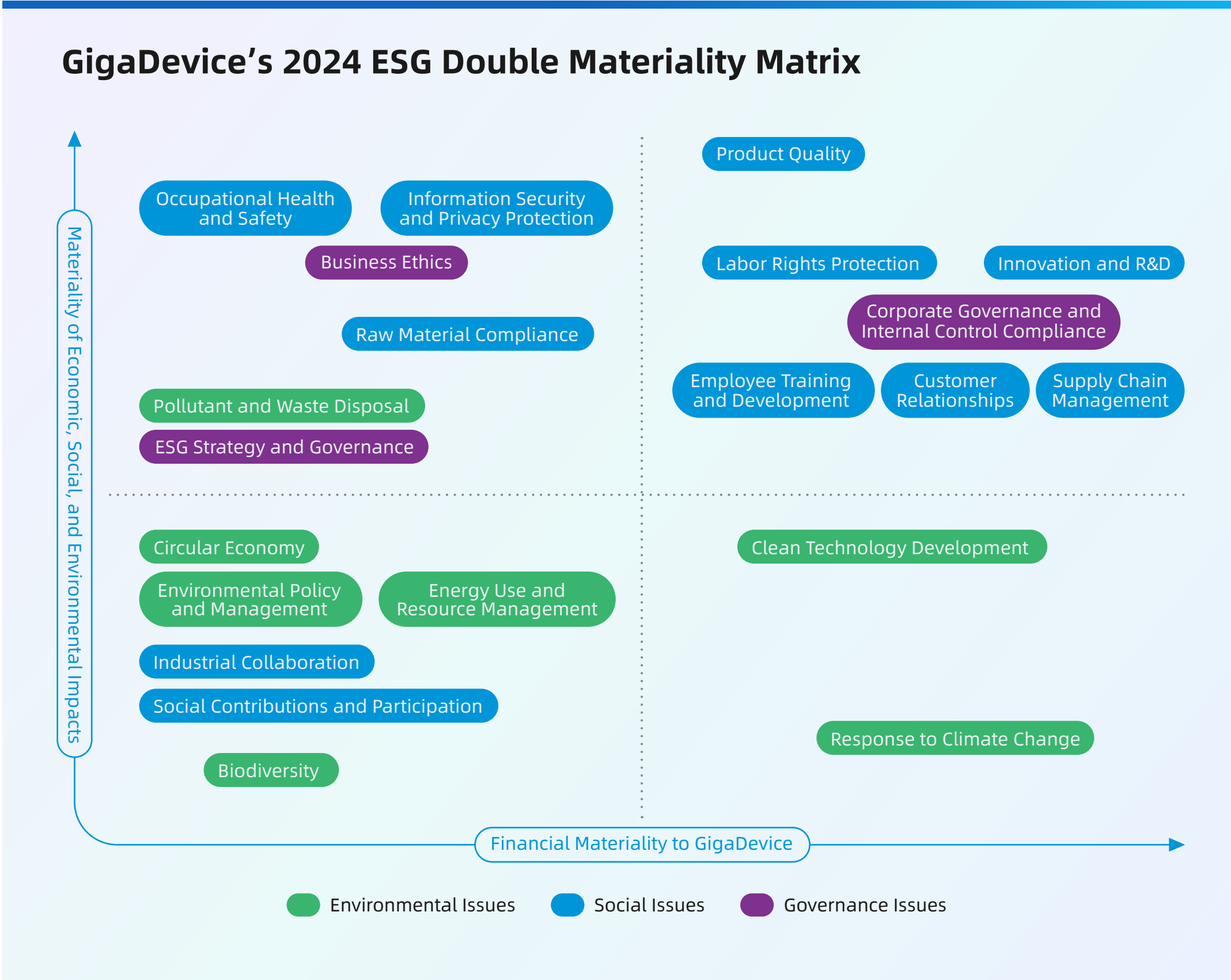
In 2024, GigaDevice conducted a double materiality assessment with reference to the **Guide No.4 for Self-Regulatory Supervision on Listed Companies of the SSE — Compilation of Sustainable Development Reports**. The double materiality assessment incorporated internal analyses and external stakeholder communications, to evaluate the significance of sustainability topics relevant to the Company from an impact and financial perspective. By integrating the assessment results, we calculated weighted scores for each issue,

ranked them accordingly, and mapped out the 2024 ESG Double Materiality Matrix, which serves as a scientific basis for informing our sustainability strategy and practices.

In 2025, the impacts, risks, and opportunities across the Company’s value chain will be reviewed by our highest decision maker. Quantitative assessment results will be disclosed in the 2025 ESG report.

GigaDevice 2024 ESG Double Materiality Assessment Results

Issues of both financial and impact materiality Innovation and R&D Corporate Governance and Internal Control Compliance Supply Chain Management Customer Relationships Product Quality Labor Rights Protection Employee Training and Development	Issues of higher impact materiality Information Security and Privacy Protection Raw Material Compliance Business Ethics Occupational Health and Safety Pollutant and Waste Management ESG Strategy and Governance
Issues of higher financial materiality Response to Climate Change Clean Technology Development	Other Issues Energy Use and Resource Management Circular Economy Environmental Policy and Management Industrial Collaboration Social Contributions and Participation Biodiversity





SUSTAINABLE DEVELOPMENT
MANAGEMENT

- 3.1 ESG Governance
- 3.2 ESG Strategy
- 3.3 ESG Risk and Opportunity Management
- 3.4 ESG Indicators and Targets

➔ SSE sustainability issues addressed in this chapter

Disclosure Framework for Sustainability Information

➔ The UN SDG responded to in this chapter



ESG Governance

To achieve scientific, systematic and standardized management for the ESG system, GigaDevice has formulated the **Administrative Measures for Environmental, Social and Governance (ESG)**, and established a three-level ESG management structure, consisting of the Strategy Committee, the ESG Leading Group and the ESG Working Group.

ESG Management Structure of GigaDevice

On the basis of a complete ESG management structure that is in line with the Company’s reality and clarifies the division of work at each level, GigaDevice aims to make sure that sustainable development management can be smoothly implemented and phased goals can be achieved.



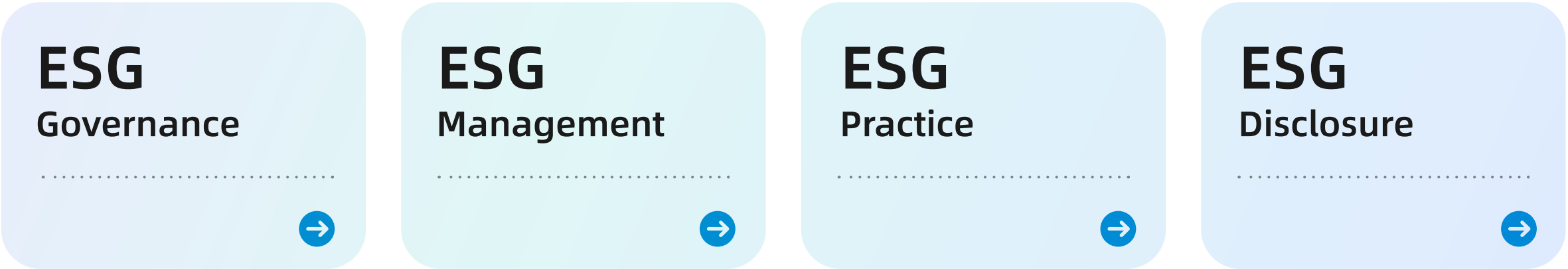
In 2024, the Company’s Strategy Committee was composed of the Chairman, semiconductor industry experts, and investment specialists. In August 2024, the Company conducted an ESG special training session for the Board of Directors to study and research ESG requirements in areas such as regulatory compliance, market value management, and supply chain customers. The Company will continue to improve its ESG management system, and the Board will further strengthen its governance and decision-making on ESG-related matters.

In addition, the Company has also established a long-term ESG management mechanism including three major mechanisms: an ESG meeting mechanism that is composed of “ESG Leading Group Meeting, ESG Working Group Meeting and Other ESG Temporary Working Meetings;” a stakeholder response mechanism, covering the receipt, organization, and response to inquiries and demands; and an information disclosure mechanism encompassing ESG report disclosure, website information disclosure, and media dissemination to constantly elevate the Company’s ESG governance standards. We have prepared the

GigaDevice ESG Improvement Plan (2023-2025) based on the Company’s existing ESG foundation, future goals and corresponding optimization measures. The Plan mainly includes ESG governance, ESG management, ESG practice and ESG disclosure, and covers ESG issues such as corporate governance, human capital development, business ethics and anti-corruption, response to climate change, and responsible supply chains, to effectively boost the Company’s ESG performance in an all-round way.

In 2024, the ESG Leading Group held two formal meetings to review the completion of the 2024 ESG plan, the formulation of the 2025 ESG plan, responses to stakeholder needs, and revisions to the **Diversity, Equity, and Inclusion (DE&I) Policy** and the **Reporting and Informant Protection System**. Additionally, in 2024, the Company established an ESG content approval process to review and retain ESG disclosures, ensuring more efficient and compliant information disclosure.

GigaDevice ESG Improvement Plan (2023-2025)



3.1

ESG Governance

GigaDevice has tied the remuneration of its directors and senior management with its sustainable development (ESG) performance indicators, including:

1 Incorporating ESG indicators as a crucial factor influencing the assessment results of senior management personnel’s performance and contributions, and conducting annual performance assessments for senior management based on ESG indicators, and remuneration decisions are made accordingly;

2 Implementing comprehensive assessments and incentives, integrating ESG indicators such as process optimization, continuous cost reduction, improvement of product yield rates, cost control, talent reserve and training at each level, and employee retention rates into the annual work performance objectives assessment for senior management;

3 Directly tying assessment results to the annual performance-based bonus of senior management members, thus creating an incentive mechanism that is tied to their sustainable development performance.

GigaDevice places great emphasis on the practical application of its ESG management system and continually optimizes its sustainable development training framework. Building upon the Company’s existing employee training policy, it has identified key training topics within the ESG management training system, designated the responsible departments for each training program, and customized diverse training plans tailored to employees at different levels according to their needs. In 2024, the Company continued to enhance and optimize training courses on ESG-related issues, increasing the number of courses from 11 in 2023 to 24. These courses covered subjects such as code of conduct, patents, intellectual property, export controls, information security, quality awareness, environmental management, occupational health and safety, anti-commercial bribery, and anti-trust issues, helping employees integrate ESG management principles into their daily work. In 2024, a total of 1,629 employees enrolled in ESG series courses, with the annual training length exceeding 5 hours per capita. To ensure that the disclosures in the 2025 annual report fully meets the compliance requirements of the SSE, the Company conducted training on the **Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial)** for the ESG Leading Group and ESG Working Group. Additionally, we incorporated SSE compliance requirements into the 2025 ESG plan and the ESG report information collection tools, ensuring that the disclosures in the 2024 ESG report meet the requirements for the transition period and include mandatory disclosure content.

ESG Strategy



Seek Long-lasting Development, Tech for Good.



The Company established and optimized the Sustainable Development column on its official website and created the ESG strategy section, which includes ESG vision, ESG key issues, ESG goals and their planned progress timetable, constituting a complete ESG strategy roadmap. We aim to pursue long-lasting success, recognize the people-oriented principle as the guide to develop technology, and put forward the ESG vision of “Seek Long-lasting Development, Tech for Good.”

Under the guidance of the Company’s ESG strategic roadmap, we conduct a risk/opportunity analysis on issues with high financial materiality, summarizing the market landscape and our response measures. This ensures the flexibility of the Company’s ESG strategy and the dynamic adaptability of key issues affecting our sustainable development.

Type	Domain	Level	Timeframe	Overview	Response Measures	Financial Indicators
Risk/ Opportunity	Innovation and R&D	High	Short, Medium, and Long Term	With industry upgrades, the Company may face risks such as intensified market competition, international trade friction, and macroeconomic fluctuations. Innovation and R&D help the Company overcome technological bottlenecks and expand market share.	Continuously investing in R&D and increasing the R&D budget; growing with the entire industry value chain; conducting R&D targeting industrial applications in niche sectors; developing automotive-grade MCUs to break foreign monopolies; introducing smart home appliance solutions to drive business growth; focusing on R&D and innovation in next-generation intelligent terminal biosensors, etc.	In 2024, the Company invested CNY 1.256 billion in R&D, accounting for 17.08% of total revenue.
Risk/ Opportunity	Corporate Governance and Internal Control Compliance	High	Long Term	Inherent limitations in internal control compliance may lead to increased operational risks. Improved internal control compliance enhances operational efficiency and ensures asset security and the authenticity of financial reporting. Meanwhile, the Company should remain committed to delivering returns to shareholders, strengthening investor trust and promoting the long-term stability of the Company.	Developing corporate governance documents such as the Articles of Association in line with laws and regulations and standardizing governance models; continuously refining governance structures; delivering returns to shareholders while maintaining and enhancing the level of returns based on a solid foundation of business operations; establishing compliance systems such as the Measures for Trade Compliance Management ; obtaining and maintaining customs AEO (Authorized Economic Operator) senior certification; identifying and assessing trade compliance risks for key positions and core business processes; conducting compliance audits on the sales end.	During the reporting period, the Company executed a share repurchase in 2023 totaling CNY 101,983,223.00 (excluding transaction fees), which is deemed equivalent to a cash dividend. This amount represents approximately 63.29% of the net profit attributable to shareholders of the listed company in the 2023 consolidated financial statements. Its annual financing cash inflows totaled CNY 1,269,192,534.34.
Risk/ Opportunity	Supply Chain Management	High	Short, Medium, and Long Term	As a fabless company, GigaDevice relies on external partners such as foundries and packaging and testing service providers. Any issues related to production capacity or cost may affect product delivery. By establishing long-term, in-depth partnerships with suppliers and overcoming overseas supply chain constraints, the Company aims to increase the localization rate and enhance the sustainability of its supply chain.	Establishing regulations such as the Supplier Control Procedures , building a comprehensive supplier management system that encompasses supplier access, assessment, risk management and withdrawal; adopting a project-based management approach to drive zero-defect goals among suppliers, conducting annual supplier evaluations and their ESG performance evaluations, and launching the establishment of a Business Continuity Management (BCM) system. We audited 82% of our suppliers. Additionally, 100% of type I core suppliers signed the Supplier Code of Conduct .	Statistics not yet available

ESG Strategy

Type	Domain	Level	Timeframe	Overview	Response Measures	Financial Indicators
Risk/ Opportunity	Customer Relationships	High	Short, Medium, and Long Term	A high customer concentration and fluctuations in orders from key clients may impact the Company's revenue and stock price. By expanding the customer base, optimizing the product portfolio, and enhancing service quality, the Company can increase customer loyalty, mitigate concentration risk, and further increase market share.	Building a customer service system that involves multiple functional and R&D departments; setting up dedicated delivery teams for various types of customers, and formulating the Customer Complaint Handling Procedure to ensure timely response and resolution of customer complaints; Introducing internal procedures including the Customer Satisfaction Survey Procedure , the Customer Service Procedure , and the Sales Order Management Procedure to complete the customer communication mechanism, with customer satisfaction surveys conducted annually. Information and data of customers are utilized and stored in accordance with relevant regulations to prevent privacy breaches; conducting supplier audits as required by customer needs, with 69% of suppliers falling within the scope of audit coverage; continuously refining internal training programs in line with client demands; creating a mutualistic ecosystem to meet customer needs; carrying out low-carbon and environmentally sustainable initiatives in response to customer requests.	Statistics not yet available
Risk/ Opportunity	Response to Climate Change	High	Short, Medium, and Long Term	With growing global attention on climate change and increasingly stringent policies and regulations, the Company may face higher operating costs and pressure to upgrade technologies. By actively addressing climate change and implementing effective management measures and strategies, GigaDevice not only minimizes its environmental impact, protects its physical assets and ensures operational stability, but also enhances its market competitiveness and financial performance, driving sustainable growth.	Conducting annual carbon footprint verification; responding to the CDP questionnaire; collecting suppliers' energy consumption data and urging their use of renewable energy; optimizing the Company's energy portfolio by increasing the diversity and proportion of renewable energy sources.	Statistics not yet available
Opportunity	Clean Technology Development	High	Medium and Long Term	In the fast-evolving semiconductor industry, GigaDevice contributed to the continual reduction in the size of transistors of the basic units within chips, saving raw materials and further decreasing power consumption. The application of clean technologies throughout R&D, product design, and service delivery effectively reduces energy consumption, material usage, and carbon emissions.	Filing patent applications related to clean technologies; conducting R&D innovation, design and development of products featuring low energy consumption, and guarantees that the raw materials and encapsulation technologies used for products are in line with the requirements of environmental protection. All delivered products should comply with RoHS 2.0 and REACH standards.	Statistics not yet available

ESG Strategy

Type	Domain	Level	Timeframe	Overview	Response Measures	Financial Indicators
Risk/ Opportunity	Product Quality	High	Short, Medium, and Long Term	Issues related to product quality may lead to a loss of customer trust, erosion of market share, and increased after-sales service costs. By implementing a rigorous quality management system and delivering high-performance products, the Company enhances its market competitiveness and meets the demands of high-end markets.	Initiating collaboration between the quality and R&D departments to continuously optimize new product development processes based on practical experience; Obtaining ASPICE process certification and ISO 26262 product certification; promoting zero-defects and continuous improvement initiatives, establishing a Quality Management System (QMS); Using internal platforms to provide relevant training and raise awareness around quality control.	Statistics not yet available
Risk/ Opportunity	Labor Rights Protection	High	Short, Medium, and Long Term	Inadequate protection of labor rights may expose the Company to legal risks, increased employee turnover, and reputational damage, ultimately affecting operational stability. GigaDevice strictly complies with labor laws, signs employment contracts with all employees, respects their legal rights, and offers equal employment opportunities within an inclusive work environment. These efforts help improve employee satisfaction and loyalty, thereby strengthening the Company's overall competitiveness.	100% of regular employees had signed labor contracts with the Company, and 100% of regular employees had been covered by social insurance. The Company continues to refine and enforce the Diversity, Equity, and Inclusion (DE&I) Policy , and has established a comprehensive indicator system with talent monitoring indicators.	In 2024, the Company's short-term compensation totaled CNY 999,066,206.27, accounting for 13.58% of revenue, including employee welfare expenses, social insurance contributions, and housing provident fund payments of CNY 22,813,304.71, 54,203,906.92, and 71,653,361.09 respectively.
Risk/ Opportunity	Employee Training and Development	High	Short, Medium, and Long Term	Increased investment in training may raise short-term costs, and ineffective training outcomes or high employee turnover could lead to resource waste. A well-structured training system enhances employee capabilities, elevates our talent competitiveness, and supports corporate innovation and business expansion.	Employing a dual approach to talent acquisition through campus recruitment and internal referral to attract high-potential individuals; utilizing the digital human resources management platform to enable comprehensive talent management across all scenarios, supporting effective talent management and retention; enhancing the Promotion Mechanism and related policies to offer employees clear career advancement pathways; further refining the Regulations of Training Management ; continuing to enhance its talent development framework, including a structured 24-month onboarding and training program for campus recruits; improving its internal online training platform and actively encouraging employees to participate in academic and vocational skills upgrading initiatives.	The labor union and employee education expenses in 2024 totaled CNY 3,547,243.08.

ESG Risk and Opportunity Management

According to the **Environmental, Social, and Governance (ESG) Management Measures**, the Strategy Committee of the Company is responsible for reviewing the Company’s ESG risk and opportunity assessment results. The ESG Leading Group is tasked with organizing the identification and assessment of the Company’s ESG risks and opportunities, as well as formulating and summarizing countermeasures. Additionally, the ESG Working Group is responsible for conducting the identification and assessment of all

ESG topics’ risks and opportunities and implementing countermeasures. Meanwhile, to standardize ESG risk management, GigaDevice follows a systematic approach that includes risk identification, risk analysis and assessment, risk control, risk response, and review and continuous improvement, based on its existing risk management practices, to ensure ongoing and effective ESG risk management.

ESG Risk Management Process:



ESG risks in the Company’s operations are identified across the three dimensions —environmental, social, and governance, in line with determined ESG issues. An ESG risk database is being established and updated regularly.

Identified ESG risks are evaluated based on impact severity, frequency of occurrence, and extent of potential damage. According to the results, the risks are generally categorized into three levels: high, medium, and low. This classification helps prioritize risk management actions.

Control measures are implemented according to the risk level determined by risk assessment results. High-risk ESG issues require comprehensive measures in management, technical, and other dimensions, while medium-risk issues may be addressed through either management or technical controls.

For medium- and high-level risks that may lead to emergency situations, the Company should set out detailed response procedures and measures. Emergency response plans should be developed when necessary.

Each year, the Company reviews its ESG risk management efforts, assesses trends in ESG risk changes, and monitors industry-wide ESG risk developments. We continuously refine our risk controls and response measures to enhance our risk management.



KEY GOALS

Incorporating ESG topics into its comprehensive risk management system



GigaDevice prioritizes “incorporating ESG topics into its comprehensive risk management system” in the three-year ESG enhancement plan. The plan aims to incorporate ESG-related considerations into our established risk management system, categorize ESG risks within our List of Risks, and ensure effective management of ESG-related risks through established risk identification and control processes. In 2024, the Company began addressing climate change by identifying and responding to associated risks and opportunities. Through climate scenario analysis, we expanded our existing list of climate change risks and performed qualitative assessments of physical and transition risks. We comprehensively analyzed and evaluated the impact of climate-related risks and opportunities on business operations, integrating these risks into the Company’s risk prevention and governance processes. In 2025, the Company plans to adopt the framework and recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) to conduct quantitative risk analysis and assess the financial impact of these risks, gradually enhancing our comprehensive capacity to address climate change across governance, strategy, risk management, and indicators and targets.

ESG Indicators and Targets

Indicators and Progress Towards Targets

The Company integrates ESG key issues with corporate culture to form the STILL structure of ESG strategy, and set short-, medium- and long-term goals for each key issue to provide a clear action path, while tracking and analyzing the progress towards targets annually.

Strategic and Pillar ESG Issues	Breakdown	Special Goals		Progress in Achieving the Goals	
Corporate Governance	Establish a mechanism that can link up the performance on sustainable development with remunerations	Short-term goal	By 2024, establish a mechanism that can link up the performance on sustainability issues with the remunerations of board of directors and the management	✓	The Company has tied Board and management’s remuneration to the Company’s sustainability performance indicators, including cost reduction/control, team growth, and employee stability
	Improve the ESG performance of the board of directors	Short-term goal	By 2025, the proportion of female directors should have increased compared to 2021	✓	In December 2024, the Company elected a new Board of Directors, with an increase in female representation—from one to two women among the nine board members
		Short-term goal	By 2025, establish ESG management policies at the level of the board of directors (e.g., Diversity Policy of Board of Directors Members)	...	In progress
Human Capital Development	Develop a monitoring mechanism for employee diversity	Short-term goal	By 2025, achieve a proportion of female management exceeding 20%; achieve a proportion of female R&D technical employees exceeding 25%; achieve a proportion of employees with master degrees or doctoral degrees exceeding 50%	✓	Achieved ahead of schedule
	Conduct training on DE&I Policies	Short-term goal	By 2024, achieve 100% coverage of internal DE&I Policies training over the employees	✓	Training coverage reached 100%
Business Ethics and Anti-Corruption	Conduct training on anti-commercial bribery	Short-term goal	In the first half of 2024, conduct an anti-commercial bribery training for all employees	✓	In 2024, the Company formulated the Code of Conduct Against Commercial Bribery and introduced a mandatory training course for all employees, achieving 100% training coverage
	Further promote the requirements of anti-commercial bribery compliance for the supply chain	Short-term goal	By 2025, convey anti-commercial bribery compliance requirements to type I core suppliers effectively	...	In progress
		Medium-term goal	By 2027, convey anti-commercial bribery compliance requirements to all type I suppliers effectively	...	In progress
	Promote the signing of compliance-related documents for suppliers	Short-term goal	By 2025, sign compliance-related documents with type I core suppliers	✓	We completed the signing of the Supplier Code of Conduct with 100% of our type I core suppliers in 2024
		Medium-term goal	By 2030, sign compliance-related documents with 90% of type I suppliers	...	In progress

ESG Indicators and Targets

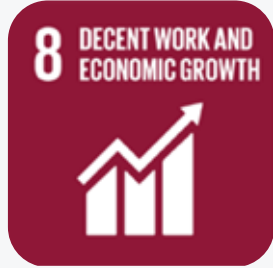
Indicators and Progress Towards Targets

Strategic and Pillar ESG Issues	Breakdown	Special Goals		Progress in Achieving the Goals	
Response to Climate Change	Carry out carbon footprint verification	Short-term goal	By 2023, accomplish the carbon footprint verification of scope I and scope II of the corporate	✓	Also achieved in 2024
		Short-term goal	By 2023, accomplish the electricity usage verification of key suppliers	✓	Also achieved in 2024
		Medium-term goal	By 2030, accomplish 100% carbon footprint verification of suppliers	...	In progress
	Reduce carbon emissions	Medium-term goal	By 2030, reduce the greenhouse gas emissions of scope I and scope II of the corporate by 50% compared to 2021	...	In progress
		Long-term goal	By 2060, achieve carbon neutrality of scope I and scope II of the corporate	...	In progress
		Long-term goal	By 2060, promote the supply chain to achieve carbon neutrality of the corporate products	...	In progress
	Encourage suppliers to utilize renewable energy sources	Medium-term goal	By 2030, achieve over 60% utilization of green electricity for operations within the corporate	...	In progress
		Medium-term goal	By 2030, collect 100% statistics of the suppliers' utilization of renewable energy sources	...	In progress
		Long-term goal	By 2060, achieve 100% utilization of green electricity for operations within the corporate	...	In progress
		Long-term goal	By 2060, promote the supply chain to achieve 100% utilization of renewable energy sources for the corporate products	...	In progress
Responsible Supply Chain	Expand the management scope of conflict minerals	Short-term goal	By 2023, ensure that 100% of suppliers comply with the non-conflict minerals policy	✓	Also achieved in 2024
		Long-term goal	Review the suppliers' 3TG and cobalt utilization at least once a year	✓	Achieved in 2024
	Establish the ESG risk management evaluation system for the supply chain	Short-term goal	By 2023, complete the ESG self-evaluation of 100% of type I core suppliers	✓	Also achieved in 2024
	Promote the suppliers to attain RBA certification	Medium-term goal	Medium-term goal: By 2030, ensure that 50% of type I core suppliers attain the RBA certification	...	In progress
		Long-term goal	By 2050, ensure that 100% of type I core suppliers attain the RBA certification	...	In progress

ESG Indicators and Targets

Response to the UN SDGs and the SSE Guidelines

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 action against a series of social and environmental issues. In 2024, the Shanghai Stock Exchange (SSE) released the **Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial)**. The Company attached great importance to this release, promptly organized training sessions to thoroughly interpret and study the content of the Guidelines (Trial), and has actively responded to its general requirements, disclosure framework, and specific topics within this report.

UN SDGs						
SSE's Sustainability Topics	Rural revitalization Contributions to the society	Employees	Rural revitalization Contributions to the society	Employees	Energy usage	Employees
Corresponding Chapters in the Report	Community Public Welfare	Shared Growth of Employees	Community Public Welfare	Shared Growth of Employees	Response to Climate Change	Shared Growth of Employees
GigaDevice's Response	Focusing on the sustainable development of agriculture and rural areas and contributing to rural revitalization	Ensuring the physical and mental health of employees and eliminating occupational hazards	Popularizing IC knowledge to all walks of life and fostering comprehensive talents in the IC industry	Eliminating sexual discrimination and promoting fair and equal recruitment	Promoting the signing of the Product's Green Power Commitment Letter with suppliers, continuing to follow up on the projects of rooftop photovoltaic power generation and purchasing Renewable Energy Certificates (RECs) and green electricity.	Establishing and improving vocational training system and salary incentive mechanism

ESG Indicators and Targets

Response to the UN SDGs and the SSE Guidelines

UN SDGs	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS
SSE's Sustainability Topics	Innovation-driven Safety and quality of products and services Data security and customer privacy protection	Employees	Contributions to the society	Pollution discharge Waste disposal Ecosystem and biodiversity protection Environmental compliance management Usage of water resources Circular economy	Climate change tackling	Due diligence Anti-commercial bribery and anti-corruption Anti-unfair competition	Supply chain security Equal treatment to small and medium-sized enterprises Communications with stakeholders
Corresponding Chapters in the Report	Product Excellence	Shared Growth of Employees	Community Public Welfare	Environmental Management Green Operations Use of Raw Materials Ecological Protection	Response to Climate Change	Sustainable Development Management Corporate Governance Internal Control Compliance Business Ethics	Impact Materiality Assessment Responsible Procurement Industry Cooperation
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	All forms of unethical business conduct are strictly prohibited	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



GigaDevice remains steadfast in its commitment to enhancing governance and fortifying its resilience to risks, while upholding principles of good faith and compliance management, ensuring integrity in all business operations. These endeavors are geared towards effectively safeguarding the interests of investors and steadily advancing the Company’s value.

GOVERNANCE

- 4.1 Corporate Governance
- 4.2 Internal Control Compliance
- 4.3 Business Ethics

➔ SSE sustainability topics addressed in this chapter

- Due diligenc
- Anti-commercial bribery and anti-corruption
- Anti-unfair competition

➔ The UN SDG responded to in this chapter



Corporate Governance

Governance Structure

GigaDevice has established a governance system comprised of the General Meeting of Shareholders, the Board of Directors, the Board of Supervisors and the management, with a clear division of rights and responsibilities, coordinated operation, and effective checks and balances, in accordance with the **Company Law of the People’s Republic of China**, the **Securities Law of the People’s Republic of China**, the **Code of Corporate Governance of Listed Companies**, and other applicable laws and regulations. We have formulated the **Articles of Association**, the **Rules of Procedure for the General Meeting of Shareholders**, the **Rules of Procedure for the Board of Directors**, the **Rules of Procedure for the Board of Supervisors**, the **Work System for Independent Directors**, the **System of Special Meetings for Independent Directors**, and relevant corporate governance policies according to relevant laws and regulations, which clearly define the scope of rights and responsibilities and work procedures of each management level, and regulate the corporate governance model.

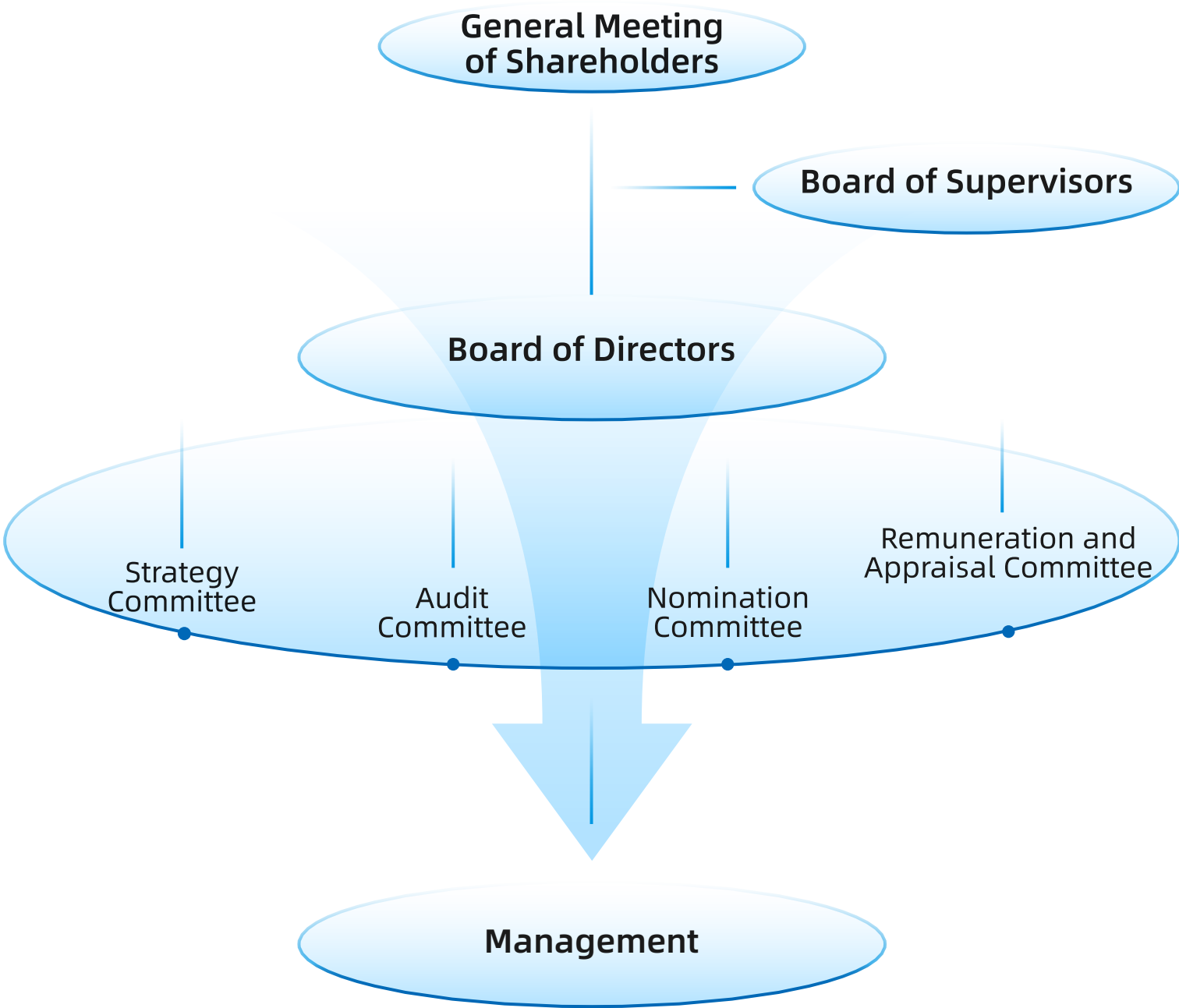
The General Meeting of Shareholders, the Board of Directors, the Board of Supervisors, and the management constitute our governance structure. The Company’s highest governance body is the General Meeting of Shareholders. The Board of Directors is the Company’s day-to-day decision-making body, with four special committees: the Strategy Committee, the Audit Committee, the Nomination Committee, and the Remuneration and Appraisal Committee. Independent directors form the majority and act as conveners in the Audit, Nomination, and Remuneration and Appraisal Committees. The convener of the Audit Committee is an independent director with a professional background in accounting. The Board of Directors reports to the General Meeting of Shareholders, considers material matters in the Company’s business activities, and makes

decisions or submits to the General Meeting of Shareholders for consideration. The Board of Supervisors is the Company’s supervisory body, conducting prudential inspection and effective supervision over the compliance of the Board of Directors and senior executives in performing their duties and the Company’s finance.

In December 2024, the Company completed the election of the Fifth Board of Directors. The current Board consists of nine members, including five independent directors and two female directors. The number of independent and female directors has each increased by one, raising their representation on the Board. Board members come from diverse industries such as semiconductors, investment, law, and finance. Their professional backgrounds complement each other, and the diverse composition of members helps ensure the rationality and scientific basis of the Board's decision-making.. In 2024, the directors and supervisors diligently carried out their duties with the best interest of all shareholders in mind. Throughout the year, there were six General Meetings of Shareholders, 14 meetings of the Board of Directors, and 12 meetings of the Board of Supervisors, each of which complied with laws, regulations, and the Company’s policies in convening, proposals, proceedings, voting, resolutions, and meeting minutes.

In 2024, the company held a meeting of the Board's Strategy Committee, during which the "2023 Environmental, Social, and Governance (ESG) Report" was reviewed and approved. The meeting focused on discussion and decision-making regarding the Company's 2024 ESG disclosure work and provided recommendations and guidance on the 2024 ESG work plan.

GigaDevice’s Governance Structure



Corporate Governance

Governance Structure

Professional Backgrounds of GigaDevice’s Board Members

Name	Professional Background
ZHU YIMING	Since April 2005, he has served as the Chairman of the Company. With years of experience in the semiconductor field, he is a seasoned industry expert and serves as the Chairman of the Company's Strategy Committee.
HE WEI	Joined the Company in 2009 and previously served as Deputy General Manager; From July 2018 to April 2023, served as Acting General Manager, and appointed General Manager in April 2023; has been a member of the Board of Directors since June 2021; appointed Vice Chairman of the Board in July 2023. Has extensive experience in the semiconductor industry.
WANG ZHIWEI	From 2009 to September 2017, served as Investment Director at WestSummit Capital; Since September 2017, has served as General Manager of Qianhai Qingyan Huashan Investment Management (Shenzhen) Co., Ltd., which primarily engages in investment management. A seasoned investment professional with extensive investment experience.
HU HONG	Joined the Company in July 2007 and has held positions including Engineer, Department Manager, Director, and BU Head. Since October 2022, has served as Deputy General Manager, and since December 2022, has been a member of the Board of Directors. Possesses extensive technical expertise in the semiconductor field.
ZHOU HAITAO	Partner at ShineWing Certified Public Accountants since 2009. Has been an Independent Director of the Company since December 2024, serves as Chairman of the Audit Committee of the Company as an accounting professional.

Name	Professional Background
QIAN HE	Since January 2009, he has been teaching at Tsinghua University, focusing his research primarily on new types of semiconductor memory and related areas.. Since December 2021, has been serving as an Independent Director of the Company, serving as a member of the Strategy Committee as an expert in the semiconductor industry.
YEUNG SIUMAN SHIRLEY	Chairwoman and Founding Managing Partner of Dragonrise Capital Advisors (HK) Limited (a professional venture capital firm) since October 2004; concurrently the Chairwoman and Founding Managing Partner of Suzhou Longrui Venture Capital Management Co., Ltd. since December 2009 and of Nanjing Longjun Investment Management Co., Ltd. since April 2014. Appointed as an Independent Director of the Company in December 2024. A seasoned expert in risk management and investment, currently a member of the Strategy Committee.
CHEN JIE	Director, researcher, professor and doctoral supervisor of the Department of Commercial Law at the Institute of Law, Chinese Academy of Social Sciences (CASS). Also a member of the Legal Affairs Committee of the China Democratic League (CDL) Central Committee. Appointed as an Independent Director of the Company in December 2024. A distinguished legal expert with profound legal knowledge.
ZHENG XIAODONG	Formerly worked at Norton Rose LLP in the UK and Zhejiang T&C Law Firm Has been serving as Managing Partner at Beijing Jincheng Tongda & Neal Law Firm (JT&N) since December 2009 and an Independent Director of the Company since September 2023. A veteran legal professional with extensive legal practice experience.

Corporate Governance

Information Disclosure / Investor Relations Management

We adhere to truthful, accurate, complete, timely, and fair information disclosure practices to protect investors' rights to know, in strict accordance with the **Securities Law of the People's Republic of China**, the **Rules Governing the Listing of Stocks on the Shanghai Stock Exchange**, the **Measures for the Administration of Information Disclosure by Listed Companies**, and other applicable laws and regulations, as well as the Company's internal policies such as the **Information Disclosure Management System** and the **Internal Reporting System of Material Information**. Investors can access the Company's announcements in 2024 through the **China Securities Journal** and the website of the Shanghai Stock Exchange (www.sse.com.cn).

We actively communicate with investors and value their recommendations and opinions. We interact with investors through various channels, including the investor hotline and email, the SSE E-Interactive platform, General Meeting of Shareholders and briefings on performance. At the SSE Roadshow Center in 2024, we held three online performance meetings for periodic reports and extensively exchanged with investors on the operations of the Company. In addition, we hosted four investor conference calls with an average attendance of about 303 investor institutions to exchange views on topics such as the Company's operations and industry outlook. We held six General Meetings of Shareholders to exchange views with participating shareholders on major issues to be considered, as well as other matters of concern to investors.

The Company has established the **Market Value Management Policy** and the **Public Opinion Management Policy**, both of which were reviewed and approved at the second meeting of the fifth Board of Directors. The **Market Value Management Policy** is designed to further enhance the company's market value management work, foster a solid awareness of shareholder returns and implement measures to protect the

interests of investors, particularly minority shareholders. It upholds principles of integrity, standardized operations, a focus on core business, and stable management, leveraging the cultivation and application of new productivity to improve operational efficiency and development quality. On top of this, the Company seeks to enhance investor relations, improve the quality and transparency of information disclosure, and take proactive measures when necessary to boost investor confidence, ensuring that the Company's investment value is reasonably reflective of its overall quality. The **Public Opinion Management Policy** is intended to enhance the Company's ability to respond to various types of public opinion, establish rapid response and emergency handling mechanisms, and promptly and properly address the impact of public opinion on the Company's image, business reputation, normal business operations, as well as the trading prices of its stocks and derivatives. The main purpose is to effectively safeguard the legitimate rights and interests of both the Company and its investors.

Internal Control Compliance

Trade Compliance



GigaDevice strictly complies with laws, regulations and standards such as the **Company Law of the People’s Republic of China**, the **Guidelines for the Compliance Management of Enterprises’ Overseas Operation**, the **Compliance Management Systems—Requirements with Guidance for Use (ISO 37301:2021)**, and the **Compliance Management Systems—Requirements with Guidance for Use (ISO GB/T 35770-2022)**. We prioritize corporate compliance control and risk governance, actively refining our trade compliance management mechanisms, and establishing and improving our trade compliance management system by formulating internal compliance policies such as the **Measures for Trade Compliance Management**. Moreover, GigaDevice is dedicated to fostering a culture of compliance to achieve standardized, sustainable, and steady development. Through effective measures such as continuous governance optimization, improved internal management systems, and enhanced supply chain security management, the Company has obtained the China Customs AEO advanced certification.

To ensure the effective implementation of its compliance system, the Company has established a comprehensive, multi-tiered trade compliance management framework, led by the Board of Directors, overseen by the Board of Supervisors, and supported by the General Manager’s Office. It includes a Compliance Committee, a Trade Compliance Management Department, a Trade Compliance Supervision Department, and various other departments responsible for executing specific trade compliance requirements. The Compliance Committee is tasked with overall organization, coordination, and guidance on the Company’s trade compliance management, and conducts supervision and inspection on the compliance of each department’s operating management and business behavior. Additionally, the Compliance and Legal Department serves as the specific executive department responsible for trade compliance management. Each business department is tasked with promoting compliance within their respective fields. In 2024, our Compliance Committee convened special meetings to discuss and make decisions on trade compliance matters.

- ✓

In 2024, the Company identified and assessed trade compliance risks associated with key positions and core business processes. We identified these risks through various channels, including internal mechanisms such as compliance consulting, audits, and inspections. Additionally, we consulted with external legal advisors and stayed abreast of information released by regulatory agencies, participating in seminars organized by industry organizations to keep abreast of changes in external regulatory policies and identify trade compliance risks. Meanwhile, the Company consistently monitored developments in export control and economic sanctions, both domestically and internationally, including in the U.S., the EU, Japan, and the Netherlands. We promptly analyzed new or revised laws and regulations, interpreted rules, conducted business screenings, and performed impact analyses based on regulatory changes. Compliance guidelines were issued for relevant business, and collaborative efforts were made with various departments to implement and enhance compliance measures.
- ✓

In 2024, the Company conducted two specialized training sessions on export control compliance, targeting personnel from the sales, quality, and marketing departments, as well as R&D staff from various product BUs. These sessions analyzed relevant laws and regulatory policies in the context of the Company’s operations, with a focus on export controls applicable to GD products to help training targeting personnel understand and implement the Company’s compliance policies. The training lasted two hours in total, with all mandatory personnel participating in these training sessions and successfully achieving the expected outcomes.
- ✓

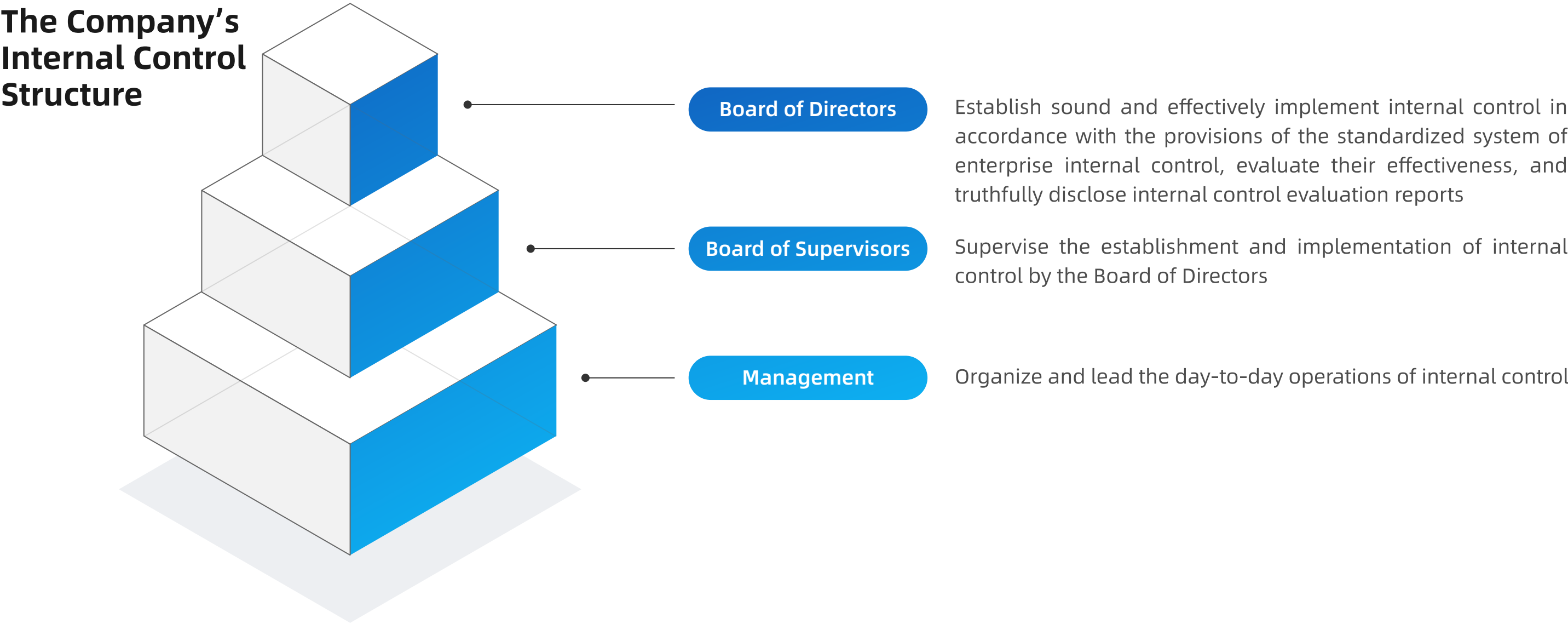
In 2024, the Company conducted compliance audits at the sales level to review the signing of customer checklist and acknowledgement by our customers. Following the completion of these audits, we issued audit results and provided rectification opinions. Subsequently, we closely monitored the implementation of these rectification opinions, ensuring the closed-loop management of trade compliance risk control at the sales level, effectively reducing compliance risks.

Internal Control Compliance

Internal Control of Risks

Throughout the reporting period, the Company established and effectively implemented internal control systems for evaluated business and matters, ensuring the achievement of control objectives such as asset safety and true and reliable financial reporting. Any identified general deficiencies in internal control were promptly rectified through a strategy of “immediate rectification upon discovery.” Following communication with relevant departments and persons-in-charge, a rectification plan was formulated and implemented. No material deficiencies or significant deficiencies were identified during this process.

GigaDevice regularly evaluates the effectiveness of its internal control mechanisms to clarify the responsibilities of the Board of Directors, the Board of Supervisors, and management. This practice enhances operational efficiency and effectiveness, facilitating the realization of development strategies. We have implemented internal control mechanisms such as the division of duties control, approval and inspection control, record and custody control, internal audit control, and electronic information system control. Special emphasis is placed on high-risk areas, including organizational structure, capital activities, financial reporting, sales operations, procurement operations, contract management, and information systems.



Business Ethics

Strictly complying with laws and regulations such as the **Anti-Monopoly Law of the People’s Republic of China** and the **Anti-Unfair Competition Law of the People’s Republic of China**, GigaDevice upholds the principle of integrity, standardizing the code of business conduct. We engage in business activities and market competitions in full compliance with laws and regulations, firmly opposing commercial bribery and unfair competition in any form. Furthermore, to cultivate a transparent and ethical business environment and reinforce employees’ integrity and self-discipline, GigaDevice has formulated the **Anti-commercial bribery management methods** and the **Code of Conduct Against Commercial Bribery**, published the **Code of Business Ethics**, the **Anti-Commercial Bribery Compliance Policy**, and the **Reporting and Informant Protection System** on its official website, and requires the management personnel at or above the first-level department and employees in major departments to sign the **Letter of Commitment on Anti-commercial Bribery**, thus maintaining the Company’s image of integrity and righteousness.

The Company has developed the **Anti-commercial bribery management methods**, which delineate the scope and principles governing anti-commercial bribery practices. These methods define the organizational structure and responsibilities related to anti-commercial bribery management and establish procedures for reporting, investigation, and accountability, among other key aspects. In 2024, the Company issued the **Code of Conduct Against Commercial Bribery** to further detail anti-bribery compliance requirements. The document provides classified management measures for potential bribery risks in business operations, covering various areas such as gifts and hospitality, discounts and rebates, external travel and training, recruitment, business partners, procurement and distribution sales, commercial sponsorships, and charitable donations. It also clarifies the relationship between the **Code of Conduct Against Commercial Bribery** and the **Anti-commercial bribery management methods**, specifies its scope of application of the former, and outlines the whistleblowing mechanism and disciplinary actions, helping GigaDevice personnel understand and comply with the Company’s anti-bribery compliance policies.

The Company has established a comprehensive, multi-tiered anti-commercial bribery management framework, led by the Board of Directors, overseen by the Board of Supervisors, and supported by the General Manager’s Office. This structure also includes the Compliance Committee, the Company’s Anti-commercial Bribery Management Department, the Anti-commercial Bribery Supervisory Department, and other relevant departments responsible for implementing anti-commercial bribery management requirements. The Board of Directors serves as the highest management authority for anti-commercial bribery within the Company. In 2024, the anti-commercial bribery management framework functioned effectively, with each level of the anti-bribery organization operating efficiently and fulfilling clearly defined responsibilities. Over the year, GigaDevice has not encountered any corruption-related lawsuits or instances of business ethics violations.

The Company encourages employees and external parties with direct or indirect business relationships with GigaDevice to report any instances or suspicions of integrity breaches through various channels, such as the informant hotline telephone, email, and letters.



Informant Hot-line
Telephone:
(86)10 82881666-1166



E-mail:
woodpecker@gigadevice.com
(Available 24/7 globally)

The Company ensures the strict confidentiality of the informant’s name, location, address, and other pertinent personal details. We are committed to withholding the informant’s letter and any related materials containing personal information from the department under investigation or the investigators. Moreover, we require all personnel involved in receiving, registering, reviewing, and approving reports, as well as those responsible for investigating and addressing integrity violations to diligently fulfill their duties, maintain confidentiality, and recuse themselves from any cases involving familial or vested interests. In 2024, the Company received no reports of commercial bribery.

In 2024, the Company conducted a company-wide anti-bribery compliance training session, with an online course and a corresponding assessment. The training introduced the concepts of “commercial bribery” and “commercial bribery compliance risks,” provided an overview of the Company’s anti-bribery policy and compliance system, offered scenario-based analysis of various business contexts, and clarified the anti-bribery requirements for each scenario with examples. The training also explained the consultation and whistleblowing channels, along with measures for dealing with violations. The one-hour training achieved 100% participation from all required personnel and met the intended effect.

Business Ethics

Anti-Commercial Bribery Compliance Training KPI Table

 Coverage rate of the anti-commercial bribery compliance training	✓ 100%
 Completion rate of the anti-commercial bribery compliance training assessment	... 99.19%

In 2024, the Company continued to carry out risk assessments. It conducted an anti-commercial bribery compliance risk assessment, analyzing the likelihood and severity of potential violations, and implemented suitable control measures to mitigate identified risks. Meanwhile, we regularly conducted anti-commercial bribery risk and impact assessments before expanding into new countries or regions or in response to changes in applicable laws and regulations, and incorporated relevant requirements into our anti-bribery compliance documentation. We consistently carry out anti-commercial bribery risk assessments for our business partners, ensuring proactive communication of our policies through various means such as contracts and commitment letters. We also maintained continuous supervision throughout the contract fulfillment period.

The Company continues to engage third-party organizations in conducting business ethics and anti-corruption audits at least once every three years. In 2024, a professional agency was engaged to evaluate, audit, and provide expert guidance on the Company’s performance in business ethics and anti-commercial bribery practices. The Internal Audit Department also reviewed the implementation of the **Code of Conduct Against Commercial Bribery** and the **Anti-commercial bribery management methods**. Through continuous optimization of internal oversight mechanisms and strengthened auditing and supervision efforts, the Company promotes the effective enforcement of anti-bribery policies. Measures include improving the procurement bidding management system with oversight from the Internal Audit Department and designating each department as the primary responsible party for identifying and managing anti-commercial bribery risks. In 2024, the Company received no reports related to commercial bribery.

Anti-Unfair Competition

In 2024, the Company conducted an anti-monopoly compliance risk assessment within its distribution channels and organized two anti-monopoly training sessions. These assessments focused on identifying anti-monopoly compliance risks associated with new business models and management systems on the marketing and sales fronts. The internal marketing and sales teams helped sort out relevant issues and compliance needs, while external legal advisors were engaged to conduct interviews and consultations with business units to identify potential risks in business management and develop corresponding solutions for implementation. The Company delivered two training sessions on “Monopoly Agreements under the Anti-Monopoly Law,” targeting the sales, marketing, and general employee population. The training covered key aspects of the **Anti-Monopoly Law**, scenarios and examples of monopoly agreements, common misconceptions in business operations, and compliance recommendations, aiming to raise employees’ anti-monopoly awareness and collaborate with relevant departments to tighten the anti-monopoly compliance management. The training lasted 2 hours.

In 2022, the Company established the **External Communication and Dissemination Code**, which sets out detailed requirements for exchanges and dissemination involving both capital market and non-capital market matters, including the resolution of rumors. In 2024, we launched two rounds of internal campaigns titled “Sharp Eyes Challenge” through our internal platform, using quiz-based formats.

In 2024, the Company was not subject to any lawsuits or major administrative penalties related to unfair competition practices.



GigaDevice prioritizes research and development as well as innovation, and focuses on improving core competitiveness, strengthening the ecosystem with memories, microcontrollers (MCUs), sensors and analog product as the core driving force, so as to provide a broad range of solutions for fields such as industry, automobile, communication, Internet of Things (IoT), mobile device, consumer electronics, PCs and its peripherals.

SOCIETY

- 5.1 Product Excellence
- 5.2 Responsible Procurement
- 5.3 Shared Growth of Employees
- 5.4 Industry Cooperation
- 5.5 Community Public Welfare

➔ SSE sustainability topics addressed in this chapter

- Innovation-driven
- Safety and quality of products and services
- Data security and customer privacy protection
- Supply chain security
- Equal treatment to small and medium-sized enterprises
- Employees
- Contributions to the society
- Rural revitalization

➔ UN SDGs responded to in this chapter

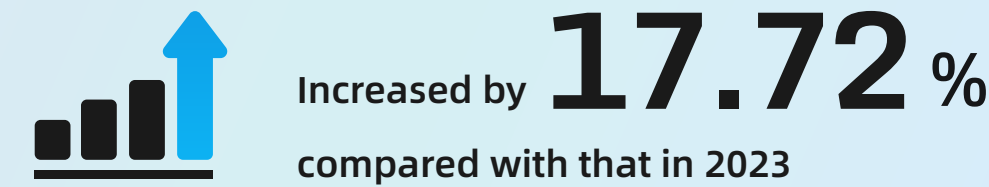


5.1

Product Excellence

Innovation and R&D

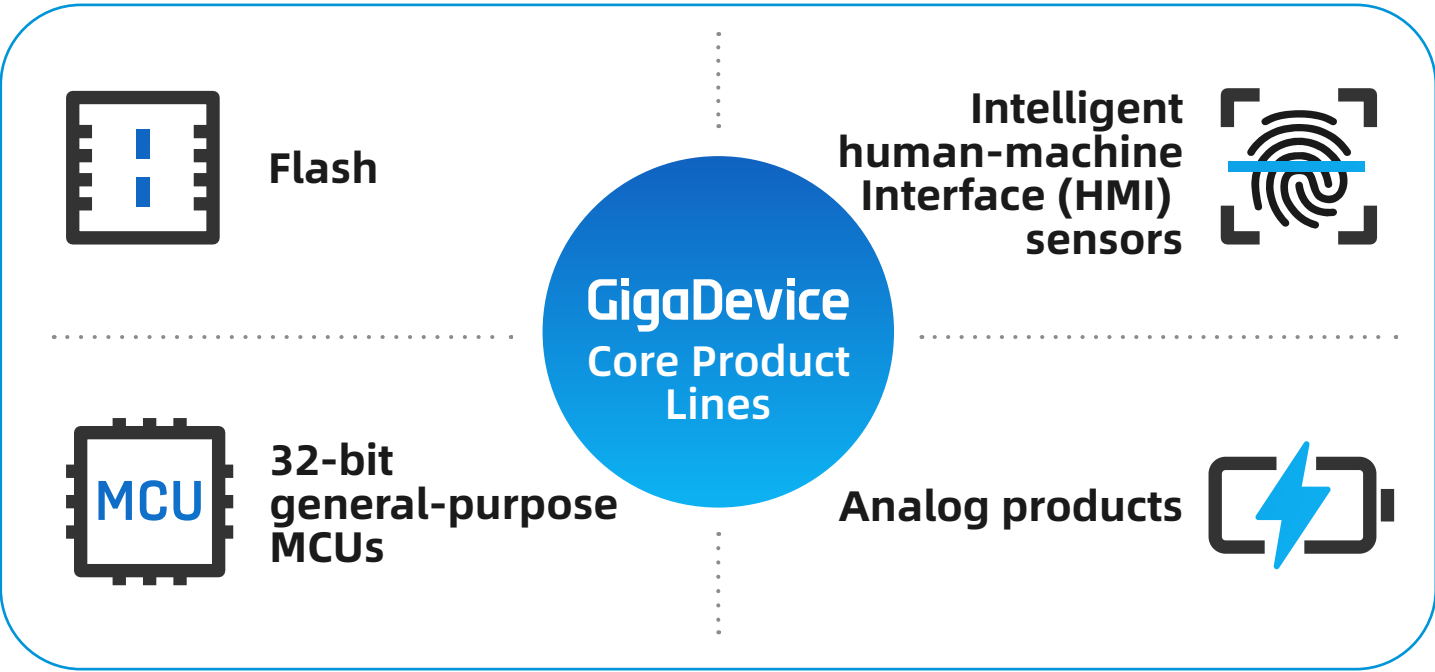
GigaDevice emphasizes innovation as the core competitiveness. To this end, we constantly strengthen the capabilities of independent R&D and achievement transformation in order to provide product solutions meeting the market demands and all-round services for customers.



The Company’s innovation and R&D strategy centers on sustained investment in R&D, talent development, and the establishment of collaborative networks, aiming to deliver smarter and more efficient products and solutions. The ultimate goal is to enhance product performance, reduce costs, and boost market competitiveness through innovation , with the medium- and long-term ambition of joining the ranks of leading global chip design companies.

GidaDevice continues to invest in self-developed IP and actively develops general-purpose process IPs through its public R&D platform to improve the overall performance of its products in terms of PPA³ (Power, Performance, and Area). It also strives to optimize the IPD⁴ (Integrated Product Development) system and strengthen the concepts of market demand-oriented, cross-department collaboration, quality-first principles, and continuous improvement.

In implementing its innovation-driven development strategy, the Company increases its R&D budget to ensure sufficient resources for the R&D of new products and technologies. It actively promotes the adoption of AI-powered tools to further automate chip design and enhance overall efficiency.



The Company adheres to ethical standards of science and technology during innovation decision-making and practice. It upholds transparency and openness, disclosing project progress and potential risks to the public and stakeholders in a timely manner. All products are developed in accordance with ethical guidelines, with strict attention to personal privacy and data security during their application.

In 2024, the Company’s achievements in sci-tech innovation and their practical applications played a positive role in advancing new quality productive forces. These accomplishments have generated positive impacts across economic, social, environmental, and stakeholder dimensions. The Company continues to invest in product innovation and iteration, and in growing alongside the industry chain, it has also enhanced the user experience for downstream customers, provided new growth points, and promoted the overall upgrade and optimization of the entire industry chain. Our products have been widely adopted in industrial applications, supporting the transformation of traditional sectors. In particular, through the application of smart manufacturing and the Industrial Internet, the Company has contributed to improved production efficiency and product quality of Chinese manufacturing. In addition, the application of its products in renewable energy fields such as wind, solar, and energy storage has helped optimize the energy mix and strongly supported the realization of China’s carbon peaking and carbon neutrality goals.

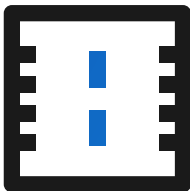
Our products are renowned for their high performance and low power consumption, with the core product lines including Flash, 32-bit general-purpose MCUs, intelligent human-machine interaction sensors, analog products, and integrated solutions.

³PPA (Power, Performance, and Area) is a key metric in chip design that evaluates the overall efficiency of a chip in terms of power consumption, performance, and physical size.

⁴IPD (Integrated Product Development) is a pattern, concept, and methodology of product development.

Product Excellence

Innovation and R&D



Memory



GigaDevice offers a wide range of flash memory products from 512Kb to 2Gb, supporting various supply voltages including 3V, 1.8V, 1.65V-3.6V, 1.8V VCC & 1.2V VIO, and 1.2V. The Company also provides a diverse product portfolio featuring high performance, low power consumption, high reliability and small package, tailored for various market demands. For instance, our ultra-low-power GD25UF series products operate with a supply voltage of 1.14V to 1.26V and two modes: normal mode and low power mode. Compared with other products requiring a supply voltage of 1.8V, GD25UF reduces power consumption by 33% and 70% in normal and low power modes, respectively, which significantly extends the battery life. Additionally, GigaDevice has launched the GD25/55NF series for high reliability and the GD25NE series for low power consumption, both supporting 1.8V VCC and 1.2V VIO dual-voltage supply. Tailored to meet the needs of SoCs operating at a reduced core voltage of 1.2V, the 1.2V VIO solution enables same-voltage communication with 1.2V SoCs. Compared to conventional 1.8V SPI NOR Flash solutions, the 1.2V VIO configuration eliminates the need for a voltage-boosting circuit on the SoC side, simplifying circuit design. Moreover, the lower I/O voltage can reduce read power consumption by up to 40%. Compared to conventional 1.2V SPI NOR Flash products, GigaDevice’s 1.2V VIO solution delivers higher read performance and faster erase/write times, making it ideal for low-voltage, low-power, and high-performance scenarios. GigaDevice also adopts wafer-level chip scale packaging (WL CSP) and provides a package size with a length and width of less than 1mm, and thickness as low as 0.25mm. The Company also pioneered the launch of the 128Mb GD25LE128EXH with a 3x3x0.4mm FO-USON8 package, reducing the volumetric footprint by 85% compared to mainstream packages. These ultra-compact products empower engi-

neers to design sleek and compact system solutions with greater flexibility. The GD25/55T and GD25/55LT series are quad-SPI NOR Flash products offering a data throughput of up to 200MB/s. The GD25/55X and GD25/55LX series comply with the JEDEC xSPI standard and are part of the Xccela™ Flash alliance, delivering ultra-high read performance with a data throughput rate of up to 400MB/s, and are considered to be ideal choices for automotive, IoT, and other applications which require fast reading and instant-on capabilities. Moreover, all GD25/55 automotive-grade products are certified to AEC-Q100 and ISO 26262:2018 ASIL-D functional safety standards.

GigaDevice’s NAND Flash products are available in the proven 38nm and 24nm process nodes, covering a density range from 1Gb to 8Gb and supporting 1.8V and 3V power supply. In addition to the traditional parallel interface, our NAND Flash products offer a new SPI interface, providing complete product solutions for large density and high-reliability embedded applications. GigaDevice’s GD5F SPI NAND Flash series products have passed the AEC-Q100 automotive-grade certification.

Product Excellence

Innovation and R&D

MCU

GD32 MCU, as one of the core product lines of GigaDevice, is a leader in China’s high-performance 32-bit general-purpose microcontroller market and represents the largest Arm® MCU family in the country. We are the first Chinese-local MCU company to release Arm® Cortex®-M3, Cortex®-M4, Cortex®-M23, Cortex®-M33, the Arm®Cortex®-M7 core MCU product series, and the RISC-V core general-purpose MCU product series. GD32 MCU has become the mainstream choice for the 32-bit general-purpose MCU market. The products in this series are compatible with each other in software and hardware pin packaging, making them fully applicable to various high-end, middle-end and low-end embedded control requirements and upgrading. This approach delivers outstanding cost-performance value, and aligns with the Company’s strategic blueprint for building an “MCU department store.” Through a whole-package “product & ecosystem” service model, GigaDevice provides smarter embedded development and solutions to users worldwide. Proven by long-term market adoption, GD32 MCUs have become the preferred choice for innovation in system design and project development.

GigaDevice is one of the first partners of the Arm® University Program (AUP) in China, an ecosystem partner of the Arm® mbed™ IoT platform, a strategic member of RISC-V International, and the title sponsor of the China Graduate Electronics Design Contest.

Sensor

In terms of sensor products, GigaDevice is committed to the R&D and innovation of new-generation intelligent terminal biosensors and to developing chips and solutions for human-machine interaction sensors. Currently, we provide embedded sensors and capacitors, optical fingerprint sensors, and self-capacitive and mutual-capacitive touch control chips. The GSL7002 optical fingerprint sensors, based on an advanced single-chip architecture, adopt a customized lens and pixel design for low-light under OLED fingerprint applications, supporting small-size modules and screens with low-light transmittance. The GSL6191 is a side-mounted fingerprint sensor chip featuring high sensibility and a high signal-to-noise ratio, and it is widely applied in thin smart phones. With a 32-bit CPU, the GSL377X mutual-capacitive chip has powerful processing power, and shows high resistance to RF, LCD and power interference. It boasts support for automatic screen adjustment and auto-calibration functions, ensuring an optimal user experience with a comfortable and responsive touch interface.

Analog Products

With a comprehensive lineup encompassing power management, motor drive, application-specific ICs, battery management, and signal chain solutions, GigaDevice’s analog products find widespread applications across scenarios such as TWS earbud charging cases, motor control, new energy battery charging/discharging management, wireless communication facilities and equipment, and power measurement and monitoring. With their outstanding performance, these products enjoy strong recognition from major vendors. GigaDevice’s analog products have already been seamlessly integrated with GD32 MCUs to develop a diverse array of solutions, exploring new opportunities in key vertical markets. Looking ahead, GigaDevice expects that the GD30 analog product series will help to expand our market segments, offering refined turnkey solutions for our customers to accelerate product development and time-to-market. In 2024, the Company completed the acquisition of Suzhou Xysemi Electronic Technology Co., Limited., reinforcing its strategic presence in the fields of lithium battery protection and battery management ICs.

5.1

Product Excellence

Intellectual Property

GigaDevice strictly adheres to relevant intellectual property laws and regulations such as the **Patent Law of the People’s Republic of China**, the **Trademark Law of the People’s Republic of China**, the **Copyright Law of the People’s Republic of China**, and the **Regulations on Protection of Layout-Designs of Integrated Circuits**. We are continuously optimizing our innovation management system and improving our intellectual property (IP) governance structure to enhance IP management and refine its protection strategies. The Company has officially released and implemented the **Patent Management Measures**, accompanied by company-wide training and full implementation. In parallel, we are formulating new internal policies for managing trade secrets. In 2024, GigaDevice further refined its IP management framework and internal processes, covering patents, trademarks, layout-designs of integrated circuits, and software copyrights. Actively pursuing IP strategy deployment, the Company works to identify project opportunities, improve patent quality to protect core technologies. It has strengthened patent filings in key R&D areas and continued to optimize trademark management and layout in major markets. In addition, GigaDevice continuously optimizes its intellectual property strategy and adopts a multi-pronged IP protection approach to protect technological innovations by fully leveraging patents, integrated circuit layout designs, trade secrets, and other avenues. We have also implemented an incentive system that actively encourages our employees to apply for patents. By doing so, we aim to fully inspire our employees’ enthusiasm for innovation and cultivate an environment that appreciates the values of innovation. In 2024, GigaDevice conducted one IP fundamentals training session for all new employees and seven specialized patent training sessions for R&D teams, covering all new hires and key R&D personnel (major

technical staff across business units and select software development teams). As we protect our intellectual property rights, we fully respect the intellectual property rights of others. In 2024, the Company reported zero incidents of IP infringement.

By leveraging the synergies across our product lines, we provide a comprehensive range of systems and solutions, which include storage, control, sensing, edge computing, connectivity, and other chips, as well as relevant algorithms and software. This approach enables us to deliver robust technical protections and reinforce the Company’s leadership in advanced technologies. The Company protects technological innovations by refining its intellectual property strategies, systems, and processes. In 2024, GigaDevice filed 186 patent applications (156 were invention patent applications) and was granted 101 patents (90 were invention patents). By the end of 2024, we have obtained a total of 1,059 granted patents (832 were invention patents), 195 trademarks, 58 layout-designs of integrated circuits, 50 software copyrights, and 12 non-software copyright registrations.

The Company continuously improves its innovation management capabilities in the creation, utilization, protection and management of intellectual property rights, while also actively promoting industry intellectual property protection. Additionally, the Company has been engaging in university-industry cooperation for talent cultivation. GigaDevice has been honored to be on the list of “National Intellectual Property Demonstration Enterprises” announced by the State Intellectual Property Office of the People’s Republic of China.

In 2024	
Patent applications	186
Granted patents	101
By the end of 2024	
A total number of granted patents	1,059
Trademarks	195
Layout-designs of integrated circuits	58
Software copyrights	50
Non-software copyright registrations	12

Product Excellence

Quality Control

GigaDevice attaches great importance to quality control and is dedicated to providing customers with high-quality products and services. As a holder of the ISO 9001 quality management system certification, we continuously improve quality according to the specific conditions of product lines. The Company has established a robust quality management framework, with the head of the Quality Department designated as the management representative—responsible for building, refining, effectively implementing, and improving the quality management system. This comprehensive framework covers supplier quality management, customer quality management, product quality and reliability management, quality project management, and quality system management.

GigaDevice implements reliability management across the R&D and production processes. To this end, we have established a series of procedural standards, such as the **Regular Reliability Monitoring Procedures**, the **Packaging Reliability Qualification Procedures**, and the **Device Reliability Qualification Procedures**, to comprehensively manage all projects involving quality and reliability and continuously optimize the procedures in management processes. In 2024, we revised the **Regular Reliability Monitoring Procedures** to meet the customized requirements of different customers. Specifically, we perform evaluations and verification of device reliability and product reliability during the qualification certification period. In the same year, GigaDevice introduced the **Packaging Engineering Audit Checklist**, adding on-site audits during the transition from engineering to mass production to minimize production risks. During the production period, full-process reliability monitoring is carried out. We subject our products to rigorous full-functional tests before leaving the factory; while in the case of customer complaints after delivery, we take them seriously and follow our established complaint handling procedures within our quality management system, which involves thoroughly investigating the cause of the complaint from a process-level perspective, putting forward effective countermeasures and responding to the customer promptly in order to fulfill our quality commitments and effectively serve our global customers.



ISO 9001 Certificate

In 2024, GigaDevice launched the “Zero Defects 2.0” project, covering all product categories and production testing processes. The project focuses on implementing improvement and preventive measures targeting product defects, miss operations, and critical customer issues. As a sub-project, the “Supplier 0 RMA” initiative extends the Zero Defects Strategy to the supply chain through a structured project management approach. Utilizing end-to-end and 5M1E methodologies, the initiative identifies and addresses potential risk points. Meanwhile, supplier capability-building training was conducted, fostering joint progress toward strategic quality objectives. The full implementation of the “Zero Defects 2.0” program will continue into 2025.

We set up several product quality assurance (PQA) positions for R&D projects, tasked with overseeing product quality and reliability throughout the product development lifecycle. These PQA engineers serve as core members of the Product Development Team (PDT), setting quality objectives and evaluating quality dimensions at various stages. They also act as liaisons between the Quality Department and R&D departments, ensuring seamless communication and alignment of the needs of both sides. Additionally, we have implemented a comprehensive quality assurance checklist spanning the entire project lifecycle to systematically monitor product and process quality, thus proactively preventing the occurrence of quality issues. In 2024, GigaDevice established a Software Quality Assurance (SQA) position. The SQA team took an embedded software project for a key chip as a pilot case, constructing basic software process system preliminarily. By establishing preliminary quality control across the development cycle, from requirements analysis, design, and coding to testing, the team has built a solid basis for future project execution and process optimization. Looking ahead to 2025, the SQA team will collaborate with development team and IT department to initiate the integration of ASPICE (Automotive SPICE-Software Process Improvement and Capability Determination) and ISO 26262 (Road Vehicles-Functional Safety). This integration will take into account both process quality and functional safety in software development, boosting the Company’s overall product competitiveness.

5.1

Product Excellence

Quality Control

GigaDevice’s Quality Control Initiatives in 2024

- ✓

The PQA Department, in collaboration with the MCU Business Department, has continuously optimized the new product development process by integrating industry best practices with the Company’s specific context. This has significantly enhanced R&D efficiency.
- ✓

The second Suppliers Continuous Improvement Conference was held, expanding the range of topics and participation to more suppliers, promoting ongoing supplier improvement and fostering a platform for quality sharing and communication.
- ✓

A dedicated SQA function was established to support ASPICE process certification and ISO 26262 product certification, ensuring that the Company’s software system aligns with industry standards. By formulating and optimizing software-related processes, the SQA team has enhanced both project management efficiency and quality control capabilities. Additionally, the team actively participates in setting and monitoring process quality objectives and conducts regular project reviews and risk assessments to ensure compliance with automotive-grade software process requirements, thereby providing robust support for the high-quality delivery of the Company’s software products.
- ✓

The Company has built a Quality Management System (QMS), which is integrated with its big data platform. On the front end, the system guides suppliers in handling non-conforming products, responding to customer audit findings, implementing OPL (One Point Lesson), and standardizing knowledge. Quarterly evaluations are conducted at the same time. On the back end, the system manages audit requests and customer complaints. QMS enhances both internal and external efficiency. The Quality Department uses dashboard reports to monitor key modules and ensure smooth operation.
- ✓

A Quality Zone was launched on the internal enterprise communication platform, featuring the series “Demystifying Processes.” Four articles have been published as part of this educational initiative, complemented by four offline quiz events. A total of 446 employees participated.
- ✓

Specialized management of automotive suppliers has been implemented, including continuous improvement initiatives and performance evaluations, encouraging full employee engagement in quality enhancement and driving both internal and external momentum for long-term quality improvements.
- ✓

A dedicated “0 RMA⁵” project targeting both automotive and non-automotive suppliers was launched, and all 2024 automotive supplier cases were successfully concluded.



⁵RMA: An abbreviation for Return Material Authorization, RMA is the primary process for handling customer returns or exchanges of defective products.

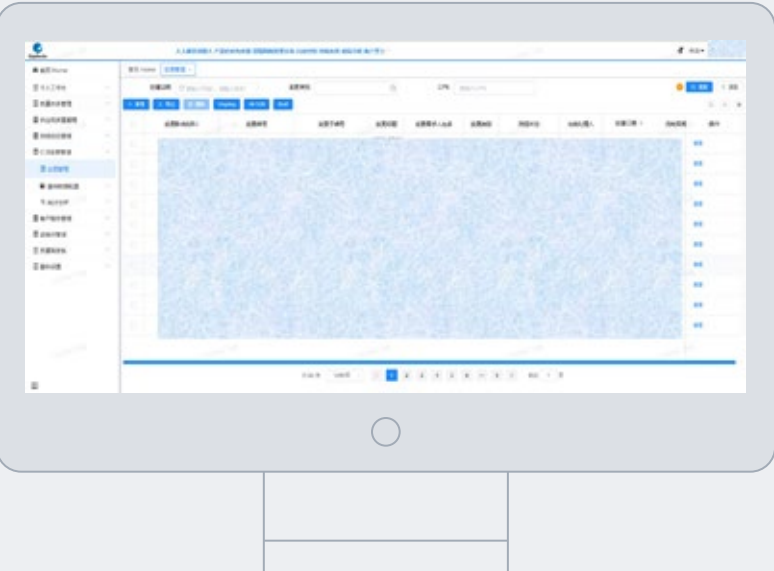


Case

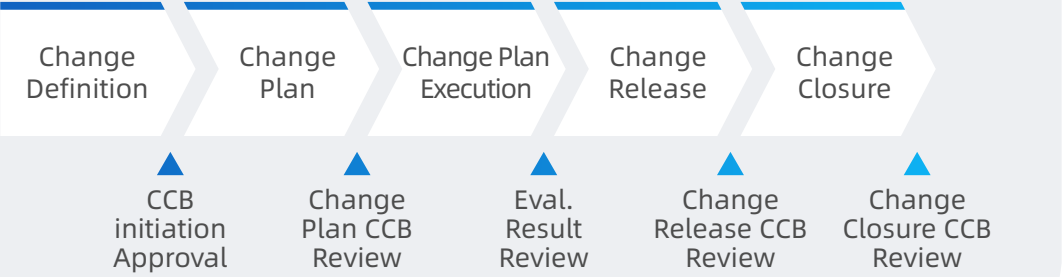
Change Control Board (CCB) System

Change management is a critical tool for enterprises to maintain competitiveness and achieve sustainable development in a volatile market environment. In 2024, the Company continued to operate its established change management process. Through a rigorous change review procedure and risk assessment, the Company optimized resource utilization, avoided unnecessary changes, and reduced potential risks. Change management integrated as a sub-module in QMS , which officially went live at the end of June 2024. Over the following six months, a total of 70 engineering changes were completely assessed. The systematization of the workflow and its integration with other systems notably improved team efficiency and collaboration. Moreover, the system’s data analysis and reporting functions enabled management to better understand the impact and effectiveness of each change, enhancing the transparency and quality of decision-making.

Change Management System



Change Management Workflow



5.1

Product Excellence

Quality Control

GigaDevice follows strict procedures outlined in the **Nonconformity, Correction and Prevention Control Procedures** to classify nonconforming categories and applies specified handling processes for each category of nonconformity. The scope of this procedural document includes but is not limited to, the formulation, implementation, and verification of the improvement, correction, and prevention measures of the Company's product design and quality control, as well as suppliers' production operations, quality and environmental system management, and functional safety management. Management representatives are responsible for ensuring the establishment and continuous improvement of corrective and preventive action systems. For instance, if the Material Review Board (MRB) detects a defect, it follows the **MRB Review Procedures** for thorough review, disposal, and improvement. Similarly, if a product's design or production process does not meet quality standards, leading to defects during new product introduction, the Company follows the **New Product Packaging Qualification Procedure** to analyze root causes and implement corrective and preventive actions.

GigaDevice develops a comprehensive product recall management process that covers problem identification, risk assessment, impact judgment, graded recall actions, root cause analysis and improvement. If a product recall is necessary, the Company will promptly evaluate the product risk scope and develop effective containment measures to prevent the situation from escalating. If a batch is identified as having potential risks, the Company will take immediate action to isolate the entire batch and establish a control checkpoint in the system. Any products that have already been shipped will be promptly recalled and stored in the defective product warehouse. If an anomaly is caused by the production line, the Company will promptly hold production and isolate the affected batch to prevent any further spread or escalation of the anomaly. As for events involving recalls, the Company will thoroughly investigate the causes and develop corrective and preventive actions to ensure that the same reason- caused events will not occur again.

During the reporting period, no major safety or quality incidents related to the Company's products or services were reported.



Case

GigaDevice's Quality Training Sessions

At GigaDevice, "Quality: Our Responsibility" is a core belief that we strive to uphold. The Company is committed to fostering a company-wide quality culture by promoting a quality-focused mindset, enhancing employees' understanding of quality, and providing training on quality management skills. Quality-focused courses form a key part of our curriculum on the online E-Learning platform and are available to all employees.

In 2024, a total of 18 quality-related courses were launched, including three core hybrid (online + offline) training series: Process Management Series (Lessons 1-10), Upgraded 6-sigma Series (Lessons 1-6), and IATF 16949: 2016 Standard Overview (Lessons 1-5). Throughout the year, the E-Learning platform recorded 11,155 total enrollments for quality-related courses, accumulating a total of 6,136 online training hours.

2024 Core Online Quality Courses



Ten-step Process Design Method Series
Course Type: Project-based Training
Release Date: September 26, 2024
Course Overview: This course package is the Ten-step Process Design Method series, delivered by the Quality System Management Department.



6 Sigma Series-From Theory to Practice
Course Type: Project-based Training
Credits: 0.0
Course Overview: The 6 Sigma course series is here—Join us to learn!



IATF 16949:2016 Standard Training Course
Course Type: Project-based Training
Status: Ongoing
Course Overview: Delivered by two instructors from the Quality Department, this training covers:
1. Background, Core Concepts & Organizational Context and Leadership Function; 2. Planning and Support; 3. Quality System Operation & Customer-oriented Processes Part 1; 4. Quality System Operation & Customer-oriented Processes Part 2; 5. Performance Evaluation and Improvement

Product Excellence

Customer Service



We maintain a customer-centric approach, consistently enhancing our services, and remaining steadfast in our commitment to deliver products and services of exceptional quality to our customers.

GigaDevice manages its customer service in a systematic and standardized manner, following a series of internal procedures including the **Customer Satisfaction Survey Procedure**, the **Customer Service Procedure**, and the **Sales Order Management Procedure**. By establishing a customer service system that involves multiple functional departments such as the Global Customer Service Department and R&D Department, we are able to define the functions of each department, as well as the service types, methods and standards before and after the sales of our products, thus ensuring optimum service quality and customer satisfaction. We have established dedicated delivery teams for various types of customer and conducted regular performance reviews to assess their responsiveness and service quality.

GigaDevice has a complete customer communication mechanism. We ensure timely and effective communication with our customers, as well as prompt resolution of any problems they may encounter through various communication channels such as on-site visits, follow-up phone calls and emails. By doing so, we aim to meet our customers’ needs. In the event of major risks caused by natural disasters, market fluctuations, changes in logistics and any other reasons, we will provide risk reminders and early warnings for our customers through phone calls and emails, so as to help them identify and mitigate any potential impact of the risks. We have im-

plemented a comprehensive customer complaint management process, and formulated internal rules and regulations such as the **Customer Complaint Handling Procedure** and the **Failure Analysis Procedure**. We work to ensure full-process tracking and timely feedback on product quality complaints. We prioritize addressing and responding to customer complaints within the required time frame and promptly urge relevant departments to enhance their performance. Our ultimate goal is to ensure that customers receive high-quality products and enjoy a good user experience.

The Company investigates, resolves and monitors the execution of complaints pertaining to various issues related to sales in the market, and matters concerning agent channels such as customer ownership, promotion contributions, profit sharing, cross-country collaboration, and business ethics.

We intensified communication with our customers, engaging in dialogue and sharing insights at different project stages to foster mutual growth and enhance organizational capabilities and customer satisfaction. GigaDevice achieved a 100% customer service response rate and a 100% user complaint handling rate in 2024. The Company maintained efficient responses and 100% closed-loop management throughout the complaint-handling process. A thorough review and analysis of customer complaints from the past three years (2021-2023) was conducted to identify high-probability failure modes by category. Effective screening and optimization measures were then integrated into the product development process for better preventive management. As Subproject of the “0 RMA” project targeting suppliers, we collected actual RMA data from suppliers, analyzed issues end-to-end, and implemented comprehensive improvements to drive toward the goal of 0 RMAs. The project operated on a voluntary, self-managed basis, with the automotive-grade supplier phase in 2024 successfully concluded. In the second Woodpecker Quality Assessment among suppliers, participants analyzed and addressed RMA-related issues and pain points, resulting in further reductions in supplier RMAs. Notably, there were no customer complaints caused by product design issues in 2024.



Complaint E-mail:
centralmarketing@gigadevice.com

Product Excellence

Customer Service

Customer Complaint Handling Process

 Complaint Response	The Company has established standardized response time guidelines for addressing customer complaints. For general complaints, we seek to provide initial feedback within 48 hours, while urgent or severe complaints are prioritized for initial response within 24 hours. ✓ In 2024, we developed a QMS that includes a customer complaint handling module, which improved the cycle time of issue resolution and facilitated systematic case review and analysis for future reference. ✓ For automotive-grade customers, we provide an initial response within 24 hours and deliver a 3D report within 48 hours. For strategically important (SA) customers, dedicated personnel are assigned to handle complaint cases.
 Investigation on Failure Causes	Utilizing the 8D analysis methodology, we systematically examine customer cases, with the CQE leading a cross-functional 8D team comprising representatives from various departments and problem-solving specialists. Together, they investigate complaints from both the occurrence and escape perspectives. ✓ The QMS developed in 2024 includes a customer complaint handling module that standardizes the 8D process. The system assigns tasks to responsible personnel and enables 8D approvals, while also serving as a training resource for other employees to learn from real cases.
 Rectification and Prevention	The Company delves into the root causes at the systemic level, implementing improvements in areas such as personnel, processes, and management. Additionally, through the One Point Lessons (OPL) mechanism, we share lessons learned from customer complaints internally and with relevant suppliers. This approach ensures closed-loop improvement in customer complaint handling, effectively preventing their recurrence. ✓ The QMS also integrates a more structured OPL mechanism. After complaint analysis, an OPL is initiated, and reviewed and revised internally by the SQE team, then shared with suppliers for learning and feedback, followed by SQE and supervisor approval before final closure and system archiving. This ensures each issue is thoroughly addressed, preventing recurrence through systematic management and traceability. It also improves communication efficiency and enables parallel implementation across all suppliers.

In 2024, the Company conducted a comprehensive customer satisfaction survey, achieving an impressive overall satisfaction rate⁶ of 93%. Specifically, respondents expressed satisfaction with product quality and after-sales services, all accounting for 100% of the total. Customer satisfaction with delivery and sales services both exceeded 95%. We conducted gap analyses across regions, industries, years and other multiple dimensions , and adopt customer suggestions, to propose improvement measures and provide regular feedback to customers, thus fostering continuous enhancement of customer satisfaction levels.

In 2024, the Company continued to conduct employee training needs investigation, with a focus on developing frontline employees’ business skills and service awareness training courses. The courses related to customer service primarily covered product knowledge, communication skills, order management, quality awareness, system usage, and process introduction. The average training duration per employee reached 27.05 hours.

⁶Customer satisfaction rate: Referring to S&P Global’s DJSI questionnaire criteria, we calculate the percentage of the total number of satisfied customers who responded to the survey as the satisfaction rate.

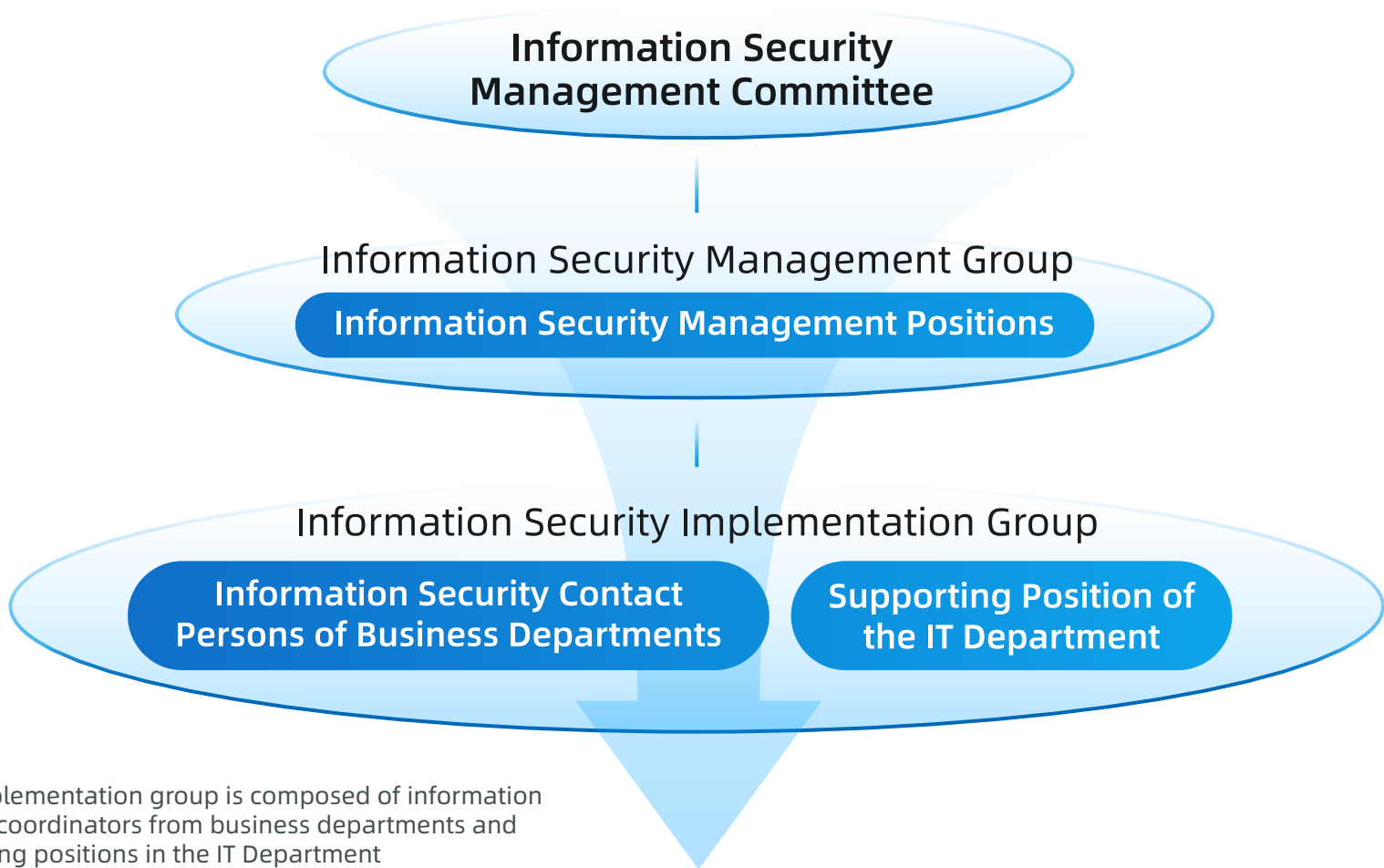
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Product Excellence

Information Security

GigaDevice attaches great importance to information security and privacy protection, to which it establishes an information security organizational structure composed of the Information Security Management Committee, Information Security Management Group and Information Security Implementation Group. The Information Security Management Committee is the highest information security decision-making body, with responsibilities including developing an overall plan and management of information security, determining a general approach to decision-making, approving the overall strategies and plans, examining and approving major information security issues and the release of control measures, evaluating the information security management system, and ensuring standard and unified information security management.

Information Security Organizational Structure of GigaDevice



*The implementation group is composed of information security coordinators from business departments and supporting positions in the IT Department

In terms of information security management, we have developed and implemented an information security management system in accordance with the Company’s current situation, as well as the requirements of ISO 27001 standards, the **Cybersecurity Classified Protection Process 2.0**, and relevant laws and regulations. This system has been in operation for over two years. In terms of information security technology, we follow the principle of “combining prevention and control while putting prevention first.” The Company has deployed over ten information security systems and tools, including firewalls, internet behavior management, antivirus software, network access control, DLP, threat intelligence, log management, and vulnerability scanning. These measures have established a comprehensive defense system that covers the entire network from the network boundary to the data center and terminal computers, so as to proactively prevent cybersecurity events, provide timely warnings during events and ensure auditability after events. Since 2019, we have engaged third-party security service organizations for information security risk assessments or audits on an annual basis. In 2024, the focus was on risk assessments, follow-up on remediation efforts from the previous year, review and revision of information security policies, and staff security awareness training. Over the year, GigaDevice’s overall information security management maturity score averaged 3.3 out of 5, consistently maintaining the “Managed” level.

In terms of privacy protection, we have formulated and implemented policies such as the **Graded and Classified Data Management Process** and the **Management Process for System Account Authority and Passwords** to ensure that the information and data of employees and customers are utilized and stored in accordance with relevant regulations. Additionally, upon joining the Company, all employees are required to sign non-disclosure agreements to establish a long-term mechanism for information protection at GigaDevice. To ensure the effective protection of user privacy and information security for systems containing pri-

vate information, we have set user permission in strict accordance with positions and standardized the application and approval processes for access to relevant information. In October 2024, the Company released and implemented the **Personal Information Management Policy**, primarily based on the **Personal Information Protection Law of the People’s Republic of China**, while also incorporating relevant provisions from the EU GDPR, Singapore’s PDPA. The policy outlines regulations for managing the entire personal information lifecycle, including the collection, storage, use, transmission, deletion, outsourced processing, sharing and transfer, public disclosure, and joint control of personal information with third parties. It also stipulates the protection of data subjects’ rights, cross-border data transfers, security incident response protocols, and personnel management and training. The policy safeguards the rights of personal information subjects by requiring that the **Privacy Policy Statement** explicitly state the channels and procedures through which individuals can exercise their personal information rights (such as to access, correct, delete, withdraw consent, or delete their accounts). These may include dedicated email addresses or phone lines to ensure that requests are handled and responded to promptly. The **Personal Information Management Policy** also stipulates rules for the use of personal information. Departments responsible for collecting and processing such data must implement least privilege access control measures, ensuring that only the minimum necessary information is accessible to authorized personnel based on their job responsibilities. This includes configuring system access rights to ensure that only essential personnel have permission. Additionally, under the Company’s **Management Process for System Account Authority and Passwords**, all account access to information systems must go through a formal application and approval process. In 2024, there were no reported incidents of customer privacy breaches at GigaDevice.

Product Excellence

Information Security

To protect trade secrets, GigaDevice has implemented relevant internal regulations, including the **Patent Management Measures** and the **Graded and Classified Data Management Process**. On the technical front, the Company has deployed systems such as Virtual Desktop Infrastructure (VDI) and Data Loss Prevention (DLP). R&D personnel access their workstations through the VDI environment, ensuring that all research and development data is stored centrally on secure servers, with no highly sensitive data retained on local devices. Additionally, the DLP system enables content auditing of outgoing data, allowing the Company to promptly detect and block potential data leakage of sensitive information.

In terms of data security emergency response, the Company has released and implemented the **IT Emergency Response Management Process**, to standardize the response procedures of its information system to all kinds of anomalies and emergency incidents, and to enhance its incident management level and handling capabilities while ensuring the continuity of system operations. This policy covers the detection of abnormal and emergency situations, emergency assessment, activation of contingency plans, incident reporting, response actions and planning, incident closure, and the refinement and rehearsal of emergency plans. To further en-

hance the management of IT business continuity, the Company has formulated corresponding contingency plans for high-risk IT scenarios, such as the **Large-scale Virus Outbreak Response Plan**, the **Ransomware Defense Response Plan**, and the **Email System Failure Response Plan**, with regular emergency drills conducted each year.

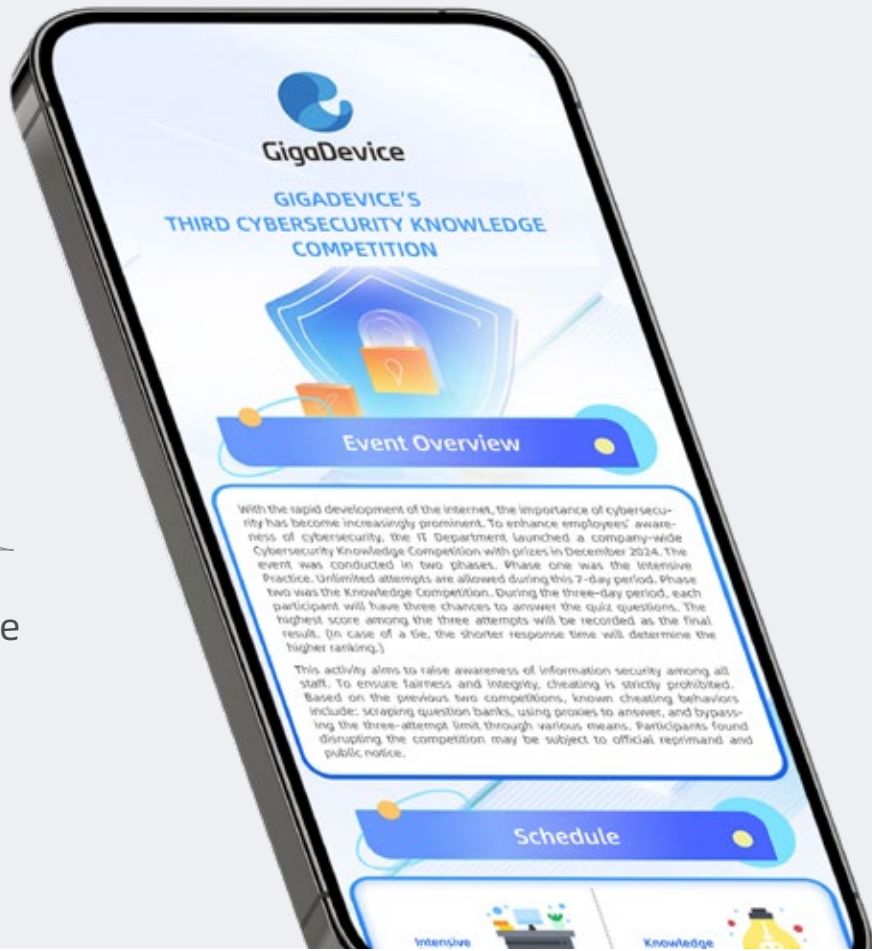
In 2024, we carried out several employee training on information security awareness through lectures, phishing email tests, information security knowledge competitions, and monthly safety awareness journals, to effectively enhance employees' awareness of information security protection. In 2024, there were no major information security incidents at GigaDevice.



Case

The Third Cybersecurity Knowledge Competition with Prizes

To encourage employee engagement in information security awareness initiatives, the Company has organized prize-based knowledge competitions for three consecutive years. We established a knowledge competition platform and organized staff to engage in online learning sessions. The activity was divided into two phases, with a certain proportion of awards allocated to recognize top-performing employees. After each competition, a summary report is produced, covering an overview of the activity, the list of winners, and the top 10 most frequently missed questions.



Cybersecurity Knowledge Competition Poster

Responsible Procurement

Supply Chain Management

GigaDevice places great importance on supply chain management and is committed to establishing a responsible and sustainable green supply chain. To this end, the Company has formulated a range of internal rules and regulations such as the **Supplier Control Procedures**, the **New Supplier Qualification Procedures**, the **Supplier Review Procedures**, the **Supplier Basic Norms of Assembly and Testing**, the **Special Requirements for Assembly and Testing of Automotive Products**, **Supplier Code of Conduct** and the **Supply Chain ESG Management System**. Thus, a comprehensive supplier management system that encompasses supplier access, assessment, risk management and withdrawal is established. The Company prioritizes safety and environmental protection factors in the supplier access and annual as-

essment processes, with the **Supplier Environmental Audit Checklist** specifically ensuring compliance with the environmental, occupational health, and safety management system (EHS), and the **Quality System & Process Review Form for Assembly and Testing Suppliers** covering quality system requirements. During the reporting period, the Company verified and revised the supplier management system based on the new situation and requirements identified in the supplier management. As of December 31, 2024, we had a total of 37 type I core suppliers. All of them have certificates of ISO 9001 and ISO 14001, and 12 of them were certified by the RBA⁷.

⁷RBA, short for Responsible Business Alliance, is a social responsibility audit standard for the electronics industry. It was rebranded on October 17, 2017 from the former Electronic Industry Citizenship Coalition (EICC). The RBA Code of Conduct 6.0 is considered as a code of conduct for the global electronics supply chain, encompassing human rights, environmental, and ethical standards.

Supplier Management System

Stage	Supplier Access	Supplier Evaluation	Supplier ESG Evaluation	Supplier Risk Management	Supplier Withdrawal
Details	In line with the New Supplier Certification Process, the Company carries out a series of procedures on suppliers, initial ratings, engineering validations, and factory audits. Once the factory audit is passed, the supplier will be reviewed by the Supplier Decision Committee, and be screened into our list of qualified suppliers. The Company prioritizes safety and environmental protection factors in the supplier access process, with the Supplier Environmental Audit Checklist specifically ensuring compliance with the environmental, occupational health, and safety management system (EHS), and the Quality System & Process Review Form for Assembly and Testing Suppliers covering quality system requirements. The Company plans to make the use of renewable energy by suppliers an access plus and gradually promote the signing of the Green Power Commitment by Suppliers. By the end of 2024, over 60% of type I suppliers had signed it. The Company incorporates sustainable procurement goals into the performance evaluation of certain procurement staff. During supplier onboarding, assessments of their corporate social responsibility performance are conducted, including verification of certifications such as ISO 9001, ISO 14001, IATF 16949, ISO 45001 and FSC (Forest Stewardship Council) certification.	The Company regularly conducts supplier audits, actively communicates, publicizes social responsibility guidelines to our suppliers, and includes social responsibility in the regular supplier evaluations. In 2024, we audited 82% of our suppliers, a year-on-year increase of 12%, and conducted audits as required by customers, which covered 69% of suppliers, a year-on-year increase of 60%. These audits mainly focused on quality systems and process control. Quarterly evaluations of suppliers are conducted in accordance with the Supplier Control Procedures. Suppliers demonstrating strong ESG performance receive bonus points in the overall assessment. Those rated “A” receive increased order allocation, and suppliers that maintain an “A” rating for four consecutive quarters are recognized with the “Annual Excellent Supplier” award.	The Company has formulated the Risk Audit Report on the Sustainable Development of Suppliers to establish a supplier ESG evaluation system. It added a separate ESG audit form to the existing annual audit form, which involves labor rights, health and safety, environment and ethics. The Company regularly audits the ESG management of its type I core suppliers and assesses their ESG risks every year. For high-risk suppliers, we conduct on-site audits at least once every three years and disclose the results. For suppliers with unsatisfactory auditing results, we provide training to continuously promote their enhancement of ESG efforts in the supply chain. In 2024, the Company completed ESG self-assessment work for 60% of its type I core suppliers.	The Company has implemented a business continuity management system (BCM), clarified the risk assessment items in the Risk Analysis Form, and formulated contingency plans for situations that may cause interruption of supply from suppliers to safeguard the continuity of the Company's production. In 2024, risk assessments of BCM for 18 suppliers all fell within the low-risk range. The Company continued to promote suppliers' improvement through quarterly evaluations.	The Company has put in place a comprehensive supplier withdrawal mechanism and process that allows for optimization and upgrading of suppliers.

Responsible Procurement

Supply Chain Management

We actively promote a green supply chain, increasing the usage of environmentally friendly products and verifying the green compliance of our products, which guarantees that the raw materials, consumables and assembly processes used in our products comply with green requirements. GigaDevice complies with the EU 2015/863 Directive, that is, the **Restriction of Hazardous Substances (RoHS 2.0)**, which ensures that our final delivery products meet the requirements of green environmental protection regulations such as RoHS and REACH. We regularly convey the laws and regulations on environmental protection and customer requirements to our suppliers, to promote the green transition of the supply chain. The Company also partners with key suppliers to carry out special initiatives on water resource management, including the collection and assessment of water resource-related data and the promotion of water recycling and other efficiency improvement measures.

GigaDevice actively pushes the construction of the business ethics culture. To this end, we have issued the **Anti-commercial Bribery Compliance Policy** and worked with our suppliers to promote an ethical and clean business environment. In our daily operations, we strengthen anti-corruption training and awareness campaigns for our suppliers and are committed to putting an end to all anti-corruption activities. By the end of 2024, we completed the sign-

ing of the **Supplier Code of Conduct** with 100% of our type I core suppliers.

In terms of technological innovation and capability enhancement within the supply chain, the Company held its second Suppliers Continuous Improvement Conference in 2024, where many suppliers presented innovative projects. For instance, the “Intelligent Wafer Mapping Management System” and “Improvements to the DIB Board Control System” —which led new technological trends in the packaging and testing industry.

To safeguard supply chain security, we utilized the **Supplier Environmental Audit Checklist** and **Supplier Cybersecurity Form** to conduct assessments and drive improvements.

In addition, local suppliers are taken as a consideration in partnerships, to foster technological advancement, reduce procurement costs, and lower carbon emissions associated with transportation.

In 2024, no overdue payments to SME suppliers occurred in the Company.



Responsible Procurement

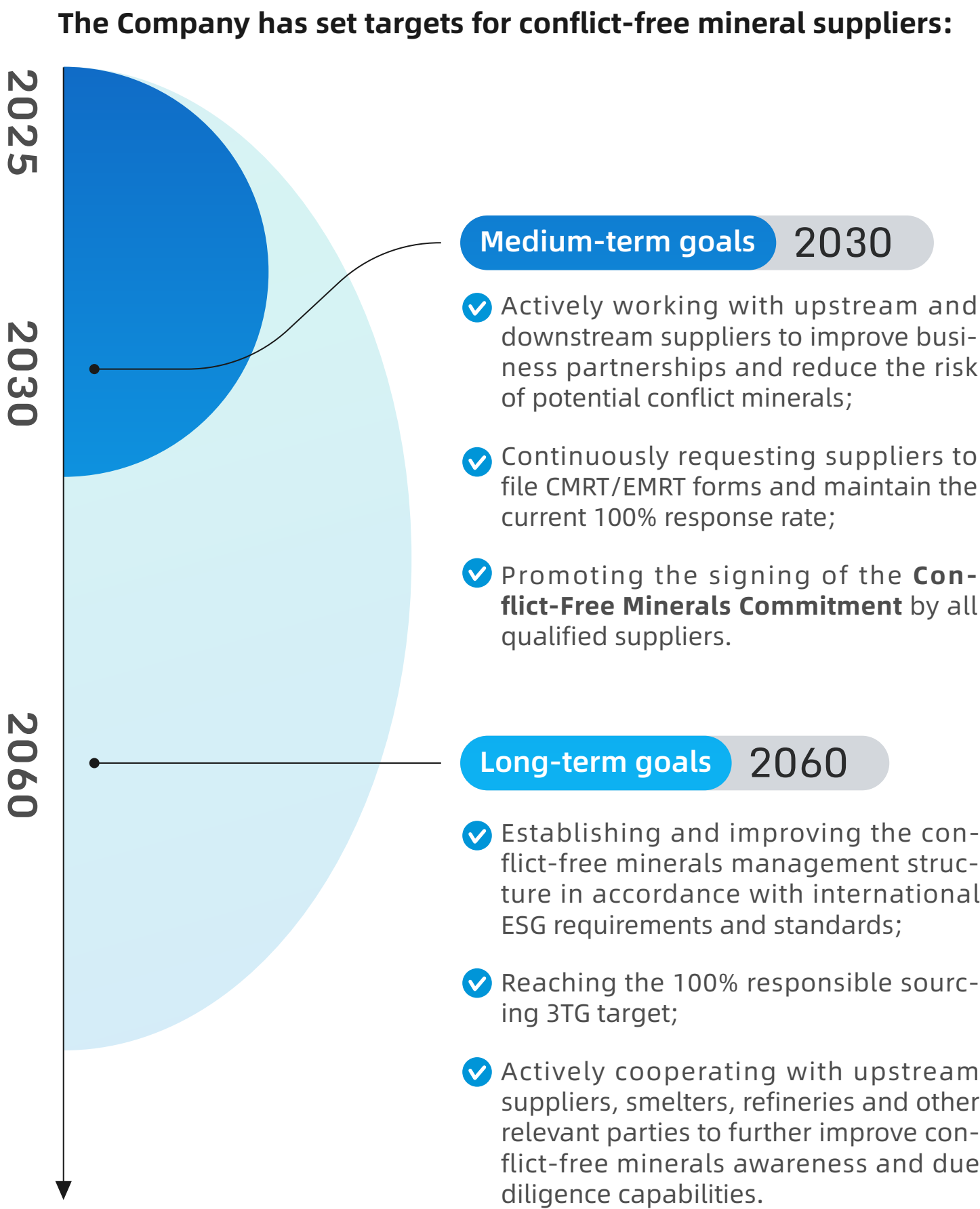
Conflict Minerals Management

The Company complies with international conventions and industry initiatives such as the **OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas**, and the Responsible Minerals Initiative (RMI), and adheres to the corporate values. We are committed to social responsibility within our supply chain, paying attention to the regulations on conflict minerals originating from the Democratic Republic of Congo and its neighboring countries or regions, and firmly opposing the procurement of any illegal minerals that violate international regulations and human rights. We regularly update the internal **Product Environmental Management Procedures** to meet industry standards and require all of our suppliers to comply with our **Policy on Conflict Minerals**. In 2024, 100% of our type I core suppliers achieved full compliance with the policy. We continually monitor and support our supply chain partners to ensure that the minerals used in its products are sourced responsibly.

We demand that all our suppliers submit annual minerals declaration forms such as CMRT⁸ and EMRT⁹. In 2024, the Company launched its annual conflict minerals due diligence on 44 suppliers involving key minerals of concern—namely tin, tantalum, tungsten, gold (3TG), cobalt, and mica, based on customer survey requirements. According to the assessment, 96% of the identified smelters and refiners have passed third-party audits under the Responsible Minerals Assurance Process (RMAP). The Company plans to progressively enhance supplier due diligence management to ensure 100% third-party audit compliance in the future. Meanwhile, we conduct effective risk-based audits of the source and chain of custody of conflict minerals in the supply chain based on the **OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas**. In addition, we conduct an annual conflict minerals assessment of our suppliers based on the list of smelters updated on RMI’s (Responsible Minerals Initiative) website. In 2024, all of our type I core suppliers submitted minerals declaration forms as required and none of them were found to cooperate with non-compliant metal smelters. Looking ahead, we plan to engage a third-party organization in 2025 to audit the conflict minerals in the supply chain, aiming to enhance the independence and reliability of the review process. In 2024, a total of seven of the Company’s suppliers obtained RMI membership.

⁸CMRT, short for Conflict Minerals Reporting Template, is a free and standardized reporting template developed by the Responsible Minerals Initiative (RMI) to convey information about the country of origin of minerals and the smelting plants and refineries in use through the supply chains.

⁹EMRT, short for Extended Minerals Reporting Template, is a free and standardized reporting template developed by the Responsible Minerals Initiative (RMI) to identify key points in the cobalt and mica supply chains and collect due diligence information.



Responsible Procurement

Supplier Partnership

To assess supplier performance, GigaDevice conducts regular quarterly business review (QBR) meetings and actively supports suppliers to improve capabilities. As for the problems found, we formulate improvement measures in a timely manner and urge them to be implemented. Furthermore, we gathered best practices from our suppliers and shared them with other suppliers to help them improve their management and production capabilities consistently. In 2024, while maintaining the frequency of QBR meetings with core suppliers, the Company streamlined participant numbers and increased the seniority of attendees. This adjustment led to significant progress in strategic collaborations and project implementation. Moreover, the Company reached preliminary agreements with several suppliers to jointly validate new technologies in 2025.



Case

GigaDevice’s Second Suppliers Continuous Improvement Competition - Woodpecker Award

On July 9, 2024, the second Suppliers Continuous Improvement Competition concluded successfully. During the event, the Company promoted its ESG philosophy, encouraging suppliers to persist through challenges, continuously improve, and pursue shared growth in a dynamic and highly competitive environment. Participating teams showcased their project achievements, demonstrating a commitment to innovation and ongoing improvement. Through these initiatives, the Company emphasized the principles of sustainable operations and advancing together with the supply chain.

GigaDevice’s Second Suppliers Continuous Improvement Competition



Shared Growth of Employees

Rights and Interests of Employees

The Company places a strong emphasis on fulfilling its corporate social responsibilities. In 2024, we continued to enhance organizational capabilities, talent development, and management efficiency, while strengthening our systems to further improve the implementation of our corporate social responsibility practices. We are committed to safeguarding employee rights and ensuring safe and healthy working conditions. By adhering to higher standards of social responsibility, we aim to contribute to the sustainable development of the industry and the cultivation of skilled professionals.

GigaDevice strictly adheres to the **Labor Law of the People’s Republic of China**, the **Labor Contract Law of the People’s Republic of China**, and other relevant legislation. In alignment with regulations such as the **Law of the People’s Republic of China on the Protection of Rights and Interests of Women** and the **Measures for the Security Assessment of Outbound Data Transfer**, the Company promotes the implementation of our **Employment Management Specification**, the **Labor Contract**, and other systems to ensure standardized operations and protect employee rights and interests, continuously optimizing our talent management mechanism. In 2024, the Company revised a series of internal regulations, including the **Employee Handbook** and the **Reward and Disciplinary Management System**, and updated the **Talent Recommendation Reward Regulations**, innovating internal recommendation approaches, expanding talent acquisition channels, and encouraging active employee participation in building our talent pool.

As of December 31, 2024, at GigaDevice:



In 2024, the Company continued to uphold the principles of employment equality and diversity in alignment with the **Diversity, Equity, and Inclusion Policies of GigaDevice** (referred to as the DE&I Policies). We fully respect the diverse backgrounds of all employees, strictly prohibit discriminatory practices in hiring, compensation, training, promotion, termination, and other matters, and ban any prejudice or discrimination based on race, color, gender, language, religion, political views, nationality, disability, and other factors. We have created diversified promotion and development channels for employees, continually enhancing the internal and external training, learning, and development ecology and system. We have continuously conducted training sessions on diversity policy. In 2024, the Company continues to integrate the DE&I Policies into mandatory courses for all employees, promoting diverse labor recruitment practices and talent development channels, and fostering an open, inclusive, and innovative diversity culture.

The Company actively practices gender equality in the workplace, and complies with the **Law of the People’s Republic of China on the Protection of Rights and Interests of Women** and the **Special Rules on the Labor Protection of Female Employees**. We ensure equal pay for equal work regardless of gender and provide women with fair and equal employment opportunities and promotion channels. At GigaDevice, female employees hold key positions at all levels, constituting 36.03% of the total workforce. We respect cultural differences and strongly oppose workplace bullying and harassment, striving to cultivate a diverse, equitable, and integrity-filled workplace for all employees.

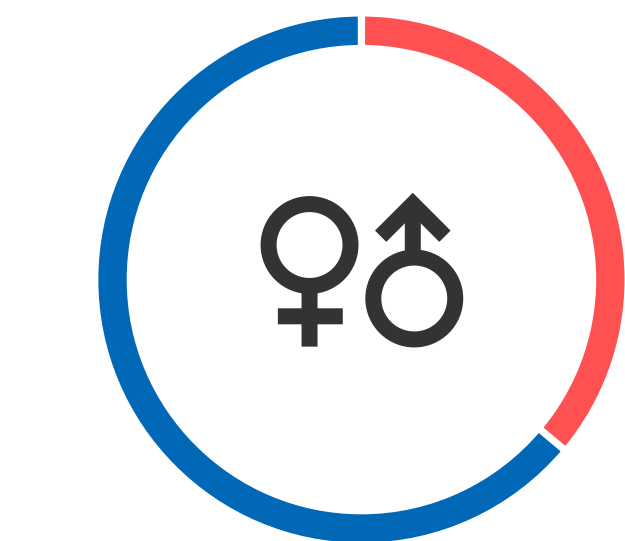
In terms of human capital, the Company has implemented diversified talent monitoring indicators, constructing a comprehensive indicator system. Senior management supervises the Company’s performance management objectives related to diversity, deeply embedding the concept of diversified talents. Monitoring indicators include ensuring the proportion of female employees in R&D technology exceeds 25%, which recorded 30.19% by the end of 2024, and maintaining a proportion of those with master’s and doctorate education backgrounds exceeding 50%, which recorded 56.54% by the end of 2024. Additionally, the Company aimed for a proportion of female managers exceeding 20%, achieving 26% by the end of 2024. Furthermore, the Company increased the employment of disabled employees in 2024, providing this group with more employment opportunities. We also uphold the principle of non-discriminatory recruitment in recruitment processes, including for employees of ethnic groups. These data and content underscore the diversified talent structure at GigaDevice, and we remain vigilant in following and monitoring indicators of diversified talent.

Shared Growth of Employees

Rights and Interests of Employees

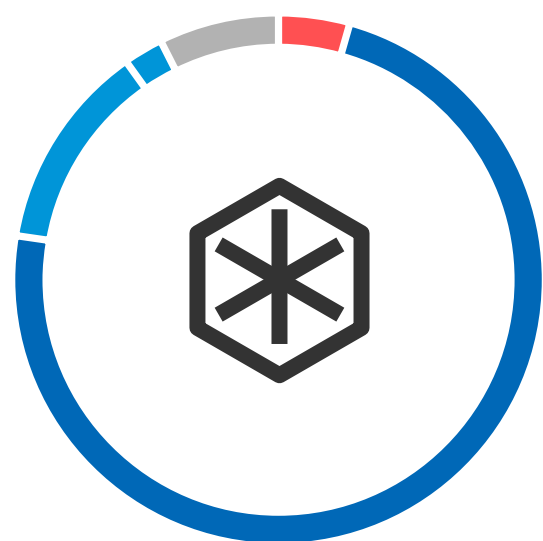
Number of employees by gender, specialty, educational background, etc.

Number of employees by gender



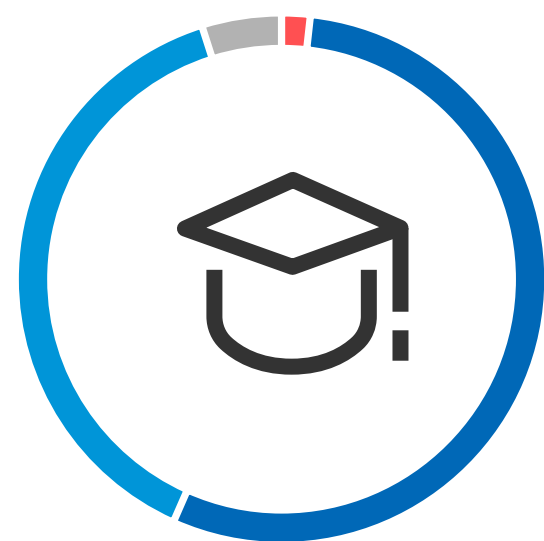
Female 752 Male 1,335

Number of employees by specialty



Operational staff 92 Technician 1,540
Sales personnel 235 Financial staff 47
Other functional personnel 173

Number of employees by educational background



Doctor's degree 33 Master's degree 1,147
Bachelor's degree 798
Junior college and below 109

Number of new employees **348**

Diversity Indicators

Type	Category	Number/ Percentage
Female employee diversity indicators	Number of ethnic minority employees	77
	Percentage of female managers	26%
	Number of female employees among senior managers	4
	Number of female employees among new hires	94
	Average years of working experience	
	Female employees	4.35
	Male employees	4.13

Shared Growth of Employees

Employee Development

The Company’s sustainable development is intricately linked with the growth and development of its employees. GigaDevice places great importance on retaining and attracting talent, continually refining its talent outlook and development strategies, and consistently fostering workforce enhancement. In 2024, the Company made continuous enhancements to its human resource management system, processes, and solutions, while also planning the medium- and long-term development trajectories of its human resources in alignment with its strategic business objectives. Through an analysis of the current state of the human resource management system and business processes, the Company has formulated the strategic talent development goal of “enhancing internal strengths, nurturing talents, improving efficiency, and ensuring stable development.”

Talent retention and attraction

GigaDevice places a high priority on building and nurturing exceptional talent teams, continually broadening its channels for talent recruitment, and fostering closer collaboration with colleges and universities. These efforts ensure a steady and reliable supply of high-quality talent for the Company. In 2024, we further advanced and applied the human resources digital management platform, leverage digitalization and emerging IT technologies to drive our management upgrading, optimize organizational structures, and elevate the efficiency of talent management, to enhance employee experiences and drive the realization of comprehensive talent management through digitalized approaches across all scenarios. Additionally, we continuously optimize our talent management, dual-channel career development, compensation and incentives, and learning and development training frameworks to facilitate the comprehensive development of employees.

GigaDevice’s Talent Recruitment Mechanism



Campus Recruitment

GigaDevice recruits talents in diverse ways. The Company releases job information on recruitment platforms and channels, and encourages internal referral to vigorously obtain talents with great potential. By strategically targeting specific colleges and universities, we tailor our recruitment efforts to attract top talent. Additionally, we offer a diverse array of job opportunities across various professional domains and roles, catering to the interests and developmental aspirations of different students. Through online and offline promotional campaigns, cross-regional virtual info sessions, corporate open day, university-enterprise educational cooperation, and the recruitment and promotion of campus ambassadors, we recruit young talent, to foster a reserve of excellent talents, fulfill our social responsibility, continue to build our brand image as an excellent employer, and constantly reinforce our reputation and influence.



Internal Referral

In 2024, the Company updated and revised its **Internal Referral Policy**. The revision focused on expanding talent acquisition channels by introducing an internal referral mechanism for select overseas positions. This initiative aims to fully leverage employees’ enthusiasm to actively recommend suitable candidates. Leveraging employees’ deep understanding of the Company, we are able to accurately identify overseas talent aligned with our development needs and further strengthen our talent pool through broad employee engagement.

GigaDevice values talent attraction. Through a scientific and reasonable performance management, the Company systematically manages organizational and personal performance and fully helps employees realize and contribute their strengths, potentials and values. The Company conducts annual performance evaluations for employees, with department supervisors communicating the results and providing guidance and support. In 2024, we continued to optimize and promote regular and irregular review, communication, evaluation and feedback mechanisms between managers and employees at all levels to identify their strengths and weaknesses, thereby promoting organizational effectiveness and individual capabilities. We continuously optimize employee remuneration security to ensure that employee remuneration is fair within the Company and competitive in the industry, so as to manage performance and incentives for employees scientifically. As a key component of our ESG strategy, we are committed to providing employees with comprehensive compensation that ensures fairness and supports a healthy lifestyle, based on regarding payment of living wage, thereby enhancing overall well-being. Meanwhile, we stimulate the vitality of employees through salary adjustments, bonuses, and equity incentives, to continuously enhance our talents’ competitiveness. In terms of equity incentives, the Company launched equity incentive plans in both 2023 and 2024, targeting core management and technical experts. These initiatives aim to align employee interests with the Company’s long-term growth, allowing them to share in the success and value created by the Company.

Shared Growth of Employees

Employee Development

In 2024, we further promoted and implemented our university-enterprise educational cooperation model internally, expanding channels for future talent acquisition. After approximately two years of internship, the 2022 cohort of joint training students graduated and, following an all-around assessment and selection process, all target candidates signed tripartite agreements with GigaDevice. We will continue to optimize our training processes and methods, provide students with improved learning and development opportunities, and further expand the success of our university-enterprise educational cooperation program.

To bolster organizational effectiveness, GigaDevice has built upon its ongoing assessments of key positions and talent reviews by further refining the criteria used to evaluate critical roles. These roles are now assessed based on two primary dimensions: strategic value (including strategic importance, product quality, and decision-making impact) and irreplaceability (including uniqueness of knowledge and training cycle length). This approach enables the Company to more accurately assess the value of key positions and, through in-depth analysis, boosts employee engagement and job satisfaction.

GigaDevice prioritizes talent team development and offers diverse promotion pathways for its employees. The Company consistently upholds and implements systems such as the **Promotion Mechanism** and the **Talent Training and Development Plans** to ensure fair and transparent career development through two channels, including technical promotion and management promotion. This dual-track approach is designed to fully unleash employee strengths and potential, while providing ample opportunities for personal growth. In 2024, the Company further implemented its **Career Architecture Management System**.

Through scientific methods for talent management and development, GigaDevice improved the alignment between roles and individual capabilities, refined the standards and competency requirements for post ranking management, and continuously optimized its talent selection and appointment system through practice.

To meet the diverse career development needs of its employees, GigaDevice provides both professional and managerial promotion tracks. This system encourages motivation, a sense of purpose, and achievement. In addition, the Company selects expert talents across various fields and high-potential managers through a set of objective and impartial evaluation criteria—including but not limited to, professional expertise, project contributions, managerial responsibilities, leadership capabilities, and alignment with the Company's core values. The selection process is overseen by a dedicated Talent Review Committee, aiming to support the achievement of the Company's strategic goals.

There have been no major layoffs¹⁰ in the past three years.

¹⁰Major layoff: those affecting 10% of the workforce or more than 1,000 employees.

Promotion Channels

 Technical Promotion	Expert talents in different areas are selected through reviews to build the Company's expert pool for research, development, technology and specific areas.
 Management Promotion	Competent and potential middle and senior managers are selected through reviews to promote management efficiency and strengthen the Company's management team.

Shared Growth of Employees

Employee Development

Employee Training

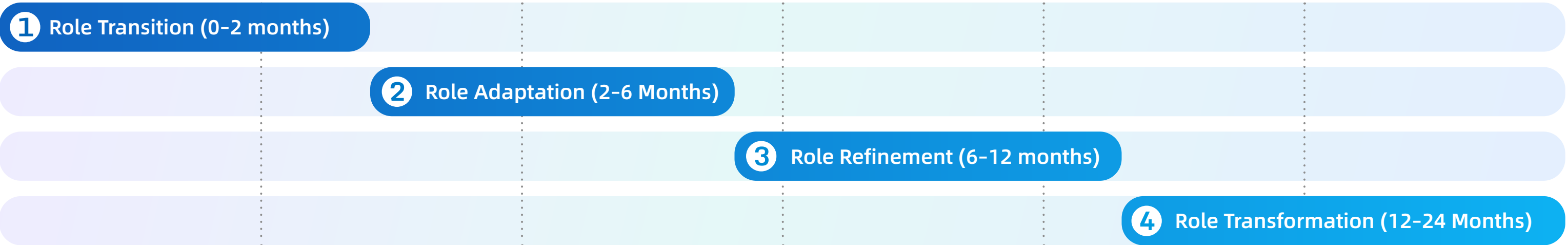
Outstanding talent is the driving force behind continuous innovation in an enterprise. To unlock this potential, GigaDevice has refined its **Regulations of Training Management**, placing a strong emphasis on internal talent development and building a highly efficient talent supply chain. The Company endeavors to expand learning and development opportunities, drawing from both internal and external resources, while optimizing its systems and processes to cultivate a culture of continuous learning—one that supports both organizational and individual growth. In support of its strategic goals, GigaDevice advocates for developing into a learning organization. Training programs are designed for all employees based on the competency requirements of various roles and position rankings, aligning closely with the Company’s strategic direction and talent development goals. These programs, delivered through a combination of online and face-to-face formats, aim to enhance employees’ practical skills, unlock their potential, and strengthen their leadership, professional, and general competencies, laying a solid talent foundation for the Company’s robust growth.

In 2024, building upon its existing talent development system, the Company continued to improve its 24-month onboarding training program for campus recruits, helping new employees transition smoothly into the workplace. A more comprehensive curriculum framework was introduced to offer tailored learning resources based on current talent development needs. The Company also launched its first Youth Training Program for campus recruits with 1 to 3 years of experience, addressing the training gap for early-career staff. To enhance leadership capabilities, GigaDevice designed a leadership curriculum based on the results of competency assessments for mid-level managers. In partnership with universities, we launched the Huixin Mini-MBA Management Workshop, delivering systematic leadership courses taught by a team of expert instructors to rapidly fill the gap in the management knowledge of mid-level leaders. We also improved our general competency training system, introducing premium courses focused on corporate culture, project management, and structured thinking to foster broader workplace capabilities and a stronger learning mindset. Additionally, enhancements were made to the E-learning training plan functionality, assigning training plans to individuals and effectively linking them with both online and offline course resources, further optimizing the closed-loop management of the entire training process.

GigaDevice’s New Employee Training System

Chuxin 24-Month Training Program: Empowering New Hires to Launch Their Careers

Building a full-cycle development pathway and a structured 0-24 months talent cultivation system that accelerates early-stage growth and fosters the next generation of high-potential talent



Learn the corporate culture, integrate into the workplace, hone foundational skills and workplace competencies

Pre-onboarding

Mentor selection
Onboarding preparation
TA (Talent Acquisition) support

Onboarding & Adaptation

Onboarding procedures
Orientation to policies and rules
Department meet-and-greet
Mentor-guided development plan
E-learning

Embrace the corporate culture, demonstrate potential, acquire professional knowledge and workplace skills

2-month technical rotation training
▲ 3-day Chuxin boot camp
Regular mentor coaching
Periodic performance summaries
Probation conversion

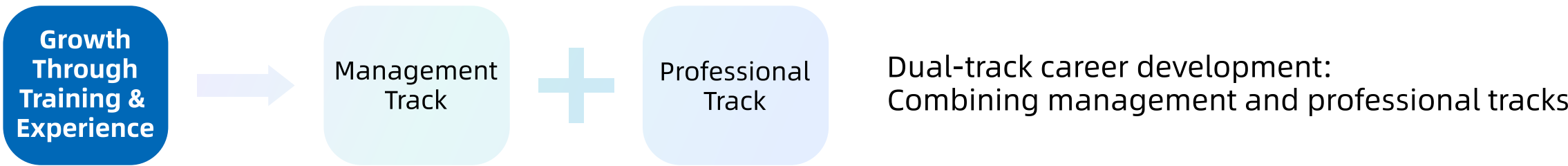
Practice the corporate culture, begin taking on responsibilities, enhance professional expertise and general competencies

Job-specific immersion (Role-specialized learning)
Mentor-guided reflection
General skills enhancement
Periodic growth assessments

Embody the corporate culture, lead with independence, deepen expertise, and solidify general competencies

Youth Training Camp
Project-based challenges
Job-specific immersion

Three-pillar cultivation strategy: Integrating training, mentorship, and hands-on practice to ensure continuous attention on and development of campus recruits



Shared Growth of Employees

Employee Development

The Company encourages employees to participate in academic and vocational skills upgrading initiatives while on the job. To support this, we provide resources such as training budgets and learning empowerment initiatives. For key talent, we formulate annual vocational skills, management skills, and academic upgrading programs, offering courses for obtaining certifications such as PMP, EMBA, and VDA6.3. By subsidizing training costs and providing other resources, we help employees strengthen their professional capabilities to meet both organizational growth objectives and client demands. We aim to improve individual performance and organizational efficiency, thereby promoting personal career advancement

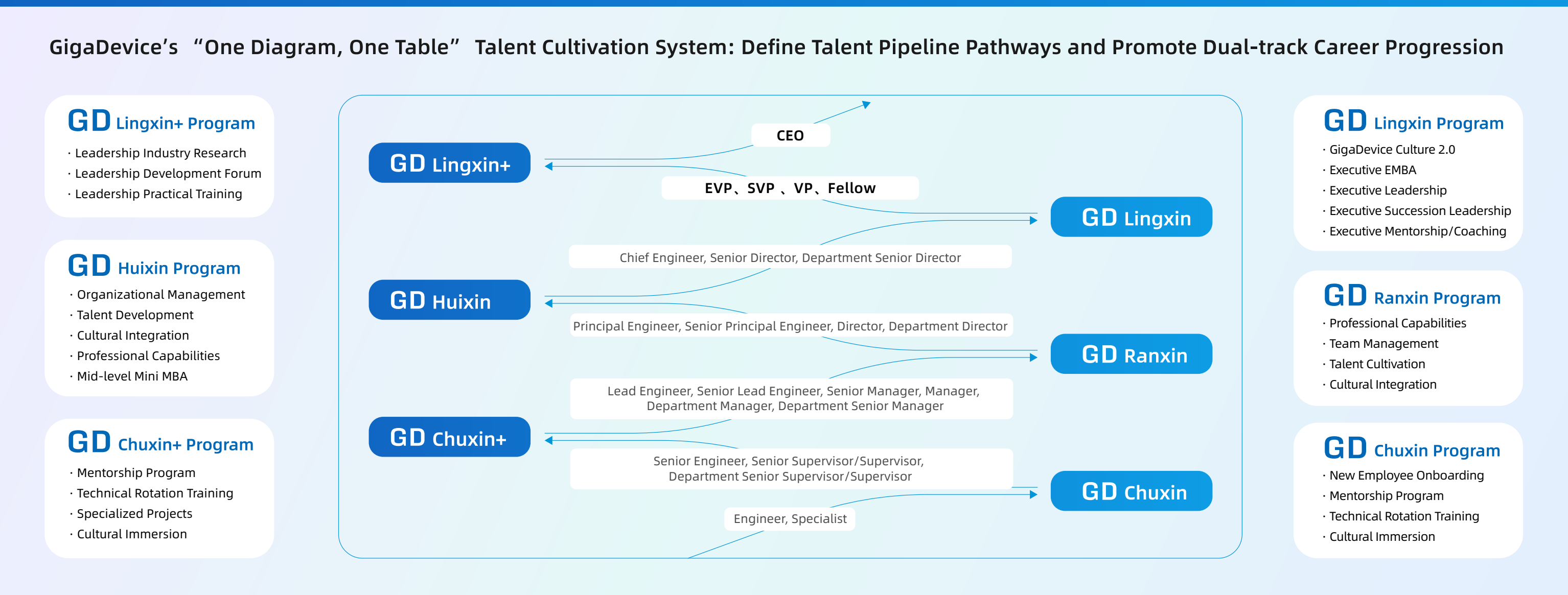
and driving mutual progress between employees and the Company.

Our comprehensive talent cultivation and development plan encompasses all business, functions and levels of talent. We continue to carry out the Talent Team Training Program, organizing systematic learning for key talents in the management and technical teams to enhance their management effectiveness and professional capabilities. Meanwhile, we organize customized training programs to meet the evolving needs of different departments or teams, ensuring continuous support for our business transformation and development throughout the talent lifecycle.

The Company encourages employees to diversify approaches to independent learning, fully utilizes internal and external instructor resources, and improves their competence step by step. We guide the employees in the pursuit of excellence and common growth with the Company.

By the end of 2024, all employees of GigaDevice had participated in a variety of basic training:

Full Lifecycle Talent Development Pathway



Shared Growth of Employees

Employee Care

GigaDevice is devoted to building a robust, friendly and safe working environment, and establishing good and harmonious relationships with employees. The Company adheres to “people-oriented” management concept, keeps employee communication channels smooth, continuously improves the employee care system, and effectively safeguards employees’ welfare, health and safety.

Communication with Employees

GigaDevice respects employees’ views, and emphasizes the establishment of the effective communication mechanism and sincere communication culture. It constantly organizes investigation on the dedication and satisfaction of employees according to business and staff scales in order to improve internal management. The Company conducts a company-wide employee dedication and satisfaction survey every two years. In 2024, the survey achieved an impressive 93% response rate, with all indicators scoring at or above industry benchmarks. Notably, the dimension of “Employee Training and Development” received the highest ratings. We will make proper use of the investigation results, formulate action plans and implementation plans, and continue to improve the organizational effectiveness.

We value and listen to the views and voices of our employees, and establish inclusive and diversified communication channels. In 2024, the Company strictly enforces its **Employee Handbook**, which explicitly outlines disciplinary actions for misconduct such as infringement of personal interests, endangering health and safety, and violating company regulations or national laws. Employees are encouraged to file complaints or reports through established channels. The Company revised and enhanced the **Reporting and Informant Protection System** incorporat-

ing lessons learned from past practices and adapting to current corporate development needs. The updated policy streamlines the whistleblowing process to ensure clarity and ease of use at every stage. Particular emphasis is placed on whistleblower protection, reinforcing safeguards around aspects such as confidentiality and freedom from retaliation through well-defined policies. GigaDevice has been striving to foster an open, transparent, and efficient communication environment. We established a dedicated report/complaint mailbox (gd-info@gigadevice.com) and added written correspondence, where employees can provide feedback anonymously or with their real names. Additionally, we instituted a hierarchical communication management mechanism at different levels to address employee feedback and concerns promptly, with an oversight mechanism also in place, so that each employee can obtain assistance through multiple channels.

In 2024, the number of complaints lodged by employees who considered that they had been subjected to unequal treatment at work or other labor issues was zero.

 report/complaint mailbox

gd-info@gigadevice.com

 the number of complaints lodged by employees who considered that they had been subjected to unequal treatment at work or other labor issues

✓

0

Shared Growth of Employees

Employee Care



Ways and Means of Communication with Employees at GigaDevice



GigaDevice pays attention to the personalized voice of every employee. The Company sets up interviews in the HR Share Service Center at key nodes such as joining and leaving to collect the real ideas and valuable suggestions of employees, organizes and analyzes reasons for job-hopping in semi-annual and annual reports, feeds back the analysis result to relevant department, and continues to improve employees' working experience. HRBP organizes employee communication meetings on a regular basis, arranges one-to-one interviews with employees, and gets to know resource demands for business development and employees' situation. At the same time, the Company has formulated the **Internal Mentorship System** for new graduates and new employees who graduated within a year, carried out internal mentorship management, and helped them enhance position competence. The Company will select an excellent mentor for every new graduate, communicate with new employees regularly, care about problems encountered by new employees, help them fit into their positions, and provide them with targeted counseling as the case may be. In addition, we have established a complete employee appeal mechanism, so that employees can make complaints to the relevant party or department involved if they consider that their personal interests are unduly infringed upon or if they find violations of company regulations.

5.3

Shared Growth of Employees

Employee Care

Employees’ Freedom of Association

GigaDevice fully respects and safeguards employees’ lawful right to freedom of as-
sociation. We view employees’ voluntary establishment and participation in clubs
as an essential aspect of democratic corporate governance, and are committed to
supporting such activities through institutional guarantees, resource allocation,
and cultural guidance to promote employees’ physical and mental well-being.

To support the development of employee clubs and reinforce recognition of this
associational culture, the Company’s Employee Association Council has imple-
mented the **Employee Association Management Guidelines** and allocated an
annual dedicated budget exceeding CNY 1 million. This has enabled the creation of
a group-wide management system for associations. As of December 2024, the
Company has established a network of 22 associations covering sports and cultur-
al activities—including football, basketball, table tennis, and badminton—with a
participation rate surpassing 70%.

Annual dedicated budget exceeding	CNY 1 Million
Established associations	22
A participation rate surpassing	70 %

Since the establishment of the Employee Association Council, our associations
across various regions have organized 113 table tennis matches, 56 football
matches, 116 basketball games, and 86 badminton tournaments, involving over
600 employees. These activities include cross-regional events and special sessions
designed for employees stationed off-site, enriching the overall employee experi-
ence while strengthening their sense of belonging and injecting vitality into the
Company.

Freedom of association is a cornerstone of GigaDevice’s commitment to social
responsibility and the construction of harmonious labor relations. We will continue
to improve our management systems and optimize resource allocation, ensuring
that club culture becomes a meaningful link between employees and the Compa-
ny, fueling our sustainable growth with a strong human-centered spirit.

Table tennis matches	113
Football matches	56
Basketball games	116
Badminton tournaments	86
Involving employees over	600



GigaDevice’s Basketball Association Event

Shared Growth of Employees

Employee Care

Employee Welfare

GigaDevice pays high attention to the humanistic care of employees and focuses on improving their job-related happiness and sense of belonging. It strictly complies with the working hours and overtime requirements stipulated by national and local laws and regulations, implements the statutory paid annual leave system including the parental leave and nursing leave we introduced in 2022, and safeguards employees’ access to statutory holidays and additional holidays with benefits provided by the Company.

The Company attaches great importance to the workplace guarantee and care for female employees, and implements special labor protection for them, such as the **Law of the People’s Republic of China on the Protection of Rights and Interests of Women**, the **Special Rules on the Labor Protection of Female Employees**, the **Regulations on the Working Scope Banned for Female Employees**, the **Provisions on the Health Care of Female Employees**, and other relevant laws and regulations. During pregnancy, perinatal period and lactation period, female employees will be provided with legal protection and humanized protection of the Company, and have access to due benefits. Also, we specially set up mother-and-baby rooms for female employees in special periods, celebrate Women’s Day for each female employee, and provide them with holiday benefits and half-day paid leave.

In 2024, GigaDevice demonstrated its commitment to social responsibility by increasing the recruitment of disabled individuals, thereby providing more opportunities for the disadvantaged in society.

GigaDevice prioritizes the physical and mental well-being of all employees and has implemented various measures to ensure their health and welfare. Throughout 2024, we organized a series of health lectures both online and offline and traditional Chinese medicine consultation events to address employee health concerns and alleviate health-related stress. We also expanded our annual health checkup program, encouraging employees to give focus to their personal health and maintain a healthy work-life balance, enhancing our care for employees. Additionally, we organized various employee care activities throughout the year. These activities included offline annual conferences, housewarming events, birthday celebrations, afternoon teas, holiday activities, family days, and yoga classes. These novel and interesting activities were highly praised by the staff. The Company also continues to carry out departmental group building to strengthen team cohesion. By “introducing and promoting” a variety of ways, we enrich employees’ recreational and sports activities, and create a harmonious corporate culture.

GigaDevice’s Benefit System

 Cash subsidies	✔ Housing subsidy ✔ Meal subsidy	✔ Travel subsidy ✔ Communication subsidy
 Statutory benefits	✔ Social insurances	✔ Housing provident fund
 Risks and guarantee	✔ Commercial insurance	✔ Annual physical examination
 Holidays with benefits	✔ Statutory annual leave ✔ Leave with benefits	✔ Special rewarded leave
 Employee care	✔ Long service awards ✔ Family day ✔ Team activities ✔ Afternoon teas ✔ Birthday parties	✔ Holiday gifts ✔ Gifts to newborn babies ✔ Staff care ✔ Fitness facilities

Shared Growth of Employees

Employee Care



Case

The Sixth Family Day of GigaDevice

Unlike previous years, this year’s Family Day kicked off with a brand-new format, featuring two main parts: “XIN Chal-lenge-Online Sports Game”, and “XIN Arena-Offline Family Sports Meet. The online challenge brought families together to enjoy the thrill of fingertip competition, while the offline sports event encouraged participants to step out-side the office and team up with loved ones for a fun and energetic game.

The online sports game challenge wrapped up on August 20. From its launch on August 13, over 700 employees and their family members teamed up to complete a series of competitions, experiencing the joy of virtual sports and the accomplishment of overcoming challenges together.

From August 24 to September 21, the family sports meet welcomed more than 600 GigaDevice families and a total of 1,735 participants over the course of a month. The event featured five exciting activities: Obstacle Dash, Rolling Wheels, Funny Caterpillar, Pillow Fight, and Tug-of-War. Teams earned points across each event, competing for the top three positions. Throughout the games, families demonstrated excellent teamwork and sportsmanship, pas-sionately striving for collective honor. The atmosphere was intense yet well-organized, with every team giving their all toward a common goal.



5.3

Shared Growth of Employees

Employee Care



Case

Housewarming Ceremony in GigaDevice Office Areas

As the team of GigaDevice grows, to provide employees with a comfortable working environment and space, we relocated the Chengdu Office Area to a new site and held simple yet warm housewarming ceremonies, providing tea breaks for employees as well as environmental friendly, local-themed gifts. The new office areas are configured with mother and baby rooms, pantries, and recreation areas. Furthermore, we engaged professional organizations to conduct air quality testing and arranged relocation after all indicators met the required standards.



Case

Mid-Autumn Festival Activities at GigaDevice

The Mid-Autumn Festival is one of China's most cherished traditional holidays. In September 2024, GigaDevice hosted a festive afternoon tea to celebrate the occasion, aiming to promote traditional culture, enrich the cultural life of employees, strengthen team cohesion, and increase the sense of happiness among all employees of GigaDevice. The event featured an array of treats, including mooncakes, pastries, and fresh fruit, along with fun interactive games that fostered communication and camaraderie among colleagues.



Case

Traditional Chinese Medicine (TCM) Activity at GigaDevice

To further support the physical and mental well-being of employees and advocate for a healthy lifestyle, GigaDevice partnered with professional wellness providers to host a TCM free consultation activity. Employees received free health consultations and special treatments such as gua sha (scraping), cupping, and massage with traditional instruments.



5.3

Shared Growth of Employees

Occupational Health and Safety

GigaDevice attaches importance to employees' health and safety, and strengthens occupational health and safety management system, with an aim of providing employees with a healthy and safe working environment and facilities. We have obtained and maintained the ISO 45001 Occupational Health and Safety Management System Certificate.



Occupational Health and Safety Management System Certificate

The Company has formulated a number of internal systems, including the **Laws, Regulations and Relevant Requirements Control Procedure**, the **Compliance Evaluation Procedures**, the **Occupational Health and Safety Control Procedure**, the **Working Environment Comprehensive Safety Management System**, the **Emergency Preparedness and Response Procedure**, and the **Hazard Identification and Risk Assessment Procedure**. In addition, it arranges physical examination for employees once a year, and buys supplementary commercial medical insurance for each employee, covering outpatients, hospitalization and accident insurance, so as to fully guarantee the health of employees. In 2024, we made improvements according to the results of the status assessment of occupational hazards to eliminate them and prevent occupational diseases.

The Company carries out the identification and evaluation of hazardous sources every year, and promptly implements them in new office areas. We select the LEC evaluation method for the evaluation, calculate the risk level based on the possibility of accidents occurring at the hazardous sources, the frequency of personnel exposure to the hazardous environment, and the severity of the consequences of the occurrence of accidents, and formulate targeted measures based on the different risk levels.

Occupational Health Safeguard Measures

 Physical and Safety Examination	- Carrying out health and safety checks every month, along with targeted safety checks before major holidays, and hazard identification and assessment every year. - Inviting third parties to conduct fire control facility maintenance and testing, electrical fire prevention testing, and lightning protection testing every year.
 Facility Optimization	Providing access control, monitoring system and Intelligent visitor system to safeguard environmental safety and make sure that production and office sites are standardized in safety management.
 Safety Drills	Carrying out a wide range of emergency drills, including fire drills, electric shock emergency response drills, the drills to save those stuck in elevators, anti-stalking drills, and natural disaster simulations such as earthquake escape drills to control occupational health and safety risk factors.

The Company carries out regular online and offline training sessions with the combination of theory and practice on occupational health and safety management, first aid and fire safety, to continuously improve the health and safety awareness of employees.

As of December 31, 2024, the Company had:

First aid certificate	15 Holders
Internal auditor certificate of occupational health and safety management system	29 Holders
Newly launched safety awareness online training courses	1,297 Views
OHS-related training	19 Sessions
OHS-related training	2,296 Participants
Fire drills and other emergency drills	18 Times
The company-wide fire drill in November	1,200 + Participants

Industry Cooperation

Industry Ecosystem Building

GigaDevice has formed strategic partnerships with leading wafer fabs and packaging and testing plants worldwide, and jointly promoted technological innovation in the semiconductor industry through promoting ecosystem construction in the industry and participating in industry summits.

With the concept of “product & ecosystem” , GigaDevice actively develops the industry ecosystem through in-depth research in frontier areas of MCUs, so as to empower the prosperity and development of the semiconductor industry.

With GD32 MCU being the largest Arm® MCU product family in China, GigaDevice launched ARM® Cortex®-M3/M4/M23/M33/M7 MCU product series, as well as the general-purpose 32-bit MCU product series based on the RISC-V core. We have created a mutualistic ecosystem that tightly connects products, users and partners, where customers are able to develop solutions that are more suitable for their own development with tools in line with their needs, thus effectively achieving reducing research and development costs while autonomously controlling the needs. GigaDevice continues to develop the GD32 series products, providing developers with software and hardware evaluation kits, as well as various self-developed solutions and algorithms.

GD32 Development Ecosystem

GD32MCU.com Technical Website

Development Kits	 Datasheet / User Manual / Application Note / Errata / Firmware / CAD Resources / Demo Suites
Solutions	In-house IDH Motor Control / Digital Power / GUI / AI / Communication / Wireless / RTOS etc. Industrial / Digital Power / Alot / Home Appliance / Automotive etc.
IDEs & Compilers	 Embedded Builder
Debuggers	 GD-LINK ULINK J-LINK I-JET µTrace LAUTERBACH DEVELOPMENT TOOLS Cross Connect Neo
Embedded Software	RTOS&Cloud Connectivity  GUIs  Security & OTA  AI&ML 
Production Programmers	

*The above only shows a portion of our ecosystem partners. The GD32 development ecosystem is continuously expanding. *All trademarks, logos, and brand names are the property of their respective companies.

Industry Cooperation

Industry Ecosystem Building

In terms of the GD32 series, GigaDevice cooperates with global partners to provide customers with more solutions regarding integrated development environments (IDE), evaluation boards (EVB), RTOS, graphical user interfaces (GUI), security components and cloud connectivity, as well as provide a variety of video courses and short films on the technical website, which are available on demand at any time. This development ecosystem not only ensures convenience and support for users’ design work but also showcases the value and service philosophy of the GD32 series products.



Case

GigaDevice Partners with SEGGER to Provide emWin GUI Software

On March 7, 2024, GigaDevice and SEGGER announce their collaboration to provide customers with SEGGER emWin embedded system graphics library, free of charge. GigaDevice customers can now use emWin , as well as AppWizard, across all GD32 Cortex®-M series MCUs.

With GD32, the largest Arm®-based MCU product family in China, GigaDevice was first to launch MCUs containing Cortex®-M3, -M4, -M23, -M33, and -M7 cores. With this, GigaDevice achieves comprehensive coverage of mainstream microcontroller applications, from low energy to ultra-high performance, covering consumer to automotive grade whilst adopting the latest architectures, keeping costs low, and offering rapid real-time response. The GD32 family has 46 product series and more than 600 devices, maintaining excellent compatibility throughout.

SEGGER emWin is a cutting-edge, high-performance graphical user interface solution, optimized for minimum memory consumption, both in RAM and ROM, as well as for high speed and versatility. It provides high-quality graphic functions and can be adapted to any size display, physical or virtual. It is compatible with single-task and multitask environments, with a

proprietary operating system or with any commercial RTOS such as SEGGER embOS and embOS-Ultra.

SEGGER award-winning AppWizard enables the creation of highly efficient and high-quality graphical user interfaces on any embedded system without requiring in-depth knowledge of the emWin graphics library or even the C language for coding.

Providing extensive ecosystem support is a crucial aspect of GigaDevice's MCUs. Utilizing the emWin tool further enhances graphical user interface solutions offered by GD32 Cortex®-M series MCU. SEGGER emWin can help developers achieve professional embedded GUI in a short time, and also has excellent performance on resource-limited platforms. In the end, the corresponding C language program code is generated, which can greatly reduce the development difficulty and the time to market. Drawing on decades of expertise in embedded technology and a comprehensive suite of tools for embedded systems, SEGGER continues to enhance the user experience for GD32 customers by offering greater convenience and efficiency. Furthermore, SEGGER will strengthen the collaboration with GigaDevice to jointly assist customers in accelerating their product launches.



emWin Graphical User Interface Solution

Industry Cooperation

Industry Ecosystem Building



Case

GigaDevice's Software Test Library (STL) Achieves TÜV Rheinland IEC 61508 Functional Safety Certification

On August 14, 2024, GigaDevice announced that its GD32H7 Software Test Library (STL) has received the IEC 61508 SC3 (SIL 2/SIL 3) functional safety certification from TÜV Rheinland, an international independent testing, inspection, and certification organization. This marks the first STL certification awarded by TÜV Rheinland to a Chinese semiconductor company. By adopting the GD32H7 Software Test Library (STL), users can efficiently develop industrial applications that comply with international functional safety standards. This certification attests to GigaDevice's strong capabilities in developing industrial products and supporting software, demonstrating that GigaDevice's functional safety management has reached international standards.



IEC 61508 SC3 (SIL 2/SIL 3) Functional Safety Certification Ceremony

On October 16, GigaDevice announced that its GD32F30x Software Test Library (STL) has received IEC 61508 SC3 (SIL 2/SIL 3) functional safety certification from TÜV Rheinland. This certification follows the earlier certification of the GD32H7 Software Test Library (STL), demonstrating that GigaDevice has established a comprehensive presence in the field of functional safety. The company now offers software test libraries for both high-performance Arm® Cortex®-M7 core MCUs and mainstream Arm® Cortex®-M4 core MCUs, providing users with a broader range of product options for industrial applications. These achievements highlight GigaDevice's commitment to product safety and reliability, as well as its expertise and advancements in the field of functional safety.



IEC 61508 SC3 (SIL 2/SIL 3) Functional Safety Certificate

5.4

Industry Cooperation Brand Value

GigaDevice actively participates in industry summits and exhibitions or events to strengthen the its image in the IC industry and enhance its brand value. We are also an active performer in exhibitions and seminars to showcase our comprehensive solutions production lines of memories, MCUs, sensors and analog products, with the application areas including industry, automotive, computing, IoT, consumer electronics and mobile devices. This demonstrates our diversified product offerings, broad presence and leading technologies in the semiconductor field.



5.4

Industry Cooperation

Brand Value

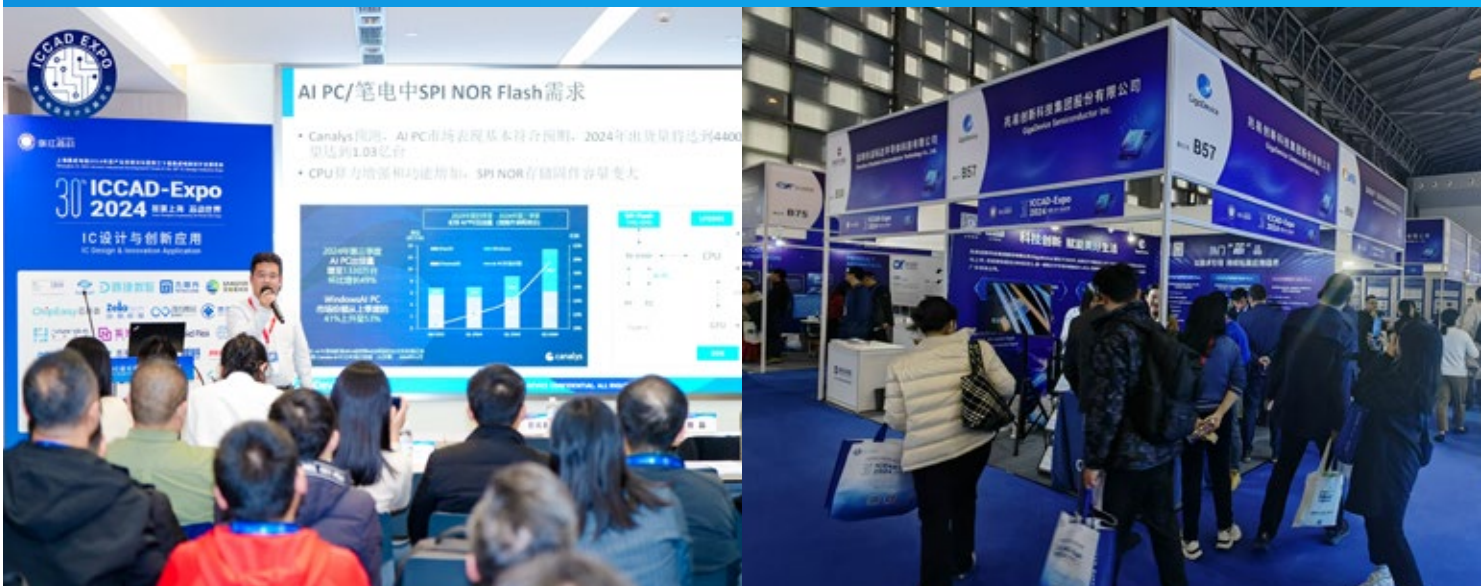
GigaDevice Delivers Keynote Speech on “Empowering the Intelligent Vision and Communication Industries with Storage Products” at the Storage Technology Forum



GigaDevice Showcases Multiple Optical Module Solutions at the 25th China International Optoelectronic Exposition (CIOE)



GigaDevice at the Shanghai IC 2024 Annual Industrial Development Forum & the 30th IC Design Industry Expo



GigaDevice Presents “Driving the Future with Automotive-grade Intelligence: Pioneering a New Generation of MCU for Scalable Platforms” at the 11th Automotive Electronic Innovation Forum (AEIF 2024) and Automotive Electronics Exhibition



GigaDevice at the China Light Optoelectronic Exposition (CLOE)



GigaDevice Hosts New Product Launch Event in Shanghai under the Theme “Leap Forward: A New Chip Journey”



Community Public Welfare

Public Welfare and Charity

GigaDevice has been actively fulfilling its social responsibilities by focusing on and supporting public welfare undertakings, thereby contributing to serving society. The Company prepares a public welfare donation budget every year, and improves a series of processes such as research and evaluation of public welfare projects, application for projects, implementation of donations, review, participation, and tracking statistics, so as to continuously enhance the its social influence. In 2024, GigaDevice introduced the **Volunteer Activity Management Measures** to facilitate the smooth execution of various volunteer services of the Company, ensuring the legal rights and interests of both volunteers and service recipients are well protected.

In 2024, GigaDevice

Investment in public welfare programs	CNY 1,587,399.15
Accumulating	97.33 Hours
With a total of	112 Participants

Promoting Science and Technology Knowledge



By popularizing IC knowledge among the youth and all sectors of society, the Company is committed to cultivating interdisciplinary versatile talents needed for the IC industry, and actively contributing to the industry development in China. In 2018, the Company established an IC Museum at its own expenses and made it open to the public, which has received multiple honorary titles, including “National Youth Education Base for Electronic Information Public Communication and Innovation” , “Anhui Provincial Science and Technology Education Base” , “Hefei Exemplary Unit for Public Science Communication” and “Cooperation Resource of China Institute of Microelectronics League” . In 2024, with an investment amount reaching CNY 172,215.59, the museum received 84 delegations, totaling 2,577 participants.

In 2024, the Company

- ✔ donated CNY 500,000 to the Red Cross Society of China

for the “Boai Home” project in Yanchuan County, Yan’an, Shanxi Province to support rural revitalization.
- ✔ donated CNY 150,000 to the Chinese Institute of Electronics

to encourage outstanding teams that participated in the China Graduate Electronics Design Contest.
- ✔ donated CNY 350,000 to the Foundation for the Development of Science and Technology in China

to support the “Science Museums in Rural Secondary Schools” project, aiming to promote science education and enhance scientific literacy among youth in rural areas.
- ✔ provided an additional CNY 100,000 donation to the Red Cross Society of Yaozhou District, Tongchuan, Shaanxi Province,

to continue supporting the “Boai Home” project in Beiliang Village.
- ✔ donated CNY 200,000 to the China Environmental Protection Foundation (CEPF)

for the Twin Lotus conservation project, contributing to biodiversity protection and ecological civilization development.
- ✔ donated CNY 100,000 to the WaterDrop Foundation

for the construction of two brand-new “WaterDrop Rural Clinics” to improve medical facilities in rural schools.

Community Public Welfare

Rural Revitalization

GigaDevice actively supports rural revitalization efforts and closely follows various public welfare projects aimed at poverty-stricken areas. Through initiatives such as establishing first aid facilities, enhancing village public environments, promoting the upgrading of characteristic industries, and fostering agricultural technological innovation, we contribute to poverty alleviation and the sustainable development of rural areas as we can. In 2024, GigaDevice invested a total of CNY 1,065,183.56 in rural revitalization initiatives, benefiting 20,345 individuals.

In 2024, GigaDevice

Total investment in rural revitalization initiatives	CNY 1,065,183.56
Benefiting	20,345 Individuals



Case

GigaDevice Supports the Establishment of WaterDrop Rural Clinics in Shunyi

Through the WaterDrop Foundation, GigaDevice funded the construction of two brand-new “WaterDrop Rural Clinics” at Beijing Shunyi No. 5 Middle School and Beijing Shunyi District Ligezhuang Primary School. These clinics are equipped with essential medical supplies, instruments, and AED devices. Their establishment effectively improved the campus healthcare infrastructure and provided solid support for the health and safety of both students and faculty.

The donation ceremony was held on December 9 at Beijing Shunyi No. 5 Middle School. Following the ceremony, emergency safety trainers from the Beijing National Defense Mobilization Hao-

tian Rescue Team delivered an engaging emergency response training session to the students and staff.

The successful launch of these clinics marks a new chapter in GigaDevice’s undertakings in rural healthcare philanthropy. Looking ahead, the Company will continue to support the development and enhancement of rural healthcare facilities through a series of public welfare projects, offering sustained contributions to school health education, emergency training, and rural wellness and advancing the public welfare undertakings.



Renovated WaterDrop Rural Clinic



ENVIRONMENT

- 6.1 Environmental Management
- 6.2 Response to Climate Change
- 6.3 Green Operations
- 6.4 Use of Raw Materials
- 6.5 Ecological Protection

➔ SSE sustainability topics addressed in this chapter

- Climate change tackling
- Pollutant discharge
- Waste disposal
- Ecosystem and biodiversity protection
- Environmental compliance management
- Energy usage
- Usage of water resources
- Circular economy

➔ UN SDGs responded to in this chapter



6.1

Environmental Management

GigaDevice follows closely the environmental protection policies in places where it operates, both domestically and internationally, and strictly complies with national and local laws and regulations, such as the **Environmental Protection Law of the People’s Republic of China**, the **Energy Conservation Law of the People’s Republic of China**, and the **Law of the People’s Republic of China on Prevention and Control of Environment Pollution by Solid Wastes**. We have implemented a range of internal system documents, including the **Environmental Factors Identifi-**

fication and Evaluation Procedure, the **Energy, Resource Saving Control Procedure**, and the **Solid Waste and Pollution Preventive Control Procedure**, and included the established environmental targets and indicators into management review to fully implement the requirements of environmental management. Besides, the Company has maintained the ISO 14001 environmental management system certification. In 2024, GigaDevice was not punished because of any environmental violations.

In 2024, GigaDevice continued to establish internal environmental goals for energy, resources and waste disposal. On this basis, we further developed plans and measures after taking into account our current situation, effectively disposed of wastes, improved the recycling utilization of resources and reduced the negative impact of our business operations on the environment.



Environmental Management System Certificate

GigaDevice’s Progress in Environmental Objectives in 2024

Item	Objectives in 2024	Progress in 2024
Waste Management	100% disposal controlled and centralized recycling of solid wastes - Harmless disposal of solid wastes	★★★★★ Achieved
Energy Conservation and Emission Reduction	- Saving power consumption increase by 5% for the same time frame last year - Per capita consumption of other energy and resources should decrease year-on-year - The proportion of renewable energy usage should be no less than 5% - Greenhouse gas emissions (combined Scope 1 and Scope 2) saw a 5% greater reduction than in the previous year	★★★★★ Basically Achieved
Green Design	Compliance of purchased and integrated products with RoHS 2.0 requirements	★★★★★ Achieved

Environmental Compliance Management

The Company conducts environmental compliance work in accordance with the **Laws, Regulations and Relevant Requirements Control Procedure** and the **Compliance Evaluation Procedures**. In 2024, added ten new environmental protection regulations and standards. A compliance evaluation was carried out in June, with all items found to be compliant. Supporting documentation for compliance has been properly retained.

Response to Climate Change



In accordance with the requirements of the **IFRS S2 Climate-related Disclosures** released by International Sustainability Standards Board (ISSB), GigaDevice has made reference to two representative greenhouse gas concentration scenarios of the United Nations Intergovernmental Panel on Climate Change (IPCC), i.e., SSP5-8.5 and SSP1- 2.6, a high greenhouse gas (GHG) emissions scenario and a low GHG emissions scenario, analyze the physical risk under high emissions scenario and the transition risk under the low emission scenario respectively. We assessed their impact on our operating conditions and formulated a response plan for climate risks.

Introduction to GigaDevice’s Climate Scenario Reference

Scenario	Scenario Reference	Range of Temperature Rise	Scenario Description
High GHG emissions scenario	The Intergovernmental Panel on Climate Change (IPCC) Shared Socio-Economic Pathway (SSP) 5-8.5	Higher than 4°C	In this scenario, physical risks are relatively high and transition risks are relatively low. In this scenario, countries do not introduce policies to address climate change, the future global population grows significantly and continues to exploit abundant fossil fuel resources, characterized by rapid income growth and rapid technological development. Greenhouse gas emissions and concentrations continue to grow, leading to continued global warming and an increase in the frequency of extreme weather events.
Low GHG emissions scenario	The Intergovernmental Panel on Climate Change (IPCC) Shared Socio-Economic Pathway (SSP) 1-2.6	Lower than 2°C	In this scenario, physical risks are relatively low and transition risks are relatively high. In this scenario, the world gradually shifts to a more sustainable path, and investments in education and health will accelerate the demographic transition, and the focus on economic growth will shift to a broader emphasis on human well-being. This scenario is consistent with the Paris Agreement’s commitment to limiting temperature rise to less than 2°C and, more ambitiously, to 1.5°C, based on which greenhouse gas emissions peaked around 2020 and then decreased linearly, achieving net negative emissions by 2100.

Response to Climate Change

High GHG Emissions Scenario—GigaDevice’s Physical Climate Risk Analysis

Risk Type	Risk Classification	Risk Description	Potential Impact	Climate Risk Response
Physical risk	Acute Risk	Climate-caused disasters such as extreme weather events, floods, and typhoons may cause damage to the Company's assets and cause disruption to the supply chain.	Weather events such as typhoons and floods may cause damage to factories, injuries to workers, production restrictions, affect the stability of production and operations, lead to increased maintenance costs, and result in a reduction in the value of assets or the service life of assets; Weather such as droughts and extreme heat may increase the risk of fire, resulting in disruption to the Company's property and daily operations.	Monitoring climate data in real time, offering out risk pre-warning in a timely manner, and formulating climate risk contingency plans; Reasonably adopting commercial insurance and other means to reduce losses that may be caused by extreme climate.
	Chronic risk	Climate change may affect the climate where the Company operates in the long term, e.g. by causing extreme heat and cold weather.	Changes in long-term climate patterns will cause global warming, resulting in extended droughts or rainy seasons and changes in temperature, which will affect both equipment performance and operations, and product storage. They could negatively impact the stable supply of chips and the cost of product storage; Persistent high temperatures may increase the risk of heat stroke among employees, affecting work efficiency and leading to higher operating costs.	Conducting climate research in a timely manner and formulating countermeasures for possible future climate change trends.

Response to Climate Change

Low GHG Emissions Scenario: GigaDevice’s Transition Climate Risk Analysis

Risk Type	Risk Classification	Risk Description	Potential Impact	Climate Risk Response
Transition risk	Policy and Compliance Risk	In the context of achieving the “dual carbon” goals, the global energy saving and emission reduction and water-related policies, regulations and standards are becoming more stringent.	If the Company fails to respond effectively to the relevant policies in a timely manner, or does not identify the relevant regulations in different countries and regions in a timely and comprehensive manner, it will be exposed to the risk of violating the policies, leading to an increase in operating costs.	Actively developing and implementing a low-carbon strategy and setting internal standards that are stricter than national and local regulatory requirements to reduce the environmental impact of the Company’s operations across the board.
	Market Risk	The rise in non-renewable energy prices could lead to increased production costs.	Promoting its own operations and supply chain to achieve carbon peaking and neutrality, increasing the Company’s operating costs.	Promoting the transition of the supply chain to low-carbon development and realizing low-carbon emissions throughout the life cycle of products.
		Market demand is progressively shifting towards green and low-carbon trends, prompting downstream customers to impose stricter environmental standards on products. This includes the necessity for green product certification, product carbon footprint verification, raw material traceability, and other related criteria.	Failure to meet customer demand may result in lower demand for goods and services, reducing the Company’s operating income.	Strengthening investment in research and development and reducing product carbon emissions through product innovation and design.
	Technology Risk	Under the “dual carbon” transition, product technology and material updates are accelerated. The transition to a low-carbon economy requires the updating of production processes.	Upgrading of product cleaning technology leads to soaring R&D costs. Low carbon transition of equipment and processes may result in increased costs and asset depreciation.	Increasing investment in research and development to promote the reuse of materials, as well as the development and application of low-carbon alternative materials.
	Reputation Risk	The “dual carbon” awareness is gradually raised in society amid growing concerns about climate change. There are higher regulatory requirements and growing concerns about climate change from external stakeholders.	Failure to take active steps to address climate change, or incidents of environmental pollution in our operations and the supply chain may tarnish our image and affect the trust of stakeholders, which may adversely affect our brand and reputation, resulting in a decrease in our operating income.	Disclosing the Company’s environmental protection and climate response strategies to the public, and carrying out low-carbon environmental protection activities with suppliers and customers to enhance our influence in the industry and society. Responding to China’s “dual carbon” goals, striving to achieve carbon neutrality of our operations and products at an early stage, and gaining recognition from society and customers.

Response to Climate Change

In 2024, guided by an established climate change risk governance structure and policy system, GigaDevice’s Board of Directors, senior management and executive layer strictly fulfill their responsibilities for and discuss climate change related matters, to form a more complete climate change governance working mechanism. Moreover, we formulated and rigorously enforced the **Climate Change Policy**. The Strategy Committee is responsible for reviewing the progress of related performance on a regular basis, so as to ensure that the management initiatives are effectively implemented and supervised.

Response to Climate Change in 2024

Training	Organizing and implementing climate change (TCFD) training
Carry out carbon footprint verification	The Company conducted Scope 1 and Scope 2 carbon footprint verification of 2023 and issued a Carbon Inventory Report in order to propose feasible carbon reduction, peaking, and neutrality objectives. This inventory defines the organizational boundary based on 100% operational control. The owned asset boundary includes two office locations: Building No.8, No.9 Fenghao East Road, Haidian District, Beijing, China and No. 368 Qinghua Road, Economic and Technological Development Area, Hefei, Anhui, China. All other office locations are categorized under leased asset boundaries.
Completing CDP questionnaires	Actively responding to the new version of CDP questionnaire to further sort out the substantial impact of climate change on the Company’s operations.
Collecting statistics on energy consumption in the supply chain	Focusing on suppliers’ electricity and water consumption, we conducted an investigation on energy consumption in the supply chain to gain a better understanding of the current energy mix of all suppliers.
Promoting the use of renewable energy among suppliers	Based on the target of renewable energy use, we ensured continuous feedback from suppliers on the consumption or substitution of renewable energy, tracked their progress, and promoted the signing of the Green Power Commitment by Suppliers with them.

In 2024, GigaDevice continued to monitor the energy use of its suppliers through tools such as the **List of Information Requested from Supplier** and the **Green Power Commitment by Suppliers**, gathering data on key suppliers’ energy consumption, renewable energy usage and commitments.

While actively managing climate change risks, GigaDevice follows policy and market trends, and integrates them with its low-carbon development plan to seize climate change-related opportunities. We will persist in exploring and implementing low-carbon technologies, introducing low-carbon and eco-friendly products, and establishing a green and low-carbon corporate image.

- ✓

In 2024, the cumulative electricity generated through our rooftop distributed PV project at the Hefei Office Area reached 310,239 kWh by December 31, resulting in a cumulative reduction of GHG emissions by 176.929 tCO₂e.
- ✓

In 2024, the Company purchased 1,000 MWh of I-RECs (International Renewable Energy Certificates), equivalent to a reduction of 846.075 tons of CO₂ emissions, and 1,200 MWh of GECs (Green Electricity Certificates), equivalent to a reduction of 787.800 tons of CO₂ emissions.
- ✓

In the fourth quarter of 2024, the Hefei Office Area began partial use of green electricity, procuring a total of 1,270 MWh, which reduced greenhouse gas (GHG) emissions by 724.281 tCO₂e.
- ✓

In summary, in 2024, GigaDevice’s photovoltaic projects, along with the purchase of international and domestic green certificates and green electricity, resulted in a total greenhouse gas emissions reduction of 2,535.085 metric tCO₂e.
- ✓

When purchasing new equipment for laboratories, low power consumption is included as a scoring criterion. In addition, upgrades were made to the heat flux meter to reduce its operating/standby power consumption.
- ✓

In 2024, the Company continued to advance its carbon footprint management efforts and successfully initiated partial Scope 3 GHG verification by the end of the year. Based on the results, the Company’s GHG emissions in Scope 3 from business travel¹² totaled 1,261.300 tCO₂e.

¹²For the calculation of Scope 3 GHG emissions, the Company uses the data provided directly by Shanghai Ctrip Hongrui International Travel Service Co., Ltd. concerning air travel booked on Ctrip, and by DiDi Global Inc. for ride-hailing services booked via DiDi. The carbon emission coefficient of major routes of China’s high-speed railways is calculated based on the carbon emission factors of the CPCD (China Products Carbon Footprint Factors Database).

Response to Climate Change

Greenhouse Gas Emissions in 2024

GHG Emissions	Unit	2024
Scope 1 ¹³ GHG Emissions (Owned Assets)	tCO ₂ e	166.200
Fuel oil and natural gas	tCO ₂ e	16.495
Fugitive gases	tCO ₂ e	149.705
Scope 1 GHG Emissions (Leased Assets)	tCO ₂ e	41.175
Fuel oil and natural gas	tCO ₂ e	8.752
Fugitive gases	tCO ₂ e	32.423
Scope 2 ¹⁴ GHG Emissions (Owned Assets)	tCO ₂ e	3,366.111
Laboratory and ancillary power plant room	tCO ₂ e	2,746.960
Other offices	tCO ₂ e	619.151
Scope 2 GHG Emissions (Leased Assets)	tCO ₂ e	1,539.658
Laboratory and ancillary power plant room	tCO ₂ e	539.025
Other offices	tCO ₂ e	1,000.633
Total GHG Emissions	tCO ₂ e	5,113.144
Intensity of Total GHG Emissions	tCO ₂ e/revenue per CNY 100 million	69.510
Scope 3 GHG Emissions	tCO ₂ e	1,261.300
Business travel	tCO ₂ e	1,261.300

¹³In the calculation of Scope 1 greenhouse gas emissions, gasoline and natural gas are calculated according to the calorific value of combustion as stipulated in the **Reporting Guidelines for the GHG Emissions of Other Industrial Enterprises**, the **Guidelines for Accounting Methods and Reporting of Greenhouse Gas Emissions of Enterprises** and the CO2 emission factors burnup per unit as stipulated in the **Standard for Building Carbon Emission Calculation**. Fugitive gases are calculated based on the **2006 IPCC Guidelines for National Greenhouse Gas Inventories (2019 Refinement)**, EPA's Refrigerant Management Requirements.

¹⁴In the calculation of Scope 2 greenhouse gas emissions, the greenhouse gas emission coefficient refers to the average emission coefficient of the national power grid in the Ministry of Ecology and Environment of the People's Republic of China's **Notice on Doing a Good Job in 2023-2025 Reporting and Management of Greenhouse Gas Emissions of Power Generation Enterprises** for the conversion of electricity consumption.

Developing Clean Technology

In the fast-evolving semiconductor industry, GigaDevice contributed to the continual reduction in the size of transistors of the basic units within chips, saving raw materials and further decreasing power consumption. GigaDevice pays close attention to the opportunities of clean technology, and fully combines its technical expertise to integrate the concept of sustainable development into product innovation and development. By the end of 2024, we had 263 granted patents related to clean technology, 259 of which relate to reducing power consumption, two related to improving charging efficiency, and two related to improving battery life.

Products with Low Power Consumption

Giving a top priority to R&D innovation, design and development of products with features of environmental protection and energy saving, GigaDevice aims to provide products featuring low energy consumption for customers, so as to extend the life cycle of products and reduce the impact of the use of terminal products on the environment. At the beginning of developing products with low power consumption, the Company integrates the concept of energy conservation and environmental protection into product design. Meanwhile, as for specific application scenarios, the Company reduces energy consumption by removing unnecessary circuit energy consumption after taking the service life of products into account.

For flash memory products, GigaDevice launches extensive flash memory product portfolios through specialized design, aiming to provide customers with products in small outline packages and low power consumption in a variety of electronic applications. Based on its optimized bus protocol design for accessing the flash memory, the Company's Serial Peripheral Interface (SPI) requires only six signals to achieve communication between the controller and the memory, thus reducing the design complexity, area of circuit board, power consumption and total system cost. The Company has launched NOR Flash products with low power consumption such as G25WD/WQ series, GD25LE series, GD25UF series with 1.2V supply voltage, and the GD25/55NF series, which features a 1.8V core supply and 1.2V VIO interface. Among them, the GD25/55NF series enables seamless integration with SoC operating at a 1.2V core voltage, precisely addressing the urgent demand for low power consumption and simplified circuit design in advanced process SoC development. In terms of performance, although the GD25/55NF series operates with a reduced I/O voltage of 1.2V, it maintains a 1.8V core supply—delivering the same read performance and fast erase/write times as 1.8V Flash products. On the power efficiency front, the 1.2V VIO interface design of the GD25/55NF series can reduce read power consumption by up to 40% compared to conventional 1.8V solutions, without compromising data processing speed or stability. This remarkably improved energy efficiency. For applications with stringent requirements on both performance and power consumption, such as automotive electronics, wearable devices, and intelligent identification systems, this series is an ideal Flash solution.

Meanwhile, the Company also provides customers with a variety of MCUs based on Arm® Cortex®-M, and optimizes the cost-sensitive energy-saving applications while meeting various embedded application needs. In 2024, GigaDevice officially launched the GD32L235 series MCU, further expanding its portfolio and layout of low-power product offerings. The new series is designed to meet the demand in the low-power market, delivering superior power efficiency, a rich set of interface options, and excellent cost performance—making it an ideal choice for applications such as industrial metering, smart locks, portable devices, IoT, and battery management systems (BMS).

6.2

Response to Climate Change



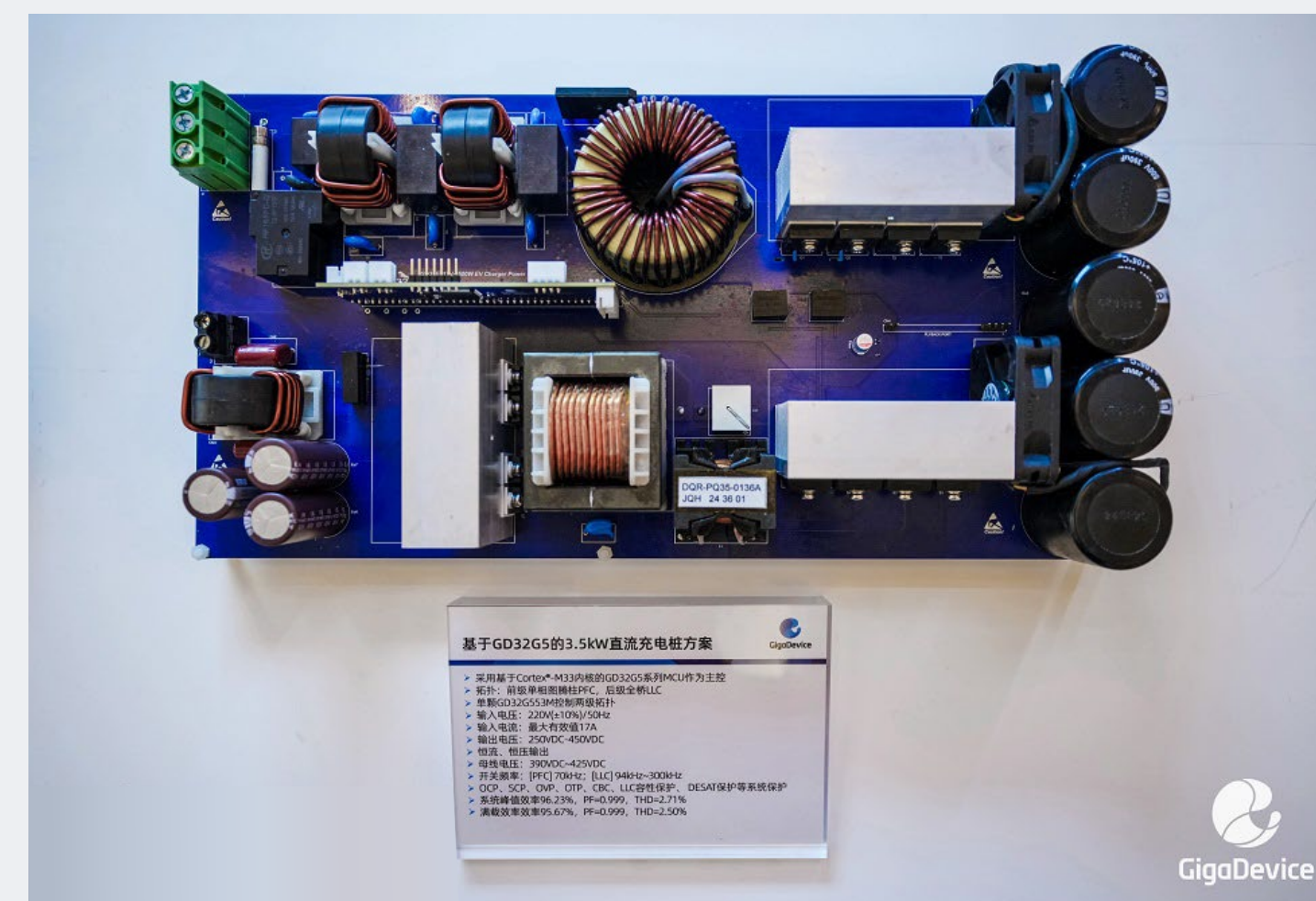
Case

3.5kW DC Charging Pile and Portable Bidirectional Energy Storage Solution - Enhancing Energy Efficiency

As the global energy structure undergoes transformation and the new energy vehicle market experiences rapid growth, the digital energy sector is entering a new era of accelerated development. In response, GigaDevice has launched a 3.5kW DC charging pile and portable bidirectional energy storage inverter solution based on the high-performance GD32G5 series MCU, addressing the urgent market demand for efficient, intelligent, and eco-friendly energy use.

As the control hub of the DC charging pile, the MCU precisely regulates the output of the charging pile, converting grid voltage into DC power to charge new energy vehicles while ensuring charging efficiency and safety. The 3.5kW DC charging pile solution of GigaDevice is based on its high-performance GD32G5 series MCU. It features a single MCU chip that controls a two-stage topology (a front-end single-phase totem-pole PFC and a rear-end full-bridge LLC). The PFC switching frequency is set at 70kHz, while the LLC operates within a range of 94kHz to 300kHz. The system supports an input voltage of 220V ($\pm 10\%$) at 50Hz with a maximum input current of 17A. It delivers an output voltage of 250VDC to 450VDC and supports trickle charging, constant current, and constant voltage modes. The design achieves a peak system efficiency of 96.2%, a power factor (PF) of 0.999, and a total harmonic distortion (THD) of 2.7%, meeting the stringent requirements of today's electric vehicle charging applications.

At the same time, GigaDevice has also introduced a portable bidirectional energy storage inverter solution. This system uses AC power from the grid to charge a battery, which can then discharge stored energy during power outages or in outdoor scenarios to power electrical devices. For this solution, users can select either the latest GD32G5 series high-performance MCU or the GD32E5 series MCU as the main control unit. The design adopts a three-stage architecture controlled by two MCUs, including LLC, Buck/Boost, and Inverter/PFC stages. The LLC operates at a switching frequency of 100kHz, while both the Boost/Buck and Inverter/PFC stages operate at 20kHz. In grid-connected charging mode, the system converts 220VAC mains voltage into 24V DC voltage to charge the battery pack in either constant current or constant voltage mode, with a maximum power output of 500W. In off-grid power supply mode, it inverts 20-27.2V battery voltage into 220VAC mains voltage, with a maximum output of 1kW. This versatile solution is well-suited for a variety of scenarios, including outdoor camping, aerial photography, mobile office setups, emergency charging, disaster relief, and medical rescue operations.



3.5kW DC Charging Pile Solution Based on GD32G5 Series High-Performance MCU

Green Operations

Green Offices

Giving a top priority to ecological and environmental protection and sustainable development of resources all along, GigaDevice has applied the concept of environmental protection and greenness into its daily operations by optimizing the energy efficiency of office buildings, boosting the publicity of energy conservation and implementing a paperless office. All of these have contributed to reduced office energy consumption and an enhanced sustainable performance of the company’s operations.

GigaDevice’s Measures for a Green Office

 Improving Energy Utilization	 Improving Water Efficiency	 Applying E-office Systems	 Raising the Awareness of Environmental Protection	 Reducing Waste
✓ The Rooftop Distributed Photovoltaic Project in Hefei Office Area was successfully connected to the grid once in November, 2023, with an installed capacity of 267.3 kW. From January 1 to December 31, 2024, the cumulative power generated was 310,239 kW·h, which reduced carbon emissions by about 176.929 tCO₂e, equivalent to planting about 98 trees. ✓ Revising the lighting system design in accordance with WELL and LEED certification standards prior to the renovation of the new office area. ✓ Completing an Energy Reassessment Report and improving the energy-saving renovation program for the office areas. ✓ Installing programmable time controllers and additional sensor switches, and applying the building automation system and intelligent electricity control system to improve the operational energy efficiency of office buildings. ✓ Replacing electrical equipment with high-efficiency alternatives. ✓ Implementing timeout lock screen and sleep mode at night for office computers.	✓ The Company gradually installs direct drinking machines to replace water dispensers, and asks its suppliers to replace filters and conduct water quality testing on a regular basis. ✓ We added new measures for bottled water conservation. Instead of providing bottled water according to the number of participants at meetings, especially large-scale meetings, up to 70% of bottled water is provided according to historical data and placed in specific areas for use on demand. ✓ Encouraging employees and visitors to bring their own cups during meetings or events, reducing the consumption of bottled water.	✓ Using e-office systems such as OA, ERP, SAP and Maycur efficiently. ✓ Deeply cooperating with platform-based internet enterprises to reduce the printed and pasted reimbursement documents and vouchers for reduced consumption of office supplies. ✓ Advocating a paperless office environment by replacing some paper records with acrylic ones to reduce paper consumption. ✓ Installing telephone and video conference systems to support remote meeting. ✓ Enable intelligent visitor systems to reduce the consumption of paper registration forms and save their storage space.	✓ Carrying out publicity campaigns about energy saving and water conservation and green awareness campaigns and putting up signs about saving energy and water, so as to raise employees’ awareness in this aspect. ✓ Encouraging employees and visitors to bring their own cups during meetings or events, thus reducing the consumption of bottled water packaging and disposable paper cups. ✓ Continuously carrying out the publicity of waste sorting, and encouraging employees to use less disposable goods and tableware.	✓ Setting up facilities for waste sorting to promote waste recycling and reduce waste discharge. ✓ Recycling coffee grounds and using them for multiple purposes, such as composting them to maintain greenery, and making them into deodorant. ✓ Staff were encouraged to replace only the ink refill in signature pens when empty.

6.3

Green Operations

Three Wastes Management

The Company develops and strictly implements the **Solid Waste and Pollution Preventive Control Procedure** and the **Solid Waste Classification Table**, manages wastes and carefully fills in the **Solid Waste Disposal Record Sheet**. In this process, toxic solid wastes such as toner cartridges, ink cartridges, batteries and lamps are stored in our hazardous waste warehouse and labeled with the hazardous waste logo; electronic solid wastes such as rechargeable keypads and hard disks are temporarily stored in the hazardous waste warehouse; other electronic waste are collected and stored in the general warehouse. We filled in the national solid waste system in November 2024 to apply for the transfer of toxic solid waste, and signed an agreement with qualified environmental protection agencies to deal

with such waste. In 2024, a total of 0.01 tonnes of hazardous waste and 0.05 tons of general industrial solid waste were legally transferred and disposed of. Electronic solid waste was also handled in cooperation with qualified agencies for entrusted disposal, and one transfer disposal was carried out in 2024.

As the Company is not classified as a key pollutant-discharging entity, it is not involved in the discharge of pollutants such as wastewater, exhaust gas, or noise. For further details, please refer to Section 5, Environmental and Social Responsibility, of the **2024 Annual Report of GigaDevice**.

Total Waste Generated

Total Hazardous Waste Generated (tonnes)	0.01
Total Non-Hazardous Waste Generated (tonnes)	0.05



Green Operations

Resource Conservation

GigaDevice is mainly engaged in the research, development, design and sales of integrated circuits. To ensure the efficiency of research, development and design, we have built our own laboratory for testing and reliability verification, and commissioned specialized foundries to process the production process. The resources consumed in daily operation are mainly electricity for laboratories and ancillary power plant rooms, while the remainder mainly includes other office electricity, company vehicle electricity, gasoline, water and paper. We attach great importance to energy saving and emission reduction, and actively promote green development. In 2024, we had 1,616.21 tonnes of standard coal of comprehensive energy consumption¹⁵, 21.97 tonnes of standard coal per CNY 100 million of revenue; 18,953 tonnes of the total amount of freshwater consumption, and the water consumption was 257.65 tonnes per 100 million yuan of revenue.

Utilization of Energy and Resources by GigaDevice in 2024

Type	Unit	2024
Purchased electricity	kWh	12,737,023.53
Laboratory and ancillary power plant room	kWh	8,755,165.90
Other offices	kWh	3,981,857.63
Renewable energy power generation	kWh	310,239.00
Natural gas	m ³	0.00
Gasoline	L	11,512.64
Total consumption of fresh water	Tonne	18,953.00
Intensity of water consumption	Tonne/revenue per CNY 100 million	257.65
Comprehensive energy consumption	Tonne of standard coal	1,616.21
Intensity of comprehensive energy consumption	Tonne/revenue per CNY 100 million	21.97

In 2024, the Company maintained a team of 29 internal auditors for the environmental management system,assisting in supervising the implementation of environmental protection work. In 2024, we provided online environmental management training to a total of 533 people.

Internal auditors for the environmental management system	29 People
Coverage of online environmental management training	533 People

¹⁵Comprehensive energy consumption is calculated according to **General Rules for Calculation of Comprehensive Energy Consumption (GB/T 2589-2020)**.

6.3

Green Operations

Resource Conservation

GigaDevice also organized multiple environmental protection publicity and training activities throughout 2024:



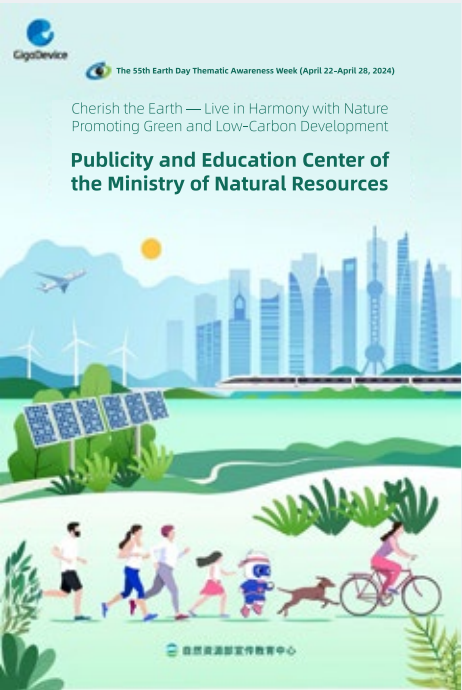
On March 23, from 20:30 to 21:30, the Company took part in the Earth Hour event, themed “Give an Hour for Earth,” organized by the World Wide Fund for Nature (WWF), promoting green energy conservation and actions against climate change.



On August 15, GigaDevice hosted its second National Ecology Day event under the theme “Limited Resources, Unlimited Recycling” .



In May, the Company launched a hazardous waste collection initiative, allowing employees to bring household hazardous waste to the office reception. The Administrative Department coordinated with certified professionals to carry out environmentally sound treatment.



For Earth Day 2024, themed “Planet vs. Plastics,” GigaDevice actively carried out publicity and training and encouraged employees to join the environmental movement, promoting green, low-carbon lifestyles to help improve the planet’s overall environment.

Use of Raw Materials

As a fabless designer of integrated circuits, GigaDevice always keeps alert to the potential risks of resources, and pays high attention to the utilization of raw materials for products. Upholding the corporate value of sustainable development, the Company conveys environmental protection laws and regulations and customer requirements to the supply chain on a regular basis, to push the green upgrading of the supply chain. In the design of environmentally friendly products, the Company earnestly carries out national and global guidelines, policies and regulations on environmental protection, and develops its own environmental protection plans and targets. Among years of close cooperation with suppliers, we have taken the initiative to investigate compliance with the environmental protection of products, guarantee that the raw materials and encapsulation technologies used for products are in line with the requirements of environmental protection, and make sure that the delivered products align with green and environmental protection standards stipulated in the

Restriction of Hazardous Substances (RoHS 2.0) and the **Registration, Evaluation, Authorization and Restriction of Chemicals (REACH)**.

In 2024, the Company continued to optimize tray design under the premise of ensuring strength and flatness, thereby reducing plastic usage and refining the layer structure of aluminum foil bags to further reduce plastic pollution.

Meanwhile, we also gave focus to the use of raw materials in product logistics. For example, each batch of the cartons used for the outer package of the Company’s products has passed sampling tests in third-party laboratories for element, hexavalent chromium, PBBs/PBDEs and so on, which are proved to be highly degradable, in which case, negative impacts on the environment can be lowered.

During new product design and packaging qualification, we consistently place environmental protection and the control of hazardous substances at the core of our processes. Key standards related to health and pollution are integrated into our detailed documentation system and strictly enforced in practice. For instance, the **New Product Packaging Feasibility Assessment Report** stipulates that raw materials must comply with environmental management regulations. The **New Packaging Product Introduction Checklist** includes specific requirements for Design for Environment (DFE)¹⁶, which ensures that the environmental footprint of our products is minimized across their lifecycle through prudent material selection, structural design, and process optimization during packaging design. In this way, our new products not only meet market demands but also contribute positively to environmental sustainability.

Recycling and Reuse of Packaging Materials and Samples

In 2024, the Company continued to implement the requirement for the secondary pressing of packaging carrier belts, effectively improving the reuse rate on the customer side. The corrugated cartons used for the outer package of the Company’s products have been certified by the Forest Stewardship Council (FSC), which are 100% recyclable. Additionally, the Company streamlined the **Laboratory Waste and Fixed Asset Recycling Process**, facilitating the reuse of lab waste (such as chips and PCBs) and retired fixed assets. Electronic waste was entrusted to a third-party service provider for shredding and recycling, primarily to recover reusable metals. In 2024, a total of 28.7 kg of electronic waste was processed through this method. Looking ahead to 2025, the Company plans to establish an End-of-Life (EoL) product policy, committing to reducing environmental impacts throughout the entire product lifecycle—especially during the end-of-life stage. This policy will also include an annual plan for product recovery and reuse, such as efforts for collecting discarded products and tracking recycling progress. Through various initiatives, the Company is advancing the sustainable use of product raw materials and packaging.

¹⁶DFE (Design for Environment) is a management science and technology term introduced in 2016. It refers to a design methodology that incorporates environmental considerations and pollution prevention measures into the product design phase, aiming to minimize the product’s overall impact on the environment.

RoHS

Raw materials are 100% in line with the requirements of RoHs 2.0

REACH

Products are 100% in conformity with the green and environmental protection standards of REACH

Ecological Protection

The Company remains committed to monitoring its impact on biodiversity. It complies with relevant laws and regulations, including the **Environmental Protection Law of the People’s Republic of China**, the **Law of the People’s Republic of China on Prevention and Control of Soil Contamination**, the **Water Pollution Prevention and Control Law of the People’s Republic of China**, the **Law of the People’s Republic of China on Prevention and Control of Environment Pollution by Solid Wastes**, and the **Opinions on Further Strengthening Biodiversity Protection** issued by the General Office of the State Council. In alignment with these frameworks, the Company conducts risk assessments and hidden hazard inspections.

During the reporting period, all company office sites were located within established industrial parks. The Company has no production or operation facilities located within nature reserves or areas of high biodiversity value outside of protected zones. No significant impacts on biodiversity have been identified as a result of our business operations, products, or services.

In 2024, GigaDevice partnered with the China Environmental Protection Foundation (CEPF) to launch the Twin Lotus conservation project, a biodiversity protection initiative aimed at preserving plant species.





GigaDevice

ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT OF GIGADEVICE
SEMICONDUCTOR INC.

2024

APPENDIX

- Table of Key Performance
- Index of the SSE Guidelines
- GRI Index
- Index of Laws, Regulations and Standards
- Independent Assurance Statement on the ESG Report
- Reader Feedback Form

Table of Key Performance

Environmental

Indicator	Unit	2024	2023
Environmental Management			
Penalties for violation of environmental laws and regulations	/	0	0
Consumption of Resources and Energy			
Purchased electricity	kWh	12,737,023.53	10,687,736.40
Laboratory and ancillary power plant room	kWh	8,755,165.90	7,062,200.08
Other offices	kWh	3,981,857.63	3,625,536.32
Renewable energy power generation	kWh	310,239.00	27,747.00
Natural gas	m ³	0.00	14,079.00
Gasoline	L	11,512.64	12,186.63
Total consumption of fresh water	Tonne	18,953.00	17,346.00
Intensity of water consumption	Tonne/revenue per CNY 100 million	257.65	301.09
Comprehensive energy consumption	Tonne of standard coal	1,616.21	1,347.32 ¹⁷
Intensity of comprehensive energy consumption	Tonne of standard coal/revenue per CNY 100 million	21.97	23.39
Waste Management			
Solid waste disposal control rate	%	100	100
Solid waste centralized recovery rate	%	100	100

¹⁷The comprehensive energy consumption data for 2023 has been revised to reflect the inclusion of photovoltaic power generation.

Indicator	Unit	2024	2023
Greenhouse Gas Emissions			
Scope 1 GHG Emissions (own assets)	tCO ₂ e	166.200	226.16
Fuel oil and natural gas	tCO ₂ e	16.495	57.36
Fugitive Gases	tCO ₂ e	149.705	168.80
Scope 1 GHG Emissions (leased assets)	tCO ₂ e	41.175	N/A
Fuel oil and natural gas	tCO ₂ e	8.752	N/A
Fugitive Gases	tCO ₂ e	32.423	N/A
Scope 2 GHG Emissions (own assets)	tCO ₂ e	3,366.111	6,095.22
Laboratory and ancillary power plant room	tCO ₂ e	2,746.960	4,027.57
Other offices	tCO ₂ e	619.151	2,067.64
Scope 2 GHG Emissions (leased assets)	tCO ₂ e	1,539.658	N/A
Laboratory and ancillary power plant room	tCO ₂ e	539.025	N/A
Other offices	tCO ₂ e	1,000.633	N/A
Total GHG Emissions	tCO ₂ e	5,113.144	6,321.38
Intensity of Total GHG Emissions	tCO ₂ e / revenue per CNY 100 million	69.510	109.72
Scope 3 GHG Emissions	tCO ₂ e	1,261.300	851.24
Business travel	tCO ₂ e	1,261.300	851.24

Table of Key Performance

Social

Indicator	Unit	2024	2023
Number and Distribution of Employees			
Total number of employees	/	2,087	1,781
Number of new employees	/	348	344
By Gender			
Female	/	752	647
Male	/	1,335	1,134
By Specialty			
Operational staff	/	92	70
Technician	/	1,540	1,309
Sales personnel	/	235	228
Financial staff	/	47	38
Other functional personnel	/	173	136

Indicator	Unit	2024	2023
By Educational Background			
Doctor's degree	/	33	32
Master's degree	/	1,147	982
Bachelor's degree	/	798	679
Junior college and below	/	109	88
Diversity Indicators			
Number of ethnic minorities	/	77	76
Percentage of female managers	%	26	25
Number of female employees among senior managers	/	4	3
Number of female employees among new hires	/	94	103
Average years of working experience for female employees	/	4.35	3.88
Average years of working experience for male employees	/	4.13	3.97

Table of Key Performance

Social

Indicator	Unit	2024	2023
Development and Training			
Total training hours	/	43,000	47,600
Average training hours per capita	/	21.64	26.73
Suppliers			
Proportion of type I core suppliers with ISO 9001 certification and ISO 14001 certification	%	100	100

Indicator	Unit	2024	2023
Research and Development Innovation			
Investment in R&D and Innovation	CNY 100 million	12.56	10.67
Cumulative number of patents granted	/	1,059	982
Number of patents granted in the year	/	101	60
Public Welfare			
Total investment in public welfare projects	CNY	1,587,399.15	1,321,265.55
Total time invested in public welfare projects	hour	97.33	92.33
Total number of participants in public welfare projects	/	112	111

Index of the SSE Guidelines

Dimension	Number	Topic	Chapter Index
Environment	1	Climate change tackling	6.2 Response to Climate Change
	2	Pollutant discharge	6.3 Green Operations
	3	Waste disposal	6.3 Green Operations
	4	Ecosystem and biodiversity protection	6.5 Ecological Protection
	5	Environmental compliance management	6.1 Environmental Management
	6	Energy usage	6.3 Green Operations
	7	Usage of water resources	6.3 Green Operations
	8	Circular economy	6.4 Use of Raw Materials
Society	9	Rural revitalization	5.5 Community Public Welfare
	10	Contributions to the society	5.5 Community Public Welfare
	11	Innovation-driven	5.1 Product Excellence

Dimension	Number	Topic	Chapter Index
Society	12	Ethics of science and technology	5.1 Product Excellence
	13	Supply chain security	5.2 Responsible Procurement
	14	Equal treatment to small and medium-sized enterprises	5.2 Responsible Procurement
	15	Safety and quality of products and services	5.1 Product Excellence
	16	Data security and customer privacy protection	5.1 Product Excellence
	17	Employees	5.3 Shared Growth of Employees
Sustainability-related governance	18	Due diligence	4. Governance
	19	Communications with stakeholders	2.2 Impact Materiality Assessment
	20	Anti-commercial bribery and anti-corruption	4.3 Business Ethics
	21	Anti-unfair competition	4.3 Business Ethics

GRI Index

Statement of Use

GigaDevice has reported the information cited in this GRI Index from January 1, 2024 to December 31, 2024 with reference to the GRI Standard.

GRI 1 Used

GRI 1: Foundation 2021

Disclosure Issues/Disclosure Items	Title of Disclosure Items	Chapter Index
GRI 2: General Disclosures 2021	2-1 Organizational details	Company Profile
	2-2 Entities included in the organization’s sustainability reporting	About this Report
	2-3 Reporting period, frequency and contact point	About this Report
	2-6 Activities, value chain and other business relationships	Company Profile, Responsible Procurement
	2-7 Employees	Shared Growth of Employees
	2-8 Workers who are not employees	Responsible Procurement
	2-9 Governance structure and composition	Corporate Governance
	2-10 Nomination and selection of the highest governance body	Corporate Governance
	2-11 Chair of the highest governance body	Corporate Governance
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance

GRI Index

Disclosure Issues/Disclosure Items	Title of Disclosure Items	Chapter Index
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	Corporate Governance
	2-14 Role of the highest governance body in sustainability reporting	ESG Governance
	2-16 Communication of critical concerns	Impact Materiality Assessment
	2-17 Collective knowledge of the highest governance body	Corporate Governance
	2-18 Evaluation of the performance of the highest governance body	ESG Governance
	2-19 Remuneration policies	Shared Growth of Employees
	2-20 Process to determine remuneration	Shared Growth of Employees
	2-22 Statement on sustainable development strategy	ESG Strategy
	2-23 Policy commitments	ESG Governance
	2-24 Embedding policy commitments	ESG Governance
	2-25 Processes to remediate negative impacts	Business Ethics, Shared Growth of Employees
	2-26 Mechanisms for seeking advice and raising concerns	Business Ethics, Shared Growth of Employees
	2-27 Compliance with laws and regulations	Corporate Governance
	2-29 Approach to stakeholder engagement	Impact Materiality Assessment
	2-30 Collective bargaining agreements	Shared Growth of Employees

GRI Index

Disclosure Issues/Disclosure Items	Title of Disclosure Items	Chapter Index
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Determination of Double Materiality
	3-2 List of material topics	Identification of Material Issues
	3-3 Management of material topics	Determination of Double Materiality, Response to UN SDGs
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	Ecological Protection
	101-2 Management of biodiversity impacts	Ecological Protection
	101-4 Identification of biodiversity impacts	Ecological Protection
	101-5 Locations with biodiversity impacts	Ecological Protection
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Response to Climate Change
	201-3 Defined benefit plan obligations and other retirement plans	Shared Growth of Employees
GRI 203: Indirect Economic Impact 2016	203-1 Infrastructure investments and services supported	Community Public Welfare
	203-2 Significant indirect economic impacts	Community Public Welfare
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Business Ethics
	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics
	205-3 Confirmed incidents of corruption and actions taken	Business Ethics
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Internal Control Compliance, Business Ethics

GRI Index

Disclosure Issues/Disclosure Items	Title of Disclosure Items	Chapter Index
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Use of Raw Materials
	301-2 Recycled input materials used	Use of Raw Materials
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Green Operations
	302-2 Energy consumption outside of the organization	Green Operations
	302-3 Energy intensity	Green Operations
	302-4 Reduction of energy consumption	Green Operations
	302-5 Reductions in energy requirements of products and services	Green Operations
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared Resource	Green Operations
	303-2 Management of water discharge-related impacts	Green Operations
	303-3 Water withdrawal	Green Operations
	303-4 Water discharge	Green Operations
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Response to Climate Change
	305-2 Energy indirect/Scope 2 GHG emissions	Response to Climate Change
	305-4 GHG emissions intensity	Response to Climate Change
	305-5 Reduction of GHG emissions	Response to Climate Change

GRI Index

Disclosure Issues/Disclosure Items	Title of Disclosure Items	Chapter Index
GRI 306: Effluents and Waste 2020	306-1 Waste generation and significant waste-related impacts	Green Operations
	306-2 Actions taken to prevent waste generation	Green Operations
	306-3 Composition of waste generated	Green Operations
	306-4 Recovery operations used to divert waste from disposal	Green Operations
	306-5 Disposal operations	Green Operations
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Responsible Procurement
	308-2 Negative environmental impacts in the supply chain and actions taken	Responsible Procurement
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Shared Growth of Employees
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Shared Growth of Employees
	401-3 Parental leave	Shared Growth of Employees
GRI 403: Occupational Health and safety 2018	403-1 Occupational health and safety management system	Shared Growth of Employees
	403-2 Hazard identification, risk assessment, and incident investigation	Shared Growth of Employees
	403-3 Guidance for Disclosure	Shared Growth of Employees
	403-4 Worker participation, consultation, and communication on occupational health and safety	Shared Growth of Employees
	403-5 Worker training on occupational health and safety	Shared Growth of Employees

GRI Index

Disclosure Issues/Disclosure Items	Title of Disclosure Items	Chapter Index
GRI 403: Occupational Health and safety 2018	403-6 Promotion of worker health	Shared Growth of Employees
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Shared Growth of Employees
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Shared Growth of Employees
	404-2 Programs for upgrading employee skills and transition assistance programs	Shared Growth of Employees
	404-3 Percentage of employees receiving regular performance and career development reviews	Shared Growth of Employees
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Corporate Governance, Shared Growth of Employees
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Shared Growth of Employees
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Shared Growth of Employees, Responsible Procurement
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Shared Growth of Employees, Responsible Procurement
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community Public Welfare
	413-2 Operations with significant actual and potential negative impacts on local communities	Community Public Welfare
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Responsible Procurement
	414-2 Negative social impacts in the supply chain and actions taken	Responsible Procurement
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Product Excellence
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Product Excellence

Index of Laws, Regulations and Standards

Name of Laws and Regulations	Indexed Chapter	Page
Guidelines No. 1 of the Shanghai Stock Exchange for Self-regulation of Listed Companies — Standardized Operation	About this Report	04
Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial)	About this Report/ Identification of Material Issues/ ESG Governance/ ESG Indicators and Targets	04/12/ 18/25
GRI standards	About this Report	04
CASS-ESG 6.0	About this Report	04
Guide No.4 for Self-Regulatory Supervision on Listed Companies of the SSE — Compilation of Sustainable Development Reports	Results of Materiality Issues Assessment	15
Company Law of the People’s Republic of China	Corporate Governance/ Internal Control Compliance	28/31
Securities Law of the People’s Republic of China	Corporate Governance	28/30
Code of Corporate Governance of Listed Companies	Corporate Governance	28
Rules Governing the Listing of Stocks on the Shanghai Stock Exchange	Corporate Governance	30
Measures for the Administration of Information Disclosure by Listed Companies	Corporate Governance	30
Guidelines for the Compliance Management of Enterprises’ Overseas Operation	Internal Control Compliance	31

Name of Laws and Regulations	Indexed Chapter	Page
Compliance Management Systems — Requirements with Guidance for Use (ISO 35770:2022 ISO 37301:2021)	Internal Control Compliance	31
Anti-Monopoly Law of the People’s Republic of China	Business Ethics	33
Anti-Unfair Competition Law of the People’s Republic of China	Business Ethics	33
Patent Law of the People’s Republic of China	Product Excellence	39
Trademark Law of the People’s Republic of China	Product Excellence	39
Copyright Law of the People’s Republic of China	Product Excellence	39
Regulations on Protection of Integrated Circuit Layout Design	Product Excellence	39
Personal Information Protection Law of the People’s Republic of China	Product Excellence	45
Restriction of Hazardous Substances (RoHS 2.0)	Responsible Procurement/ Use of Raw Materials	48/83
OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas	Responsible Procurement	49
Labor Law of the People’s Republic of China	Shared Growth of Employees	51

Index of Laws, Regulations and Standards

Name of Laws and Regulations	Indexed Chapter	Page
Labor Contract Law of the People’s Republic of China	Shared Growth of Employees	51
Law of the People’s Republic of China on the Protection of Rights and Interests of Women	Shared Growth of Employees	51/60
Measures for the Security Assessment of Outbound Data Transfer	Shared Growth of Employees	51
Special Rules on the Labor Protection of Female Employees	Shared Growth of Employees	51/60
Regulations on the Working Scope Banned for Female Employees	Shared Growth of Employees	60
Provisions on the Health Care of Female Employees	Shared Growth of Employees	60
Environmental Protection Law of the People’s Republic of China	Environmental Management/ Ecological Protection	72/84
Energy Conservation Law of the People’s Republic of China	Environmental Management	72
Law of the People’s Republic of China on Prevention and Control ofEnvironment Pollution by Solid Wastes	Environmental Management/ Ecological Protection	72/84
IFRS - Climate-related Disclosures	Response to Climate Change	73
Paris Agreement	Response to Climate Change	73

Name of Laws and Regulations	Indexed Chapter	Page
Reporting Guidelines for the GHG Emissions of Other Industrial Enterprises	Response to Climate Change	77
Guidelines for Accounting Methods and Reporting of Greenhouse Gas Emissions of Enterprises	Response to Climate Change	77
Standard for Building Carbon Emission Calculation	Response to Climate Change	77
2006 IPCC Guidelines for National Greenhouse Gas Inventories (2019 Refinement)	Response to Climate Change	77
Notice on Doing a Good Job in 2023-2025 Reporting and Management of Greenhouse Gas Emissions of Power Generation Enterprises	Response to Climate Change	77
General Rules for Calculation of Comprehensive Energy Consumption GB/T 2589-2020	Green Operations	81
Registration, Evaluation, Authorization and Restriction of Chemicals (REACH)	Use of Raw Materials	83
Law of the People’s Republic of China on Prevention and Control of Soil Contamination	Ecological Protection	84
Water Pollution Prevention and Control Law of the People’s Republic of China	Ecological Protection	84
Opinions on Further Strengthening Biodiversity Protection	Ecological Protection	84

Independent Assurance Statement on the ESG Report



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Independent Limited Assurance Report

Ernst & Young Hua Ming (2025) No. 70033624_A01

GigaDevice Semiconductor Inc.

Board of Directors of GigaDevice Semiconductor Inc.:

Scope
We have been engaged to perform a limited assurance engagement, as defined by International Standards on Assurance Engagements, on the specified information ("Key Information") of GigaDevice Semiconductor Inc. ("GigaDevice") 2024 Environmental, Social and Governance Report ("ESG Report").

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the ESG Report, and accordingly, we do not express a conclusion on this information.

Criteria applied by GigaDevice
In preparing the Key Information of ESG Report, GigaDevice applied Guidelines No.1 of the Shanghai Stock Exchange for Self-regulation of Listed Companies — Standardized Operation and referring to Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial), and referring to standards such as the GRI standards of the Global Sustainability Standards Board (GSSB), and the Guidelines on Corporate Social Responsibility Reporting for Chinese Enterprises (CASS-ESG 6.0), and the criteria as defined and disclosed in the ESG Report ("Criteria").

Management's responsibilities
GigaDevice's management is responsible for selecting the Criteria, and for presenting the Key Information of ESG Report in accordance with the criteria above, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the subject matter, so that such key information is free from material misstatement due to fraud or error.

EY's responsibilities
Our responsibility is to express a conclusion on the presentation of the Key Information of the ESG Report based on the evidence we have obtained. We conducted our engagement in accordance with the *International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* ("ISAE 3000 (Revised)"), and the terms of reference for this engagement as agreed with GigaDevice on 3 April, 2025. The standard requires that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Key Information in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error. We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Our independence and quality management
We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Management 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services engagements*, which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of procedures performed
Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance. Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Key Information and related information, and applying analytical and other appropriate procedures.

1



Ernst & Young Hua Ming (2025) No. 70033624_A01

GigaDevice Semiconductor Inc.

Independent Limited Assurance Report (Continued)

Ernst & Young Hua Ming (2025) No. 70033624_A01

GigaDevice Semiconductor Inc.

Description of procedures performed (Continued)

We performed assurance procedures on the specified information in ESG Report:

- Purchased electricity
- Natural gas
- Gasoline
- Total consumption of fresh water
- Scope 1 GHG Emissions
- Scope 2 GHG Emissions
- Number of employees
- Number of new employees
- Number of employees by gender
- Number of employees by specialty
- Number of employees by Educational Background
- Diversity Indicators
- Public Welfare

Our procedures included:

- 1) Conducted interviews with personnel to understand the business and reporting process
- 2) Conducted interviews with key personnel to understand the process for collecting, collating and reporting the Key Information during the reporting period
- 3) Checked that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the Criteria
- 4) Undertook analytical procedures of the data and made inquiries of management to obtain explanations for any significant differences we identified
- 5) Tested, on a sample basis, underlying source information to check the accuracy of the data; and
- 6) Other procedures deemed necessary

Conclusion

Based on our procedures and the evidence obtained, we are not aware of any material modifications that need to be made to the Key Information of ESG Report, in order for it to be in accordance with (or based on) the Criteria.

In the event of any inconsistency between the Chinese version and the English version, the Chinese version shall prevail.

Ernst & Young Hua Ming LLP China
Beijing
24 April 2025

2

Reader Feedback Form

To whom it may concern:

Thank you for reading this report. We look forward to your evaluation on this report and valuable suggestions for us to continuously improve our work.

Choice question (please mark "√" in the corresponding position)

1. What is your identity?

- ☐ Government
- ☐ Investor
- ☐ Employee
- ☐ Customer
- ☐ Supplier/Contractor
- ☐ Partner
- ☐ Peer
- ☐ Community and public
- ☐ Media
- ☐ Non-governmental organization
- ☐ Others (please specify)

2. What do you think of the overall ESG performance of the Company?

- ☐ Very good
- ☐ Good
- ☐ Average
- ☐ Poor

3. What is your overall impression of this report?

- ☐ Very good
- ☐ Good
- ☐ Average
- ☐ Poor

4. What do you think of the quality of ESG information disclosed in this report?

- ☐ Very good
- ☐ Good
- ☐ Average
- ☐ Poor

5. What do you think of the structure of this report?

- ☐ Very reasonable
- ☐ Relatively reasonable
- ☐ Average
- ☐ Relatively unreasonable

6. What do you think of the layout design and presentation format of this report?

- ☐ Very good
- ☐ Good
- ☐ Average
- ☐ Poor

7. Are there any expectations for the ESG work of the Company?

In case of any questions or suggestions about the ESG report, feel free to contact us through the following contact information:

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