2025 | ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

GigaDevice Semiconductor Inc.



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2025 | ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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FOREWORD

About this Report

Message from Our Chairman

Board Statement

About this Report

This is the fifth 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, 2025, to December 31, 2025, and also includes part of the content beyond this time span.

Reporting Boundary

This report covers GigaDevice Semiconductor Inc. and all of its wholly-owned/majority-owned subsidiaries.

Reference Description

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

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.

Unit Description

The monetary unit is CNY, unless otherwise specified.

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.

Reporting Principles

This report has been prepared in accordance with the requirements set out in the **Environmental, Social and Governance Reporting Code** issued by Hong Kong Exchanges and Clearing Limited (HKEX), and follows the principles of materiality, quantitative, balance, and consistency.

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**, the **Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies–Sustainability Report (Trial)**, and the **Environmental, Social and Governance Reporting Code** issued by HKEX and referring to standards such as the **GRI standards** of the Global Sustainability Standards Board (GSSB), the **CASS-ESG 6.0**, and the framework of the Task Force on Climate-related Financial Disclosures (TCFD)[1].

Access to the Report

This report is released in Simplified Chinese, Traditional Chinese and English. In case of any discrepancy among versions, the Simplified Chinese version shall prevail.
View and acquire this report at the official website of GigaDevice:

www.gigadevice.com.cn/sustainability

ir.gigadevice.com.cn

www.gigadevice.com/sustainability

[1]TCFD: Task Force on Climate-related Financial Disclosures.

Message from Our Chairman

Since its establishment, GigaDevice has consistently upheld its core values: pursuing excellence and staying goal-driven, and remains dedicated to its mission: "To empower better living through technological innovation." In 2025, the Company actively capitalized on the upcycle in the memory market, achieving significant increases in both revenue and profit. Core product lines continued to advance, further strengthening overall market competitiveness. These achievements reflect our keen insight into global semiconductor industry trends, long-term strategic focus, and sustained investment in research and development (R&D).

We believe technological innovation is a fundamental driver of social progress. As artificial intelligence (AI) continues to reshape industries worldwide, GigaDevice is actively embracing this opportunity by integrating AI into product development, operational management, and internal efficiency enhancement. In 2025, the Company continued to advance new businesses and products, including customized memory solutions, AI-enabled MCUs, and higher-computing-power MCUs. Meanwhile, we actively broadened on-device AI use cases such as AI-based DC arc detection, AI glasses, and embodied intelligence. These innovations help our customers accelerate their transition toward smarter systems. We are committed to positioning "Chip + AI" as a new engine of productivity that empowers a wide range of industries.

In ESG governance, the Company adheres to its vision of "Seek Long-lasting Development, Tech for Good." We continue to enhance our three-tier management structure, comprising the Strategy and Sustainability Committee, the ESG Leadership Group, and the ESG Working Group, ensuring ESG considerations are fully integrated into corporate strategy. In 2025, we continued to monitor the proportion of independent directors and female directors, further enhancing board diversity and professional expertise. In addition, ESG performance indicators have been incorporated into the compensation of the Board of Directors and senior management, reinforcing accountability and strengthening leadership oversight of sustainable development.

To address climate change, the Company has actively advanced green operations and low-carbon transformation. Through measures such as procuring green electricity, deploying distributed photovoltaic systems, optimizing laboratory energy consumption, and promoting renewable energy adoption across the supply chain, we continue to reduce greenhouse gas emissions. In 2025, the Company further increased its use of renewable energy. Solid waste was subject to controlled disposal, achieving a 100% treatment rate, while ensuring that 100% of raw materials complied with RoHS 2.0 requirements, and that all products met REACH environmental standards. Green design principles are incorporated throughout the product lifecycle.

The Company maintains high standards of compliance and integrity in business ethics and supply chain management. In 2025, we began the development of an anti-bribery management system, conducted company-wide compliance training and carried out internal audits on anti-commercial bribery practices. Across our supply chain, we also strengthened ESG management by promoting supplier self-assessments, conducting conflict minerals due diligence, and encouraging suppliers to commit to green energy use. Through these efforts, we continue to build a more transparent, responsible, and sustainable supply chain.

We regard our employees as our most valuable asset. In 2025, the Company continued to foster a culture of Diversity, Equity, and Inclusion (DE&I). Women represented 35.41% of the workforce and accounted for more than 30% of technical personnel. We continuously enhanced our employee training and career development systems, with employees receiving an average of 19.39 hours of training during the year. Employee satisfaction and engagement continued to improve. At the same time, the Company actively participated in public welfare initiatives, including science and technology outreach, rural revitalization, and disaster relief efforts. Total charitable contributions exceeded CNY 7.85 million during the year, demonstrating our commitment to corporate social responsibility.

Looking ahead, GigaDevice will fully embrace AI and improve product performance, power efficiency, and reliability. We remain firmly committed to a development path characterized by green and low-carbon growth, compliance and transparency, and inclusive progress. Together with our global partners, we will work to build a sustainable and resilient industry ecosystem.

Chairman: Zhu Yiming



Board Statement

Guided by sustainable development, GigaDevice has fully integrated ESG considerations into its corporate strategy and operational management. By strengthening environmental stewardship, proactively fulfilling social responsibilities, and continuously improving corporate governance, the Company strives to enhance governance effectiveness, market competitiveness, innovation capability, risk management, and its ability to deliver long-term value.

The Board Strategy and Sustainability Committee is the Company's highest decision-making body for sustainability matters and oversees ESG-related issues. The Committee regularly reviews, and when necessary evaluates, how the Company's operations and management affect stakeholders, identifies sustainability-related risks and opportunities, and develops appropriate management responses.

To ensure effective ESG management, the Company has established a three-tier governance structure comprising the Strategy and Sustainability Committee, the ESG Leadership Group, and the ESG Working Group. In addition, dedicated mechanisms—including ESG meetings, stakeholder response, and information disclosure processes—support the Board's oversight of ESG matters. These processes enable the Board to oversee the implementation of ESG strategies and policies, assess ESG-related risks and opportunities, and review the annual ESG report.

This report discloses GigaDevice's ESG performance for 2025 and was reviewed and approved by the Board of Directors on March 30, 2026. Guided by its commitment to sustainable development, GigaDevice strives to achieve shared, sustainable growth with the broader economy and society, while continuously creating positive economic, social, and environmental value.

1

ABOUT US

1.1 Company Profile
1.2 Development History
1.3 Company Honors in 2025
1.4 Performance in 2025

1.1

Company Profile

Founded in 2005 and headquartered in Beijing, China, GigaDevice Semiconductor Inc. (“GigaDevice”) was successfully listed on the Shanghai Stock Exchange (603986.SH) and the Hong Kong Stock Exchange (3986.HK). 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, Singapore, the United States, 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 58.81% holding master’s degrees or above and 68.62% 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 31 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 2.5 billion, more than 20,000 customers, and wide coverage of applications with more than 700 products of 69 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, ISO/SAE 21434 Road Vehicles–Cybersecurity Engineering certification, and TISAX® Assessment Level 3 (AL3) 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.

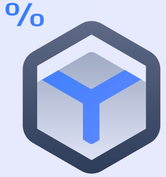
Founded in
2005



Holding Master’s Degrees or above
58.81%



Being Technical Experts
68.62%



SPI NOR Flash : Cumulative Shipment of More Than
31 Billion

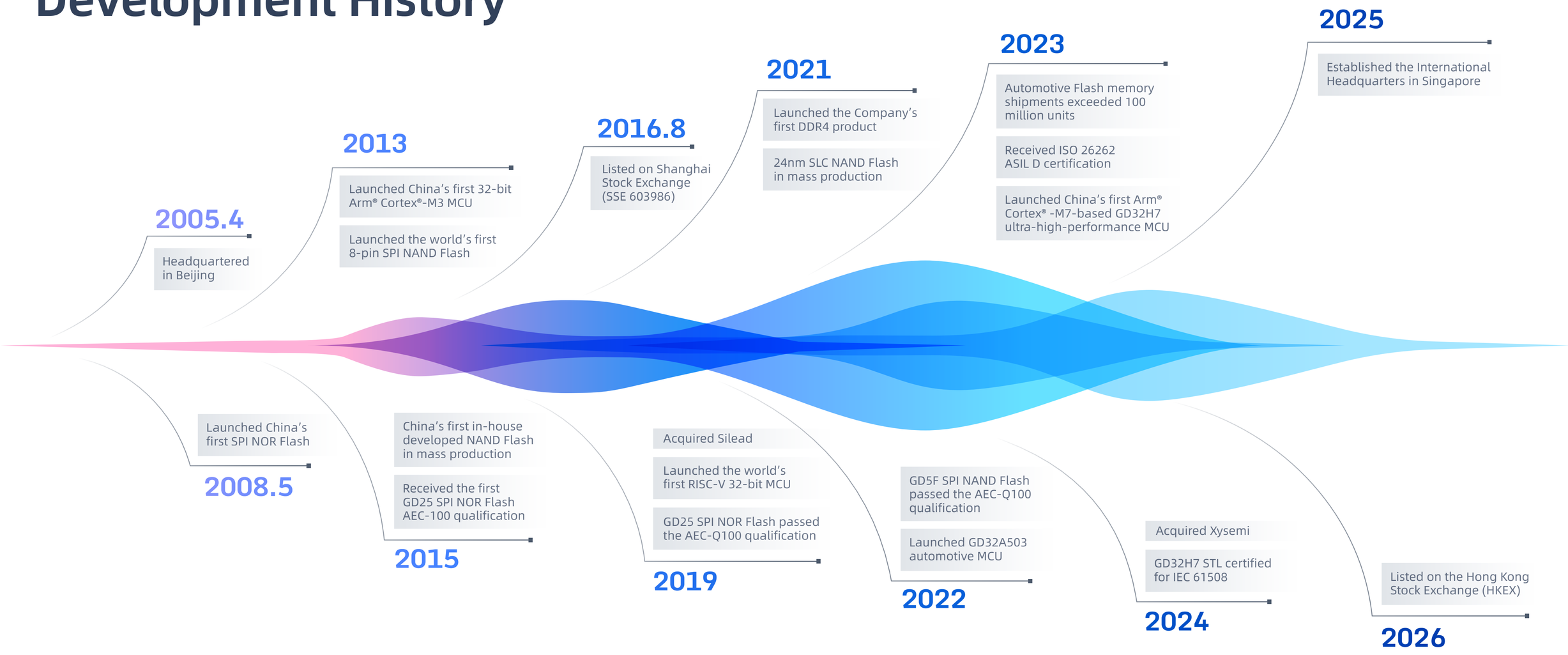


MCU : Cumulative Shipment of More Than
2.5 Billion



1.2

Development History



1.3

Company Honors in 2025

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.



- Top 10 China IC design Brands
- AI Market Leader of the Year Award
- Integrated Circuit Innovation Achievement Award
- 2025 ESG Top 100 Listed Companies



- 2025 China IC Design Awards-Memory of the Year
- 2025 Influential Automotive Chips
- 2025 Top 100 New Automotive Supply Chain in China



- Outstanding Motor Control Chip
- Golden Globe Award-Benchmark Product
- Outstanding Product Award
- Microcontroller/Interface of the Year
- Megawatt Jadeite Award

1.4

Performance in 2025

Performance

In 2025, the Company recorded a revenue of

CNY **9.203** Billion

In 2025, the Company achieved a net profit attributable to shareholders of a listed company of

CNY **1.648** Billion

By the end of 2025, the total assets of the Company were

CNY **21.397** Billion

R&D Innovation

- The Company invested CNY 1.404 billion in R&D, accounting for 15.26% of the revenue, which increased by 11.79% compared with the same period in 2024.
- About 68.62% of the employees are technicians, and about 58.81% of employees possess master's degrees or above.
- The Company has obtained 1,154 patents, including 130 new patents in 2025.

Diversification and Occupational Health & Safety

- The Company promoted diversified employment, and about 35.41% of its employees were female.
- The Company organized various basic training sessions for all employees, dedicating an average of 19.39 hours per employee to training initiatives.
- In 2025, 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 2025, 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 RoHS[2] and the products are 100% in conformity with the green and environmental protection standards of REACH[3].

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 2025, the Company invested a total of about CNY 7.86 million in public welfare programs, including CNY 7.36 million in charitable donations, with a total of 276 participants accumulating 245.75 hours.

[2]Directive on the Restriction of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment is a mandatory standard formulated by the EU to restrict the use of certain hazardous substances in electrical and electronic equipment.

[3]REACH, 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.

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

SSE Sustainability Reporting Guidelines

Communications with stakeholders

HKEX ESG Reporting Code

Part B: Mandatory Disclosure Requirements–Governance Structure

Relevant UN Sustainable Development Goal (SDG)

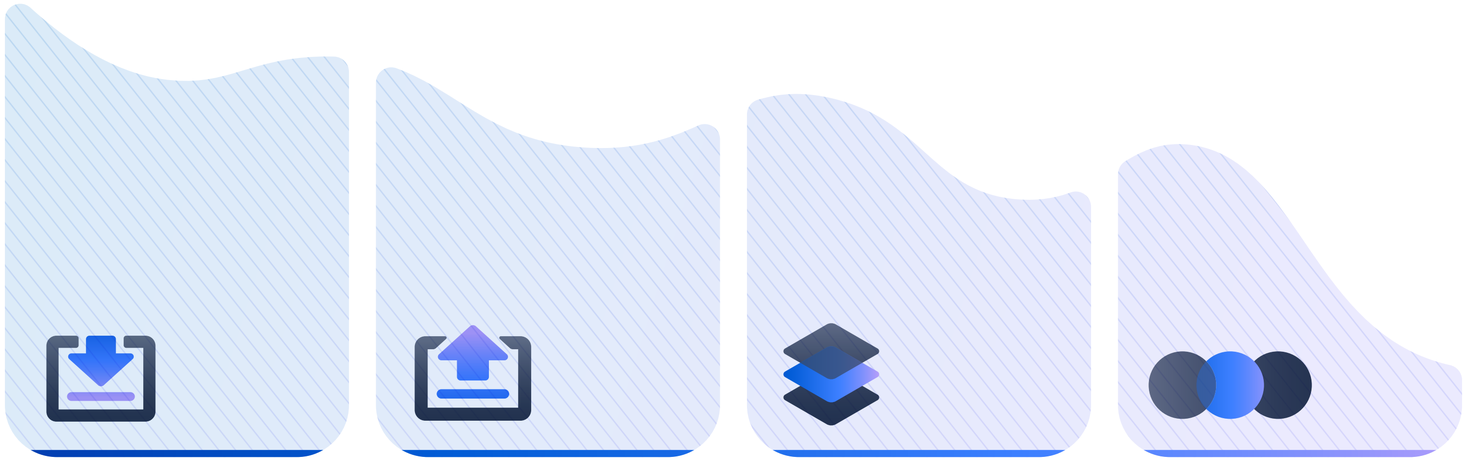


GigaDevice identifies and evaluates material ESG issues by assessing their impacts and financial materiality, with input from management. The results are reflected in the Company's Double Materiality Matrix, which guides its approach to delivering economic performance while addressing environmental and social responsibilities and creating long-term value for stakeholders. In accordance with the SSE guidelines, there were no significant changes to the Company's business model or operating environment in 2025. Therefore, the identification and analysis of material issues in 2024 remain applicable for this reporting period.

2.1

Identification of Material Issues

To identify sustainability issues relevant to its operations and long-term development, GigaDevice referenced the 21 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 issues were further refined based on the characteristics and development stage of the semiconductor industry, the Company's business model, and its position in the industry value chain to determine issues with financial or impact materiality. Drawing on internal and external perspectives, benchmarking analysis, and stakeholder engagement, the Company systematically reviewed and refined ESG issues to ensure their relevance and significance. Based on this analysis and stakeholder input, GigaDevice finalized a list of 21 material issues to guide its sustainability strategy.



Internal Perspective

Assessment through internal procedures such as due diligence and risk management

1

External Perspective

Review of relevant regulatory policies, rules, standards, and industry trends

2

Benchmarking Analysis

Comparative analysis of domestic and international peers, as well as media information

3

Stakeholder Engagement

On-site surveys and direct engagement with stakeholders

4

2.2

Impact Materiality Assessment

GigaDevice places great importance on communication with stakeholders and continues to strengthen its engagement mechanisms. We maintain close dialogue with stakeholders such as governments, shareholders, customers, suppliers and business partners, to understand and respond to their expectations and feedback, thereby improving the Company's performance on material ESG issues. To maintain constructive stakeholder relationships and support compliant operations, the Company has established a comprehensive stakeholder engagement mechanism. We have also continued to enhance ESG response processes for customers, investors, regulators, and local governments, ensuring timely and effective communication and feedback.

To evaluate the impact materiality of ESG issues, GigaDevice conducts regular stakeholder surveys to gather perspectives on sustainability-related issues. Through this assessment process, the Company analyzes how each issue affects the external environment and different stakeholder groups, providing an informed basis for its 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 materiality of 21 issues across the three ESG pillars: Environment, Social, and Governance. This helped identify how sustainability issues affect different stakeholder groups.

Expert Consultation

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

Threshold Setting and Prioritization

Based on the survey results, we defined materiality thresholds and prioritized the issues accordingly.

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 research 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

2.3

Financial Materiality Assessment

To assess the financial implications of ESG issues, GigaDevice conducts a financial materiality assessment. The Company evaluates the financial risks and opportunities associated with each issue by considering both the likelihood of occurrence and the potential financial impact. This process helps identify factors that may affect operational costs, revenue stability, and compliance, while also highlighting opportunities related to cost optimization, revenue growth, and enhanced market competitiveness. Relevant financial metrics are mapped to each identified risk or opportunity. Based on input from the financial management team, the Company determines the overall financial materiality of each issue. The assessment incorporates both qualitative and quantitative approaches. Qualitative analysis serves as the primary basis for evaluation, while quantitative indicators provide supporting reference. Financial impacts are categorized into five levels using a scoring system, with issues scoring 3 or above 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 completeness and accuracy of the assessment, the Company also engages with relevant departments to gather their insights on the issues under their responsibility. By analyzing the financial materiality scores of each issue, we determine the financial relevance of ESG issues. This analysis clarifies the potential short-, medium-, and long-term financial implications of each issue and informs the Company's strategic decision-making, helping strengthen resilience and long-term 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 2025, the Company invested a total of CNY 1.404 billion in research and development. Continuous investment in R&D enables the Company to expand its business scope, strengthen its position across the semiconductor value chain, and enhance profitability and market competitiveness. Over the long term, sustained innovation helps reinforce the Company's technological capabilities, strengthen brand recognition, and create broader value for society. Looking ahead, GigaDevice will continue to increase R&D investment, advance technological innovation, and develop high-quality products and solutions to support the Company's long-term financial performance and business growth.

Corporate Governance and Internal Control Compliance

Type of Impact: Risk/Opportunity

Conclusion: Very high financial impact

Corporate governance and internal control compliance are essential to GigaDevice's stable operations and long-term development. By establishing and continuously improving its compliance management system, the Company strengthens its governance structure, enhances investor confidence, and helps mitigate compliance-related risks. Over the long term, sound governance and compliant operations support sustainable growth within the regulatory environment while strengthening the Company's reputation and market competitiveness. Looking ahead, GigaDevice will continue to enhance its governance and internal control systems to support sustainable growth and create long-term value for shareholders, customers, and society.

2.4

Results of Materiality Issues Assessment

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** (revised in January 2026). The assessment combined internal analysis and stakeholder engagement to evaluate the significance of sustainability issues for the Company from both impact and financial perspectives. Based on the assessment results, we calculated weighted scores for each issue, ranked them accordingly, and developed the ESG Double Materiality Matrix. The matrix provides an important basis for guiding the Company's sustainability strategy and related practices.

GigaDevice 2025 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

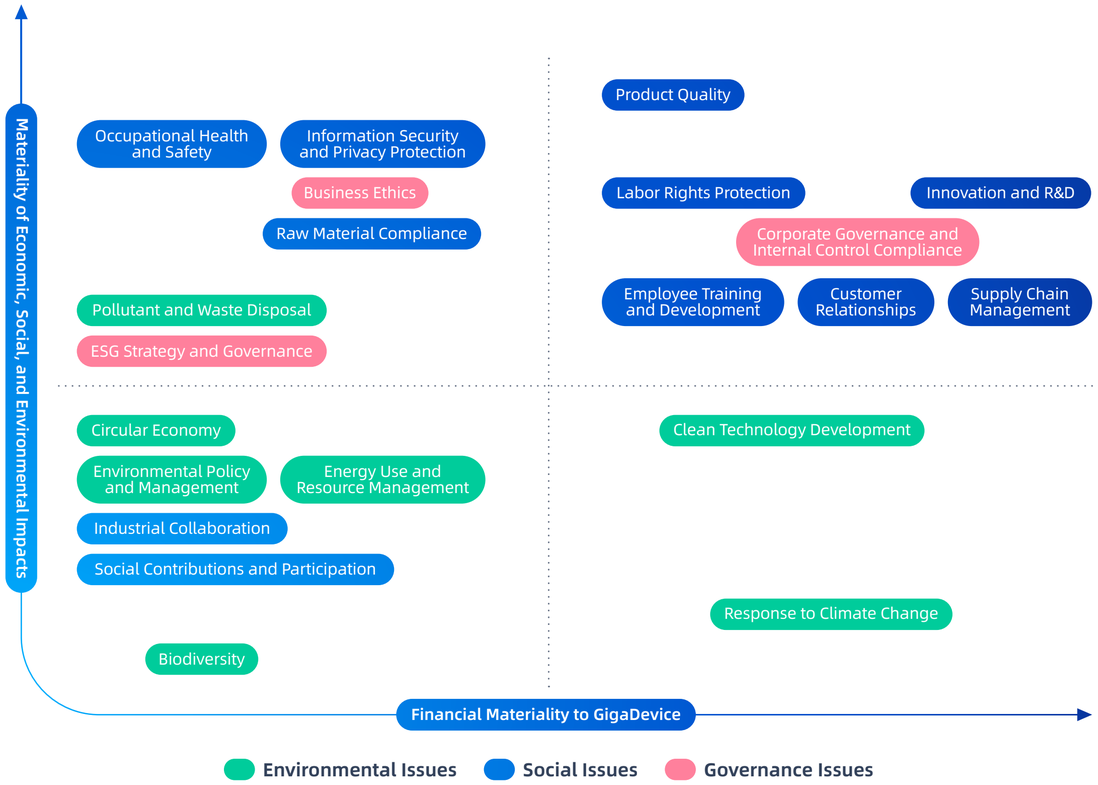
Issues of higher financial materiality

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

GigaDevice's 2025 ESG Double Materiality Matrix



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

SSE Sustainability Reporting Guidelines

Disclosure Framework for Sustainability Information

HKEX ESG Reporting Code

Part B: Mandatory Disclosure Requirements – Governance Structure

Relevant UN Sustainable Development Goal (SDG)



3.1

ESG Governance

To support scientific, systematic and standardized ESG management, GigaDevice has formulated the **Environmental, Social, and Governance (ESG) Management Measures**, and established a three-level ESG management structure, consisting of the Strategy and Sustainability Committee, the ESG Leadership Group and the ESG Working Group.

This comprehensive governance framework is designed to align with the Company's operational needs and clearly defines responsibilities at each level, ensuring the effective implementation of sustainability initiatives and the achievement of the Company's ESG objectives at different stages.

ESG Management Structure of GigaDevice



In 2025, the Company adjusted the former Strategy Committee into the Strategy and Sustainability Committee, composed of the Chairman, semiconductor industry experts, and investment specialists. The Company continues to enhance its governance framework and standardize its ESG practices, with the aim of continuously improving ESG performance and achieving its sustainable development goals.

In addition, the Company has established a long-term ESG management mechanism, including an ESG meeting framework composed of ESG Leadership Group meetings, ESG Working Group meetings, and ad hoc ESG meetings; a stakeholder response mechanism, covering the receipt, coordination, and response to stakeholder inquiries and requests; and an information disclosure mechanism, including ESG report disclosure, website updates, and media communication to constantly elevate the Company's ESG governance. In 2025, the Company also prepared the **GigaDevice ESG Improvement Plan (2026-2028)** based on its existing ESG foundation, development goals, and planned improvement measures. The plan focuses on strengthening ESG governance and environmental, social, and sustainability-related management. Key issues include climate change response, supply chain management, human capital development, anti-commercial bribery, and anti-unfair competition, supporting further improvement in the Company's overall ESG performance.

In 2025, the ESG Leadership Group held two formal meetings to review progress on the 2025 ESG plan, discuss the ESG three-year plan and the 2026 ESG plan, address stakeholder needs, and review revisions to the **Anti-Commercial Bribery Compliance Policy**, and the development of the **Product Lifecycle Policy**. The Company also established an ESG content approval process to review and retain ESG disclosures, further strengthening the efficiency and compliance of ESG information disclosure.

ESG Governance	Environmental	Social	Sustainability -Related Management
>	>	>	>



3.1

ESG Governance

GigaDevice links the remuneration of directors and senior management to sustainable development (ESG) performance indicators, including:

Incorporating ESG indicators as a key factor in the performance evaluation of senior management. Annual assessments are conducted based on these indicators, and remuneration decisions are made accordingly.

1

Implementing comprehensive assessments and incentives, integrating ESG-related indicators, including process optimization, continuous cost reduction, improvements in product yield, cost control, talent development and training, and employee retention, into the annual performance objectives of senior management.

2

Linking assessment results directly to the annual performance-based bonuses of senior management, establishing an incentive mechanism aligned with sustainable development performance.

3

GigaDevice emphasizes the effective implementation of its ESG management system and continues to strengthen its sustainable development training framework. Building on the Company's existing employee training policy, key ESG training issues have been identified, responsible departments assigned, and training plans tailored to employees at different levels. In 2025, the Company continued to enhance and optimize ESG-related training, increasing the number of courses from 24 in 2024 to 26. Issues included code of conduct, patents and intellectual property, export controls, information security, quality awareness, environmental management, occupational health and safety, anti-commercial bribery, antitrust compliance, trade secrets, and communications compliance, helping employees integrate ESG principles into their daily work. In 2025, 9,059 employees participated in ESG training programs, with average training time exceeding 45 minutes per employee. To support compliance with SSE and HKEX disclosure requirements for the 2025 annual report, the Company also participated in a series of training programs on the high-quality development of listed companies, including specialized sessions on sustainability (ESG) reporting. We also carefully reviewed the **Environmental, Social and Governance Reporting Code ("The Code:)** issued by the HKEX, complied with the relevant disclosure requirements, followed the "comply or explain" provisions, and continuously expanded encouraged disclosures.

3.2

ESG Strategy

> "Seek Long-lasting Development, Tech for Good."

The Company established and optimized the Sustainable Development column on its official website and introduced a dedicated ESG strategy page covering the Company's ESG vision, key issues, goals, and implementation timeline, forming a clear ESG strategy roadmap. Guided by a people-oriented approach to technology development, we have set the ESG vision of "Seek Long-lasting Development, Tech for Good."

Under this strategic framework, we conduct risk and opportunity analyses for issues with high financial materiality, assessing the market landscape and corresponding response measures. This helps ensure the flexibility of the Company's ESG strategy and its ability to adapt to evolving sustainability-related issues.

Type	Domain	Level	Timeframe	Overview	Value Chain Impact	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.	Technological upgrades by upstream suppliers may lead to higher prices for raw materials or components, increasing the Company's procurement costs and compressing product profit margins.	Continuously increasing R&D investment and advance in-house IP development to tackle core technologies; Aligning technological innovation with market demand and integrating it with key application scenarios, focusing on breakthroughs in four priority areas: automotive electronics, digital energy, industrial and robotics, and smart home appliances and AIoT; Promoting ecosystem collaboration to build a "technology + industry" partnership network, amplifying innovation efficiency; Leveraging AI to enhance R&D efficiency, while strengthening safeguards for ethics and security.	In 2025, the Company invested CNY 1.404 billion in R&D, accounting for 15.26% 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.	Inadequate governance and internal control systems may hinder the effective implementation of the supplier admission mechanism and expose upstream enterprises to compliance risks.	Developing corporate governance documents such as the **Articles of Association** in line with laws and regulations and standardizing governance models; continuously refining governance structures; Attaching great importance to proactive communication with investors, actively soliciting their suggestions and feedback, strengthening market value management, and reinforcing awareness of shareholder returns; establishing compliance systems such as the **Measures for Trade Compliance Management**; identifying export-controlled items as a key focus of trade compliance management and conducting trade compliance audits.	During the reporting period, the Company distributed cash dividends of CNY 225,575,097.80 for 2024. The amount paid for share repurchases conducted through centralized bidding, using cash (including self-owned funds and special repurchase loans, same below), totaled CNY 259,544,540.00 (excluding transaction costs). The combined amount of cash dividends and share repurchases was CNY 485,119,637.80, representing 44.00% of the Company's net profit attributable to shareholders of the listed company as reported in the 2024 consolidated financial statements.
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.	In supply chain management, risks may arise from supplier concentration, fluctuations in contract manufacturing prices, ESG non-compliance, and conflict minerals, potentially affecting the stability of the Company's production and operations.	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 establishing a Business Continuity Management (BCM) system; auditing suppliers to achieve 82% coverage; establishing a systematic responsible supply chain management framework.	In 2025, the Company established a comprehensive supplier lifecycle management mechanism, significantly reducing potential financial losses arising from supply chain disruptions, non-compliance, and quality incidents. This approach also mitigated revenue interruptions and emergency costs caused by external shocks, enhancing overall capital efficiency and long-term financial resilience.

3.2

ESG Strategy

Type	Domain	Level	Timeframe	Overview	Value Chain Impact	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.	Downstream customers increasingly demand technical support, after-sales service, and faster response times, which may require the Company to provide additional value-added services and increase operational costs.	Introducing internal procedures including the **Customer Satisfaction Survey Procedure** and building a customer service system that involves multiple functional and R&D departments; setting up dedicated delivery teams for various types of customers; developing the **Customer Complaint Handling Procedure** and **Failure Analysis Procedure** to track complaints throughout the process and provide timely feedback; strengthening customer communication by engaging in dialogue and sharing at different project stages; developing and promoting an overseas customer demand collaboration platform based on the internal office system; conducting annual customer satisfaction surveys and analyses; ensuring that customer information is handled in compliance with regulations during use and storage; conducting supplier audits in accordance with customer requirements, achieving 75% audit coverage.; creating a mutualistic development ecosystem.	By establishing a comprehensive customer service system, significantly improving service response efficiency and delivery quality, reducing customer churn and repetitive communication costs, mitigating the risk of declining customer satisfaction, strengthening customer loyalty and long-term partnership intentions, and promoting higher contract renewal and repeat order rates.
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.	Carbon emission compliance pressures faced by upstream smelters and refiners may increase their operating costs, thereby raising the Company's procurement costs.	Conducting climate-related disclosures in accordance with the TCFD framework; performing annual carbon inventory assessments; advancing low-carbon transformation of the Company's operations, optimizing the Company's energy portfolio by increasing the diversity and proportion of renewable energy sources; strengthening climate resilience, enhancing management practices, equipment resilience, and financial risk resistance; and promoting value chain decarbonization, encouraging suppliers to increase their use of renewable energy.	In 2025, the Company continued to optimize its energy mix by advancing photovoltaic projects, purchasing international and domestic green certificates, and procuring green electricity.
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.	Upstream wafer foundries and packaging and testing service providers may fail to meet the technical requirements for low-power and high-energy-efficiency products, potentially resulting in reduced production yield or delivery delays.	Applying for and increasing the number of patents related to clean technologies; conducting R&D innovation, design and development of products featuring low energy consumption, continuously expanding the product portfolio; guaranteeing 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.	In 2025, the Company continued to increase R&D investment in clean technologies and expand the proportion of low-carbon product development, helping to reduce energy consumption and carbon emissions throughout the product life cycle, increase product sales, and generate higher cash inflows.

3.2

ESG Strategy

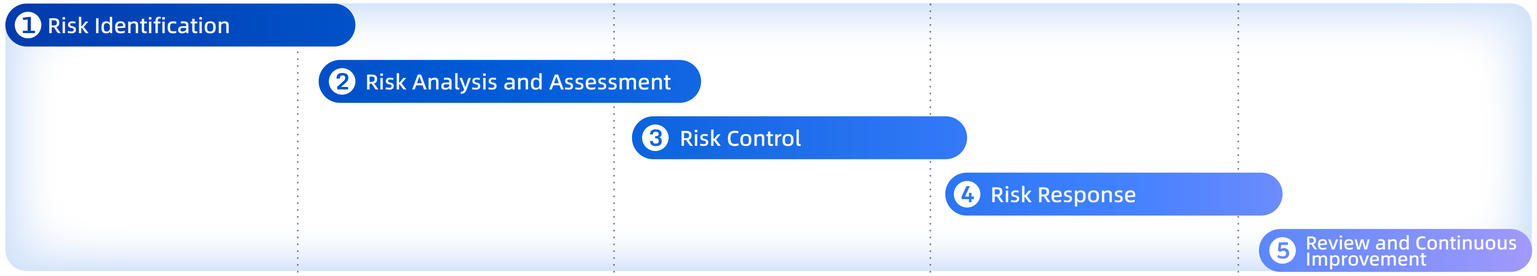
Type	Domain	Level	Timeframe	Overview	Value Chain Impact	Response Measures	Financial Indicators
Risk/ Opportunity	Product Quality	High	Short, Medium, and Long Term	Issues related to product quality may lead to a loss of customer trust, erosion of market share, and increased after-sales service costs. 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.	If product quality issues result in production disruptions or losses for downstream customers, they may lead to customer claims and attrition, thereby affecting long-term cooperative relationships.	Establishing a comprehensive quality management framework; obtaining ASPICE process certification and ISO/SAE 21434 automotive cybersecurity certification; conducting zero-defects and Continual Improvement Project, establishing a Quality Management System (QMS) to ensure closed-loop CSR processes; developing a comprehensive product recall management process; establishing a dedicated quality section on the internal corporate platform.	Through close collaboration between the Quality Department and the R&D Department, the Company has significantly enhanced the reliability, consistency, and compliance of product development. These initiatives effectively reduce costs associated with R&D rework, mass production defects, and after-sales quality issues, shorten product time-to-market, and strengthen customer confidence in product quality, thereby improving order acquisition capability and overall market competitiveness.
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.	Downstream customers are imposing increasingly stringent requirements on suppliers' labor rights protection, which may require the Company to provide additional social responsibility disclosures and audit documentation, thereby increasing compliance costs.	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 2025, the Company's short-term compensation totaled CNY 1,477,839,778.10, accounting for 16.06% of revenue, including employee welfare expenses, social insurance contributions, and housing provident fund payments of CNY 27,029,255.89 , 64,213,097.39, and 85,871,404.31 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.	If upstream or downstream partners fail to establish sound employee training and development systems, the Company may face risks such as reduced supply chain stability, increased delivery risks, compromised customer experience, and lower service efficiency.	Employing an integrated approach to talent acquisition through social recruitment, campus recruitment and internal referral to attract and retain high-potential individuals; utilizing the digital human resources management platform to enable comprehensive talent management across all scenarios; fostering employees' strengths, potential, and value through scientific and well-structured performance management; Implementing the **Promotion Mechanism** and related policies to ensure fair and transparent dual career development pathways in both managerial and technical tracks; continuously implementing the **Regulations of Training Management** and other relevant systems; further optimizing and advancing tiered management training programs; encouraging and promoting employee participation in academic and vocational skills upgrading initiatives; conducting training and awareness programs for the supply chain on anti-commercial bribery, conflict-related procurement, and renewable energy use.	The labor union and employee education expenses in 2025 totaled CNY 4,310,954.70.

3.3

ESG Risk and Opportunity Management

According to the **Environmental, Social, and Governance (ESG) Management Measures**, the Company's Strategy and Sustainability Committee is responsible for reviewing the results of ESG risk and opportunity assessments. The ESG Leadership Group organizes the identification and assessment of ESG risks and opportunities and develops corresponding response measures. The ESG Working Group conducts the identification and assessment of ESG-related risks and opportunities across relevant issues and implements response measures. Meanwhile, to standardize ESG risk management, GigaDevice follows a systematic approach based on its existing risk management framework, including risk identification, analysis and assessment, risk control, risk response, and review and continuous improvement, ensuring effective and ongoing ESG risk management.

ESG Risk Management Process



1 ESG risks are identified across environmental, social, and governance dimensions in line with the Company's ESG issues. An ESG risk database is established and updated regularly.

2 Identified risks are assessed based on impact severity, likelihood of occurrence, and potential consequences. Based on the results, risks are classified into three levels—high, medium, and low—to support prioritization of risk management actions.

3 Control measures are implemented according to the assessed risk level. High-risk issues require comprehensive management and technical measures, while medium-risk issues may be addressed through either management or technical controls.

4 For medium- and high-level risks that may lead to emergency situations, the Company establishes detailed response procedures and measures. Emergency response plans are developed where necessary.

5 Each year, the Company reviews its ESG risk management efforts, assesses trends in ESG risks, and monitors developments across the industry. Risk controls and response measures are continuously refined to strengthen overall risk management.

KEY GOALS

"ESG risk management"

GigaDevice prioritizes "ESG risk management" in its new three-year ESG enhancement plan. The plan further refines its risk management framework, and updates the **Environmental, Social, and Governance (ESG) Management Measures** to incorporate ESG risk management requirements. In line with these requirements, the Company conducts ESG risk assessments, organizes regular ESG risk management training, and carries out internal and external audits with reference to the ISO 31000 risk management standard. In 2025, the Company began addressing climate change by identifying related risks and opportunities. Through climate scenario analysis, we expanded the Company's climate risk inventory. Physical risks were analyzed quantitatively, while transition risks were assessed qualitatively. The Company evaluated the potential impacts of climate-related risks and opportunities on its operations and incorporated them into existing risk management and governance processes. The Company adopted the framework and recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) to conduct further quantitative risk analysis and assess the financial impacts of climate-related risks. This will support continued improvement in the Company's climate-related governance; strategy; impact, risk and opportunity management; and related metrics and targets.

3.4

ESG Indicators and Targets

Indicators and Progress Towards Targets

Indicators and Progress Towards Targets

The Company integrates ESG key issues with its corporate culture to form the STILL ESG strategy framework, and sets short-, medium-, and long-term targets for each issue. Progress toward these targets is tracked and reviewed annually. In 2025, the Company reviewed the progress of its strategic objectives and, following the **GigaDevice ESG Improvement Plan (2026–2028)**, updated the relevant targets on its official website. Progress toward these updated targets will be disclosed starting with the 2026 ESG Report.

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	✔ Female directors account for three of the nine board members, representing 33.3% of the Board.
		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 May 2025, the Company disclosed the **Diversity Policy of Board of Directors Members**.
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
	Conduct training on DE&I Policies	Short-term goal	By 2024, achieve 100% coverage of internal DE&I Policies training among 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	✔ Training coverage reached 100%
	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	✔ Achieved
		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 2025
		Medium-term goal	By 2030, sign compliance-related documents with 90% of type I suppliers	••• We completed the signing of the **Supplier Code of Conduct** with 80% of our type I suppliers in 2025

3.4

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 2025
		Short-term goal	By 2023, accomplish the electricity usage verification of key suppliers	✔ Also achieved in 2025
		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 2025
		Long-term goal	Review the suppliers' 3TG and cobalt utilization at least once a year	✔ Conducted third-party due diligence in 2025
	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 2025
	Promote the suppliers to attain RBA certification	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

3.4

ESG Indicators and Targets

Response to the UN SDGs and Regulatory Requirements

Response to the UN SDGs and Regulatory Requirements

We actively support the UN SDGs and focus on goals aligned with our expertise and resources to address relevant social and environmental issues. The Company attached great importance to the sustainability reporting guidelines issued by the Shanghai Stock Exchange (SSE) and the Hong Kong Exchange (HKEX). It participates in relevant training programs to study and interpret the **Guidelines (Trial)** and the **Code**. This report has been prepared in accordance with the general requirements, disclosure framework, and specific topics set out in **Guidelines (Trial)**, as well as the Mandatory Disclosure Requirements, the "comply or explain" provisions, and the climate-related disclosure requirements under the **Code**.

UN SDGs						
SSE's Sustainability Topics	Rural revitalization Contributions to the society	Employees	Rural revitalization Contributions to the society	Employees	Energy usage	Employees
HKEX ESG Reporting Code	Aspect B8: Community Investment	Aspect B2: Health and Safety	Aspect B8: Community Investment	Aspect B1: Employment	Aspect A2: Use of Resources	Aspect B1: Employment Aspect B3: Development and Training
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

3.4

ESG Indicators and Targets

Response to the UN SDGs and Regulatory Requirements

UN SDGs							
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
HKEX ESG Reporting Code	Aspect B6: Product Responsibility	Aspect B1: Employment	Aspect B8: Community Investment	Aspect A1:Emissions Aspect A2:Use of Resources Aspect A3:The Environment andNatural Resources	Part D: Climate-related Disclosures	Part B: Mandatory Disclosure Requirements Aspect B7:Anti-corruption	Aspect B5: Supply Chain Management
Corresponding Chapters in the Report	Product Excellence	Shared Growth of Employees	Community Public Welfare	Environmental Management Green Operations Circular Economy 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 enhancethe Company's performance in material issues; Joining hands with supply chainpartners to create a green andresponsible supply chain

4

Governance

4.1 Corporate Governance

4.2 Internal Control Compliance

4.3 Business Ethics

SSE Sustainability Reporting Guidelines

Due diligence | Anti-commercial bribery and anti-corruption | Anti-unfair competition

HKEX ESG Reporting Code

Part B: Mandatory Disclosure Requirements | Aspect B7: Anti-corruption

Relevant UN Sustainable Development Goal (SDG)



GigaDevice remains committed to strengthening corporate governance and enhancing its resilience to risks. The Company upholds principles of integrity and compliance in its operations, reinforces business ethics, and ensures responsible business conduct. Through these efforts, GigaDevice seeks to protect investor interests and support the Company's long-term value creation.

4.1

Corporate Governance Governance Structure

Governance Structure

In 2025, the Company further improved its governance structure. In accordance with relevant laws and regulations and based on its operational needs, the Company abolished the Board of Supervisors, with its responsibilities transferred to the Audit Committee of the Board of Directors. The Board also added employee representative directors. To strengthen oversight of ESG matters, the Board renamed the Strategy Committee as the Strategy and Sustainability Committee. The composition of the Audit Committee and the Nomination Committee was also adjusted to enhance the role of independent directors in decision-making, oversight and checks and balances, and professional consultation, and to fully leverage the functions of the Board committees.

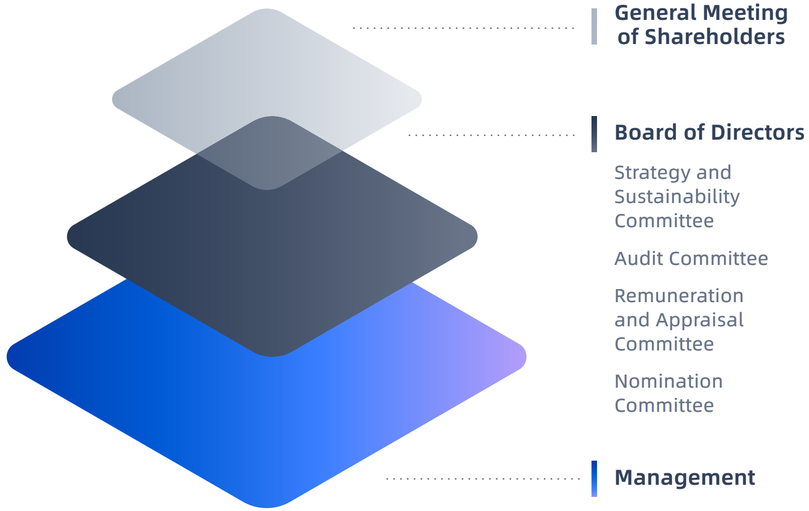
In accordance with the **Company Law of the People's Republic of China**, the **Securities Law of the People's Republic of China**, the **Code of Corporate Governance of Listed Companies**, and other applicable laws and regulations, GigaDevice has formulated the **Articles of Association**, the **Rules of Procedure for the General Meeting of Shareholders**, the **Rules of Procedure for the Board of Directors**, the **Work System for Independent Directors**, the **System of Special Meetings for Independent Directors**, and relevant corporate governance policies, which clearly define the scope of rights and responsibilities and work procedures of each management level, and regulate the corporate governance model.

The Company's governance structure comprises the General Meeting of Shareholders, the Board of Directors, the Board of Supervisors, and the management. The General Meeting of Shareholders serves as the Company's highest decision-making body. The Board of Directors is responsible for the Company's major decisions and operates through four specialized committees: the Strategy and Sustainability Committee, Audit Committee, Remuneration and Appraisal Committee, and Nomination Committee. Independent directors constitute the majority of members and serve as conveners of the Audit, Remuneration and Appraisal, and Nomination Committees. The Audit Committee is chaired by an independent director with professional expertise in accounting. The Board of Directors reports to the General Meeting of Shareholders, reviews major business matters, and either makes decisions or submits them to the General Meeting of Shareholders for approval.

The current Board consists of nine directors, including five independent directors (55.6% of the Board) and three female directors (33.3%). Members come from diverse professional backgrounds, including semiconductors, investment, law, and finance. This diversity of expertise supports balanced and well-informed decision-making by the Board. In 2025, the directors and supervisors performed their duties in the best interests of all shareholders. During the year, the Company held three General Meetings of Shareholders, six meetings of the Board of Directors, and three meetings of the Board of Supervisors. The convening, proposal submission, voting, resolutions, and meeting records of all meetings complied with applicable laws and regulations as well as the Company's internal policies.

In 2025, the Board's Strategy and Sustainability Committee convened two meetings. The Committee reviewed and approved the **2024 Environmental, Social and Governance Report of GigaDevice Semiconductor Inc**. and the **GigaDevice Environmental, Social and Governance (ESG) Management Measures**, focusing on the Company's 2024 ESG disclosure and key revisions to the ESG management measures. It also reviewed the Company's 2025 ESG work plan and updates to its strategic planning. The Committee further reviewed and approved matters related to the proposed H-share issuance and listing, including discussions on market conditions and the proposed issuance scale. Through these activities, the Committee supported the Company's strategic oversight and governance processes.

GigaDevice's Governance Structure



4.1

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 and Sustainability 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 Beijing Qingshi Huashan Capital Investment Consulting Co., Ltd.; Since September 2017, has served as General Manager of Qianhai Qingyan Huashan Investment Management (Shenzhen) Co., Ltd., which primarily engages in investment management. Served as a Director of the Company from December 2015 to June 2025. 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.
WEN TIAN	Joined the Company's Compliance and Legal Department in March 2020. Served as Employee Representative Supervisor and Chairperson of the Board of Supervisors from November 2020 to June 2025. Served as Employee Representative Director of the Company since June 2025.

Name	Professional Background
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.
QIAN HE	Has been teaching at Tsinghua University since January 2009, focusing his research primarily on new types of semiconductor memory and related areas. Has been serving as an Independent Director of the Company since December 2021, serving as a member of the Strategy and Sustainability Committee and the Audit Committee as an expert in the semiconductor industry.
SIUMAN SHIRLEY YEUNG	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 and Sustainability 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.



4.1

Corporate Governance

Information Disclosure/Investor Relations Management

Information Disclosure

We adhere to truthful, accurate, complete, timely, and fair information disclosure practices to protect investors' rights to know. Information disclosure is carried out in 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 2025 through the **Securities Times** and the website of the Shanghai Stock Exchange (www.sse.com.cn).

Investor Relations Management

We actively communicate with investors and value their feedback. We engage with investors through multiple channels, including the investor hotline and email, the SSE E-Interactive platform, General Meetings of Shareholders, and performance briefings. In 2025, the Company held three online performance briefings at the SSE Roadshow Center for periodic reports and exchanged views with investors on the Company's operations. In addition, three investor conference calls were organized, with an average participation of approximately 309 investor institutions, covering topics such as the Company's business performance and industry outlook. The Company also convened three General Meetings of Shareholders, providing opportunities for shareholders to discuss major matters and issues of interest to investors.

In adherence to the **Market Value Management Policy**, the Company continues to strengthen market value management and reinforce its focus on shareholder returns while safeguarding the interests of investors, particularly minority shareholders. The Company adheres to principles of integrity, standardized operations, a focus on its core business, and prudent management, while improving operational efficiency and development quality through the cultivation and application of new productive capabilities. On top of this, the Company seeks to enhance investor relations, improve the quality and transparency of information disclosure, and take proactive measures where appropriate to enhance investor confidence, ensuring that the Company's market value reasonably reflects its overall performance and development potential. In light of the **Public Opinion Management Policy**, the Company has strengthened its ability to monitor and respond to public opinion by establishing rapid response and emergency handling mechanisms. These measures help address potential impacts of public opinion on the Company's image, reputation, normal operations, and the trading prices of its shares and related securities, thereby safeguarding the legitimate interests of both the Company and its investors.

4.2

Internal Control Compliance Trade Compliance

The Company places strong emphasis on trade compliance in its business operations. By establishing a comprehensive trade compliance framework and continuously improving internal control processes, the Company ensures the effective implementation of its compliance measures.

Trade Compliance



GigaDevice strictly complies with core domestic and international laws, regulations and guidelines such as the **Company Law of the People's Republic of China**, the **Guidelines for Compliance Management of Enterprises' Overseas Operation**, and **Compliance Management Systems–Requirements with Guidance for Use (GB/T 35770-2022 | ISO 37301:2021)**. Trade compliance is an important support for the Company's ESG governance. The Company places strong emphasis on compliance control and risk management throughout the entire trade process. To strengthen the foundation of compliance management, GigaDevice has continuously improved its trade compliance management system by establishing and issuing supporting internal policies and procedures, including but not limited to the **Measures for Trade Compliance Management** and the **Trade Compliance Guidelines Manual**. These policies establish a systematic compliance framework covering policy development, process control, risk identification, compliance review, training, monitoring, early-warning mechanisms, accountability, and continuous improvement. Built on institutional policies, process-based controls, and risk-oriented management, this framework applies across the Company's import and export activities, clearly defining responsibilities at each organizational level and enabling full-dimensional coverage and dynamic optimization of compliance controls..

To ensure the effective implementation of its compliance system, the Company has strengthened its compliance governance structure. A multi-tiered trade compliance management framework has been established, led by the Board of Directors, supported by the General Manager's Office, and coordinated by the Compliance Committee. The Company's trade compliance function works together with relevant departments to implement compliance requirements within their respective areas of responsibility. The Compliance Committee oversees the overall organization, coordination, and guidance of trade compliance management, and supervises and reviews departmental operations and business conduct to ensure compliance. Additionally, the Compliance and Legal Department fulfills its responsibilities as the trade compliance management function, while each business department concurrently implements trade compliance requirements within its respective area, forming a management closed loop with clearly defined responsibilities and coordinated execution across all levels.

- In 2025, the Company identified identification and classification of export-controlled items as a key focus of its trade compliance measures. Closely aligned with the **Regulations of the People's Republic of China on Export Control of Dual-Use Items** and the latest control lists, the company conducted a comprehensive review of export control laws, regulations, and requirements across the jurisdictions in which it operates, including China, the United States, the European Union, Hong Kong, Taiwan, Singapore, and Malaysia. By working closely with technical personnel to review controlled items and technologies, the company established a preliminary classification ledger for export-controlled items by cross-checking item codes and verifying technical specifications. This process clarified regulatory boundaries and licensing requirements, enabling accurate identification of export control attributes at the source and strengthening export compliance management.

- In 2025, the Company conducted three targeted export control compliance training sessions to strengthen organization-wide compliance awareness and operational capabilities. In March, a company-wide training sessions was organized to introduce core export control regulations and internal control requirements in key business jurisdictions (such as China and the United States), strengthening employees' compliance awareness. In September, the Company organized specialized training on export control restrictions related to its proprietary products. Drawing on regulatory requirements across the jurisdictions where the Company operates, the training clarified applicable control boundaries and compliance obligations for different product categories. In December, the Company organized a dedicated training on commonly used U.S. export control lists, providing practical guidance on list-screening methods. The three training sessions addressed different topics and levels of complexity, covering both key functional roles and the broader employee population. Together, they strengthened employees' ability to identify export-controlled items and manage compliance risks, supporting compliant business operations.

- In addition, the Company strengthened trade compliance management in procurement activities by conducting a dedicated procurement compliance audit. The audit focused on key areas such as the collection of export control information for purchased items and the implementation of internal and external control measures. Potential compliance risks in procurement processes were systematically reviewed. Based on audit findings, corrective actions were identified and remediation progress was tracked to ensure timely resolution. These measures reinforced compliance oversight across both procurement and export activities, supporting the effective implementation and continuous improvement of the Company's trade compliance framework.



4.2

Internal Control Compliance

Internal Control of Risks

Internal Control of Risks

During the reporting period, the Company established and effectively implemented internal control systems for its key operations and activities, supporting control objectives such as safeguarding assets and ensuring accurate and reliable financial reporting. For general internal control deficiencies identified during the internal control evaluation process, the Company adopted a "prompt identification and immediate rectification" approach. After consultation with the relevant departments and responsible personnel, rectification plans were developed and implemented. No material weaknesses or significant deficiencies in internal control were identified.

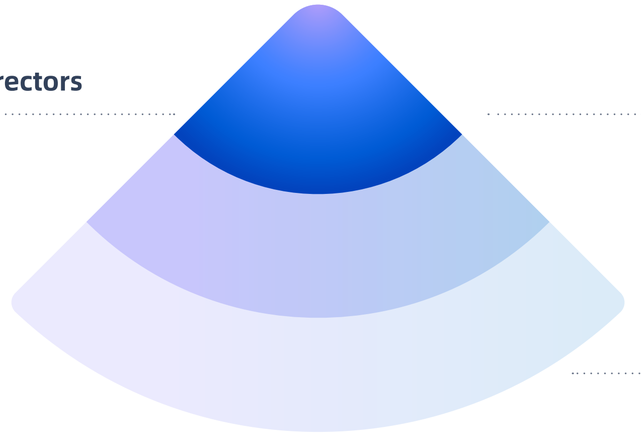
GigaDevice regularly evaluates the effectiveness of its internal control system and clarifies the respective responsibilities of the Board of Directors and management. These measures support efficient operations and the effective implementation of the Company's development strategies. The Company has implemented internal control measures, including segregation of duties, approval and verification controls, record and custody controls, internal audit controls, and electronic information system controls. Particular attention is given to high-risk areas such as organizational structure, human resources, capital management, financial reporting, sales operations, procurement operations, contract management, and information systems.

The Company's Internal Control Structure



Board of Directors

Responsibility:
Establish sound and effectively implement internal control in accordance with the provisions of the standardized system of enterprise internal control, evaluate their effectiveness, and truthfully disclose internal control evaluation reports





Audit Committee

Responsibility:
Supervise the establishment and implementation of internal controls



Management

Responsibility:
Organize and lead the day-to-day operations of internal control

4.3

Business Ethics

GigaDevice upholds principles of integrity and strictly complies with applicable laws and regulations, including the **Criminal Law of the People's Republic of China, Anti-Monopoly Law of the People's Republic of China, Anti-Unfair Competition Law of the People's Republic of China**, and **Company Law of the People's Republic of China**. The Company also benchmarks its practices against international standards such as **ISO 37001 Anti-bribery Management Systems–Requirements with Guidance for Use**. Anti-commercial bribery is a key component of the Company's corporate governance and ESG management framework. GigaDevice continuously strengthens business ethics and compliance governance to prevent corruption, ensuring that its operations remain fair, transparent, and sustainable. To strengthen anti-bribery management, the Company has established and continuously improved a systematic anti-commercial bribery framework. Internally, the Company has issued the **Anti-Commercial Bribery Management Measures** and **Code of Conduct Against Commercial Bribery**. Externally, it has published the **Code of Business Ethics**, **Anti-Commercial Bribery Compliance Policy**, and **Reporting and Informant Protection System** on its official website. By embedding anti-bribery requirements into business processes, with systems as the foundation, processes as the main line, and risk as the guiding principle, the Company ensures effective implementation of anti-commercial bribery measures. At the same time, key business processes–including non-production material procurement, bidding management, packaging procurement, travel, and expense reimbursement–incorporate anti-commercial bribery clauses and management requirements, translating policy requirements into actionable measures and effectively mitigating the risk of improper undue benefits and non-compliance.

To ensure the effective operation of its anti-commercial bribery system, GigaDevice has established a multi-level governance structure led by the Board of Directors, supported by the General Manager's Office, and coordinated by the Compliance Committee, operating under a three lines of defense model. The Compliance Committee oversees the coordination and supervision of anti-bribery management. The Compliance and Legal Department serves as the second line of defense, responsible for implementing anti-bribery controls. The Internal Audit Department acts as the third line of defense, providing independent monitoring and evaluation of system implementation. All business departments serve as the first line of defense, integrating anti-bribery requirements into their operational processes. Through this structure, the Company maintains a clear and coordinated approach to anti-commercial bribery management. In 2025, GigaDevice was not involved in any corruption-related litigation or business ethics violations.

In 2025, GigaDevice conducted a company-wide anti-commercial bribery risk assessment to further strengthen its anti-bribery management system. The assessment, led by the Compliance and Legal Department and supported by external professional advisors, followed a risk-based approach. High-risk scenarios–including procurement, gifts and entertainment, and donations–were comprehensively assessed. Based on the results, the Company developed risk assessment conclusions and improvement recommendations. These findings incorporated into a risk analysis report to further refine the Company's anti-commercial bribery management system and support the implementation of relevant control measures.

GigaDevice integrates business partners into its anti-commercial bribery management framework. In 2025, the Company continued to conduct compliance risk assessments of its business partners and communicated anti-bribery policies and compliance requirements through contracts, commitment letters, and other mechanisms, with ongoing monitoring throughout the contract lifecycle. In March, the Company organized anti-commercial bribery compliance training for distributors to introduce relevant policies and reinforce awareness of compliance obligations.

The Company also encourages employees and external parties with direct or indirect business relationships with GigaDevice to report suspected integrity violations through multiple channels, including the informant hotline, email, and written submissions.

Informant Hot-line Telephone:
(86)10 82881666-1166
(Available 24/7 globally)

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

The Company strictly protects the confidentiality of informants, including their name, location, address, and other personal information. Reports and related materials containing personal details are not disclosed to the department under investigation or to investigators. All personnel involved in receiving, registering, reviewing, and approving reports, as well as those responsible for investigating and handling integrity violations, are required to maintain strict confidentiality and perform their duties in accordance with established procedures. Individuals must also recuse themselves from any cases involving family relationships or conflicts of interest.

The Company conducted a company-wide anti-commercial bribery compliance training session, with an online course and an assessment. The training introduced the concepts of commercial bribery and related compliance risks, provided an overview of the Company's anti-bribery policies and compliance framework, and presented scenario-based analyses across different business contexts to clarify applicable requirements. It also explained the Company's consultation and whistleblowing channels and outlined procedures for handling violations. The one-hour training achieved 100% participation among all required personnel and met its training objectives.

4.3

Business Ethics

2025 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 **97.20%**

The Company engages third-party organizations to conduct business ethics and anti-corruption audits at least once every three years. In 2024, a professional agency was engaged to evaluate and audit the Company's business ethics and anti-commercial bribery practices and provide professional recommendations. In 2025, the Internal Audit Department reviewed the implementation of the **Code of Conduct Against Commercial Bribery** and the **Anti-Commercial Bribery Management Methods**. Through continuous improvements in internal oversight and strengthened audit and supervision mechanisms, the Company promotes the effective implementation of its anti-bribery policies. Measures include improving the procurement bidding management system with oversight from the Internal Audit Department and designating each business department as the primary responsible party for identifying and managing anti-commercial bribery risks. In 2025, the Company received no reports related to commercial bribery.

Anti-Unfair Competition

In 2025, the Company continued to conduct anti-monopoly compliance risk assessments within its distribution channels. The assessments focused on risks arising from existing and emerging business models and management practices in marketing and sales. Internal marketing and sales teams identified issues and compliance needs, while external legal advisors conducted interviews with business units to identify potential anti-monopoly risks in business management. Working together, they reviewed and revised the **Distributor Management Policy**. The Company also organized online and offline anti-monopoly compliance training for employees in sales, marketing, and all staff. The training covered key provisions of the **Anti-Monopoly Law**, examples of monopoly agreements, common compliance risks in business operations, and recommended compliance practices, with the aim of enhancing anti-monopoly awareness and strengthening compliance management across relevant business teams. The training lasted two hours.

In 2025, the Company also updated the **External Communication and Outreach Guidelines**, adding provisions prohibiting the spread of rumors and false or misleading publicity. The Company also conducted two rounds of internal campaigns titled Sharp Eyes Challenge on its internal platform. The campaigns used quiz-based formats and included questions related to the prohibition of false or misleading publicity.

Anti-Money Laundering

GigaDevice recognizes that anti-money laundering (AML) and counter-terrorist financing (CTF) are essential to the security and stability of the global financial system and represent important legal and social responsibilities for the Company. The Company complies with AML laws and regulations across the jurisdictions in which it operates and strictly prohibits activities such as money laundering, terrorist financing, sanctions violations, and other related criminal conduct. To establish a robust AML compliance framework, GigaDevice issued the **Anti-Money Laundering Management System** in 2025. The system establishes mechanisms for reporting large-value and suspicious transactions, approval procedures for high-risk business activities, emergency response measures, monitoring and supervision of AML practices, and employee AML training requirements. It is designed to prevent the concealment or disguise of the source and nature of criminal proceeds. The Company also conducted AML training, covering relevant laws and regulations, internal policies, and risk case identification, to enhance employees' awareness and practical compliance capabilities and promote a culture of compliance across its operations.

Trade Secret Management

GigaDevice strictly complies with laws and regulations governing the protection of trade secrets and continues to strengthen its trade secret management framework across organizational governance, policy development, employee training, asset inventory, and operational controls.

In 2025, the Company strengthened its trade secret management framework to improve decision-making and execution. A clear accountability structure for trade secret protection was established, and the **Trade Secrets Management Rules** were issued in line with applicable national and local standards. Based on this framework, the Company conducted two targeted training sessions, including a mandatory session for all employees and role-specific training for trade secret positions. All first-level departments systematically compiled a **Departmental Trade Secret Asset Inventory**, ensuring responsibilities were clearly assigned and assets were effectively controlled.

In 2025, the Company was not involved in any lawsuits or subject to any major administrative penalties related to unfair competition, corruption or bribery, conflicts of interest, money laundering, insider trading, or trade secret infringement.

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

SSE Sustainability Reporting Guidelines

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

HKEX ESG Reporting Code

Aspect B8: Community Investment | Aspect B2: Health and Safety | Aspect B1: Employment | Aspect B4: Labour Standards | Aspect B3: Development and Training | Aspect B6: Product Responsibility | Aspect B5: Supply Chain Management

Relevant UN Sustainable Development Goal (SDG)



GigaDevice prioritizes research, development, and innovation to strengthen its core competitiveness. With memory, microcontrollers (MCUs), sensors, and analog products as its core portfolio, the Company provides a broad range of solutions for industries including industrial applications, automotive, communications, IoT, mobile devices, consumer electronics, PCs, and related peripherals.

5.1

Product Excellence Innovation and R&D

Product excellence is central to GigaDevice's efforts to drive technological innovation and support industry development. Through continuous R&D and innovation, the Company is committed to building a portfolio of high-performance and highly reliable products that meet the evolving needs of global customers in their digital and low-carbon transitions. GigaDevice continues to strengthen its proprietary IP foundation and expand its full-stack product ecosystem, delivering advanced semiconductor solutions that support digital transformation and contribute to the development of the global semiconductor industry.

Innovation and R&D

GigaDevice regards innovation as its core competitive strength and continues to strengthen its independent R&D and technology commercialization capabilities. The Company delivers products and solutions that address evolving market needs while providing comprehensive support to customers.



During this reporting period, GigaDevice invested

CNY 1.404 billion in R&D



increased by

11.79 %

compared with that in 2024



Innovation Strategy

In 2025, the Company refined its innovation strategy, focusing on deep technological capabilities, ecosystem collaboration, and application-driven development. Built around the "Memory + MCU" dual-engine strategy, the Company continues to advance high-end technologies and domestic substitution.

Core technology breakthroughs: Focusing on high performance and high reliability to strengthen proprietary IP capabilities

Building on the core approach of "sustained R&D investment + in-house IP development," the Company focused on breakthroughs in functional safety technologies in 2025. In the memory segment, GigaDevice launched the GD25NX series dual-voltage xSPI NOR Flash, featuring a 1.2V low-voltage design for high-end SoC applications. With throughput of up to 400 MB/s, the product improves read/write efficiency while optimizing power consumption and cost. In the MCU segment, the Company expanded its high-performance product lines, including the GD32H78D/77D series with a main frequency of 750 MHz and the GD32F503/505 series based on the Cortex-M33 core. These products integrate features such as mathematical acceleration engines and large-capacity memory architectures to support high-computing-power applications. Meanwhile, the Company also continued optimizing its IPD[4] (Integrated Product Development) R&D management system and advancing its proprietary IP platform. With tools such as the STL software test library, multiple products obtained functional safety certifications including IEC 61508, further strengthening product PPA[5] (Power, Performance, Area) competitiveness.

[4]**IPD:** Integrated Product Development (IPD) is a product development framework encompassing methodologies, concepts, and management practices.

[5]**PPA:** PPA is a key metric in chip design, referring to Power, Performance, and Area, which collectively measure a chip's overall performance in terms of power consumption, computing performance, and silicon area efficiency.

Scenario-driven innovation: Focusing on four core application tracks to accelerate technology adoption

Aligned with market demand, the Company integrates technological innovation with key application scenarios and prioritizes development in four strategic areas: First, automotive electronics. Through ISO/SAE 21434 automotive cybersecurity certification and ASPICE CL2 assessment, the Company is expanding its automotive-grade MCUs, including the GD32A7 series, into core applications such as chassis control, while strengthening supply chain collaboration with leading global automotive manufacturers. Second, digital energy. Targeting applications such as AI data centers, photovoltaic energy storage, and EV charging infrastructure, the Company works with industry partners to integrate GaN/GaAs technologies with high-performance MCUs, enabling efficient digital power solutions that support the "dual carbon" goals. Third, industry and robots. Built around the GD32H7 series MCUs, the Company is developing solutions including EtherCAT-based servo control systems and humanoid robot joint drives. These solutions leverage high computing performance and precise synchronization capabilities to support advanced robotics applications. Fourth, smart home appliances and AIoT. In collaboration with leading appliance manufacturers, the Company explores the integration of AI technologies with inverter control systems. Through integrated "MCU + Memory + Sensor" solutions, GigaDevice enhances the functionality and user experience of next-generation smart appliances.

Ecosystem collaboration: Strengthening technology and industry partnerships to enhance innovation

In 2025, the Company further expanded its ecosystem partnerships and strengthened cross-sector and cross-industry collaboration. At the technology level, we deepened our collaboration based on the Arm architecture, expanded the RISC-V MCU ecosystem, and worked with partners to improve development toolchains. At the industry level, we established joint laboratories and strategic partnerships with industry partners to integrate upstream and downstream capabilities, accelerating the development of solutions in areas such as power electronics and digital energy. At the market level, we opened our Tokyo office in Japan to strengthen our global service network. During the year, sensor products such as touchpad controller chips also entered the supply chains of leading companies, further expanding the Company's product portfolio across memory, MCUs, sensors, and analog devices.

5.1

Product Excellence Innovation and R&D

Dual assurance of efficiency and compliance: Enhancing R&D with AI while strengthening ethics and security safeguards

The Company continues to expand the use of AI in chip design to improve automation and enhance R&D efficiency. AI algorithms are also integrated into end-device solutions—such as MCU + AI-based fingerprint recognition and DC arc-fault detection solutions—extending the capabilities of on-device AI applications. At the same time, the Company adheres to strict technology ethics standards and strengthens the protection of product privacy and data security. Its products have obtained international certifications, including Automotive Safety Integrity Level (ASIL D) for functional safety and ISO/SAE 21434 for automotive cybersecurity. The Company also aligns with regulatory requirements such as the EU Cyber Resilience Act (CRA) to ensure product compliance in global markets. Project progress and potential risks are disclosed transparently to safeguard the interests of stakeholders.

Mid- and long-term strategic targets: Advancing toward the top tier of global chip design companies and driving new quality productive forces

Building on the innovation initiatives implemented in 2025, the Company will continue to strengthen its core competitiveness built around "memory + computing." Through the development of high-end products, expansion in automotive and industrial markets, and the growth of a global ecosystem, the Company aims to further enhance its position in the global semiconductor industry. At the same time, the Company seeks to promote coordinated development across the semiconductor value chain through technological innovation, improving production efficiency and product quality for downstream customers. By supporting industrial transformation in areas such as intelligent manufacturing and green energy, the Company leverages its semiconductor technologies to drive industry development and support its long-term goal of becoming a leading global chip design company.

Company Products

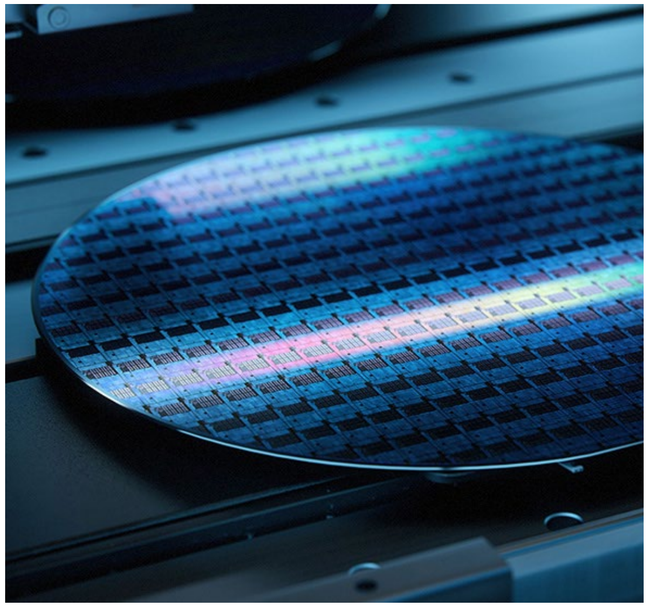
Our products are renowned for their high performance and low power consumption. Core product lines include Flash memory, 32-bit general-purpose MCUs, intelligent human-machine interaction sensors, analog products, and integrated solutions.



5.1

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, the GD25NX series and the GD25NE series for low power consumption, 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 (WLCSP) and provides a package size with a length and width of less than 1mm, and a 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 engineers 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 that 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.

5.1

Product Excellence Innovation and R&D

MCU

GigaDevice's GD32 MCU is one of the leading high-performance general-purpose microcontroller product families in China and the largest Arm® MCU portfolio developed by a domestic supplier. The Company was the first Chinese MCU manufacturer to launch general-purpose MCU series based on Arm® Cortex®-M3, Cortex®-M4, Cortex®-M23, Cortex®-M33, and Cortex®-M7 cores, and the first globally to introduce a general-purpose 32-bit MCU series based on the RISC-V core. The GD32 MCU family has become widely adopted in the 32-bit general-purpose MCU market. Cumulative shipments have exceeded 2.5 billion units, with more than 20,000 customers worldwide. The portfolio includes over 700 products across 69 series, supporting a broad range of application scenarios and ranking first among domestic MCU brands in China.

The GD32 MCU family is also an early partner of the Arm® University Program (AUP) in China, an ecosystem partner of the Arm® mbed™ IoT platform, and a strategic member of the RISC-V Foundation. The Company is also the title sponsor of the "GigaDevice Innovation Cup" China Graduate Electronics Design Contest. Guided by its vision of building an "MCU Department Store," GD32 aims to provide a comprehensive portfolio of system-level products and solutions, develop an intelligent development platform, and support a broad application ecosystem.

Sensor

GigaDevice's sensor portfolio includes under-display optical, capacitive, and ultrasonic fingerprint sensors, touchscreen and touchpad controller chips, and barometric pressure sensors. Leveraging proprietary algorithms, the Company provides customers with integrated system-level solutions. In fingerprint recognition, GigaDevice's products deliver industry-leading performance in security, recognition accuracy, and response speed through deep technological expertise and continuous innovation. Its products are widely used in flagship smartphones of leading brands as well as in PCs, peripheral devices, and IoT terminals. The Company's touchscreen controller chips feature high sensitivity, low power consumption, and strong anti-interference capability, supporting applications in tablets, consumer electronics, and industrial display systems. Touchpad controller chips are developed in compliance with Windows OS specifications, offering multiple solution options for laptops, Skin-covered keyboard, and customized embedded touchpad applications. GigaDevice's barometric pressure sensors use high-precision measurement technology and feature waterproof capability and compact form factors, supporting applications in consumer electronics, smart home appliances, industrial systems, and IoT devices.

Analog Products

GigaDevice's GD30 series analog chips span multiple product categories, including power management, motor drivers, battery management, and general signal chain solutions, and are deployed across a wide range of applications. Typical scenarios include wireless infrastructure, telecommunications/networking, industrial automation, multi-phase motor control, smart wearables and smart home devices, energy storage, power measurement and monitoring, and data centers. The Company's subsidiary, Suzhou Xysemi, offers analog products including battery protection ICs, battery management ICs, and ScC products, which are widely used in power banks, smart wearables, and other general-purpose applications. GigaDevice's analog portfolio has been integrated with GD32 MCUs to deliver a range of solutions, enabling effective synergy across both established and emerging key vertical markets.

5.1

Product Excellence Intellectual Property

Intellectual Property

GigaDevice consistently regards intellectual property (IP) as a strategic asset for building its core competitiveness. The Company 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**, the **Regulations on Protection of Layout-Designs of Integrated Circuits**, and the **Anti-Unfair Competition Law of the People's Republic of China**. We have established and are continuously optimizing our IP management system.

Since its establishment, the Company has developed a standardized IP management system, which has been continuously improved through practice. This system forms a comprehensive framework covering key stages such as patent proposal approval, overseas filing strategy review, patent application drafting, responses to office actions, and post-grant value evaluation. Business departments work closely with the IP Department, conducting joint reviews from both technical and patent perspectives to ensure effective oversight throughout the process. This approach helps protect the Company's innovation outcomes while strengthening its IP compliance management and the value of its intellectual property assets.

In 2025, the Company further optimized its IP management framework. The former **Patent Management Measures** were revised and upgraded to the **Intellectual Property Management Rules**, clarifying key aspects such as IP ownership, patent filings, incentive mechanisms, patent mining, protection measures, and departmental responsibilities. The revised framework also introduces guidance on the protection of trademarks, integrated circuit layout designs, copyrights, and trade secrets. At the same time, the Company also issued the **Trade Secrets Management Rules** and promoted their implementation across the organization.

The Company's IP strategy is closely aligned with its overall corporate strategy and core business objectives. In 2025, differentiated patent portfolio strategies were developed for each key product line. In priority technology areas, the Company strengthened the identification and strategic deployment of high-value patents, while in mature technology areas, it adopted a combined protection approach of patents and trade secrets.

To encourage innovation, the Company has established an IP incentive and recognition program. In addition to patent awards, honors such as the "Inventor-Maker" and "Patent Star" awards recognize employees who have made outstanding contributions to IP creation and protection. In 2025, alongside the regular "Fundamentals of Intellectual Property" training for new employees, the Intellectual Property Department organized five tailored IP training sessions for different R&D teams, further strengthening employees' awareness and capabilities in IP protection.

Through systematic IP management, strategic deployment, incentives, and training, the Company filed 222 new patent applications, including 198 invention patents (89%). During the year, 130 patents were granted, of which 103 were invention patents (79%). As of the end of 2025, the Company held 1,154 authorized patents, including 934 invention patents (81%), as well as 283 registered trademarks, 69 integrated circuit layout designs, 52 software copyrights, and 12 non-software copyrights.

Following its recognition as a National Intellectual Property Demonstration Enterprise in 2023, the Company's primary trademark "GigaDevice" was included in the **Beijing Key Trademark Protection List** in 2025, reflecting its strong compliance and leadership in IP management and brand development. Building on a full-lifecycle approach to IP creation, protection, utilization, and management, the Company continues to benchmark industry best practices, strengthen its IP strategy, and enhance its IP protection and management capabilities to support long-term innovation and business development.

In 2025	
Patent applications	222
Granted patents	130

As of the end of 2025	
A total number of granted patents	1,154
Trademarks	283
Layout-designs of integrated circuits	69
Software copyrights	52
Non-software copyright registrations	12

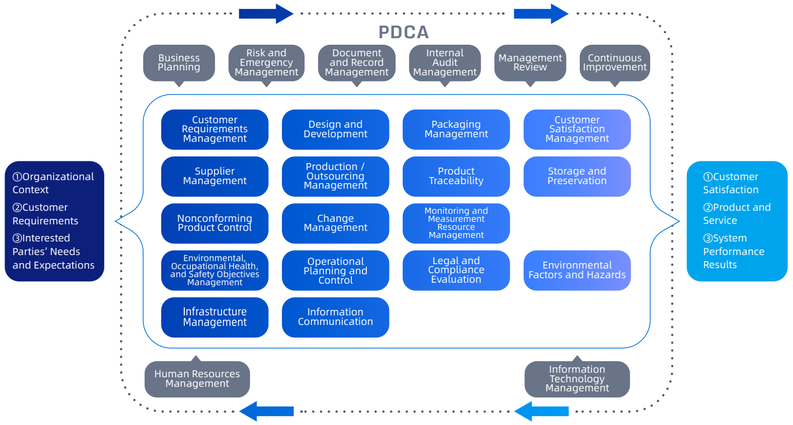
5.1

Product Excellence Quality Control

Quality Control

GigaDevice places strong emphasis on quality management and is committed to providing customers with high-quality products and services. As a holder of the ISO 9001 quality management system certification, the Company continuously improves its quality practices across product lines. The Company has established a robust quality management framework, with the head of the Quality Department serving as the management representative responsible for the development, implementation and continuous improvement of the quality management system. This includes quality planning, assurance, control, performance evaluation, and improvement, as well as foundational quality support. The framework covers key areas including supplier quality management, customer quality management, product quality and reliability management, quality project management, and quality system management.

Quality Management System



GigaDevice implements reliability management across both R&D and production processes. The Company has established a set of procedural standards, including the **Regular Reliability Monitoring Procedures**, the **Packaging Reliability Qualification Procedures**, and the **Device Reliability Qualification Procedures**, to manage quality and reliability throughout the product lifecycle. During the qualification stage, device and product reliability are evaluated and verified. The Company has also developed a **Package Engineering Audit Checklist** and conducts on-site audits during the transition from engineering to mass production to reduce manufacturing risks. During the production stage, full-process reliability monitoring is carried out, and products undergo rigorous functional testing before shipment. In the event of customer complaints, the Company follows its established complaint handling procedures under the quality management system. Root causes are investigated at the process level, corrective measures are implemented, and timely responses are provided to customers worldwide to ensure product quality and service reliability.


CERTIFICATE

dqs

This is to certify that

GigaDevice Semiconductor Inc.

101, 1st to 5th Floor, Building 8, No. 9 Fenghao East Road, Haidian District
100094, Beijing
China

Unified Social Credit Code: 91110108773369432Y

with the organizational units/sites as listed in the annex

has implemented and maintains a **Quality Management System.**

Scope:
Design, sales and production outsourcing management of the Integrated circuit (including MCU,NOR, NAND, Touch, Finger print, PMU, DRAM)

Through an audit, documented in a report, it was verified that the management system fulfills the requirements of the following standard:

ISO 9001 : 2015

Certificate registration no.	50050943 QM15
Date of revision	2025-11-11
Valid from	2023-09-21
Valid until	2026-09-20
Date of certification	2025-11-11

DQS GmbH

Guido Eggers
Managing Director

Accredited Body: DQS GmbH, August-Schanz-Straße 21, 60433 Frankfurt am Main, Germany
Responsible Office: DQS AP Ltd, RM-907, Waterfront Place Block E, No.31,Lane 168, Daduhe Road, Putuo District, Shanghai, China, Post Code: 200062
The certificate can be verified at www.dqsglobal.com as well as CNCA official website www.cnca.gov.cn
The certificate will be valid only in case that the certified organization undergoes successful periodic surveillance audit.
The validity of the certification can only be verified by the QR code.

1 / 2

ISO 9001 Certificate

In 2025, GigaDevice advanced the development of its ASPICE[6] system and obtained Level 2 (L2) certification for the software engineering domain, four support process groups (Quality Assurance, Configuration Management, Problem Management, and Change Management), and two management process groups (Project Management and Risk Management), demonstrating L2-level software development capability.


Automotive SPICE Assessment

TÜVRheinland

Company	GigaDevice Semiconductor Inc.
Assessment Model	Automotive SPICE PAM V4.0 (ISO/IEC 33020)
Assessment Purpose	Identifying and reducing process-related risks & identify the consistency between project implementation and Automotive SPICE Capability Level 2 requirements
Process Scope	MAN.3, MAN.5, SUP.1, SUP.8-10, SWE.1-6
Capability Target Level	CL<2>
Project Name	GD32A7xx_MCAL
Assessment Period	On-Site date 10/28/2025~10/31/2025
Assessment Class	3
Independence Category	A
Process Context Category	A (Part of the product/delivery)

This assessment was based on the B sample generation of MCAL development process.

Li Yan
Co-Assessor

Zhao Bin
Lead Assessor
General Manager
TÜV Rheinland (China) Ltd.

ASPICE system

[6]ASPICE (Automotive Software Process Improvement and Capacity Determination) is a framework for assessing and improving software and system development processes in the automotive industry. Based on **ISO/IEC 330xx** (formerly **ISO/IEC 15504 SPICE**) and operated by the **German Association of the Automotive Industry (VDA)**, ASPICE evaluates and enhances process capability throughout the vehicle software lifecycle to ensure quality and safety, and serves as a key qualification requirement for OEM supplier access.

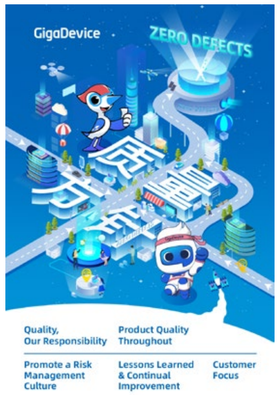
5.1

Product Excellence Quality Control

GigaDevice Quality Culture Promotion Initiatives in 2025

GigaDevice regards quality as a core strategic priority and the foundation of its long-term development. The Company promotes a "zero defects" mindset across its operations and management, supported by a clear quality policy emphasizing that "everyone is responsible for quality". To ensure the effective implementation, the Company continues to strengthen its quality culture and raise organization-wide quality awareness. A dedicated Quality Zone has been established on the internal office platform, including a "0MO (Miss Operation)" module, to promote quality awareness through a range of initiatives:

- **Quality Zone:** Since 2024, the Quality and Reliability Engineering Department has established the Quality Zone as a two-way communication platform for employees across the Company. The platform provides initiatives such as Quality Awareness Micro-Lessons and MO Control Method training, helping employees strengthen quality awareness and improve daily operational practices.
- **"Woodpecker" Quality Mascot:** A symbolic quality ambassador created to promote quality awareness across the organization.
- **Quality Awareness Training:** Dedicated quality awareness courses have been developed and uploaded to the Company's internal E-learning platform as mandatory training for all employees.
- **"Zero Defects" Pledge:** All first-level departments have signed the "Zero Defects" declaration, reaffirming the Company's commitment to maintaining the highest standards of product and service quality.
- **Quality Culture Promotion:** Quality policies and the "Zero Defects" objective are prominently displayed across the organization.
- **Quality Open Letters:** Periodic quality open letters are issued to strengthen communication and reinforce quality principles across the organization.
- Through these initiatives, quality awareness is integrated into daily operations. By maintaining strict standards across all processes, the Company strives to deliver reliable products and support long-term sustainable development.



Quality Policy



Quality Zone

GigaDevice follows strict procedures under the **Nonconformity, Correction and Prevention Control Procedures** to classify nonconforming categories and applies specified handling processes for each category of nonconformity. These procedures cover the formulation, implementation, and verification of corrective and preventive actions across product design, quality control, supplier production operations, quality and environmental management systems, and functional safety management. Management representatives oversee the establishment and continuous improvement of the corrective and preventive action system. For instance, when nonconforming raw materials, semi-finished products (identified during wafer probe testing CP and final test FT), or finished products are detected, they are reviewed and handled in accordance with the MRB (Material Review Board) Review Procedures to ensure proper evaluation, disposition, and improvement. If defects arise during new product introduction due to design or process issues, the Company follows the **New Product Packaging Qualification Procedure** to conduct root-cause analysis and implement corrective and preventive actions.

GigaDevice has established a comprehensive product recall management process covering issue identification, risk assessment, impact evaluation, graded recall actions, root-cause analysis, and corrective improvement. If a recall is required, the Company promptly assesses the risk scope and implements containment measures to prevent escalation. Where potential risks are identified in a product batch, the entire batch is immediately isolated and system control checkpoints are activated. Products already shipped are recalled and stored in the defective product warehouse. If anomalies originate from the production line, production is suspended and the affected batch is isolated to prevent further impact. For all recall events, the Company conducts root-cause investigations and implements corrective and preventive actions to prevent recurrence.

In 2025, no major safety or quality incidents related to the Company's products or services were reported.

5.1

Product Excellence Customer Service

Customer Service

We maintain a customer-centric approach and continuously enhance our services to deliver high-quality products and support to customers.

GigaDevice manages customer service through standardized internal procedures, including the **Customer Satisfaction Survey Procedure**, the **Customer Service Procedure**, and the **Sales Order Management Procedure**. Supported by cross-functional collaboration among departments such as Global Customer Service and R&D, the Company has established a structured service framework that defines responsibilities, service types, methods, and standards across the entire sales lifecycle. Dedicated delivery teams are assigned to different customer groups, and regular performance reviews are conducted to evaluate responsiveness and service quality, ensuring consistent service standards and high customer satisfaction.

GigaDevice has established a comprehensive customer communication mechanism to ensure timely and effective interaction with customers. Through multiple channels—including on-site visits, follow-up calls, and email—the Company maintains close communication and responds promptly to customer needs and issues. In the event of major risks arising from natural disasters, market fluctuations, logistics disruptions, or other external factors, the Company provides timely risk alerts and early warnings via phone and email to help customers anticipate and mitigate potential impacts. We have implemented a standardized customer complaint management system supported by internal procedures such as the **Customer Complaint Handling Procedure** and the **Failure Analysis Procedure**. Product quality complaints are tracked throughout the entire process with timely feedback provided to customers. Relevant departments are required to address complaints within the specified timeframes to ensure continuous improvement in product quality and service. Our ultimate goal is to provide high-quality products and a positive user experience for customers.

The Company investigates, resolves, and tracks complaints related to sales activities and agent channel management, including customer ownership, promotional contributions, profit sharing, cross-border collaboration, and business ethics.

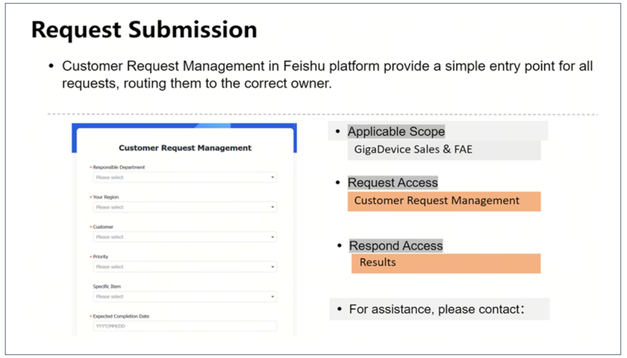
Complaint Email:
centralmarketing@gigadevice.com

We strengthened communication with customers throughout different project stages, promoting knowledge sharing, mutual development, and improved customer satisfaction. Delivering efficient customer service remains a core practice reflecting the principle of “customer first”. 2025, We optimized the **Customer Specific Request Handling Specification** to standardize the control, documentation, and review of CSR (Customer-Specific Requirements). Through the Quality Management System (QMS), GigaDevice implemented closed-loop management of the CSR process, covering demand initiation → receipt → gap analysis (with customer communication) → task allocation → execution and verification → review → customer feedback. In 2025, no customer complaints related to product design were recorded.

In 2025, GigaDevice developed and deployed an overseas customer demand collaboration platform based on its internal office system, significantly improving the efficiency and transparency of customer service responses. The platform provides overseas customers with a unified portal for submitting requests and automatically identifies request types, assigning them to the appropriate internal teams for intelligent task allocation and clear accountability. The platform operates with a full closed-loop workflow, with all interaction records traceable. This ensures transparent issue resolution while reducing repetitive email exchanges and communication errors. It also improves internal collaboration efficiency and reduces operational workload, providing global customers with a clear, consistent, and traceable service experience. Through this digital platform, the Company further strengthened service responsiveness and customer satisfaction. In 2025, GigaDevice achieved a 100% customer service response rate and a 100% user complaint handling rate.

The Company maintained efficient responses and 100% closed-loop management throughout the complaint-handling process. To further enhance organizational capability and customer satisfaction, the Customer Quality Engineering Department analyzes the results of the annual customer satisfaction survey and formulates targeted improvement measures to strengthen product quality and process capability. To accelerate complaint analysis, the Company introduced a third-party laboratory in Xi’an in 2025, shortening sample transfer cycles in Northwest China and improving overall analysis efficiency.

In 2025, GigaDevice also launched the Supplier “0 RMA 2.0 Improvement Program”, encouraging automotive-grade suppliers to strengthen their management systems and operational processes. To support the OCAP[7] zero-escape target, OCAP[7] documents were reviewed and established for each process to enable systematic process control.



Overseas Customer Demand Collaboration Platform

[7]OCAP (Out of Control Action Plan): A standardized process document widely used in manufacturing, quality control, and production operations. When production processes, quality indicators, or key parameters exceed control limits, OCAP specifies the corresponding emergency response procedures, responsible parties, execution timelines, and verification standards to ensure rapid and standardized problem resolution, prevent defective products from escaping, contain process deviations, and trace root causes to prevent recurrence.

5.1

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.

- The Company's QMS 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. In 2025, we established the Auto BU (Automotive Business Unit) Operations and Process Improvement Department to focus on improving the overall experience of our Auto customers through targeted tracking and enhancements.

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.

- Our QMS 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, 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 2025, the Company conducted a customer satisfaction survey with an overall satisfaction rate[8] of 91%. Satisfaction with marketing services reached 100%, while delivery, distributor services, and compliance services all exceeded 95%. Based on analyses across regions, industries, and year-on-year trends, the Company incorporated customer feedback, implemented improvement measures, and provided regular follow-up to support continuous improvement in customer satisfaction.

The Company also continued to assess employee training needs, focusing on strengthening frontline employees' business skills and service awareness. Customer service training covered product knowledge, communication skills, order management, quality awareness, system usage, and operational processes. In 2025, participated in seven Company-organized AI tool training sessions, along with internal sharing sessions on AI applications. The average training time per employee reached 28 hours.

[8]Customer 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.

5.1

Product Excellence Information Security

Information Security

To strengthen trade secret protection and improve decision-making and execution efficiency, the Company established a three-tier trade secret security governance structure in 2025 , consisting of Trade Secret Security Committee decision-making layer, management layer, and execution layer. The decision-making layer is composed of senior management from primary departments, with the CEO serving as Chief Security Officer (CSO). Its responsibilities include establishing the trade secret security organization and defining roles and authorities; setting the Company's trade secret security strategy, policies, and objectives; making decisions on major protection initiatives and allocating necessary resources; approving key security matters and overseeing implementation; and ensuring the standardized and continuous improvement of the Information Security Management System, Trade Secret Management System, and Product Cybersecurity System.

In information security management, the Company has developed and implemented an information security management system aligned with ISO 27001, based on Cybersecurity Classified Protection Process 2.0 and relevant laws and regulations, and tailored to business needs. The system has operated stably for more than three years. From a technical protection perspective, the Company follows the principle of "combining prevention and control while putting prevention first." We have deployed over ten information security systems and tools, including firewalls, internet behavior management, antivirus software, network access control, data loss prevention (DLP), threat intelligence, log management, and vulnerability scanning. Together, these measures form a comprehensive defense system covering the network boundary, data center, and endpoint devices, enabling prevention, real-time alerts, and post-incident traceability. Since 2019, we have engaged third-party professional institutions to conduct annual information security risk assessments or audits. In 2025, the Company obtained TISAX AL3 certification, demonstrating that its information security management not only complies with ISO 27001 but also meets the automotive industry's requirements for prototype protection and data security.




TISAX® ENX ASSOCIATION RESULT AVAILABLE

TISAX® ASSESSMENT

TISAX is an assessment and exchange mechanism for the information security of enterprises and allows recognition of assessment results among the participants.

This document is valid until **02.07.2028**

GigaDevice Semiconductor Inc.

LM9RCV

Room 101, 1-5, Building 8, Yard 9, Fenghao East Road, Haidian District, 100094, Beijing, Beijing, China

TISAX® Assessment Scope *S0HHWR*

Scope Type: Standard Scope 2.0.1
The Scope comprises all processes and involved resources at the sites defined below that are subject to security requirements from partners in the automotive industry. Involved processes and resources include collection of information, storage of information and processing of information.

TISAX® Assessment Objectives
Protection of Prototype Parts and Components
Very High Availability
Strictly Confidential

TISAX® Assessment Information

ASSESSMENT-ID	Report Issuance Date
AKHHWR-1	*02.07.2025*
AKHHWR-2	*04.07.2025*
AKHHWR-3	*15.07.2025*

ENX

This document has been issued by ENX Association and certifies that a TISAX® Assessment has been conducted and has yielded results that can be seen under the link mentioned below. TISAX® and TISAX® results are not intended for general public and only visible for authorized TISAX® Participants.

enx.com/TISAX/tisaxassessmentresults

www.enx.com

TISAX AL3 Certification

5.1

Product Excellence Information Security

For privacy protection, the Company has implemented policies including the **Graded and Classified Data Management Process, Management Process for System Account Authority and Passwords**, and **Personal Information Management Policy** to ensure employee and customer data are handled and stored in compliance with applicable regulations. All employees sign non-disclosure agreements upon joining the Company to reinforce long-term information protection. Systems involving personal data apply strict role-based access control, and access to privacy-related information requires standardized approval procedures, effectively safeguarding user privacy and data security. In 2025, no customer privacy breach incidents were reported.

To protect data security, the Company has implemented policies such as the **Information Asset Management Policy, Graded and Classified Data Management Process, Data Backup Management Process**, and **System Account Authority and Password Management Process**, supported by technical safeguards including Virtual Desktop Infrastructure (VDI) and Data Loss Prevention (DLP) systems. R&D personnel access workstations through VDI, with materials centrally stored on secure servers. The DLP system monitors outbound data to detect and block potential leakage of sensitive information.

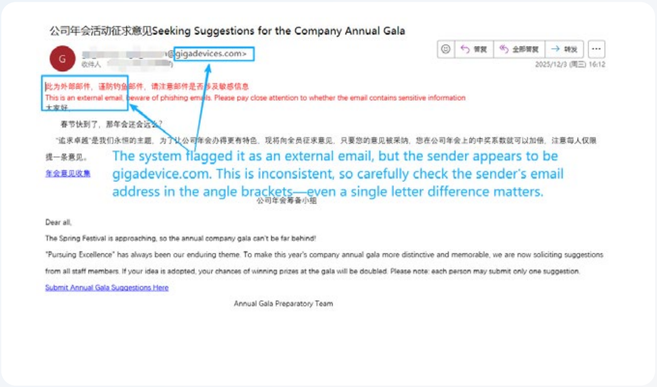
To enhance data security emergency response capabilities, the Company has developed and implemented the **IT Emergency Response Management Process**, which defines procedures for incident identification, assessment, emergency activation, notification, response, and post-incident review to ensure the stable operation of information systems. For high-risk IT scenarios, the Company has also established dedicated contingency plans, including the **Large-scale Virus Outbreak Response Plan, Ransomware Defense Response Plan**, and **Email System Failure Response Plan**, with emergency drills conducted regularly each year to strengthen business continuity management.

In 2025, the Company continued to enhance organization-wide information security awareness through security lectures, simulated phishing email tests, and monthly internal publications, further strengthening employees' cybersecurity awareness. No major information security incidents occurred during the year.

Case

Phishing Email Simulation

In 2025, the Company continued to conduct regular phishing email simulation tests. In the latest exercise, a campaign themed "Annual Meeting Feedback Collection" was launched. A spoofed domain similar to the Company's official domain was registered, and employees received emails disguised as invitations from the annual meeting planning team. The message claimed that if employees' suggestions were adopted, their chances of winning the annual meeting raffle would be doubled, encouraging recipients to click the embedded link. Employees who clicked the link were redirected to a security awareness page informing them that the email was a simulated phishing test and providing guidance on how to identify and prevent similar phishing attempts.



Phishing Email Simulation

5.2

Responsible Procurement Supply Chain Management

GigaDevice embeds responsible procurement principles throughout its supply chain management and is committed to building a secure, compliant, green, and collaborative sustainable supply chain. Through institutional frameworks, risk management, digital tools, and industry collaboration, the Company integrates ESG standards into supplier management and partnership practices, encouraging supply chain partners to jointly fulfill environmental and social responsibilities.

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**, the **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 assessment 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, 2025, we had a total of 37 type I core suppliers. All of them have certificates of ISO 9001 and ISO 14001, and eight of them were certified by the RBA[9].

[9]RBA, 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 a code of conduct for the global electronics supply chain, encompassing human rights, environmental, and ethical standards.

Supplier Management System

Stage	Details
Supplier Access	In line with the **New Supplier Certification Process**, the Company carries out a series of procedures on suppliers, initial ratings, quality system assessments, on-site audits, and signing of Quality Agreements. Once the 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 2025, over 70% 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.
Supplier Evaluation	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 2025, we audited 82% of our suppliers, consistent with 2024. In addition, we conducted audits as required by customers, which covered 75% of suppliers, a year-on-year increase of 6%. 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.
Supplier ESG Evaluation	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 2025, the Company completed ESG self-assessment work for 80% of its type I suppliers. Two suppliers were selected for on-site audits, both of which were assessed as low-risk suppliers.
Supplier Risk Management	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 2025, the Company largely completed the preparatory work for Business Continuity Management (BCM) system certification and plans to obtain ISO 22301 certification in 2026. Key BCM risk scenarios were identified, and corresponding strategies and contingency plans were developed to ensure the continuity of the Company's operations. In the same year, risk assessments of BCM for 16 suppliers all fell within the low-risk range. The Company continued to promote suppliers' improvement through quarterly evaluations.
Supplier Withdrawal	The Company has put in place a comprehensive supplier withdrawal mechanism and process that allows for optimization and upgrading of suppliers.

5.2

Responsible Procurement Supply Chain Management

As a semiconductor design company, GigaDevice regards supplier quality management as a key safeguard for product quality. The Company applies strict controls across the supply chain through the following measures:

Packaging platform optimization: In 2025, GigaDevice established and launched the **Packaging Platform Solution 1.0**, which provides a recommended pool of Bill of Materials (BOM[10]) options to balance cost and quality in packaging design. The platform standardizes BOM selection during new product introduction, ensures compliance with environmental management requirements, and further improves product introduction efficiency and quality.

Wafer management: Wafer fabrication is a critical stage in the semiconductor supply chain, and its quality stability directly affects product reliability and customer value. Guided by the quality policy of "integrity and commitment, customer first," the Company embeds high-quality standards throughout wafer manufacturing management. Through technology collaboration, innovation, and strengthened supply chain quality governance, GigaDevice continuously enhances wafer manufacturing quality control to deliver reliable products to global customers and create sustainable value for stakeholders.

Institutionalized control: The Company has established a comprehensive management framework, including the **Supplier Control Procedure**, **Outgoing Inspection Specification**, and **Production Process Reliability Monitoring**. In addition, legally binding **Quality Agreements** are signed with suppliers to clarify quality responsibilities, change management requirements, and traceability obligations.

Dynamic collaboration: The Company conducts annual audits, on-site production line inspections, and supplier Continual Improvement Project (CIP[11]) competitions.

Routine monitoring: Supplier Quality Assurance regularly reviews suppliers' production data and quality performance through periodic meetings. The Company has also developed an intelligent early-warning system for packaging and testing data that triggers real-time alerts for anomalies. Integrated with GigaDevice's QMS platform, the system initiates PDCA-based closed-loop improvement processes. The QMS also includes a supplier performance evaluation module that tracks corrective actions for low-scoring suppliers until issues are resolved.

Leveraging the QMS platform, the Company has established an end-to-end quality management mechanism covering data monitoring → anomaly response → root cause analysis → corrective action implementation → effectiveness verification. As a result, defect rates among key suppliers have significantly decreased over the past two years.

In the meantime, we actively promote a green supply chain, increasing the use of environmentally friendly materials and verifying product compliance with environmental requirements. This ensures that the raw materials, consumables, and assembly processes used in its products meet green standards. GigaDevice complies with the EU 2015/863 Directive and Regulation (EC) No 1907/2006—the **Directive on the Restriction of the Use of Certain Hazardous Substance in Electrical and Electronic Equipment (RoHS 2.0)** and the **Registration, Evaluation, Authorization and Restriction of Chemicals (REACH)**—ensuring that its delivered products meet relevant environmental regulatory requirements. We regularly communicate environmental regulations and customer requirements to suppliers to support greener supply chain practices. It also works with key suppliers on targeted initiatives in water resource management, including the collection and assessment of water-related data and the promotion of water recycling and other efficiency improvement measures.

GigaDevice actively promotes a culture of business ethics across its supply chain. To this end, we have issued the **Anti-commercial Bribery Compliance Policy** and work with suppliers to uphold a clean and ethical business environment. In daily operations, GigaDevice strengthens anti-corruption training and awareness programs for suppliers to reinforce compliance standards. By the end of 2025, 80% of type I core suppliers had signed the **Supplier Code of Conduct**. In the same year, in accordance with the **Supplier Chain ESG Management System**, the Company distributed the **Supplier Code of Conduct** to type I suppliers and key non-production procurement suppliers. The response rate reached 100% for non-production procurement suppliers, while type I suppliers (excluding those already certified under SA8000 or holding RBA Silver status or above) also achieved a 100% response rate.

To promote technological innovation and capability development across the supply chain, the Company held its third Continual Improvement Project Conference in 2025. At the conference, suppliers presented a range of innovation projects, including the Test Kit AI Visual Appearance Inspection System, Efficient Multi-BIN Packaging and Batching System, and Equipment Early-Warning System Planning. A total of 24 suppliers participated.

To safeguard supply chain security, we use the **Supplier Environmental Audit Checklist** and **Supplier Cybersecurity Form** to assess suppliers and promote continuous improvement. Through ongoing governance optimization, improvements in internal management systems, and strengthened supply chain security management, the Company obtained China Customs AEO Advanced Certification.

The Company also prioritizes cooperation with local suppliers to support technological development, reduce procurement costs, and lower transportation-related carbon emissions.

In 2025, the Company recorded no overdue payments to SME suppliers.

[10]BOM: Bill of Materials.

[11]CIP: Continual Improvement Project.

5.2

Responsible Procurement Conflict Minerals Management

Conflict Minerals Management

Governance: Establishing a Systematic Due Diligence Management Framework

GigaDevice integrates sustainable development and supply chain due diligence into its corporate governance. We firmly recognize that strong ESG governance is essential for fulfilling social responsibility, managing long-term risks, and creating sustainable value. For conflict minerals due diligence, GigaDevice has established a top-down supply chain management mechanism:

- **Policies and commitments:** GigaDevice has developed and regularly updated its **Policy on Conflict Minerals Due Diligence**, which is incorporated into the **Supplier Code of Conduct** and requires supplier compliance. The policy aligns with internationally recognized frameworks, including the **UN Guiding Principles on Business and Human Rights**, the **OECD Due Diligence Guidance for Responsible Business Conduct**, and the **OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas**, reflecting the Company's commitment to business ethics and respect for human rights.
- **Institutional safeguards:** Through policies such as the **Product Environmental Management Specification** and the **Conflict Minerals Due Diligence Regulation**, we integrate conflict minerals risk management into daily operations and supplier management, ensuring consistent and ongoing oversight.
- **Risk management:** Based on the OECD Five-Step Framework, the Company has established a mechanism to identify, assess, and mitigate supply chain risks. Under the **Guidelines for Risk Management of Conflict Minerals Supply Chains**, suppliers are managed according to risk level. GigaDevice also plans to introduce third-party on-site audits in 2026 to further enhance transparency and accountability in conflict minerals management.

Social: Practicing Human Rights Due Diligence and Ensuring Responsible Sourcing

We are committed to respecting and protecting human rights across our operations and supply chain, and regard supply chain due diligence as a core component of our corporate social responsibility management.

- **Comprehensive due diligence:** In 2025, the Company conducted a third-party supply chain due diligence review covering all product lines and identified key suppliers representing over 60% of procurement spending for prioritized management. All suppliers are required to submit declarations using the CMRT[12] (Conflict Minerals Reporting Template) and EMRT[13] (Extended Minerals Reporting Template) to ensure traceability of minerals, including tungsten, tin, tantalum, gold, cobalt, and mica.
- **Excellent management performance:** Results of the 2025 investigation show that all 110 smelters and refiners identified within the due diligence scope were compliant and listed on the Responsible Minerals Initiative (RMI) conformant smelter/refiner list, achieving 100% traceability of raw material sources. In 2025, seven of the Company's suppliers became RMI members, further strengthening responsible sourcing practices within the supply chain.
- **Capacity building and collaboration:** Beyond monitoring, the Company supports suppliers in strengthening their due diligence capabilities through training programs, sharing best practices, and assisting with improvement plans. GigaDevice also encourages suppliers to exchange experiences and work together to enhance the sustainability and resilience of the supply chain.

OECD Five-Step Framework

STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Establish a supply chain due diligence management system	Identify and assess supply chain risks	Design and implement response measures for identified risks	Conduct third-party audits of supply chain due diligence	Publicly report on supply chain due diligence practices

[12]CMRT, 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.

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

5.2

Responsible Procurement

Conflict Minerals Management

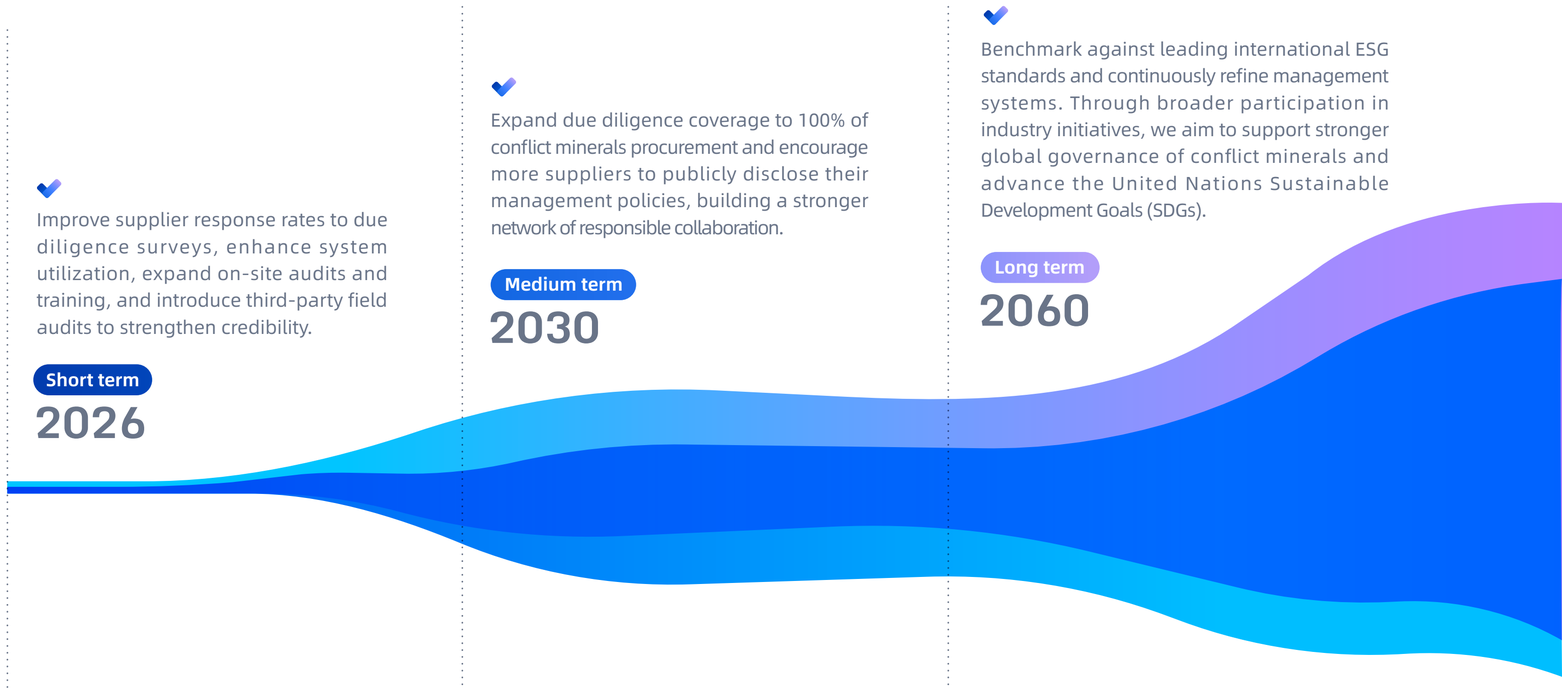
Environment: Promoting a Green Supply Chain and Sustainable Resource Use

Supply chain due diligence is closely connected to environmental protection and sustainable resource use. GigaDevice's conflict minerals management is an important part of its efforts to build a green supply chain and reduce the environmental footprint of its products.

- **Source-level prevention and management:** Through a rigorous supply chain traceability system, we ensure that minerals are sourced from responsible mining areas that comply with international standards, helping to prevent environmental and labor risks at the source.
- **Product lifecycle management:** By integrating conflict minerals due diligence requirements into the **Product Environmental Management Specification**, GigaDevice considers environmental and social impacts from the early stages of product design and raw material procurement, supporting sustainable resource management.
- **Long-term environmental objectives:** The Company plans to further integrate conflict minerals management into its existing environmental management platform to improve management efficiency. It also encourages upstream partners, including smelters and refiners, to obtain environmental and social responsibility certifications, helping to reduce the environmental impact of the broader industry chain.

Outlook and Targets

GigaDevice remains committed to strengthening transparency and accountability across its supply chain through a clear and structured roadmap:



GigaDevice will continue to publish the **Supply Chain Due Diligence Report** annually, maintaining transparency with stakeholders while advancing responsible and sustainable development.

5.2

Responsible Procurement Supplier Partnership

Supplier Partnership

GigaDevice continues to deepen collaboration with suppliers, using the Quarterly Business Review (QBR) as a core mechanism to strengthen supplier capability and performance management and promote high-quality, mutually beneficial partnerships. In 2025, while maintaining the regular QBR cadence established for key suppliers in 2024, the Company further optimized the meeting framework. The revised structure focuses on three core dimensions—ESG compliance, technological innovation, and delivery assurance—while removing redundant agenda items to improve efficiency. Senior management participation was retained to strengthen strategic dialogue and align business priorities. To address supplier performance gaps, process deficiencies, and compliance risks identified during QBR reviews, GigaDevice established a corrective action tracking system. The system defines improvement targets, responsible parties, timelines, and acceptance criteria, with continuous follow-up to ensure issues are resolved through closed-loop management.

Case

GigaDevice Co-Hosts FA Seminar with a Third-Party Laboratory

In 2025, GigaDevice hosted a Failure Analysis (FA) seminar with a third-party laboratory to strengthen employees' technical expertise and keep teams up to date with industry practices. Leveraging the laboratory's expertise, the event provided a high-quality platform for professional learning and technical exchange. Through customized sessions and hands-on guidance from technical experts, participants reinforced core knowledge, learned advanced methodologies, and broadened their problem-solving perspectives. These targeted initiatives support employees' professional development, strengthen team cohesion and engagement, and reflect the Company's commitment to respecting and protecting labor rights.

The organization and delivery of the seminar also demonstrated the Company's ability to leverage high-quality external resources, establishing a collaborative training model that combines "internal demand + external empowerment." This approach improves the efficiency of training resource allocation and lays the foundation for more systematic capability-building programs. Building on this initiative, GigaDevice will continue to strengthen its employee development framework, deepen cooperation with third-party professional institutions and FA equipment manufacturers, and further integrate ESG principles into talent development, process improvement, and strategic planning.



FA Seminar

Case

GigaDevice's Third Suppliers Continual Improvement Project

In July 2025, GigaDevice successfully hosted its Third Suppliers Continual Improvement Project . A special public welfare initiative titled " Painting For Hope·Light Up Childhood Dreams " was featured during the event, showcasing the Company's achievements in actively fulfilling its social responsibilities through artistic expression. With the joint efforts of supplier partners and company employees, the initiative ranked second on the daily leaderboard of the charity platform in terms of contributions. Centering on quality as the foundation and responsibility as the guiding principle, the competition served not only as a comprehensive review of past improvement achievements but also as a new starting point for future collaborative innovation. GigaDevice will continue to move forward together with its supplier partners, driven by the spirit of continuous improvement and the commitment to pursuing excellence, jointly advancing high-quality and sustainable development.

GigaDevice's Third Suppliers Continual Improvement Project





5.3

Shared Growth of Employees

Rights and Interests of Employees

The Company has always placed a strong emphasis on fulfilling its corporate social responsibilities. In 2025, GigaDevice continued to strengthen organizational capabilities, focusing on full-lifecycle talent development and improved management efficiency. Through ongoing upgrades to its social responsibility management system, the Company enhanced the effectiveness of its initiatives through more systematic and standardized operations. We also advanced the implementation of the SA8000 Social Accountability Management System. By benchmarking against international standards, refining management frameworks, and conducting employee empowerment training with guidance and assessment from professional institutions, the Company further standardized its practices in labor protection, occupational health, compensation and benefits, and employee rights. We remain committed to providing a safe, healthy, and equitable workplace while upholding high standards of social responsibility, contributing to the sustainable development of the industry and the cultivation of professional talent.



SA8000 Management System Certificate

Standard SA8000:2014

Certificate Registr. No. 17 114 2532324

Certificate Holder
GigaDevice Semiconductor Inc.
Unified Social Credit Code: 91110108773369432Y
Registration Address: Room 101, 1st to 5th Floor, Building 8, No.9 Fenghao East Road, Haidian District, Beijing, China
Operation Address: Room 101, 1st to 5th Floor, Building 8, No.9 Fenghao East Road, Haidian District, Beijing, China
6/F, Cheng Ao Plaza, No.5, Anding Road, Chaoyang District, Beijing, China

Scope:
The scope of certification described by this certificate relates to the empowerment and protection of all personnel who provide products or services for that organization at the above address, including personnel employed by the organization itself for the following activities:
Design and Technology Service of Integrated Circuits (with main primary service processes of Design, Sales and Production outsourcing management)

Validity:
The certificate is valid from 2026-02-13 until 2029-02-12
It remains valid subject to satisfactory surveillance audits.
Initial certification 2026-02-13

The validity of this certificate can be checked under www.certipedia.com and www.sa-intl.org.
The audit leading to the issue of this certificate was performed and supervised by SAI/SSI Lead Auditor (Minbo Chen).
Social Accountability International and other stakeholders in the SA8000 process only recognize SA8000 certificates issued by qualified CBs granted accreditation by SAAS and do not recognize the validity of SA8000 certificates issued by unaccredited organizations or organizations accredited by any entity other than SAAS. Lack of fulfillment of the condition specified in the Certification Agreement may render this Certificate invalid.

2026-02-13

TÜV Rheinland (China) Ltd.
Room 301, 3F and Room 403, 4F, Building 4, No.13, Yonghua South Road, Beijing Economic-Technological Development Area, Beijing, 100176, P. R. China

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SA8000 Social Accountability Management System Certification

Rights and Interests of Employees

GigaDevice attaches great importance to protecting employees' rights and interests. In building a compliant employment management system, the Company strictly adheres to the **Labor Law of the People's Republic of China** and the **Labor Contract Law of the People's Republic of China**, while aligning with relevant International Labour Organization (ILO) conventions. This forms a dual compliance framework integrating domestic regulations with international standards. To ensure the effective implementation of these requirements, the Company has established internal policies such as the **Employee Handbook** and the **Reward and Disciplinary Management System**, which clearly define employee rights and responsibilities. In 2025, the Company further optimized its employment management system and updated the **Vacation Management Regulation** to strengthen employee welfare and safeguard rest and leave rights. We also maintain a dynamic compliance monitoring mechanism, tracking updates to labor laws across operating regions and continuously refining internal policies to ensure compliance. During the reporting period, no violations of human rights or labor standards occurred across the Company's global operations.

As of December 31, 2025, at GigaDevice:

100%
of regular employees had signed labor contracts with the Company

100%
of regular employees had been covered by social insurance

The Company strictly prohibits child and forced labor and safeguards employees' labor rights and personal dignity.

In 2025, GigaDevice continued to advance workplace equality and diversity in line with its **Diversity, Equity, and Inclusion (DE&I) Policies**. We fully respect the diverse backgrounds of all employees. Discrimination in hiring, compensation, training, promotion, termination, or other employment practices is strictly prohibited. The Company does not tolerate discrimination based on race, color, gender, language, religion, political views, nationality, disability, or other protected characteristics. We continue to expand career development pathways and strengthen our training and learning framework. Diversity policy training is conducted regularly, and in 2025, the DE&I Policies were designated as mandatory training for all employees. The Company also promotes diverse recruitment and talent development practices to foster an open, inclusive, and innovative workplace.

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 uphold equal pay for equal work and provide women with fair employment and promotion opportunities. In 2025, women held key roles across the organization, accounting for 35.41% of GigaDevice's workforce.

5.3

Shared Growth of Employees

Rights and Interests of Employees

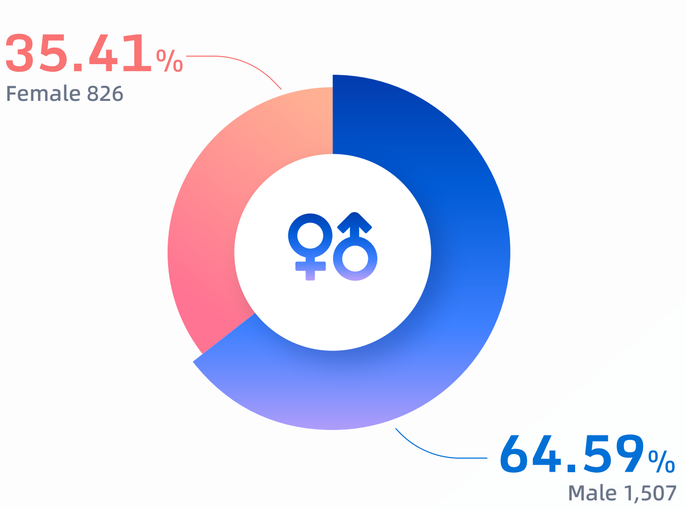
In terms of human capital, the Company has established a diversified talent monitoring framework with a comprehensive set of indicators. Oversight is provided by the Board of Directors' Strategy and Sustainability Committee, while senior management drives the implementation of diversity-related performance targets. Key indicators include maintaining the proportion of female technical staff above 25% (30.36% in 2025), employees with master's or doctoral degrees above 50% (58.81% in 2025), and female managers above 20% (26.97% in 2025).

In 2025, GigaDevice further expanded inclusive employment by increasing positions for people with disabilities and creating more opportunities for their workforce participation. Recruitment follows a strict non-discrimination principle, covering candidates from diverse groups, including ethnic minorities, and ensuring equal employment opportunities. These initiatives reflect the Company's diverse talent structure, which we continue to monitor through dedicated talent diversity indicators.

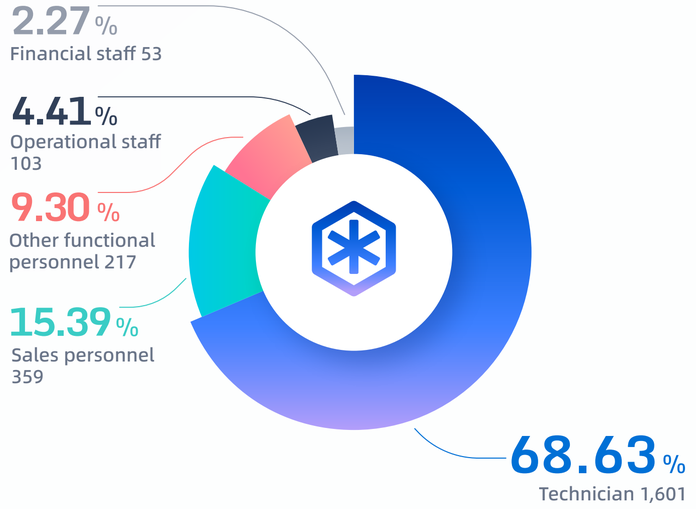
At the same time, the Company respects cultural diversity, opposes workplace bullying and harassment, and remains committed to fostering a diverse, equitable, and integrity-driven workplace.

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

Number of employees by gender



Number of employees by specialty

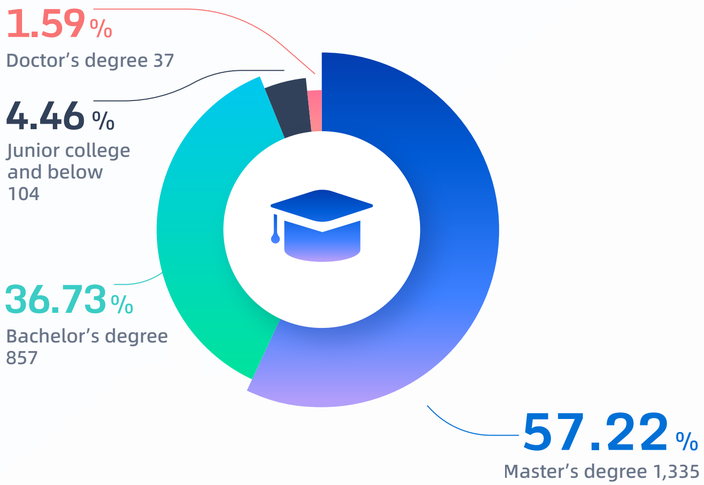


5.3

Shared Growth of Employees

Rights and Interests of Employees

Number of employees by educational background



Type	Category	Number
Number of employees by age group	Under 30 (excluding 30)	720
	30-40 (excluding 40)	1,149
	40-50 (excluding 50)	400
	50-60 (excluding 60)	54
	Above 60	10
Number of employees by work location	China	2,280
	Overseas	53
Number of new employees		425

Diversity Indicators

Type	Category	Number/ Percentage
Number of ethnic minority employees		86
Female employee diversity indicators	Percentage of female managers	26.97
	Number of female employees among senior managers	4
	Number of female employees among new hires	126
Average years of service	Female employees	4.7
	Male employees	4.26

5.3

Shared Growth of Employees Employee Development

Employee Development

The Company's sustainable development is closely tied to the growth of its employees. GigaDevice places strong emphasis on attracting and retaining talent, continuously refining its talent strategy and strengthening workforce capabilities. In 2025, the Company further improved its human resource management systems, processes, and solutions, while aligning medium- and long-term workforce planning with its strategic business objectives. Based on an assessment of its HR management system and business processes, GigaDevice established a strategic talent development goal of "strengthening internal capabilities, cultivating talent, improving efficiency, and supporting stable development."

Talent retention and attraction

GigaDevice prioritizes building strong talent teams by expanding recruitment channels and strengthening collaboration with colleges and universities, ensuring a steady pipeline of high-quality talent. In 2025, we further advanced and applied the digital HR management platform, leveraging digital and emerging IT technologies to upgrade management practices, optimize organizational structures, and improve talent management efficiency. These efforts also enhance the employee experience and support end-to-end digital talent management. Additionally, we continuously optimize our talent management framework, including dual-track career development, compensation and incentives, and learning and development programs, supporting employees' long-term growth.

GigaDevice promotes an open and diverse talent philosophy, supported by a multi-channel recruitment system that integrates both social and campus hiring. Diversity considerations are embedded throughout the recruitment process, with measurable targets covering geographic background, education, and professional experience. Through clear targets and process oversight, the Company continues to optimize its workforce composition. Job opportunities are promoted through major recruitment platforms, industry channels, and employee referrals, attracting high-potential talent and supporting the Company's global growth with diverse capabilities.

GigaDevice's Talent Recruitment Mechanism

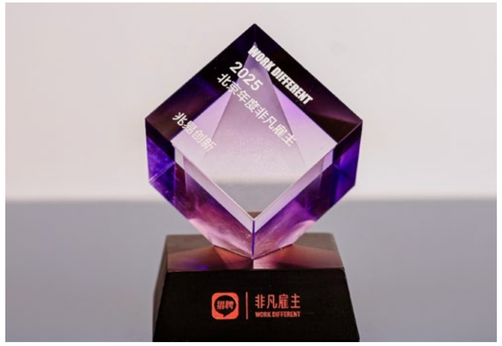
Campus Recruitment

The Company targets key universities through a differentiated campus recruitment strategy. Through multiple channels, including online and offline recruitment campaigns, cross-regional virtual info sessions, corporate open days, university-enterprise cooperation programs, and campus ambassador initiatives, GigaDevice strengthens engagement with universities and maintains a steady pipeline of young talent. These initiatives enhance the recruitment experience and talent quality, while also reinforcing the Company's reputation as an employer of choice among young professionals.

Internal Referral

In 2025, the Company continued to implement its **Internal Referral Policy**, with revisions focused on expanding recruitment channels by refining the referral mechanism for selected overseas positions. The program encourages employees to recommend suitable candidates and actively participate in talent acquisition. By leveraging employees' understanding of the Company, GigaDevice is better able to identify overseas talent aligned with its development needs and further strengthen its talent pipeline.

Awards and Recognition



2025 Beijing Extraordinary Employer



2025 Top Graduate Employer Brands

5.3

Shared Growth of Employees Employee Development

GigaDevice also places strong emphasis on establishing a comprehensive performance evaluation system. Through a scientific and reasonable performance management, the Company manages both organizational and individual performance while helping employees recognize and develop their strengths and potential. Annual performance reviews are conducted across the Company, with supervisors communicating results and providing guidance and support. GigaDevice continues to refine regular and ad hoc review, communication, and feedback mechanisms between managers and employees to identify strengths and areas for improvement, supporting both organizational effectiveness and individual capability development. The Company also continuously improves its compensation framework to ensure internal fairness and external competitiveness, managing performance-based incentives in a structured manner. In 2025, GigaDevice conducted a comprehensive review of its compensation structure, benchmarking against market data and semiconductor industry standards to further strengthen competitiveness. Throughout compensation and benefits management, the Company upholds principles of fairness and non-discrimination, strictly prohibiting discrimination based on race, age, disability, religion, gender, family background, political affiliation, sexual orientation, or other personal characteristics. Compensation is determined based on capability and performance within an inclusive and merit-based system. As a key component of our ESG strategy, GigaDevice provides a comprehensive compensation and benefits package that supports employees' well-being and livelihood security. Salaries meet or exceed local living wage standards, covering basic living needs and essential expenses. This ensures decent work and improves employees' quality of life, while continuously enhancing their sense of fulfillment, belonging, and well-being. To further motivate talent, the Company offers salary adjustments, bonuses, promotions, and equity incentives. Equity incentive plans launched in 2023 and 2024 targeted core management and technical experts, aligning employee interests with the Company's long-term development and enabling them to share in its growth and value creation.

Career Development

The Company supports dual career paths in management and technical expertise, accommodating employees' diverse skills and career aspirations at different stages. GigaDevice continues to strengthen career development channels and communicates promotion pathways clearly through multiple internal platforms. Talent selection is overseen by a dedicated review committee using objective and transparent criteria, including professional expertise, project contributions, management responsibilities, leadership capability, and alignment with the Company's culture and values. This process helps identify technical experts and high-potential managers to support the Company's strategic development.

The Company continues to assess key positions based on two core dimensions: strategic value (such as strategic importance, product quality impact, and decision-making influence) and irreplaceability (including uniqueness of expertise and training cycle length). This approach enables GigaDevice to better identify and evaluate critical roles. In 2025, the Company further strengthened its talent review mechanism and established a more comprehensive employee development framework. Through professional certifications, education sponsorships, and structured career planning, GigaDevice supports employee growth while fostering organizational innovation.

GigaDevice prioritizes talent team development and offers diverse promotion pathways for employees. The Company maintains systems such as the **Promotion Mechanism** and **Talent Training and Development Plans**, supporting fair and transparent career advancement through both technical and management tracks. In 2025, the Company further implemented its **Career Architecture Management System**, strengthening the alignment between roles and individual capabilities through more structured talent management and development. The Company also advanced its talent strategy by updating the Leadership Model 1.0 Plus and conducting targeted assessments of mid- and senior-level leaders to identify strengths and development areas. At the same time, dedicated workshops were organized to enhance leadership self-awareness among incumbent managers, alongside ongoing leadership development programs for mid- and senior-level management.

The Company has had no major layoffs[14] in the past three years.

Employee Training

Outstanding talent is the driving force behind continuous innovation in an enterprise. To support this, GigaDevice implements its **Regulations of Training Management**, placing strong emphasis on internal talent development and building an efficient talent pipeline.

In 2025, aligned with its talent strategy, the Company further enhanced its training system across three core capability areas—leadership, professional expertise, and general competencies. A wide range of programs was delivered to employees, strengthening overall talent competitiveness.

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

5.3

Shared Growth of Employees Employee Development

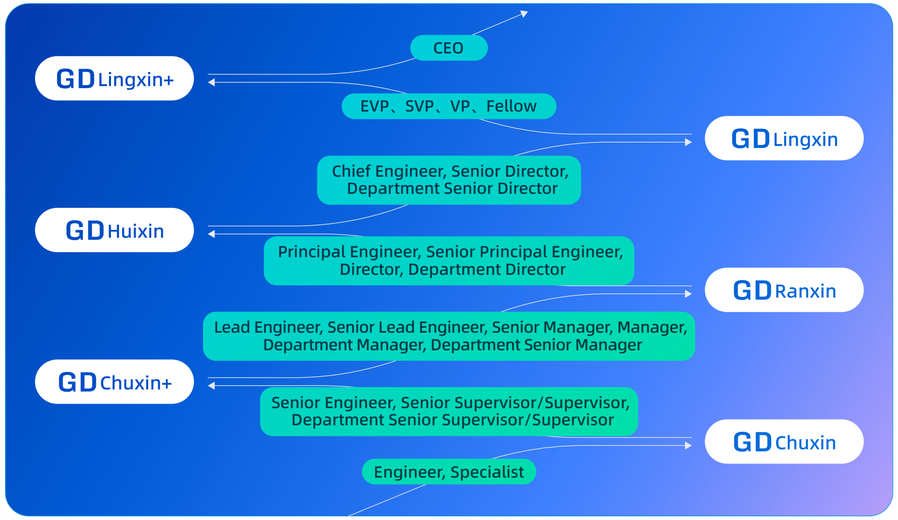
Full Lifecycle Talent Development Pathway

GigaDevice's "One Diagram, One Table" Talent Cultivation System: Define Talent Pipeline Pathways and Promote Dual-track Career Progression

GD Lingxin+Program
- Leadership Industry Research
- Leadership Development Forum
- Leadership Practical Training

GD Huixin Program
- Organizational Management
- Talent Development
- Cultural Integration
- Professional Capabilities
- Mid-level Mini MBA

GD Chuxin+Program
- Mentorship Program
- Technical Rotation Training
- Specialized Projects
- Cultural Immersion



GD Lingxin Program
- GigaDevice Culture 2.0
- Executive EMBA
- Executive Leadership
- Executive Succession Leadership
- Executive Mentorship/Coaching

GD Ranxin Program
- Professional Capabilities
- Team Management
- Talent Cultivation
- Cultural Integration

GD Chuxin Program
- New Employee Onboarding
- Mentorship Program
- Technical Rotation Training
- Cultural Immersion

The graduate development program mainly includes the following components:

1. Mentorship program (apprenticeship model):
Each graduate is paired with a dedicated mentor upon joining the program, following an apprenticeship-based approach. The mentorship focuses on: (1) helping graduates integrate quickly into the team, understand the work environment and responsibilities, and develop essential workplace skills; (2) providing professional guidance on workplace awareness and skills, office systems, career planning, etc.; (3) developing a tailored mentorship plan of at least six months (apprenticeship plan), which includes training in general and professional competencies with practical experience related to job responsibilities, supported by regular coaching and progress reviews; (4) conducting periodic reviews of the mentorship plan, summarizing progress and adjusting the plan based on the graduate's development needs.

2. Technical rotation training:
This program consists of foundational courses jointly developed by multiple R&D, engineering, and related departments. It covers technical fundamentals across different product lines and core product engineering knowledge, helping graduates quickly understand the Company's products and related operational processes.

3. "Chuxin" offline development camp:
This in-person program brings together graduates from different locations for a 2.5-day intensive training camp. Designed around graduates' development needs, it covers the Company overview, corporate culture, career pathways, and professional mindset. The program also includes general competency courses and experience-sharing sessions with managers and senior colleagues, helping graduates quickly understand the Company, integrate into the corporate culture, build team awareness, and gain clearer direction for their career development.

5.3

Shared Growth of Employees

Employee Development

The Company continuously refines tiered management training programs tailored to different leadership levels. For senior management, GigaDevice provides personalized executive coaching and access to business school learning resources. For mid-level managers, leadership training is designed based on competency assessment results. In partnership with universities, the Company launched the Huixin Mini-MBA Management Workshop, offering structured leadership courses to strengthen the management capabilities of mid-level leaders. For high-potential talent, practice-based development programs integrate real business challenges into training to help participants apply management knowledge in practice. For frontline managers, a role-transition program supports newly appointed leaders in building team management capabilities. To support graduate onboarding and development, the Company also established a dedicated training program. Combining online foundational courses, technical rotation, mentorship, and centralized offline training, the program helps new employees integrate quickly, understand the Company's culture, and build essential professional and workplace skills.

In professional conduct and general competencies, GigaDevice continuously introduces high-quality external learning resources, offering courses such as key account engagement, structured thinking, and cross-departmental communication. These programs are mainly delivered through in-person training to strengthen the foundational skills of new and early-career employees. At the same time, the Company provides advanced courses such as Project Management and IDP[15] Management to address evolving development needs. Through these initiatives, GigaDevice strengthens employees' general capabilities, improves work efficiency, and supports the achievement of strategic objectives.

The Company promotes a culture of continuous learning, supporting employees in pursuing higher education and professional development through dedicated training budgets and learning resources. Each year, the Company formulates training programs covering professional skills, management capabilities, and academic advancement, including certification courses such as PMP[16], EMBA[17], VDA 6.3[18], and the Five Core Quality Tools, while gradually increasing investment in training resources. Employees who obtain relevant certifications are given opportunities to apply and demonstrate their capabilities, supporting their ongoing professional growth. To further help employees strengthen professional skills, the Company has fully implemented an External Training Program, allowing departments to nominate employees for external courses and certification programs based on business and role requirements. In 2025, GigaDevice also launched a Technical Salon for R&D professionals, inviting experts from different fields to share insights on emerging technologies. This initiative broadens technical perspectives and supports innovation.

In addition, the Company has launched a comprehensive online learning platform with curated courses tailored to different roles. By the end of 2025, more than 700 online courses were available, ensuring employees have access to learning resources aligned with their responsibilities and development needs. Through systematic training, GigaDevice continues to foster a learning-oriented workplace that supports both employee growth and the Company's sustainable development.



By the end of 2025, all employees of GigaDevice had participated in a variety of basic training:

Participated in the talent development training	2,135 employees
The total training duration	43,509.43 hours
The average training duration per employee[19]	19.39 hours

GigaDevice places significant importance on culture development. In 2025, we continued to advance Culture 2.0, reinforcing shared values across senior management, middle management, and both old and new employees.

[15]IDP (Individual Development Plan) is a talent development tool that systematically enhances employee capabilities by defining career goals and corresponding action plans.

[16]PMP (Project Management Professional): A globally recognize professional certification in project management awarded by the Project Management Institute (PMI), widely regarded as an authoritative credential in the field.

[17]EMBA (Executive Master of Business Administration): A graduate-level business degree program designed for experienced mid- to senior-level managers, enabling participants to pursue advanced management education while continuing their professional careers.

[18]VDA 6.3 (Verband der Automobilindustrie 6.3): A process audit standard developed by the German Association of the Automotive Industry (VDA), used to evaluate the quality capability of product development and production processes in the automotive industry.

[19]Average training duration per employee = total employee training hours throughout the year / total number of employees.

5.3

Shared Growth of Employees

Employee Care

Employee Care

management philosophy

"people-oriented"

GigaDevice firmly believes that talent is the core driver of corporate development, playing a critical role in fostering innovation and long-term competitiveness. Guided by a people-oriented philosophy, the Company is committed to providing a safe, supportive, and respectful workplace while maintaining positive employee relations. To achieve this, the Company continues to improve communication channels and engagement mechanisms, while strengthening its compensation, benefits, and employee care systems. Performance management processes are also refined to better support employee well-being, health, and safety. At the same time, the Company actively upgrades welfare facilities and organizes a wide range of employee activities to foster an open and inclusive culture. These efforts aim to enhance employees' sense of belonging and well-being, encourage interaction and collaboration, strengthen team cohesion, and lay a solid talent foundation for the Company's sustainable development.

Communication with Employees

GigaDevice values employee feedback and emphasizes open, effective communication. The Company regularly conducts employee engagement and satisfaction surveys to improve internal management as the business and workforce evolve. A company-wide survey is conducted every two years. In 2024, the survey achieved a 93% response rate, with all indicators meeting or exceeding industry benchmarks. The "Employee Training and Development" dimension received the highest rating. Based on the results, GigaDevice develops action plans to address key findings and continuously improve organizational effectiveness.

GigaDevice also places strong emphasis on addressing employee needs and protecting their rights and interests. The Company aims to build an open, transparent, and inclusive communication environment supported by a multi-channel communication system and clear employee protection mechanisms. Through these initiatives, the Company fosters alignment across teams and cultivates a collaborative workplace culture. Employees are provided with multiple channels for dialogue and feedback. For example, quarterly All-Hands Meetings share strategic priorities, key developments, and major decisions with all staff. Additional channels—including face-to-face meetings, internal meetings, email communication, and employee surveys—support regular interaction between employees and management and enable timely feedback. The Company also uses internal publications and communication platforms to share updates, motivate employees and strengthen connections among employees worldwide. These efforts reinforce employees' role in the Company's development, enhance their sense of belonging, and promote a collaborative workplace culture.

In safeguarding employee rights and responding to employee concerns, the Company strictly enforces its **Employee Handbook**, which defines violations such as infringement of personal rights, threats to health and safety, and breaches of company policies or national laws. These provisions ensure employees can raise grievances and report misconduct. The Company has also strengthened its grievance mechanism through the **Reporting and Informant Protection System**, incorporating lessons learned from past practices and adapting to current corporate development needs. The Company has streamlined the whistleblowing process to ensure clarity and accessibility. Strong safeguards—including confidentiality and protection against retaliation—are in place to protect whistleblowers through well-defined policies. Employees may report concerns through a dedicated email channel (gd-info@gigadevice.com) or other written reporting channels, either anonymously or under their real names. In addition, a hierarchical communication mechanism tracks employee concerns and feedback, helping the Company respond promptly and maintain a clear understanding of employee needs. These measures ensure employees have accessible channels to raise concerns while effectively protecting their legitimate rights and interests.

In 2025, no complaints were reported by employees regarding unequal treatment or other labor-related issues, including discrimination or harassment.

Ways and Means of Communication with Employees at GigaDevice

Communication within the Department
- Weekly department meeting
- Monthly department meeting
- One-on-one communication with manager
- Performance communication

Cross-department/ Skiplevel Communication
- Email communication
- Face to face communication
- Meeting communication

Communication with Senior Managers
- Email communication
- Full staff meeting
- Round table interview
- Informal discussion with talents of great potential

Face-to-face Communication with HR
- Themed by talent selection, retention, development, and incentive, conduct regular face-to-face and one-on-one communication

Communication through the HR Platform
- The HR Employee Service Center regularly collects employees' concerns and provides timely responses

5.3

Shared Growth of Employees

Employee Care

Employees' Freedom of Association

The Company respects employees' freedom of association and continues to strengthen support for employee communities. Through diverse community initiatives and activities, GigaDevice aims to meet employees' cultural and social needs while fostering an open, inclusive, and collaborative workplace that supports the shared growth of employees and the Company.

In terms of community development, the Company GigaDevice continues to refine the incubation and management of employee clubs, providing support for employees to establish and participate in a wide range of communities. As of the end of 2025, the Company had 23 employee clubs and associations spanning cultural activities, sports and wellness, and social interests, marking steady growth from the previous year. Several new clubs were launched, including the Vitality Club, which promotes engagement among younger employees through recreational and fitness activities. These initiatives further enriched the diversity of employee communities and better addressed the needs of employees across different age groups and interests. Employee clubs operate under a self-managed, democratic model, while the Company provides support through venues, funding, and professional guidance to ensure the smooth operation of activities.

To further enhance the value created by employee communities, the Company launched the Creative Engagement Hub, an integrated coordination platform that brings together resources from various employee clubs to organize themed activities. In 2025, a total of 1,324 activities were held, including 209 table tennis sessions, 293 basketball events, 625 badminton activities, 104 football matches, and 93 activities organized by the Vitality Club. These activities not only catered to employees' personal interests but also incorporated elements that support professional development, strengthening employees' sense of engagement and fulfillment. The Company also introduced the EasyLife Privilege Program, an employee benefits platform integrating high-quality external resources. The platform provides exclusive corporate benefits in key areas of daily life, such as housing and vehicle purchases, including curated housing options, vehicle purchase discounts, and convenient installment financing. By linking community engagement with practical benefits, the initiative extends the value of employee associations into employees' everyday lives.

Looking ahead, the Company will further strengthen mechanisms supporting employees' freedom of association, respond to employee needs, and promote the development of distinctive employee clubs. It will expand activities organized through the Creative Engagement Hub and broaden services under the EasyLife Privilege Program, enhancing employees' sense of belonging and well-being while fostering a more cohesive corporate culture.

In 2025, a total of activities were held	**1,324**
Table tennis sessions	209
Basketball events	293
Badminton activities	625
Football matches	104
Activities organized by the vitality club	93

Activities of the GigaDevice Vitality Club





5.3

Shared Growth of Employees

Employee Care

Employee Welfare

GigaDevice regards the protection of employee rights and talent empowerment as a core part of its ESG strategy. Through a structured performance evaluation system and diversified incentives, the Company offers market-competitive compensation and advances employee equity incentive plans to motivate key talent and attract and retain industry professionals. The Company also connects with relevant government policies, supporting employees' participation in talent development and incentive programs and leveraging government initiatives to expand career opportunities and safeguard development rights. GigaDevice also emphasizes employee well-being. It strictly complies with national and local regulations on working hours and overtime, fully implements statutory paid annual leave, and provides additional welfare leave beyond legal requirements, strengthening employees' well-being and sense of belonging.

The Company attaches great importance to the workplace protection and support for female employees, implementing special labor protections in accordance with relevant regulations, including 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**, and the **Provisions on the Health Care of Female Employees**. Female employees are provided with legal protections and supportive measures during pregnancy, the perinatal period, and lactation, ensuring access to their entitled benefits. The Company has also established mother-and-baby rooms to support employees during these periods. In addition, GigaDevice celebrates International Women's Day by providing female employees with holiday benefits and half-day paid leave.

In 2025, GigaDevice demonstrated its commitment to social responsibility by providing more opportunities for the disadvantaged in society and strengthening its support for vulnerable groups.

The Company places strong emphasis on employees' physical and mental well-being and provides comprehensive health support through a range of care initiatives. In 2025, several on-site traditional Chinese medicine (TCM) consultation sessions were organized, alongside the introduction of AI-enabled health screening services, giving employees convenient access to professional advice while promoting proactive health management and stress relief. Under the annual health examination program, the Company expanded its network of partner hospitals and enriched the scope of health check-up items and evaluation indicators. These improvements better address employees' diverse and individualized health needs, encouraging greater attention to personal and occupational health and supporting a healthy work-life balance.

To further optimize its employee benefits system and align incentives with high-quality development goals, GigaDevice introduced the "Core Coin" incentive program. The program reinforces employees' understanding of the strategic value of key projects, supports their effective implementation, and strengthens team cohesion and a sense of belonging. Rewards are granted through a points-based system based on multi-dimensional evaluation criteria, including work performance, level of contribution, professional conduct, cross-department collaboration, and participation in key initiatives. Employees demonstrating outstanding performance in designated projects or activities receive quantified incentive points.

In addition, the Company organized a range of employee care activities throughout the year, including annual gatherings, office relocation celebrations, birthday events, themed afternoon teas, holiday activities, family days, sports meets, and yoga and dance classes. Departments also regularly organize team-building activities to strengthen cohesion. By "introducing and promoting" a variety of ways, we enrich employees' recreational and sports activities, strengthen teamwork, and create a harmonious, inclusive, and positive corporate culture.

GigaDevice's Benefit System

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

5.3

Shared Growth of Employees

Employee Care

Case

The Seventh Family Day of GigaDevice

The 7th Family Day, themed "Step into AI Together, Celebrating 20 Years," brought family time into nature and started with a fresh and warm atmosphere. It concluded successfully with the participation of nearly 600 employee families. The event was held across seven cities–Xi'an, Beijing, Chengdu, Hefei, Shenzhen, Shanghai, and Suzhou. Centered on family connection, technological inspiration, and environmental awareness, the gathering reflected the Company's care for employees and its 20-year commitment to every member of the GigaDevice family.

Technology as Wings: AI and Love Moving Forward Together

The theme "Step by Step with AI (Love)" reflected the integration of technology and care throughout the event. An adorably cute robot dog became the crowd favorite, with employees high-fiving it, taking photos, and interacting with it while experiencing the possibilities of artificial intelligence up close. These moments echoed GigaDevice's long-standing technology-driven development philosophy and its belief in using technology to create a better life, allowing employees and their families to experience the human side of innovation.

Green in Action: Responsibility Reflected in Every Step

Environmental awareness was embedded throughout activities in all seven cities. Participants were encouraged to bring reusable water bottles, and those demonstrating eco-friendly behaviors received "Green Guardian" stickers. During the family hiking activities, participants followed "leave no trace" principles to help preserve the natural environment. Children who completed the hiking routes received seed-themed commemorative medals, encouraging environmental responsibility among younger generations. Through these initiatives, the event created meaningful family moments while promoting environmental awareness.

Family Moments: Fun Interactions Strengthening Parent-Child Bonds

A series of lighthearted interactive games were arranged along the activity routes, incorporating the Company's 20th anniversary theme while encouraging parent-child collaboration and family teamwork. Activities included rope challenges, badminton games, cooperative balance tasks, and creative movement challenges. Along the hiking routes in Xi'an, parents and children completed fun challenges together; on the lawns of Beijing, families took part in interactive team tasks; and along the greenways of Chengdu, children guided their parents through playful missions. Each stop was filled with laughter, giving employees a chance to connect with their families while allowing children to experience the warmth and support of their parents through shared activities.







5.3

Shared Growth of Employees

Employee Care

Case

Global Expansion with Employee Care–Inauguration of the Singapore International Headquarters

On June 3, 2025, GigaDevice officially inaugurated its Singapore International Headquarters, marking a new stage in the Company's global strategic expansion. The establishment of the new headquarters reflects GigaDevice's commitment to deepening collaboration with international customers, building an efficient supply chain system, and strengthening its ecosystem and global brand influence. At the same time, the new office provides employees with a more comfortable and efficient working environment. To celebrate this milestone, the Company grandly held a relocation ceremony, using the occasion to convey care and encouragement to employees. The event was marked by a warm and celebratory atmosphere.





Case

GigaDevice 20th Anniversary Badminton Tournament

To celebrate its 20th anniversary and foster team spirit, GigaDevice launched its first company-wide Badminton Tournament, creating an energetic and engaging sporting event for employees. The tournament took place across seven cities–Beijing, Shanghai, Hefei, Xi'an, Shenzhen, Suzhou, and Chengdu–bringing enthusiasm and sporting spirit to teams across the country. A total of 511 employees registered to participate, demonstrating strong interest and passion for sports and quickly building momentum for the tournament.

Diverse Formats, Heated Competitions

The tournament featured five classic events: men's singles, women's singles, mixed doubles, men's doubles, and women's doubles. City-level competitions combined round-robin and knockout formats, ensuring competitive intensity while providing ample opportunity for interaction among participants. Employees from all seven cities competed enthusiastically, showcasing their skills and determination on the court. Key moments such as smashes, net shots, overheads, and defensive plays drew continuous cheers from the audience, creating a vibrant and lively atmosphere.

Professional Medical Support and Safety Measures

Beyond the competition, the event prioritized safety. Anticipating potential emergencies, the organizers thoughtfully provided on-site AEDs and professional medical staff to ensure participants' well-being throughout the tournament.

Recognition and Motivation

To ensure that both honor and motivation were equally celebrated, the tournament established a dual-award system, combining symbolic recognition with practical rewards. In a ceremony full of grandeur, the champions, runners-up, and third-place winners received not only bespoke, logo-engraved medals but also generous, practical prizes, so that every victory felt truly significant.











5.3

Shared Growth of Employees Employee Care

Case

Joyous Lantern Festival, Sharing Sweetness and Warmth

With lanterns lighting up the smiles and sweet tangyuan symbolizing reunion, on February 12, 2025 (the 15th day of the first lunar month), the offices across various locations organized a creative and heartwarming "Joyous Lantern Festival" event. The event featured a variety of fun activities, such as Fishing for Tangyuan, Guessing Lantern Riddles, Tossing Tangyuan, Drawing a Snake for Luck, Snake Brings Great Fortune, and Snake Holds Steady Success, which attracted enthusiastic participation from many GigaDevice employees. Laughter echoed throughout the venue, creating a warm and cheerful atmosphere. While enjoying delicious food and interactive games, everyone felt the warmth and care of the big family. This Lantern Festival, we were not only "sweetly" filled, but also "warmly" embraced!



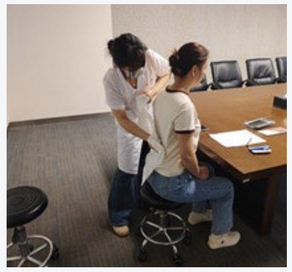


Case

Caring for Employee Health, Building a Happy Team

Guided by its people-first philosophy, GigaDevice places strong emphasis on employees' physical and mental well-being. To support this, offices across multiple locations partnered with traditional Chinese medicine institutions to organize a "Caring for Employees: TCM Health Consultation" event. Renowned physicians provided personalized consultations, addressing employees' health concerns, offering professional diagnoses, and delivering health education with abundant practical content. The initiative reinforced the Company's commitment to employee well-being while promoting a positive and healthy workplace culture, strengthening employees' sense of belonging and injecting momentum into building a harmonious, efficient, and vibrant team.





Case

Creating a Comfortable and Safe Work Environment

To further improve employees' office experience, GigaDevice upgraded office chairs with ergonomic stretchable footrests, accompanied by easy-to-understand user guides to help employees quickly adapt to the new features. Additionally, potential safety risks were addressed by removing obstacles such as traditional camp beds, ensuring clear evacuation routes and maintaining fire safety in office areas. These measures reflect a balanced focus on both employee care and workplace safety, along with innovation. Going forward, we will continue to prioritize employees' practical needs, creating a work environment that is healthier, safer, and more people-centered.





5.3

Shared Growth of Employees Occupational Health and Safety

Occupational Health and Safety

GigaDevice consistently prioritizes employee health and safety and continues to strengthen its occupational health and safety (OHS) management system to provide a safe , healthy, and comfortable workplace and facilities. The Company has obtained ISO 45001 certification, and through regular audits and continuous improvement, ensures the system operates effectively. This allows systematic identification and control of occupational health and safety risks and reflects GigaDevice's commitment to employees' physical and mental well-being. In 2025, there were no violations of OHS regulations or cases of occupational disease.



CERTIFICATE

dqs

This is to certify that

GigaDevice Semiconductor Inc.

101, 1st to 5th Floor, Building 8, No. 9 Fenghao East Road, Haidian District 100094, Beijing China

with the organizational units/sites as listed in the annex

has implemented and maintains an Occupational Health and Safety Management System.

Scope:
Design, sales and production outsourcing management of the Integrated circuit (including MCU,NOR, NAND, Touch, Finger print, PMU, DRAM)

Through an audit, documented in a report, it was verified that the management system fulfills the requirements of the following standard:

ISO 45001 : 2018
Equivalent to: DIN EN ISO 45001 : 2023

Certificate registration no. 50050943 OHS18
Valid from 2026-01-29
Valid until 2029-01-28
Date of certification 2025-11-11

DQS GmbH

Guido Eggers
Managing Director

Accredited Body: DQS GmbH, August-Schanz-Straße 21, 60433 Frankfurt am Main, Germany
Responsible Office: DQS-AP Ltd, 306-307, Waterfront Plaza Block E, No.31, Lane 168, Dadushu Road, Putuo District, Shanghai, China, Post Code: 200062
The validity of this certificate can only be verified by the QR-code.

1 / 2

Occupational Health and Safety Management System Certificate

The Company has established and continuously refined a standardized management system centered on the **Safety Production Responsibility System**, supported by internal procedures such as the **Occupational Health and Safety Control Procedure, Emergency Preparedness & Response Procedure**, and **Hazard Identification and Risk Assessment Procedure**. Coverage for work-related injury insurance reaches 100% of employees. All staff receive annual health check-ups, and each employee is also covered by commercial medical insurance for outpatient, inpatient, and accidental care, ensuring comprehensive health protection.

For occupational health and safety risk management, GigaDevice conducts annual hazard identification and risk assessments, actively involving employees in the process. Using the LEC method (Likelihood, Exposure, Consequence), employees assess potential workplace risks based on accident probability, exposure frequency, and severity of consequences. Based on the results, the Company implements graded control measures according to risk levels to continuously strengthen workplace safety. Since 2023, GigaDevice has also carried out monitoring of occupational hazard factors, achieving full coverage of all office areas with potential hazards by 2025. Monitoring results guide targeted improvements to control risks and prevent occupational diseases.

Occupational Health Safeguard Measures

Health and Safety Inspection	✔ GigaDevice develops and strictly implements an annual health and safety inspection plan, including daily 5S inspections, pre-holiday checks, seasonal inspections, comprehensive safety audits, and special safety inspections to comprehensively identify and eliminate workplace hazards. ✔ During Safety Production Month, employees are encouraged to participate in hazard identification through initiatives such as "Spot hazards on the go, act together to ensure safety," fostering shared responsibility for workplace safety. ✔ Qualified third-party organizations are invited annually to conduct professional maintenance and inspections of fire-fighting facilities, electrical fire prevention systems, lightning protection devices, and special equipment to ensure safe and reliable operation. Drinking water quality in office areas is also tested annually to ensure safe drinking water for employees.
Facility Optimization	✔ The Company has implemented access control systems, video surveillance, and intelligent visitor management systems to standardize and enhance safety management, strengthening both entry control and environmental monitoring. ✔ In company-owned office areas, a 24-hour professional security team conducts patrols based on structured routes and schedules, supported by electronic patrol systems that record inspections in real time to ensure full coverage of key areas and eliminate blind spots, achieving synergy between human and technological security measures. ✔ Safety signs and directional indicators are regularly updated and optimized to ensure that escape routes, emergency exits, and other critical locations are clearly marked and easily identifiable.
Safety Drills	✔ A wide range of emergency drills are conducted, including fire drills, electric shock drills, elevator entrapment drills, anti-tailgating drills, and natural disaster simulations such as earthquake evacuation drills to control occupational health and safety risk factors.



5.3

Shared Growth of Employees

Occupational Health and Safety

GigaDevice places a high priority on strengthening employees' health and safety capabilities. Through a blended approach combining online and offline training, theory, and practical exercises, the Company regularly delivers training on occupational health and safety management, first aid, and fire safety, enhancing safety awareness and emergency response capabilities. In 2025, the Company further expanded its training system by adding 24 new online health and safety courses and launching the "GigaDevice EHS Express" subscription account as a regularized learning platform.

As of December 31, 2025, the Company had:

First aid certificate	**29** holders
Internal auditor certificate of occupational health and safety management system	**91** holders
Newly launched safety awareness online training courses	**1,382** views
OHS-related training 37 sessions	**4,365** participants
Fire drills and other emergency drills	**22** times
the company-wide fire drill in November	**1,600+** participants
Launched the "GigaDevice EHS Express" subscription account to share information and knowledge related to Environment, Health, and Safety (EHS). The first promotional post garnered significant attention	**485** views

5.4

Industry Cooperation

Industry Ecosystem Building

GigaDevice has established strategic partnerships with leading wafer fabs and packaging and testing companies worldwide, advancing semiconductor innovation through ecosystem development and participation in industry summits.

Industry Ecosystem Building

Guided by the "product + ecosystem" approach, GigaDevice actively develops the semiconductor ecosystem through research in advanced MCU technologies, supporting the prosperity and development of the semiconductor industry.

With GD32 MCUs now the largest Arm® MCU product family in China, the Company has launched multiple series based on Arm® Cortex®-M3, M4, M23, M33, and M7, as well as general-purpose 32-bit MCUs based on the RISC-V core. Around these products, GigaDevice has built a collaborative ecosystem connecting products, users, and partners, enabling customers to develop solutions tailored to their needs using compatible development tools. This approach helps reduce R&D costs while giving customers greater development flexibility. GigaDevice continues to expand the GD32 product portfolio, providing developers with software and hardware evaluation kits, along with a range of self-developed solutions and algorithms.

For the GD32 series, GigaDevice works with global partners to provide customers with a wide range of solutions, including integrated development environments (IDE), evaluation boards (EVB), RTOS, graphical user interfaces (GUI), security components, and cloud connectivity. The Company also offers video courses and technical tutorials on its website for on-demand access. This development ecosystem provides practical support for users' design work while reflecting the value and service philosophy of the GD32 product series.

GD32 Development Ecosystem

Development Kits	 Datasheet / User Manual / Application Note / Errata / Firmware / CAD Resources / Demo Suites
Solutions	**In-house** Motor Control / Digital Power / GUI / AI / Communication / Wireless / RTOS etc. **IDH** Industrial / Digital Power / Alot / Home Appliance / Automotive etc.
IDEs & Compilers	Embedded Builder, MDK-ARM, SEGGER, IAR Embedded Workbench, GCC, ASHLING TRACE32®, Embeetle IDE
Debuggers	 GD-LINK  ULINK  J-LINK  I-JET  µTrace LAUTERBACH DEVELOPMENT TOOLS  Cross Connect Neo
Embedded Software	RTOS&Cloud Connectivity: aws, matter, tuya, RT-Thread, Zephyr, JoshOS, Microsoft Azure, RTOS, Phytor, Xiaomi Vela, FreeRTOS; GUIs: SEGGER, AWTK, LVGL, Embedded Wizard; Security & OTA: ABUP; AI&ML: sensory
Production Programmers	PE micro, SMH Technologies, Eprotronic, Data I/O, ProMik, Algocraft, DediProg, HI-LO SYSTEMS, ELNEC, Wellon, OPS, System General, Acroview, SUPERPRO, XELTEK

*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.

5.4

Industry Cooperation

Industry Ecosystem Building

Case

GigaDevice GD32F5xx and GD32G5xx STL Software Test Libraries Receive IEC 61508 Functional Safety Certification


Certificate

No.: 968/FSP 2858.00/25

IEC 61508 Functional Safety Certification

On October 24, 2025, leading semiconductor supplier GigaDevice announced that the Software Test Library (STL) supporting its GD32F5xx and GD32G5xx series MCUs had obtained IEC 61508 SC3 (SIL 2 / SIL 3) functional safety certification issued by Germany. Following the earlier certification of STL libraries for the GD32H7 and GD32F30x series, this achievement represents another important expansion of GigaDevice's capabilities in the field of functional safety. With this certification, GigaDevice has now achieved comprehensive STL coverage across MCU products based on Arm® Cortex®-M7, Cortex®-M4, and Cortex®-M33 cores. Leveraging this expanded portfolio, GigaDevice will continue to provide customers worldwide in industrial control, energy and power systems, humanoid robotics, and other safety-critical sectors with high-performance, high-reliability products and supporting software solutions.

Case

GigaDevice and RT-Thread Establish Strategic Partnership to Strengthen Domestic Embedded Technology Ecosystem



GigaDevice announced a strategic partnership with RT-Thread, a leading Chinese embedded operating system provider, becoming an RT-Thread Advanced Partner. This collaboration marks a new phase in the development of the embedded systems ecosystem. The cooperation leverages the RT-Thread kernel and component ecosystem to support the full GD32 MCU portfolio, with particular focus on strengthening hardware-software integration for the GD32F5, GD32VW553, and GD32H7 series. It aims to support applications in industrial control, consumer electronics, and AIoT, helping developers accelerate innovation and deploy high-performance, reliable embedded solutions.

The strategic partnership is expected to create new technological synergies in the embedded industry. By combining GigaDevice's high-performance MCUs with the RT-Thread operating system, the collaboration lowers the development threshold for complex embedded systems, accelerates application deployment, and supports progress toward higher performance and lower power consumption. Looking ahead, the two companies will deepen technical cooperation by optimizing hardware-software integration, improving development toolchains, and expanding application reference libraries, providing developers worldwide with stronger technical support and advancing innovation in embedded systems.

5.4

Industry Cooperation Brand Value

Brand Value

GigaDevice actively participates in industry summits, exhibitions, and technical events to strengthen its presence in the IC industry and enhance brand value. At these events, the Company showcases its comprehensive product portfolio, including Flash memory, Niche DRAM, MCUs, sensors, and analog products, along with related application solutions. These offerings serve a wide range of sectors, including industrial, automotive, computing, IoT, consumer electronics, and mobile devices, highlighting GigaDevice's diversified portfolio, broad market presence, and technological capabilities in the semiconductor industry.

GigaDevice exhibiting at **Embedded World 2025**





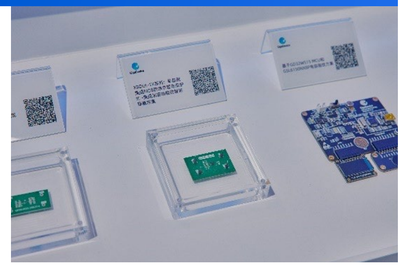
GigaDevice presenting diversified solutions at the SNEC PV+, supporting the intelligent upgrade of energy systems





GigaDevice showcasing its full portfolio of products and solutions at electronica China 2025 (Shanghai)





GigaDevice delivering a keynote titled "Applications and Innovations of GigaDevice Flash in the AI IPC Industry" at the "Edge AI Technology and Application Innovation Forum" during the 9th Jiwei Semiconductor Summit





5.4

Industry Cooperation Brand Value

GigaDevice presenting multiple technological achievements and solutions at the 25th China International Industry Fair (CIIF 2025), contributing to the advancement of the humanoid robotics industry





GigaDevice participating in Embedded World 2025 North America, showcasing breakthroughs in AI, power management, and consumer applications





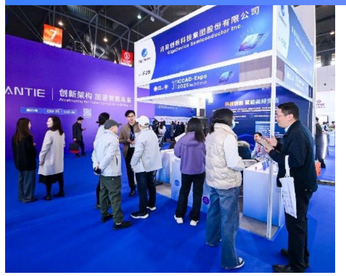
GigaDevice showcasing its diversified product portfolio at the China International Optoelectronic Exposition (CIOE), supporting the future development of optical communication







GigaDevice presenting a keynote titled "GigaDevice's Diverse Product Portfolio Enabling High-Speed Network Communication Across Multiple Scenarios" at the 31st ICCAD-Expo





GigaDevice participating in the 2nd GGII Humanoid Robot Annual Conference, demonstrating full-stack chip solutions to support large-scale commercialization





5.5

Community Public Welfare Public Welfare and Charity

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 its social influence. 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 2025, GigaDevice

Public welfare programs invested	Accumulating	With a total of
CNY 7,857,018.78	245.75 hours	276 participants

In 2025, the Company

Donated to the Hong Kong Red Cross through the Red Cross Society of China

CNY 2.7240 million (HKD 3 million)

supporting emergency rescue efforts and post-disaster recovery following the Tai Po fire incident in Hong Kong.

Donated to the "Stock Code for Charity Scheme" of the HKEX Foundation

CNY 2.7332 million (HKD 3 million)

which implements community projects in partnership with local charitable organizations.

Donated to the Red Cross Society of China Shaanxi Branch

CNY 700,000

to support the "Boai Home" projects in Beiliang Village, Haojiahe Village, and Dujiagou Village, contributing to rural revitalization efforts.

Donated to the Aiyou Foundation

CNY 300,000

to support the "Aiyou Comfort Life" project, providing assistance and protection for children in difficult circumstances.

Donated to the China Foundation for Rural Development (CFRD)

CNY 300,000

to support the "Livable Homeland Project" at Gaozhuang Forest Farm in Pingwu County, Sichuan Province, focusing on resource surveys and ecological conservation.

Donated to the China Environmental Protection Foundation (CEPF)

CNY 300,000

for the "Tinglin Garden Smart Ecological Monitoring and Environmental Education Project", aimed at protecting biodiversity and supporting ecological civilization initiatives.

Donated to the WaterDrop Foundation

CNY 150,000

to support post-flood disinfection and reconstruction efforts in Beijing following flooding in late July 2025, as well as assistance for affected families and free medical consultations for impacted residents.

Donated to the Chinese Institute of Electronics

CNY 150,000

to encourage outstanding teams that participated in the China Graduate Electronics Design Contest.

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 2025, the museum received 45 delegations, totaling 1,044 participants. The total investment amounted to CNY 467,500, including CNY 319,700 allocated to hardware upgrades such as projection equipment, signal transmission systems, and LiDAR kits.

IC Museum



5.5

Community Public Welfare Rural Revitalization

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, fostering agricultural technological innovation, and the protection of vulnerable groups such as children in need and disaster-affected communities. We contribute to poverty alleviation and the sustainable development of rural areas as we can.

In 2025, GigaDevice

Rural revitalization initiatives invested a total of

CNY **1,502,805.18**

Benefiting

10,929 individuals

Case

“Painting For Hope·Light Up Childhood Dreams” – GigaDevice Continues to Fulfill Its Social Responsibility

From May to September 2025, GigaDevice hosted four “Painting For Hope·Light Up Childhood Dreams” in Beijing, Hefei, and Shenzhen, attracting widespread participation and support from employees, suppliers, and partners.

In March 2025, the Company donated CNY 300,000 to the Aiyou Foundation to support the “Aiyou Comfort Life” project. This initiative focuses on children facing challenges related to basic living conditions, safety, and mental health. The project includes support for children’s home courses and educational materials, home intervention services, food and material support, and other essential services to ensure the healthy growth of these children.

In April 2025, the GigaDevice ESG team, together with the CIP team, visited a project site in Miyun District, Beijing, partnering with the Aiyou Foundation to host a children’s drawing interactive event. Together, they created 20 drawings with local children. Additionally, 36 drawings and 28 postcards collected from the project in Liangshan Prefecture, Sichuan, were showcased as part of the exhibition.

The public welfare exhibition featured five key areas: Art Exhibit showcasing children’s drawings, VR Experience, Postcard Interaction, Love Interaction, and Stamp Check-in. The exhibition allowed visitors to experience the children’s world through VR, understand their wishes, participate in letter exchanges, make donations, and receive custom-made products featuring the children’s artwork. Participants earned welfare points on the Company’s platform as a reward for their contributions.

This initiative was not only an exhibition of art and love but also a concrete example of GigaDevice’s commitment to ESG principles in action.

“Painting For Hope·Light Up Childhood Dreams” Event







6

Environment

6.1 Environmental Management

6.2 Response to Climate Change

6.3 Green Operations

6.4 Circular Economy

6.5 Ecological Protection



SSE Sustainability Reporting Guidelines

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

HKEX ESG Reporting Code

Aspect A1: Emissions | Aspect A2: Use of Resources | Aspect A3: The Environment and Natural Resources | Part D: Climate-related Disclosures

Relevant UN Sustainable Development Goal (SDG)



GigaDevice continues to strengthen its sustainable development capabilities. With environmental management as the foundation and climate action as a strategic priority, the Company advances green operations and circular economy practices to reduce its carbon footprint and environmental impact. At the same time, GigaDevice promotes green design throughout the entire product lifecycle and collaborates with key sectors such as industrial, automotive, and IoT industries to support energy conservation and carbon reduction.

6.1

Environmental Management

GigaDevice closely follows environmental policies in all operating regions and strictly complies with applicable 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**, the **Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Wastes**, and the **Energy Law of the People's Republic of China**. We have also implemented a range of internal management policies, including the **Environmental Factors Identification and Evaluation Procedure**, the **Energy, Resource Saving Control Procedure**, and the **Solid Waste and Pollution Preventive Control Procedure**, and integrated environmental objectives and targets into its management review system to ensure effective environmental management. Through standardized management practices, GigaDevice continues to improve resource efficiency and reduce environmental impact while maintaining ISO 14001 environmental management system certification. In 2025, the Company recorded no environmental violations or penalties.



CERTIFICATE

dqs

This is to certify that

GigaDevice Semiconductor Inc.

101, 1st to 5th Floor, Building 8, No. 9 Fenghao East Road, Haidian District
100094, Beijing
China

with the organizational units/sites as listed in the annex

has implemented and maintains an Environmental Management System.

Scope:
Design, sales and production outsourcing management of the Integrated circuit (including MCU, NOR, NAND, Touch, Finger print, PMU, DRAM)

Through an audit, documented in a report, it was verified that the management system fulfills the requirements of the following standard:

ISO 14001 : 2015

Certificate registration no. 50050943 UM15
Date of revision 2024-11-15
Valid from 2023-09-21
Valid until 2026-09-20
Date of certification 2024-11-15

DQS GmbH

Christian Gerling
Managing Director

1 / 2

Environmental Management System Certificate

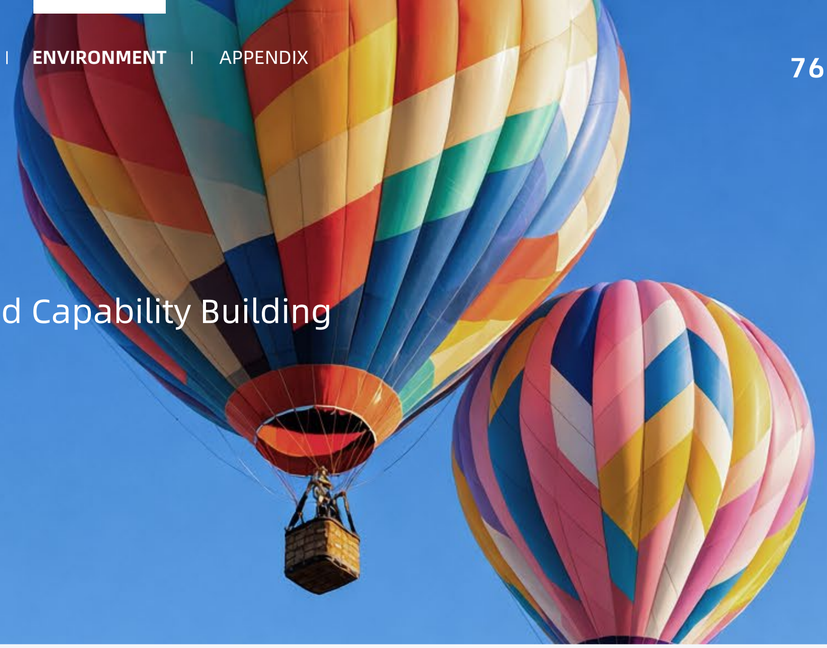
In 2025, GigaDevice further strengthened its environmental management and established and achieved its internal targets for energy use, resource efficiency, and waste management. Guided by these targets, the Company implemented practical measures tailored to its operations, ensuring environmental management requirements are effectively embedded in day-to-day activities. In waste management, GigaDevice improved treatment efficiency and promoted resource recycling through optimized processes and more systematic management, further enhancing resource utilization. The Company also continues to explore green and low-carbon technologies to minimize the environmental impact of its operations.

GigaDevice's Progress in Environmental Objectives in 2025

Item	Objectives in 2025	Progress in 2025
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 40% ✔ Greenhouse gas emissions (combined Scope 1 and Scope 2) saw a 5% greater reduction than in the previous year	★★★★★ Achieved
Green Design	✔ Compliance of purchased and integrated products with RoHS 2.0 requirements	★★★★★ Achieved

Environmental Compliance Management

GigaDevice continues to strengthen its environmental compliance management system to ensure all operations comply with applicable legal requirements and support sustainable development. In 2025, the Company identified six additional environmental laws, regulations, and standards, and organized internal training and communication sessions to ensure departments understood and implemented the requirements. In August 2025, GigaDevice conducted its annual compliance evaluation, reviewing the implementation of environmental management measures to ensure the effectiveness and completeness of compliance management. The evaluation confirmed that the Company's environmental practices complied with relevant regulations and has fully achieved its environmental compliance targets. GigaDevice also maintained supporting documentation to ensure traceability and management transparency.



6.2

Response to Climate Change

Climate Governance Structure and Capability Building

In 2025, GigaDevice disclosed climate-related information in line with the TCFD framework, covering four areas: climate governance structure and capability building, climate strategy, climate-related impacts, risks, and opportunities management process, and metrics and targets.

TCFD framework

- Climate governance structure and capability building
- Climate strategy
- Climate-related impacts, risks, and opportunities management process
- Metrics and targets

Climate Governance Structure and Capability Building

GigaDevice has systematically integrated climate-related risks and opportunities into its ESG governance framework. The Board of Directors, together with the Strategy and Sustainability Committee, oversees climate governance, reviews related strategies and targets, and promotes the integration of climate considerations into strategic planning, risk management, and major decision-making. At the management level, the ESG Leadership Group identifies and assesses climate-related risks and opportunities and sets phased targets. The ESG Working Group supports cross-department coordination, data management, and implementation, forming a governance chain from the Board to the operational level. Guided by the **Climate Change Policy**, the Company has established institutionalized mechanisms—including semiannual meetings, quarterly progress reporting, and annual information disclosure—to ensure that climate governance arrangements remain transparent, efficient, and well-structured.

Within this governance framework, ESG performance indicators have been incorporated into the remuneration evaluation system for directors and senior management, strengthening accountability for sustainability. As internal management capabilities and disclosure requirements evolve, the Company will assess incorporating climate-related performance indicators into the remuneration system to further align climate governance with incentives.

In 2025, the Company released the **GigaDevice ESG Improvement Plan (2026–2028)**, identifying climate action and green supply chain development as priority areas. In the same year, in line with HKEX and SSE disclosure requirements, the Company initiated dedicated climate-related disclosures covering governance, strategy, risk management, and metrics and targets, and continues to strengthen its climate governance and disclosure practices.

GigaDevice places strong emphasis on strengthening the climate oversight and decision-making capabilities of its governance bodies, with climate expertise recognized as a key component of ESG management. In 2025, the Company organized specialized training for management on climate trends, climate regulatory requirements, and climate risk management. A structured capability-building program is being rolled out across the Board, management, and key personnel, covering topics such as climate risk management, regulatory frameworks, low-carbon transition pathways, and industry best practices. As its climate strategy and disclosure practices advance, GigaDevice will continue to assess governance-level capability needs and, where necessary, introduce external experts or specialized training mechanisms to ensure effective climate oversight.

6.2

Industry Cooperation Climate Strategy

Climate Strategy

Identification of Climate Risks, Opportunities and Impact

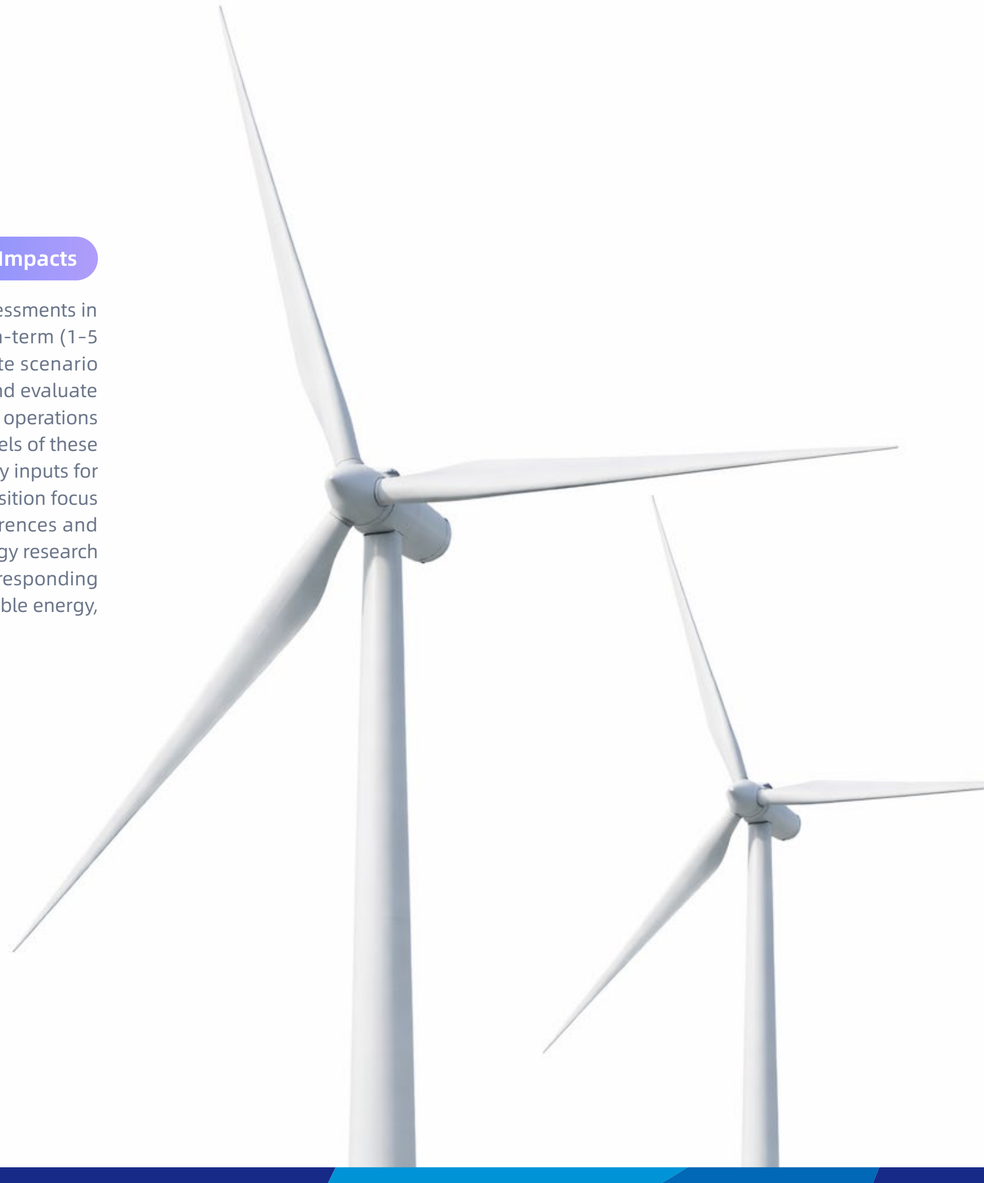
Double Materiality

GigaDevice recognizes the potential impacts of climate change from both financial and impact materiality perspectives. The Company has identified key operational and value chain dependencies on energy, water resources, environmental conditions, and infrastructure. Although GigaDevice does not directly engage in high-energy activities such as wafer fabrication, its business and supply chain rely on stable energy and water supply, climate conditions, and resilient energy, transportation, and logistics infrastructure. Under climate change scenarios, extreme weather, long-term climate shifts, and the energy transition may affect upstream wafer fabrication and testing capacity, as well as the stability of energy and water supply and logistics operations. These factors could create potential financial impacts related to business continuity, delivery capabilities, and operating costs.

In terms of impact materiality, the Company's direct carbon emissions are relatively low. However, its value chain involves environmental impacts such as energy use and emissions in wafer fabrication and testing, energy efficiency during product use, and resource consumption across the supply chain. At the same time, certain technologies and products (e.g., low-power chips, energy storage control, and smart energy applications) help downstream industries improve energy efficiency and reduce emissions. To enhance its climate resilience, GigaDevice continues to improve energy efficiency, increase the share of renewable energy, integrate climate and environmental considerations into supply chain management, and enhance climate risk assessment and low-carbon technology R&D. These efforts aim to reduce reliance on key resources, limit potential impacts, and support long-term sustainable development.

Identification of Major Climate Risks, Opportunities, and Their Impacts

To manage climate-related impacts, GigaDevice conducts systematic assessments in the Chinese mainland market across short-term (current year), medium-term (1–5 years), and long-term (5+ years) horizons. The Company applies climate scenario simulation, policy analysis, and industry trend assessments to identify and evaluate physical risks, transition risks, and climate-related opportunities affecting operations and the value chain. The table below summarizes the transmission channels of these risks and opportunities and their potential financial impacts, providing key inputs for strategic planning, capital allocation, and operational resilience. Key transition focus areas include market changes (accelerated low-carbon customer preferences and standards) and product/technology transformation (low-carbon technology research and development, and the requirement for large-scale application). Corresponding opportunities are primarily reflected in sustainable supply chains, renewable energy, and low-carbon product innovation.



6.2

Industry Cooperation Climate Strategy

GigaDevice Climate Risks and Opportunities and Their Financial Impacts

	Category	Risk Driver	Transmission Channels	Financial Impacts[20]	Expected Timeline
Physical risks	Acute risks	Increasing frequency and intensity of extreme weather events such as floods and typhoons	Potential damage to operational sites and business interruptions; logistics disruptions affecting product delivery	Potential revenue loss, increased repair and cleanup costs; possible increase in insurance costs	Medium-term
	Chronic risks	Rising average temperatures	Increased cooling energy consumption in office environments to maintain R&D conditions and employee comfort	Higher operating costs due to increased air-conditioning usage	Medium-term
Transition risks	Policy and Regulation	Strengthened carbon emissions regulation	Stricter carbon emission and environmental requirements affecting operations and the supply chain	Increased operating costs from emissions quotas, trading fees, and/or carbon taxes Higher supply chain adjustment expenditures	Medium-term
		Upgraded environmental compliance across the entire value chain	Increased scrutiny of product carbon footprints from downstream customers and regulators Supply chain adjustments required to meet stricter environmental standards	Increased compliance costs Potential rise in procurement costs due to supply chain optimization or supplier replacement	Medium-term
	Technology	Energy efficiency upgrades	Pressure to improve operational energy efficiency and reduce energy consumption	Higher upfront capital expenditure on energy-efficient equipment and system upgrades	Short-term
		Renewable Energy solutions	Reduced reliance on fossil fuels and increased use of renewable energy	Additional capital and operating costs for renewable energy installations and maintenance Increased expenditure on renewable energy procurement Reduced exposure to anticipated carbon taxes and carbon pricing	Short-term
		Low Carbon Product Development and Transition	Market demand driving greater investment in R&D for high-performance, low-power products	Increased R&D expenditure Reduced carbon emissions, lowering compliance risks and related costs	Short-term

[20]Due to significant uncertainties in quantifying the financial impacts of climate-related risks—including impacts on assets, capital expenditures, financing, and investments—the Company is currently unable to provide reliable quantitative estimates based on sufficient and verifiable information without incurring undue cost or effort during this reporting period. GigaDevice has initiated efforts to enhance its analytical framework and data foundation and will progressively improve the completeness and accuracy of quantitative disclosures when conditions permit.

6.2

Industry Cooperation Climate Strategy

	Category	Risk Driver	Transmission Channels	Financial Impacts	Expected Timeline
Transition risks	Market	Changes in customer demand	• Customers increasingly prefer low-carbon products or require carbon disclosure across supply chains • Demand for energy-intensive products may decline	• Higher costs for the Company and suppliers to adopt green energy • Products that fail to meet low-carbon expectations may lose market demand, potentially reducing revenue	Medium-term
		Increased material and transportation costs	• Climate change may increase raw material prices and logistics costs, affecting supply chain stability and delivery performance	• Higher raw material costs increasing procurement expenses and compressing margins • Potential pressure on product pricing and market competitiveness	Medium-term
	Reputation	Public perception of sustainability	• The Company's sustainability reputation may influence brand perception and customer choice	• Decline in brand value or market share, potentially leading to revenue reduction	Medium-term
		Impact on product quality reputation	• Climate-related disruptions in the supply chain may raise concerns about delivery reliability and influence purchasing decisions	• Customers may shift or split orders among suppliers, resulting in revenue loss	Medium-term
		Investor perception	• Poor climate governance may negatively influence investor assessments	• Reduced financing capacity, higher cost of capital, and potential impacts on investment and financing cash flows	Medium-term
		Greenwashing risk	• Increased regulatory scrutiny; inconsistencies between sustainability commitments and actual practices may create reputational and compliance risks	• Costs related to legal penalties, settlements, or brand restoration • Higher compliance costs due to stricter regulatory oversight	Medium-term

6.2

Industry Cooperation Climate Strategy

	Category	Risk Driver	Transmission Channels	Financial Impacts	Expected Timeline
Climate Opportunities	Resource efficiency	Supply chain management	Encourage suppliers to improve energy efficiency and resource management, strengthening supply chain resilience	Lower raw material prices, reducing long-term procurement costs Reduced supply chain risk-related costs	Short-term
		Water resource utilization	Improve water-use efficiency in operations	Lower water expenses and related treatment costs	Short-term
		Reduced paper consumption	Promote paperless operations to reduce waste and paper usage	Lower office supply expenses and waste management costs	Short-term
		Energy efficiency upgrade	Optimize operational energy efficiency and reduce energy consumption	Long-term reduction in energy costs Potential government incentives for energy savings, reducing capital expenditures	Short-term
	Energy sources	Shift to renewable energy	Deploy on-site distributed renewable energy systems and increase renewable energy procurement	Higher initial investment but lower long-term energy costs Reduced greenhouse gas emissions and lower expected carbon tax or carbon pricing exposure	Short-term
	Product and services	Low-carbon product development and transformation	Development of new low-carbon products to meet customer demand and enhance product competitiveness	Increased product R&D investment Higher product pricing potential, new revenue streams, improved competitiveness, and increased revenue	Short-term
	Resilience	Climate resilience	Enhance the climate resilience of office buildings and strengthen supply chain climate adaptation capabilities	Lower unexpected downtime operational costs through improved risk prevention and management Reduced recovery costs during extreme weather events	Medium-term
	Markets	Market preference	Align with market demand by offering green and low-carbon products	Increased product demand and revenue growth	Medium-term

6.2

Industry Cooperation Climate Strategy

Climate Scenario Analysis[21]

In 2025, the Company engaged a third-party climate modeling platform to conduct forward-looking physical risk scenario analysis for 11 operational sites in mainland China. The assessment combined high-resolution geospatial data with asset vulnerability information and applied three IPCC AR6 scenarios—SSP1-2.6, SSP2-4.5, and SSP5-8.5—to assess acute and chronic climate risks across the short term (2025), medium term (2030), and long term (2060). The analysis covered acute hazards such as typhoons, floods, and wildfires, as well as chronic climate stressors including extreme heat, heavy precipitation, and drought.

The scenario analysis assessed climate trends under different emission pathways, considering each asset's location, building area, and asset value. Six physical risks were evaluated: floods, typhoons, wildfires, extreme heat, abnormal precipitation, and drought. Asset vulnerability and exposure were assessed under each scenario based on hazard intensity, frequency, and compounding effects. Results were aggregated at the portfolio level to produce an overall physical risk exposure rating.

The assessment shows a broadly consistent spatial distribution of physical risks across scenarios, with risks most pronounced under the long-term (2060) SSP5-8.5 scenario. Assets in southern coastal cities face compounded exposure to flooding, heavy precipitation, and typhoons. Shanghai and Suzhou experience moderate drought pressure, while Xi'an shows relatively higher risk among inland cities. Beijing, Chengdu, and Hefei present comparatively lower overall risk levels. Among the hazards assessed, typhoons represent the most significant acute risk: about 23% of operational assets in mainland China, measured by building area, are exposed to typhoon-related hazards, with exposure highly concentrated in coastal regions.

Climate Scenario Descriptions

Climate Scenario	Description	Projected End-of-Century Warming
SSP1-2.6 Low-Emission Scenario	Broadly aligned with the **Paris Agreement** goal of limiting global warming to well below 2°C	↑1.3-2.2°C
SSP2-4.5 Intermediate Scenario	Reflects a neutral development pathway under current policies and technological trends	↑2.1-3.5°C
SSP5-8.5 High-Emission Scenario	Assumes limited climate mitigation efforts and continued reliance on fossil fuels	↑2.6-4.8°C

Response to Climate Change

GigaDevice closely monitors the potential impacts of climate change on its operations and views climate resilience as essential to long-term stability and value creation. Its climate strategy is built around a three-year planning horizon, while also considering medium- and long-term objectives, with the aim of systematically integrating climate considerations into strategy, operations, and resource allocation.

To address climate uncertainties systematically, the Company has established a climate resilience framework[22] built around three synergistic pillars: low-carbon operations, climate resilience, and value-chain decarbonization. This framework is designed to create synergistic benefits, improve operational and sustainability performance, strengthen adaptability and innovation in the low-carbon transition, and thereby enhance overall business resilience and flexibility.

[21]Given the existing uncertainties in models and data—including differences in regional resolution, the exclusion of current or planned adaptation measures, and indirect impacts such as supply chain disruptions or business interruptions—this analysis is primarily intended for internal risk identification and prioritization. It is not for external disclosure. The Company will gradually optimize the scope, key assumptions, and disclosure depth as methodologies and capabilities improve.

[22]The Company continues to develop and refine its climate-related transition plans. As certain elements remain under evaluation and involve commercially sensitive information, disclosure at this stage is made cautiously in accordance with applicable exemptions under the **Environmental, Social and Governance Reporting Code**. Disclosure will be updated and expanded as the plans mature , and completeness and transparency of disclosure will be enhanced.

6.2

Industry Cooperation Climate Strategy

GigaDevice Climate Adaptation Strategies and Their Financial Implications

Strategic Pillar	Response Strategy	Potential Financial Impacts[23]
Green Operations	**Improve operational energy efficiency:** Adopt energy-saving designs, deploy high-efficiency lighting, and gradually replace aging equipment to reduce overall energy consumption. **Strengthen energy management:** Enhance energy monitoring for owned assets and coordinate with leased-asset operators to improve energy performance. **Expand clean energy use:** Increased clean energy use through green electricity procurement, renewable energy certificates, and distributed photovoltaics (40% renewable energy share achieved in 2025).	✔ Increased upfront investment for energy-efficiency upgrades and renewable energy deployment ✔ Operating costs from green electricity and green electricity certificate (GEC) procurement ✔ Long-term reduction in energy costs ✔ Reduced exposure to future carbon pricing and compliance costs
Climate Resilience Enhancement	**Strengthen business continuity:** Continuously enhance disaster response plans, train emergency response teams, maintain robust data backup systems, and conduct annual emergency drills to ensure operational continuity during crises. **Enhance facility resilience:** Regularly maintain critical infrastructure, including power supply, air conditioning, and drainage systems, to support stable operations under extreme weather conditions. **Incorporate into decision-making:** Incorporate climate risks into asset location assessments, supply chain management, and other key operational decisions. **Enhance financial risk mitigation:** Optimize catastrophe and business interruption insurance coverage and policy configuration strategies.	✔ Investment in resilient infrastructure ✔ Reduced disaster-related damage, downtime, and recovery costs ✔ Enhanced operational resilience and supply chain fulfillment capacity
Value Chain Decarbonization	**Green product development:** Promote low-power, high-efficiency, and environmentally responsible design to improve product system efficiency, energy performance, and safety. **Green supply chain management:** Integrate environmental and compliance requirements into supplier management and collaborate with key suppliers to increase renewable energy use and improve environmental data transparency. Future initiatives include localized procurement and low-carbon logistics to strengthen value chain resilience and sustainability.	✔ Increased product R&D expenditure ✔ Higher supplier audit and capability-building costs ✔ Green products enhance competitive differentiation ✔ Reduced supply chain disruption and compliance risks, supporting stable long-term operations

[23]Given the current uncertainties in quantifying the financial impacts of climate-related risks—including potential effects on assets, capital expenditures, financing, and investments—the Company is not yet able to produce reliable estimates based on sufficient verifiable data during the reporting period without incurring undue cost or effort. The Company has begun strengthening its analytical framework and data infrastructure and will progressively improve the completeness and accuracy of quantitative disclosures as conditions permit.

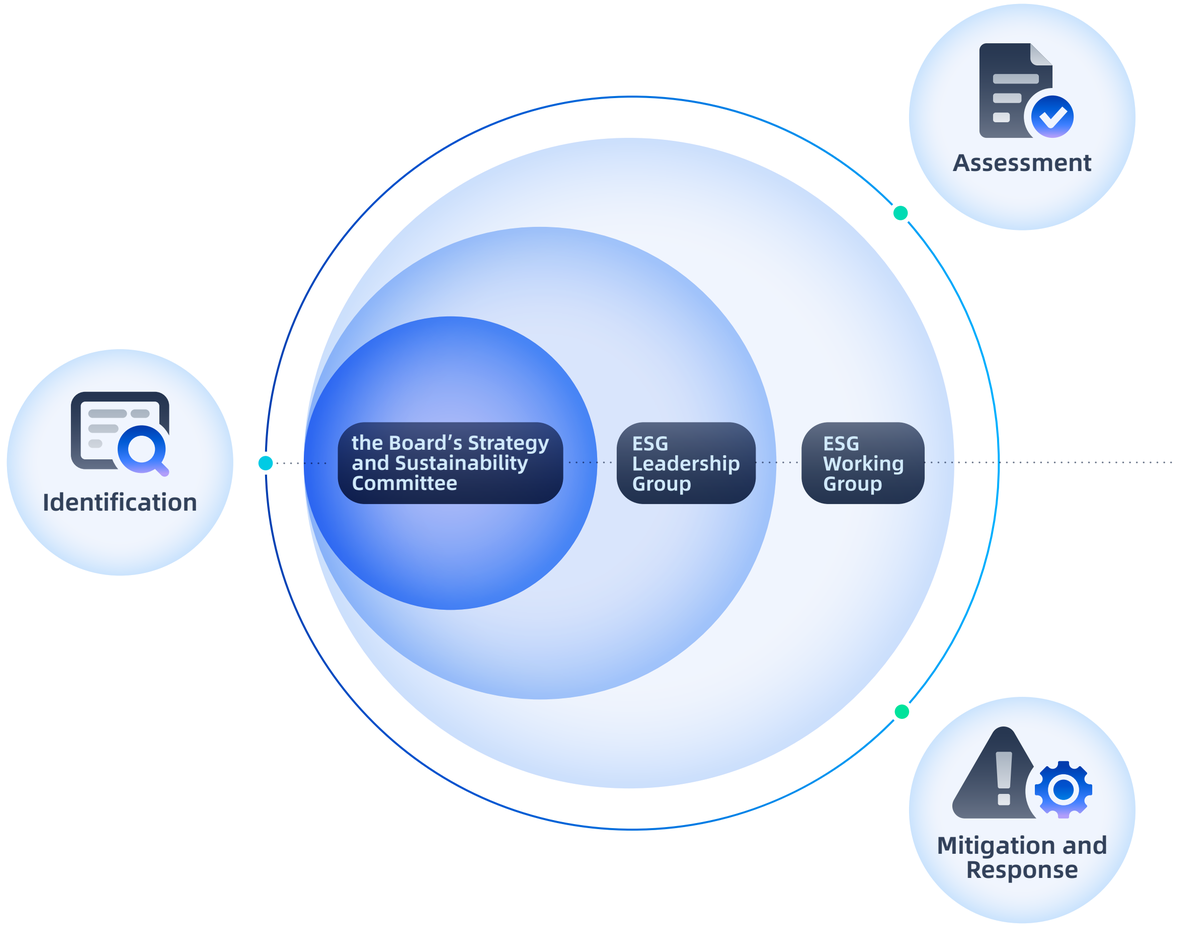
6.2

Industry Cooperation

Climate-Related Impacts, Risks, and Opportunities Management Process

Climate-Related Impacts, Risks, and Opportunities Management Process

GigaDevice has systematically integrated climate risk management into its ESG governance and overall risk management framework. Under a three-tier structure of the Board's Strategy and Sustainability Committee, ESG Leadership Group, and ESG Working Group, the Company operates a closed-loop management process covering risk identification, assessment, mitigation, and response, ensuring climate-related issues are addressed alongside other material ESG matters. A dedicated "Climate-Related Risks" category has been established within the Company's ESG risk register , encompassing systematic identification and management of both physical and transition risks. Guided by the **Climate Change Policy**, climate-related management actions are implemented across governance levels, with the Board and its specialized committees regularly reviewing progress on risk mitigation measures to ensure effective implementation.



As a key component of the three-year ESG improvement plan, GigaDevice continues to strengthen its climate risk management framework. In 2025, the Company conducted climate scenario analysis for 11 operational assets in mainland China in line with the TCFD framework. The analysis evaluates short-, medium- and long-term physical risks under different emission pathways, including quantitative assessment of physical risks and qualitative analysis of transition risks. It also systematically assesses the potential impacts of climate-related risks and opportunities on the Company's operations and financial performance. The results are incorporated into risk mitigation measures, strategic planning, and governance processes. Through ongoing improvements in governance, strategy, risk management, and metrics and targets, GigaDevice continues to strengthen its climate response capabilities and enhance long-term operational stability and development resilience in the low-carbon transition.

6.2

Industry Cooperation Metrics and Targets

Metrics and Targets

Climate-Related Metrics

GigaDevice continues to refine its climate-related metrics system to support the management of climate risks and opportunities. The Company references the ISSB IFRS S2–Climate-related Disclosures and aligns with relevant requirements of the SSE and HKEX, progressively establishing and disclosing core metrics covering emissions, resource use, and climate governance. Progress against these indicators is monitored regularly. Current disclosures include quantitative metrics such as greenhouse gas emissions and energy and resource consumption. The scope and methodology of these indicators are determined based on the Company's business structure and data availability, and will be further refined in future reporting periods as management needs evolve.



2025

In 2025, the rooftop distributed PV project at the Hefei Office Area had generated a cumulative 296,287 kWh of electricity as of December 31, 2025, resulting in **180.617 tCO_2e** of avoided GHG emissions.



2025

In 2025, the Company purchased 500 MWh of I-RECs (International Renewable Energy Certificates), equivalent to **304.800 tCO_2e** of avoided emissions, and 1,500 MWh of GECs (Green Electricity Certificates), equivalent to **914.400 tCO_2e** of avoided emissions.



2025

In addition, the Hefei office site continued to procure green electricity throughout 2025, totaling approximately 3,955 MWh, resulting in an estimated **2,410.968 tCO_2e** reduction. (As the certificate for December has not yet been issued, the full-year procurement volume is estimated based on the average of the first 11 months and will be updated in the next reporting period.)

CO_2

In total, GigaDevice's photovoltaic projects, together with the purchase of international and domestic green certificates and green electricity, resulted in a total cumulative greenhouse gas emissions reduction of 3,810.785 tCO_2e in 2025.

3,810.785 tCO_2e

6.2

Industry Cooperation Metrics and Targets

Utilization of Energy and Resources by GigaDevice in 2025

Type	Unit	2025
Purchased electricity	kWh	14,365,608.27
Laboratory and ancillary power plant room	kWh	9,579,123.78
Other offices	kWh	4,786,484.49
Renewable energy power generation	kWh	6,251,287.00
On-site photovoltaic generation	kWh	296,287.00
Green electricity and renewable energy certificate purchases	kWh	5,955,000.00
Natural gas	m^3	0.00
Gasoline	L	12,277.71
Total consumption of fresh water	Tonne	21,406.58
Intensity of water consumption	Tonne/revenue per CNY 100 million	232.59
Comprehensive energy consumption	Tonne of standard coal equivalent	1,814.24
Intensity of comprehensive energy consumption	Tonne of standard coal equivalent/revenue per CNY 100 million	19.71

Greenhouse Gas Emissions in 2025[24]

GHG Emissions[25]	Unit	2025	
Scope 1 GHG Emissions (Owned Assets)	tCO_2e	166.488	
Fuel oil and natural gas	tCO_2e	13.522	
Fugitive gases	tCO_2e	152.966	
Scope 1 GHG Emissions (Leased Assets)	tCO_2e	45.340	
Fuel oil and natural gas	tCO_2e	11.097	
Fugitive gases	tCO_2e	34.243	
Scope 2 GHG Emissions (Owned Assets)	tCO_2e	Location-based 5,821.504	Market-based 3,058.088
Laboratory and ancillary power plant room	tCO_2e	4,425.167	2,429.872
Other offices	tCO_2e	1,396.337	628.216
Scope 2 GHG Emissions (Leased Assets)	tCO_2e	Location-based 1,800.888	Market-based 2,069.019
Laboratory and ancillary power plant room	tCO_2e	657.516	755.413
Other offices	tCO_2e	1,143.372	1,313.606
Total GHG Emissions (Scope 1 and Scope 2 Market-based)	tCO_2e	5,338.935	
Intensity of Total GHG Emissions	tCO_2e/revenue per CNY 100 million	58.010	
Scope 3[26] GHG Emissions	tCO_2e	1,731.985	
Business travel	tCO_2e	1,731.985	

Climate Targets

GigaDevice's climate targets are aligned with relevant guidelines in the "Response to Climate Change" section under "ESG Goals and Goal-time Paths" in the ESG Strategy framework on the Company's official website.

[24] GigaDevice conducts an annual greenhouse gas (GHG) emissions inventory for 11 operational assets in Mainland China, in accordance with the **Greenhouse Gas Protocol** and relevant national accounting guidelines. In the 2025 inventory, the electricity emission factor was based on the latest data from the **2023 Electricity Carbon Dioxide Baseline Emission Factor** published by the Ministry of Ecology and Environment.

[25] As of the end of the reporting period, the Company had not participated in carbon emissions trading or carbon credit purchases, nor had it been included in any mandatory emissions quota management scheme. Therefore, there is no related information on allowance settlement or credit usage to disclose. The Company will continue to monitor developments in carbon markets and regulatory policies and will assess the applicability of internal carbon pricing and related management mechanisms where reasonable and feasible.

[26] The Company is continuing to advance the collection and accounting of Scope 3 greenhouse gas emissions data. The relevant data management system is currently under improvement, and related disclosures will be progressively enhanced as data quality improves and accounting methodologies are further refined. In the future, within reasonable cost constraints, if more comprehensive and reliable supplementary information becomes available, the Company will correspondingly improve the completeness and accuracy of its disclosures.

6.3

Green Operations Green Offices

GigaDevice promotes green operations through a systematic management approach, implementing green office practices, "three wastes" management, and efficient resource use. These measures continuously reduce environmental impacts while supporting the Company's sustainable development.

Green Offices

GigaDevice consistently prioritizes ecological and environmental protection and the sustainable use of resources. The Company integrates principles of environmental protection, green development, energy conservation, carbon reduction, and the circular economy into its daily operations. By continuously improving energy efficiency, strengthening awareness of energy conservation, emissions reduction and green office practices , and promoting paperless office practices and other initiatives, the Company effectively reducing office energy consumption and enhancing the sustainability of its operations.

GigaDevice's Measures for a Green Office

Improving Energy Utilization

- The Rooftop Distributed Photovoltaic Project at the 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, 2025, it cumulatively generated 296,287 kWh, reducing carbon emissions by approximately 180.617 tCO_2e, equivalent to planting about 100 trees.
- The lighting system for the new office renovation was optimized in line with WELL and LEED certification standards, ensuring a high-quality working environment while improving energy efficiency.
- A comprehensive energy assessment was conducted, resulting in an **Energy Reassessment Report** that identified feasible energy-saving retrofit measures and supports the gradual implementation of improvement actions.
- Programmable time controllers and additional sensor switches were installed, and the building automation system and intelligent electricity control system were applied to enhance smart, refined energy management in office buildings.
- High-efficiency electrical equipment is continuously adopted to replace outdated devices, reducing energy waste and lowering overall office energy consumption.
- Timeout lock-screen and sleep-mode settings are implemented for office computers during non-working hours.

Improving Water Efficiency

- Gradually replaced the water dispensers with direct drinking machines, reduce the use of bottled water and regularly engaging professional suppliers to replace filters and conduct water quality testing, ensuring safe drinking water while lowering resource consumption.
- Continue optimizing bottled water supply for large meetings by limiting supply to 70% of the number of attendees. Bottles are centrally placed and distributed based on demand, and unused bottles are promptly recycled to reduce waste.
- Encourage employees and visitors to bring their own reusable cups during meetings and events to reduce bottled water consumption.
- Optimize restroom water use by installing sensor faucets and dual-flush systems, and adjusting faucet flow controls to maintain user comfort while preventing unnecessary water waste.
- Implement an intelligent irrigation system with app-based remote control and adjustable schedules, equipped with rain sensors to automatically suspend irrigation during rainfall, preventing water resource waste.
- Install smart water meters in office areas to monitor water consumption, enabling data analysis to detect abnormal usage and address issues promptly.

Applying E-office Systems

- Use e-office systems such as OA, ERP, SAP, and Maycur to improve digital workflow efficiency.
- Collaborate with platform-based internet enterprises to implement paperless reimbursement processes, reducing the printing and pasting of paper reimbursement forms and vouchers and lowering office supply consumption at the source.
- Promote a paperless office environment by replacing certain paper records with acrylic displays to reduce paper use.
- Install telephone and video conferencing systems to support remote meetings, reducing the use of paper meeting materials while lowering travel frequency and related carbon emissions.
- Implement an intelligent visitor system to manage visitor information electronically, reducing paper registration forms and saving storage space for physical records.
- Enable QR-code scanning for office supply collection, minimizing paper records, reducing manual processing time, improving inventory efficiency, and optimizing resource management.

Raising the Awareness of Environmental Protection

- Promote energy and water conservation through subscription accounts, internal publications, and on-site videos, organizing green environmental initiatives and integrating green environmental protection, energy saving, water conservation, and carbon reduction into various activities. Energy- and water-saving labels are also posted across office areas to reinforce environmental awareness.
- Encourage employees and visitors to bring their own cups during meetings and events, reducing the use of bottled water packaging and disposable paper cups.
- Continue promoting waste sorting and encourage employees to reduce the use of disposable products and tableware.
- Provide environmentally themed desk calendars made from plantable seed paper, with multifunctional bases made from recycled wood to enhance both practicality and environmental value. An electronic calendar with customizable color schemes for work and personal schedules is also provided, further reducing the need for paper calendars.

Reducing Waste

- Well-established waste sorting facilities are in place, with clear classification standards to guide employees in proper waste disposal, promoting recycling and reducing waste generation.
- Coffee grounds are recycled for uses such as plant compost and natural deodorizers, supporting waste-to-resource conversion.
- Employees are encouraged to replace pen refills only after the ink runs out, reducing the disposal of entire pens and lowering plastic waste.
- Office supplies are reused where possible, such as using single-sided printed paper as scrap paper and reusing binder clips to improve material utilization efficiency.
- Employees are supported in sharing idle books, which are collected and placed in reading areas to extend the books' usage lifecycle and promote resource sharing.
- Priority is given to purchasing durable and recyclable office supplies, supporting circular economy practices.



6.3

Green Operations Three Wastes Management

Three Wastes Management

The Company develops and strictly implements the **Solid Waste and Pollution Preventive Control Procedure** and the **Solid Waste Classification Table**, managing waste in accordance with standardized processes and maintaining **Solid Waste Disposal Record Sheet**. Hazardous solid wastes—such as toner cartridges, ink cartridges, batteries, and lamps—are stored in the designated hazardous waste warehouse and labeled with hazardous waste markings. Electronic waste, including rechargeable keyboards and mice and hard disks, is temporarily stored in the hazardous waste warehouse, while liquid waste is collected in dedicated containers and stored in the chemical warehouse. Other electronic waste is collected and stored in the general warehouse. In December 2025, the Company submitted the required information through the National Solid Waste Management System to apply for hazardous waste transfer and signed agreements with qualified environmental protection agencies for commissioned disposal. During the year, a total of 0.07 tonnes of hazardous waste were legally transferred and disposed of. Electronic solid waste was also disposed of through qualified agencies, with one transfer disposal completed in 2025.

As the Company is not classified as a key pollutant-discharging entity, it does not discharge pollutants such as wastewater, exhaust gas, or noise. Further details can be found in Section 5, Environmental and Social Responsibility, of **the 2025 Annual Report of GigaDevice**.

GigaDevice Waste Generation in 2025

Waste Generation		
Hazardous Waste Generated	Solid	0.02 tonnes
	Liquid	0.05 tonnes
Electronic Waste Generated	Desktop computers	111 units
	Laptops	52 units
	Projectors	3 units
	Monitors	6 units
	Hard drives	76 units
	Other equipment and accessories	0.014 tonnes

6.3

Green Operations Environmental Technology and Advocacy

Environmental Technology and Advocacy

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 2025,

we had granted patents related to clean technology	305
Which relate to reducing power consumption	274
Related to improving charging efficiency	43
Related to improving battery life	8

Products with Low Power Consumption

GigaDevice places strong emphasis on R&D innovation and the development of environmentally friendly and energy-efficient products. The Company aims to provide low-power solutions that extend product lifecycles and reduce the environmental impact of end-use applications. From the early stages of product development, principles of energy conservation and environmental protection are integrated into product design. In specific application scenarios, the Company further reduces energy consumption by eliminating unnecessary circuit power usage while considering the intended service life of the product.

For flash memory products, GigaDevice offers a broad portfolio through specialized design, providing small-package, low-power solutions for a wide range of electronic applications. With an optimized Serial Peripheral Interface (SPI) bus protocol, communication between the controller and memory requires only six signals, reducing design complexity, circuit board area, power consumption, and overall system cost. The Company has introduced several low-power NOR Flash series, including the G25WD/WQ series, GD25LE series, GD25UF series with a 1.2V supply voltage, and the GD25NE series, which features a 1.8V core supply and 1.2V I/O interface. The GD25NE series supports seamless integration with SoCs operating at a 1.2V core voltage, addressing the demand for low power consumption and simplified circuit design in advanced-process SoC development. The series achieves ultra-low deep-sleep current of 0.2 μA, read current of 9 mA under dual-edge four-channel 104 MHz operation, and erase/write current of 8 mA. Compared with traditional 1.8V Flash solutions, the 1.2V I/O interface reduces power consumption by 50%. This optimized power architecture significantly improves energy efficiency while maintaining high device performance. The GD25NE series meets the growing demand for advanced embedded memory and is well-suited for smart wearables, healthcare devices, IoT, data centers, and edge AI applications.

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. 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).

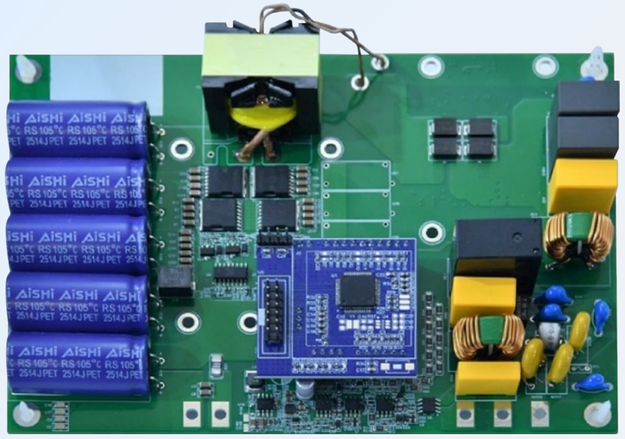
6.3

Green Operations Environmental Technology and Advocacy

Case

500W Single-Stage Photovoltaic Micro-Inverter Solution Enhancing Control Precision

As efforts to achieve the "dual carbon" goals accelerate, distributed photovoltaic (PV) systems have become a key driver of the energy transition due to their flexible deployment. As the core device that converts DC from PV modules into AC, the micro-inverter enables precise module-level control, addressing mismatch losses and safety risks associated with traditional string inverter solutions. These advantages are particularly evident in residential and Building-Integrated Photovoltaic (BIPV) applications. As the industry pursues higher integration, greater efficiency, and lower costs, the single-stage architecture, with its streamlined design and high performance, is emerging as an important direction for micro-inverter innovation.

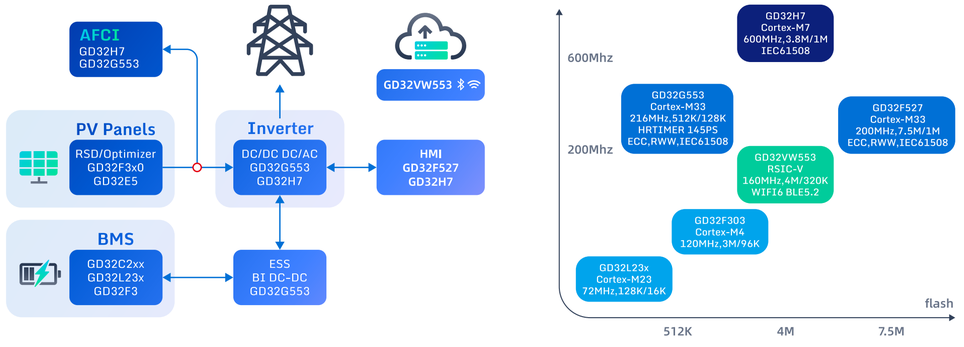


Leveraging its semiconductor expertise and responding to evolving photovoltaic industry trends, GigaDevice has launched a single-stage micro-inverter solution based on the high-performance GD32G553 MCU. The solution adopts a one-to-one architecture, delivering high efficiency, low power loss, strong integration, and optimized cost performance. It supports users' needs for intelligent operation and maintenance and system reliability in distributed PV systems, advancing micro-inverter solutions toward greater intelligence, integration, and low-carbon performance.

500W Single-stage photovoltaic micro-inverter solution based on GD32G553 MCU

In the new energy control field, GigaDevice has developed a comprehensive MCU product portfolio. These MCUs are widely applied in photovoltaic shutdown devices, optimizers, AI-based arc fault detection systems, energy storage (ESS) systems, BMS, inverters, and HMI communication and monitoring systems. For applications such as arc fault detection, optimizers, bidirectional DC-DC converters, and BMS for commercial and industrial energy storage, GigaDevice also provides complete solution packages that customers can use directly or further customize, significantly shortening the R&D cycle. In power control, GigaDevice offers the GD32H7 series MCUs with a 600 MHz main frequency and the GD32G5 series MCUs operating at 216 MHz, enabling customers to select solutions flexibly based on different application requirements.

High-performance GD32 MCU applications in digital energy



6.3

Green Operations Environmental Technology and Advocacy

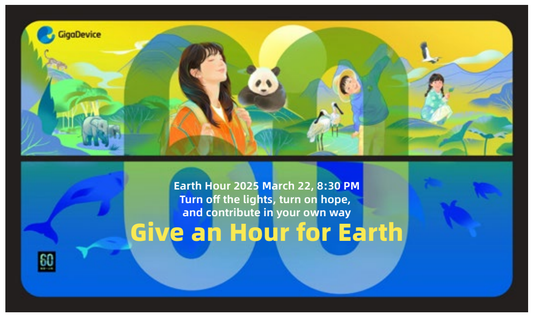
Environmental Awareness and Communication

In 2025, the number of internal auditors for the environmental management system increased to 98, further strengthening supervision of environmental protection practices.

In 2025, the Company conducted online environmental management training, reaching a cumulative total of 762 participants.

In May 2025, GigaDevice launched the "Carbon Exploration Channel" subscription account to share information and knowledge related to carbon management and sustainable development. The account publishes one article each month, achieving a total of 929 reads.

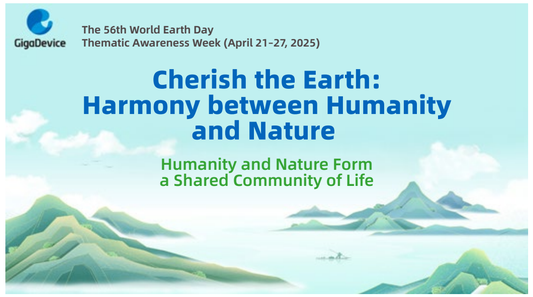
GigaDevice organized multiple environmental protection publicity and training activities throughout 2025:



On March 22, from 20:30 to 21:30, GigaDevice employees across eight cities jointly participated in the "Earth Hour" initiative organized by the World Wide Fund for Nature (WWF). Under the theme "Give an Hour for Earth", the event promoted green energy conservation and collective action to address climate change.



The principle that "lucid waters and lush mountains are invaluable assets" serves not only as an important guiding concept for ecological civilization, but also as a core value underpinning high-quality development across society. On August 15, 2025, the third National Ecology Day, GigaDevice responded to the national call by organizing a themed activity titled "Integrating into the Global Green and Low-Carbon Transition."



In April, as an innovative force in the high-tech industry, GigaDevice recognizes that every chip design and every line of code is closely connected to the future of the planet. In response to World Earth Day, under the theme "Cherish the Earth: Harmony between Humanity and Nature", the Company actively promoted environmental awareness and reaffirmed its commitment to becoming a leader, advocate, and pioneer in the transition toward clean and low-carbon energy.





The Company produced eco-themed desk calendars made from plantable seed paper. The calendars use double-sided printing to effectively reduce paper consumption, while the inner pages incorporate environmental knowledge and sustainability tips, bringing green concepts into everyday life. The base is made from recycled wood and can be used as a calendar stand, photo display, or memo holder, combining practical use with environmental value and fully reflecting the principles of resource conservation and sustainable development.

6.4

Circular Economy

Use of Raw Materials/ Recycling and Reuse of Packaging Materials and Samples

Use of Raw Materials

As a fabless integrated circuit designer, GigaDevice remains attentive to potential resource risks and closely monitors the use of raw materials in its products. Guided by its commitment to sustainable development, the Company regularly communicates environmental regulations and customer requirements to its supply chain to promote green upgrading. In developing environmentally friendly products, the Company follows national and international environmental policies and regulations and establishes its own environmental management plans and targets. Through long-term collaboration with suppliers, GigaDevice proactively reviews product environmental compliance to ensure that raw materials and packaging technologies meet environmental requirements. The Company also ensures that its products comply with the **Directive on the Restriction of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment (RoHS 2.0)** and the **Registration, Evaluation, Authorization and Restriction of Chemicals (REACH)**.

In 2025, the Company continued to optimize tray design while maintaining required strength and flatness, reducing plastic usage. It also refined the layer structure of aluminum foil bags to further lower plastic pollution.

Meanwhile, we also pay close attention to the environmental performance of logistics materials. For example, cartons used for outer product packaging are tested by third-party laboratories for Cd, Pb, Hg, and Cr^{6+}, helping reduce potential environmental impacts.

During new product design and packaging qualification, environmental protection and hazardous substance control remain core considerations throughout the process.

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

Key standards related to health and pollution control are integrated into the Company's documentation system and strictly implemented in practice. For example, the **New Product Packaging Feasibility Assessment Report** requires raw materials to comply with environmental management regulations. The **New Packaging Product Introduction Checklist** also incorporates Design for Environment (DFE)[27] requirements, ensuring that the environmental footprint of products is minimized throughout their lifecycle through responsible material selection, structural design, and process optimization during packaging design. In this way, new products not only meet market demand but also support environmental sustainability.

Recycling and Reuse of Packaging Materials and Samples

In 2025, the Company continued implementing secondary pressing of packaging carrier belts, improving reuse rates on the customer side. The corrugated cartons used for outer product packaging are Forest Stewardship Council (FSC) certified and 100% recyclable. Additionally, the Company continued enforcing the Laboratory Waste and Fixed Asset Recycling Process, promoting the reuse of laboratory waste (such as chips and PCBs) and retired fixed assets. Electronic waste is entrusted to a third-party service provider for shredding and recycling, primarily to recover reusable metals. In 2025, a total of 2,130 kg of electronic waste was processed through this method, reflecting a significant increase in recycling efforts.

In 2025, GigaDevice introduced the **Product Lifecycle Policy**, committing to reducing environmental impacts across the entire product lifecycle, particularly at the end-of-life stage. The policy sets specific targets for material and product recycling and reuse, including scrap material recovery rates. The Board's Strategy and Sustainability Committee oversees implementation of the policy. Through these initiatives, the Company is advancing the sustainable use of product materials and packaging.

[27]DFE (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.

6.5

Ecological Protection

The Company attaches great importance to its potential impact on biodiversity. It strictly 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 Environmental 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 actively conducts risk assessments and hidden hazard inspections to fulfill its social responsibility in biodiversity protection.

During the reporting period, all Company office sites were located within established industrial parks. The Company has no production or operational facilities in nature reserves or areas of high biodiversity value outside protected zones. Based on the Company's assessment, no significant adverse impacts on biodiversity have been identified from its operations, products, or services.

As a company primarily engaged in chip research and design, GigaDevice's activities have limited reliance on natural ecosystems, and their direct environmental impact is relatively low. Nevertheless, the Company continues to uphold the principle of green development and actively supports initiatives that contribute to biodiversity conservation.

Case

Tinglin Garden intelligent ecological monitoring and environmental education project

In 2025, GigaDevice partnered with the CEPF to launch the Biodiversity Protection - Tinglin Garden Intelligent Ecological Monitoring and Environmental Education Project. The project conducts long-term ecological monitoring of habitats associated with the twin lotus, including water bodies, dense forests, shrub areas, and lawns. Based on this monitoring effort, the project will develop educational programs on ecological observation, ecological research, and conservation, encouraging community residents to participate in the co-construction and shared stewardship of urban parks. The initiative aims to strengthen connections between urban communities and nature, promoting harmonious coexistence.

The project plans to: develop 15 biodiversity-themed courses to introduce knowledge of local ecosystems and species; co-create a children's illustrated book titled "My Nature Friends" with participants; jointly design animal- and plant-themed IP cultural and creative products; install ten additional infrared cameras to establish the "Tinglin Ecological Database" and a long-term update mechanism, producing monitoring reports and operational guidelines to support sustainable ecological monitoring; and design and install interactive science and ecological installations, such as game-based educational devices, to enhance public engagement and ecological awareness.



Tinglin Garden, Kunshan, Suzhou

APPENDIX

Table of Key Performance

Index of the HKEX ESG Reporting Code

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[28]

Environmental

Indicator	Unit	2025	2024
Environmental Management			
Penalties for violation of environmental laws and regulations	/	**0**	0
Consumption of Resources and Energy			
Purchased electricity	kWh	**14,365,608.27**	12,737,023.53
Laboratory and ancillary power plant room	kWh	**9,579,123.78**	8,755,165.90
Other offices	kWh	**4,786,484.49**	3,981,857.63
Renewable energy power generation	kWh	**6,251,287.00**	310,239.00
On-site photovoltaic generation	kWh	**296,287.00**	N/A
Green electricity and renewable energy certificate purchases	kWh	**5,955,000.00**	N/A
Natural gas	m^3	**0.00**	0.00
Gasoline	L	**12,277.71**	11,512.64
Total consumption of fresh water	Tonne	**21,406.58**	18,953.00
Intensity of water consumption	Tonne/revenue per CNY 100 million	**232.59**	257.65
Comprehensive energy consumption	Tonne of standard coal	**1,814.24**	1616.21
Intensity of comprehensive energy consumption	Tonne of standard coal/ revenue per CNY 100 million	**19.71**	21.97
Waste Management			
Solid waste disposal control rate	%	**100**	100
Solid waste centralized recovery rate	%	**100**	100

Indicator	Unit	2025		2024
Greenhouse Gas Emissions				
Scope 1 GHG Emissions (Owned Assets)	tCO_2e	**166.488**		166.200
Fuel oil and natural gas	tCO_2e	**13.522**		16.495
Fugitive Gases	tCO_2e	**152.966**		149.705
Scope 1 GHG Emissions (Leased Assets)	tCO_2e	**45.340**		41.175
Fuel oil and natural gas	tCO_2e	**11.097**		8.752
Fugitive Gases	tCO_2e	**34.243**		32.423
Scope 2 GHG Emissions (Owned Assets)	tCO_2e	Location-based	Market-based	3,366.111
		5,821.504	**3,058.088**	
Laboratory and ancillary power plant room	tCO_2e	**4,425.167**	**2,429.872**	2,746.960
Other offices	tCO_2e	**1,396.337**	**628.216**	619.151
Scope 2 GHG Emissions (Leased Assets)	tCO_2e	Location-based	Market-based	1,539.658
		1,800.888	**2,069.019**	
Laboratory and ancillary power plant room	tCO_2e	**657.516**	**755.413**	539.025
Other offices	tCO_2e	**1,143.372**	**1,313.606**	1,000.633
Total GHG Emissions (Scope 1 and Scope 2 Market-based)	tCO_2e	**5,338.935**		5,113.144
Intensity of Total GHG Emissions	tCO_2e / revenue per CNY 100 million	**58.010**		69.510
Scope 3 GHG Emissions	tCO_2e	**1,731.985**		1,261.300
Business travel	tCO_2e	**1,731.985**		1,261.300

[28]Some data related to training, environment, and public welfare do not cover Xysemi.

Table of Key Performance

Social

Indicator	Unit	2025	2024
Number and Distribution of Employees			
Total number of employees	/	**2,333**	2,087
Number of new employees	/	**425**	348
By Gender			
Female	/	**826**	752
Male	/	**1,507**	1,335
By Specialty			
Operational staff	/	**103**	92
Technician	/	**1,601**	1,540
Sales personnel	/	**359**	235
Financial staff	/	**53**	47
Other functional personnel	/	**217**	173
By Educational Background			
Doctor's degree	/	**37**	33
Master's degree	/	**1,335**	1,147
Bachelor's degree	/	**857**	798
Junior college and below	/	**104**	109

Indicator	Unit	2025	2024
Number of employees by age group			
Under 30 (excluding 30)	/	**720**	N/A
30-40 (excluding 40)	/	**1,149**	N/A
40-50 (excluding 50)	/	**400**	N/A
50-60 (excluding 60)	/	**54**	N/A
Above 60	/	**10**	N/A
Number of employees by work location			
China	/	**2,280**	N/A
Overseas	/	**53**	N/A
Diversity Indicators			
Number of ethnic minorities	/	**86**	77
Percentage of female managers	%	**26.97**	26
Number of female employees among senior managers	/	**4**	4
Number of female employees among new hires	/	**126**	94
Average years of service for female employees	/	**4.7**	4.35
Average years of service for male employees	/	**4.26**	4.13

Table of Key Performance

Social

Indicator	Unit	2025	2024
Development and Training			
Total training hours	/	**43,509.43**	43,000
Average training hours per capita	/	**19.39**	21.64
Suppliers			
Proportion of type I core suppliers with ISO 9001 certification and ISO 14001 certification	%	**100**	100

Indicator	Unit	2025	2024
Research and Development Innovation			
Investment in R&D and Innovation	CNY 100 million	**14.04**	12.56
Cumulative number of patents granted	/	**1,154**	1,059
Number of patents granted in the year	/	**130**	101
Public Welfare			
Total investment in public welfare projects	CNY	**7,857,018.78**	1,587,399.15
Total time invested in public welfare projects	hour	**245.75**	97.33
Total number of participants in public welfare projects	/	**276**	112

Index of the HKEX ESG Reporting Code

Dimension	Number	Topic	Chapter Index
Part B	1	Mandatory Disclosure Requirements	3.Sustainable Development Management
Part C: "Comply or explain" Provisions	2	Aspect A1: Emissions	6.3 Green Operations
	3	Aspect A2: Use of Resources	6.3 Green Operations
	4	Aspect A3: The Environment and Natural Resources	6.5 Ecological Protection
	5	Aspect B1: Employment	5.3 Shared Growth of Employees
	6	Aspect B2: Health and Safety	5.3 Shared Growth of Employees
	7	Aspect B3: Development and Training	5.3 Shared Growth of Employees
	8	Aspect B4: Labour Standards	5.3 Shared Growth of Employees
	9	Aspect B5: Supply Chain Management	5.2 Responsible Procurement
	10	Aspect B6: Product Responsibility	5.1 Product Excellence
	11	Aspect B7: Anti-corruption	4.3 Business Ethics
	12	Aspect B8: Community Investment	5.5 Community Public Welfare
Part D	13	Climate-related Disclosures	6.2 Response to Climate Change

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 Circular Economy
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
	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, 2025 to December 31, 2025 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	Circular Economy
	301-2 Recycled input materials used	Circular Economy
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

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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	04/13
Environmental, Social and Governance Reporting Code	About this Report/ ESG Governance/ Response to Climate Change	04/19/ 81
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 (revised in January 2026)	Results of Materiality Issues Assessment	16
Company Law of the People's Republic of China	Corporate Governance/ Internal Control Compliance/ Business Ethics	29/32/ 34
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Independent Assurance Statement on the ESG Report

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English Translation for Reference Only

Independent Practitioner's Limited Assurance Report

Independent practitioner's assurance report serial no. 2600219

To the Board of Directors of Semiconductor Inc.

Report on selected information in GigaDevice Semiconductor Inc.'s Environmental, Social and Governance Report ("Environmental, Social and Governance Report") as of and for the year ended 31 December 2025

Conclusion

We have performed a limited assurance engagement on the following information in GigaDevice Semiconductor Inc.'s Environmental, Social and Governance Report as of and for the year ended 31 December 2025 (hereafter referred to as "the assured sustainability information"):

Purchased electricity	kWh	Bachelor's degree	/
Renewable energy power generation	kWh	Junior college and below	/
Natural gas	m^3	**Number of employees by age group**	
Gasoline	L	Under 30 (excluding 30)	/
Total consumption of fresh water	Tonne	30-40 (excluding 40)	/
Scope 1 GHG Emissions	tCO_2e	40-50 (excluding 50)	/
Scope 2 GHG Emissions	tCO_2e	50-60 (excluding 60)	/
Legally transferred and disposal of hazardous waste	Tonne	Above 60	/
Disposed electronic solid waste through qualified agencies	Unit/Tonne	**Number of employees by work location**	
Number and Distribution of Employees		China	/
Total number of employees	/	Overseas	/
Number of new employees	/	**Diversity Indicators**	

KPMG Huazhen LLP, a People's Republic of China partnership and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited.

毕马威华振会计师事务所(特殊普通合伙) — 中国合伙制会计师事务所，是与毕马威国际有限公司(英国私营担保有限公司)旗下的独立成员所全球组织中的成员。

By Gender		Number of ethnic minorities	/
Female	/	Percentage of female managers	%
Male	/	Number of female employees among senior managers	/
By Specialty		Number of female employees among new hires	/
Operational staff	/	Average years of service for female employees	/
Technician	/	Average years of service for male employees	/
Sales personnel	/	**Suppliers**	
Financial staff	/	Number of suppliers participated in the Continual Improvement Project	/
Other functional personnel	/	**Public Welfare**	
By Educational Background		Total investment in public welfare projects	CNY
Doctor's degree	/	Total time invested in public welfare projects	hour
Master's degree	/	Total number of participants in public welfare projects	/

Based on the procedures performed and evidence obtained, nothing has come to our attention to cause us to believe that the assured sustainability information of GigaDevice Semiconductor Inc. as of and for the year ended 31 December 2025 is not prepared, in all material respects, in accordance with the Environmental, Social and Governance Reporting Code issued by the Hong Kong Exchanges and Clearing Limited and Guidelines No. 1 of the Shanghai Stock Exchange for Self-regulation of Listed Companies—Standardized Operation, the Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial) issued by the Shanghai Stock Exchange .

Our conclusion on the assured sustainability information does not extend to any other information that accompanies or contains the assured sustainability information and our report (hereafter referred to as "other information"). We have not performed any procedures as part of this engagement with respect to the other information.

Basis for conclusion

We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other Than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board (IAASB). Our responsibilities under this standard are further described in the "Our responsibilities" section of our report.

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Management (ISQM) 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements, issued by the IAASB. This standard requires the firm to 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.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Other matter

The assured key data in GigaDevice Semiconductor Inc.'s Environmental,Social and Governance Report as of and for the year ended 31 December 2024, was subject to a limited assurance engagement by another practitioner expressed an unmodified conclusion on such information. Our conclusion is not modified in respect of this matter.

Restriction on use

This report is made solely to the Board of Directors, and for no other purpose. We do not assume responsibility towards or accept liability to any other person for the contents of this report. Our conclusion is not modified in respect of this matter.

Responsibilities for the assured sustainability information

The Board of Directors of GigaDevice Semiconductor Inc. are responsible for:

- designing, implementing and maintaining internal control relevant to the preparation of the assured sustainability information such that it is free from material misstatement, whether due to fraud or error;
- selecting or developing suitable criteria for preparing the assured sustainability information and appropriately referring to or describing the criteria used; and
- preparing the assured sustainability information in accordance with the Environmental, Social and Governance Reporting Code issued by the Hong Kong Exchanges and Clearing Limited and Guidelines No. 1 of the Shanghai Stock Exchange for Self-regulation of Listed Companies—Standardized Operation, the Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial) issued by the Shanghai Stock Exchange.

Inherent limitations in preparing the assured sustainability information

The absence of a recognised system to evaluate and measure non-financial information leads to inconsistent measurement methods and can affect comparability of data between companies.

Our responsibilities

We are responsible for:

- planning and performing the engagement to obtain limited assurance about whether the assured sustainability information is free from material misstatement, whether due to fraud or error;
- forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- reporting our conclusion to the Board of Directors.

Summary of the work we performed as the basis for our conclusion

We exercised professional judgment and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence about the assured sustainability information that is sufficient and appropriate to provide a basis for our conclusion. Our procedures selected depended on our understanding of the assured sustainability information and other engagement circumstances, and our consideration of areas where material misstatements are likely to arise. In carrying out our engagement, the procedures we performed primarily consisted of:

1) Interviews with employees from relevant departments of the Company involved in providing the assured sustainability information;

2) Analytical procedures;

3) Sampling inspection;

4) Recalculation; and

5) Other procedures deemed necessary.

The 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.

KPMG Huazhen LLP

Beijing, China

30 March 2026



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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