

COMPANY OVERVIEW

Market Cap. (Mil USD)	\$91
Revenue (Mil USD)	\$30
No. of Employees	156
D&I Index Ranking	Not Ranked
TRBC Ind. Group	Semiconductors & Semiconductor Equipment
Countries/ Region	United States of America
Fiscal Yr. End	2023-03-31
ESG Reporting Scope	

D+ ESG Score	A+ ESG Controversies Score	D+ ESG Combined Score
D+ Environmental Pillar Score	D Social Pillar Score	C+ Governance Pillar Score

ESG SUMMARY

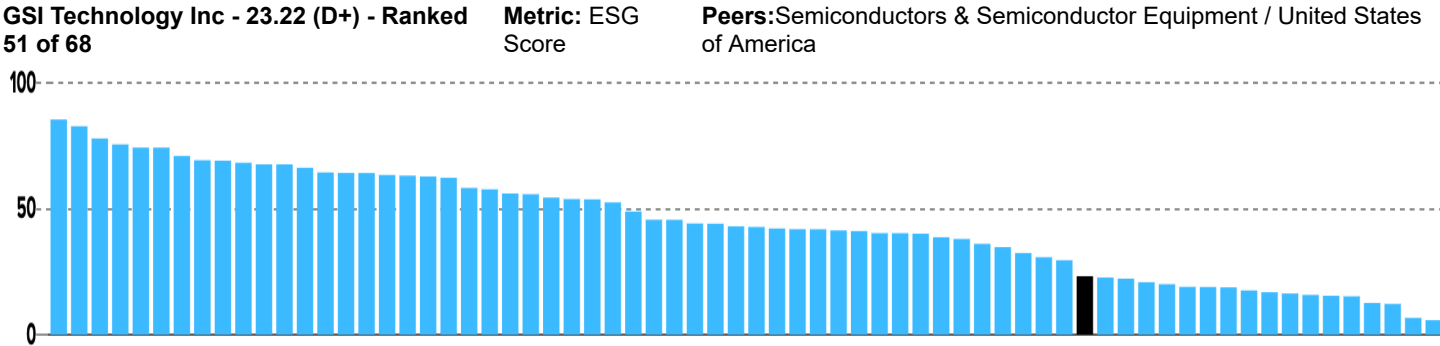
GSI Technology Inc is a(n) Semiconductors & Semiconductor Equipment company headquartered in the United States of America. For the fiscal year ended in March 2023, GSIT.O received an ESG score of 23.22 (Grade: D+).

Over the last 5 years, the company has an average ESG score of 25.91, and a median ESG score of 26.46. Refinitiv ESG score is calculated as a sum of weighted individual pillar scores. For GSIT.O, Environmental, Social, and Governance pillars are weighted 31.17%, 42.86%, and 25.97% respectively in ESG score weighting, consistent with companies within the Semiconductors & Semiconductor Equipment industry groups.

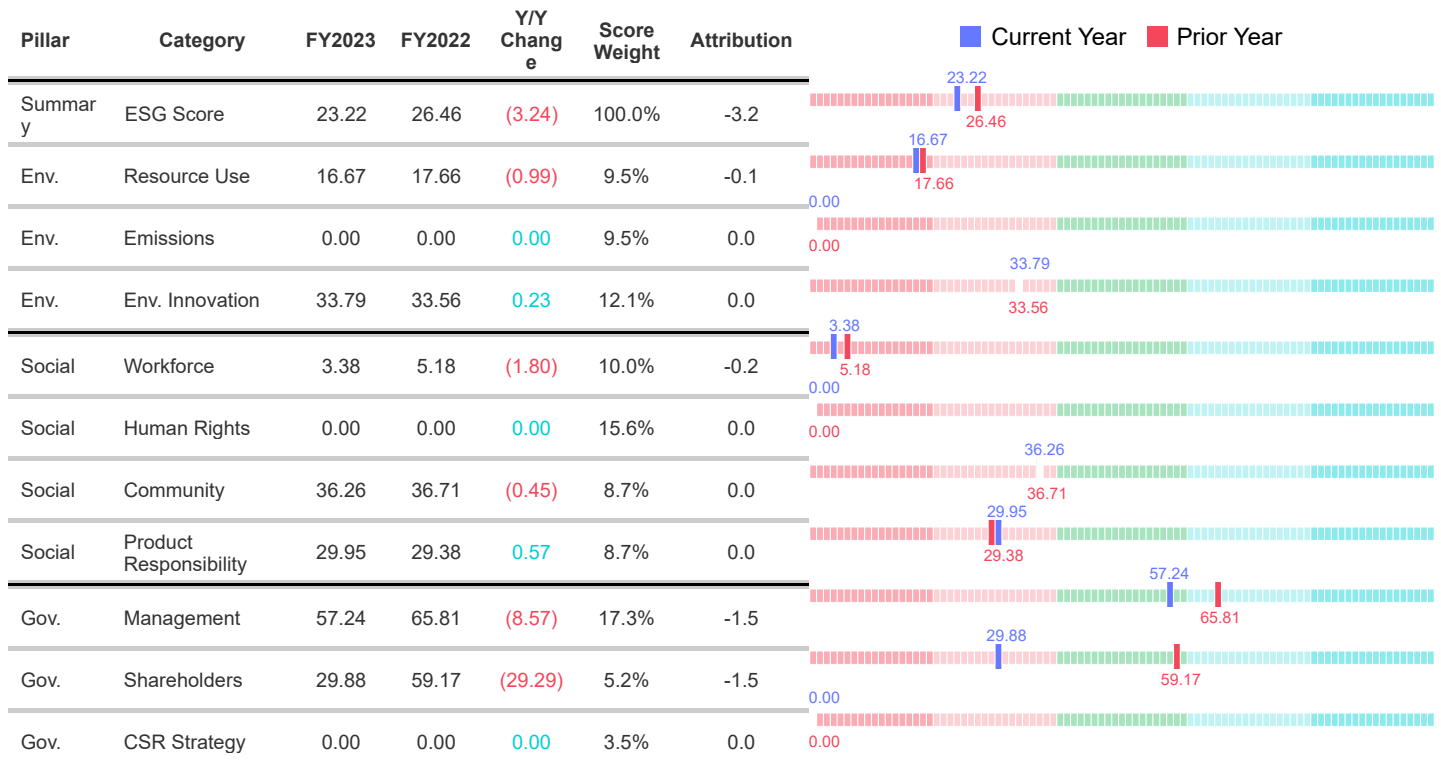
GSIT.O's controversy score of 100.00 (Grade: A+) is calculated based on total count of controversies related to the company, as collected by Refinitiv ESG team and normalized based on company's market capitalization. Discounted by its controversies, GSIT.O received an ESG Combined score of 23.22 (Grade: D+) for the year.

COMPANY RELATIVE PERFORMANCE

Company Ranking Compared to	Refinitiv ESG Universe	Refinitiv ESG Universe	Semiconductors & Semiconductor Equipment	United States of America	Semiconductors & Semiconductor Equipment / United States of America
Number of Companies	11748		222	3401	68
ESG Combined Score	9814	<div></div>	186	2619	51
ESG Score	9855	<div></div>	186	2653	51
Environmental Pillar Score	8049	<div></div>	172	1627	44
Social Pillar Score	10703	<div></div>	192	3169	60
Governance Pillar Score	6720	<div></div>	148	1849	49
ESG Controversy Score	1	<div></div>	1	1	1



## YEAR-OVER-YEAR ESG PERFORMANCE - ATTRIBUTION



## YEAR-OVER-YEAR ESG PERFORMANCE - MATERIAL FACTORS

Changes in company's year-over-year ESG scores are driven by two factors: Company's relative ranking against its peers, and changes in underlying data as reported by company. In the table below, "Metric Score" section identifies material changes in scores and the "Metric Value" section highlights any changes in the underlying values. Materiality is defined as any directional changes in scores greater than 8.33 (approximately one letter grade).

			Metric Score			Metric Value		
Pillar	Category	Metric Name	FY2023	FY2022	YoY Change	FY2023	FY2022	YoY Change
Social	Workforce	Salary Gap	7.81	25.54	(17.73)	148	44	104
Social	Workforce	Net Employment Creation	4.86	20.74	(15.88)	-13.33%	1.12%	(14.46%)
Gov.	Management	Board Size More Ten Less Eight	92.42	77.38	15.04	1	0	1
Gov.	Management	Board Gender Diversity, Percent	55.04	82.77	(27.73)	28.57%	37.50%	(8.93%)
Gov.	Management	Board Specific Skills, Percent	60.27	47.58	12.69	62.50%	55.56%	6.94%
Gov.	Shareholders	Non-audit to Audit Fees Ratio	--	51.29	(51.29)	--	4.02%	(4.02%)

## PERFORMANCE DRIVER SUMMARY

GSIT.O's ESG score changed from previous year's 26.46 to 23.22, deteriorating marginally, driven by changes in 7 of the 10 ESG categories.

Relative improvements in Product Responsibility, Env. Innovation categories were more than offset by relative deteriorations in Shareholders, Management, Workforce categories (See Year-Over-Year ESG Performance - Attribution section for details)

At the metrics level, changes in 52 out of 152 number of metric scores are the primary drivers for category and summary score changes.

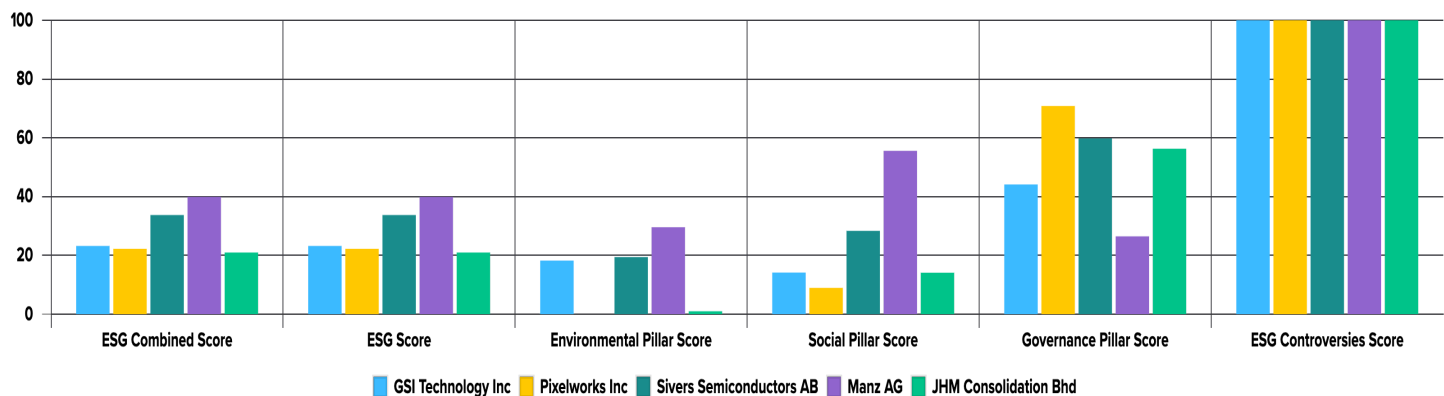
Of the 52 metrics identified, changes in relative ranking against peers drove 38 number of changes while changes in underlying reported metric values drove the rest (See Year-Over-Year ESG Performance - Material Factor section for details)

Please note changes in ESG scores are driven by two primary factors: Changes in underlying company-reported metric values and/or their relative ranking to the peer group.

## PEER SUMMARY

### Closest four peers by market capitalization and Semiconductors & Semiconductor Equipment

	GSIT.OQ	PXLW.OQ	SIVEH.ST	M5ZG.DE	JHMC.KL
	GSI Technology Inc	Pixelworks Inc	Sivers Semiconductors AB	Manz AG	JHM Consolidation Bhd
Company Market Cap (Mil USD)	\$91	\$159	\$99	\$88	\$79
Total Revenue (Mil USD)	\$30	\$60	\$23	\$269	\$68
ESG Combined Score	23.22	22.24	33.74	39.92	20.98
ESG Score	23.22	22.24	33.74	39.92	20.98
Environmental Pillar Score	18.23	0.00	19.43	29.59	0.99
Social Pillar Score	14.16	8.95	28.35	55.58	14.11
Governance Pillar Score	44.14	70.84	59.79	26.48	56.30
ESG Controversies Score	100.00	100.00	100.00	100.00	100.00

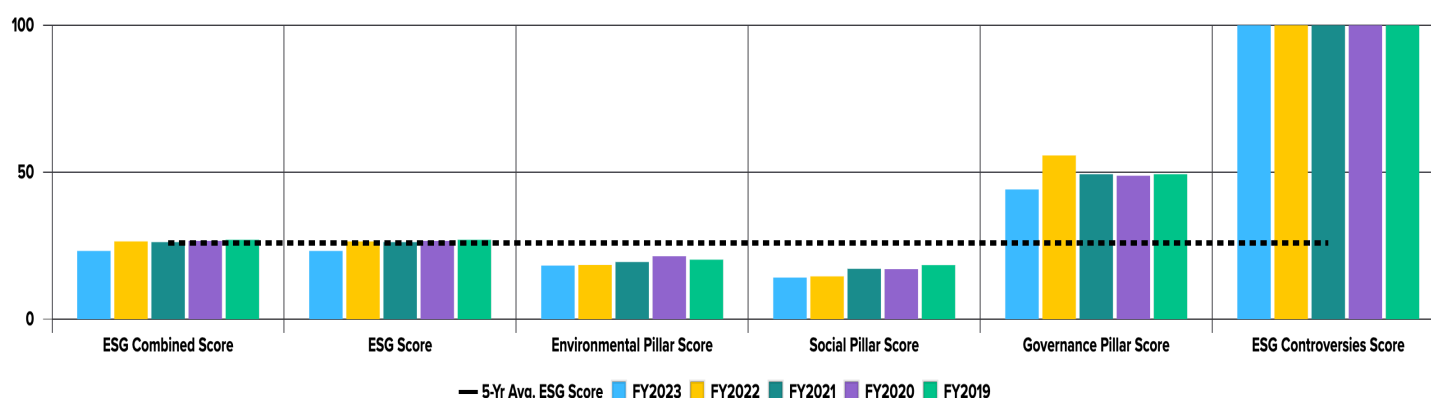


## PEER DETAIL

	GSIT.OQ	PXLW.OQ	SIVEH.ST	M5ZG.DE	JHMC.KL
	GSI Technology Inc	Pixelworks Inc	Sivers Semiconductors AB	Manz AG	JHM Consolidation Bhd
Policy Water Efficiency	FALSE	FALSE	FALSE	TRUE	FALSE
Policy Energy Efficiency	FALSE	FALSE	TRUE	TRUE	TRUE
Targets Water Efficiency	FALSE	FALSE	FALSE	TRUE	FALSE
Targets Energy Efficiency	FALSE	FALSE	FALSE	TRUE	FALSE
Total Energy Use To Revenues USD in million	--	--	--	193.56	--
Renewable Energy Use Ratio	--	--	--	26.37%	--
Water Use To Revenues USD in million	--	--	--	98.33	--
Water Recycled	--	--	--	--	--

## HISTORIC PERFORMANCE

	FY2023	FY2022	FY2021	FY2020	FY2019
Period End Date	2023-03-31	2022-03-31	2021-03-31	2020-03-31	2019-03-31
Historic Market Cap (Mil USD)	\$42	\$94	\$159	\$161	\$171
Total Revenue (Mil USD)	\$30	\$33	\$28	\$43	\$51
ESG Combined Score	D+	C-	C-	C-	C-
ESG Score	D+	C-	C-	C-	C-
Environmental Pillar Score	D+	D+	D+	D+	D+
Social Pillar Score	D	D	D+	D+	D+
Governance Pillar Score	C+	B-	C+	C+	C+
ESG Controversies Score	A+	A+	A+	A+	A+



## HISTORIC PERFORMANCE SUMMARY

Over the last 5 reporting periods, GSIT.O has an average ESG score of 25.91, ranging from a high of 27.01 (FY2019) to a low of 23.22 (FY2023).

Of the three pillars that make up the overall ESG score, Governance pillar performed the best, with an 5-year average score of 49.46, followed by Environmental pillar (Average score: 19.56) and then Social pillar (Average score: 16.26).

By category and on average, Management, Shareholders, and Community are the three best performing categories over the last 5 years while CSR Strategy, Human Rights, and Emissions are the three laggard categories during the same period.

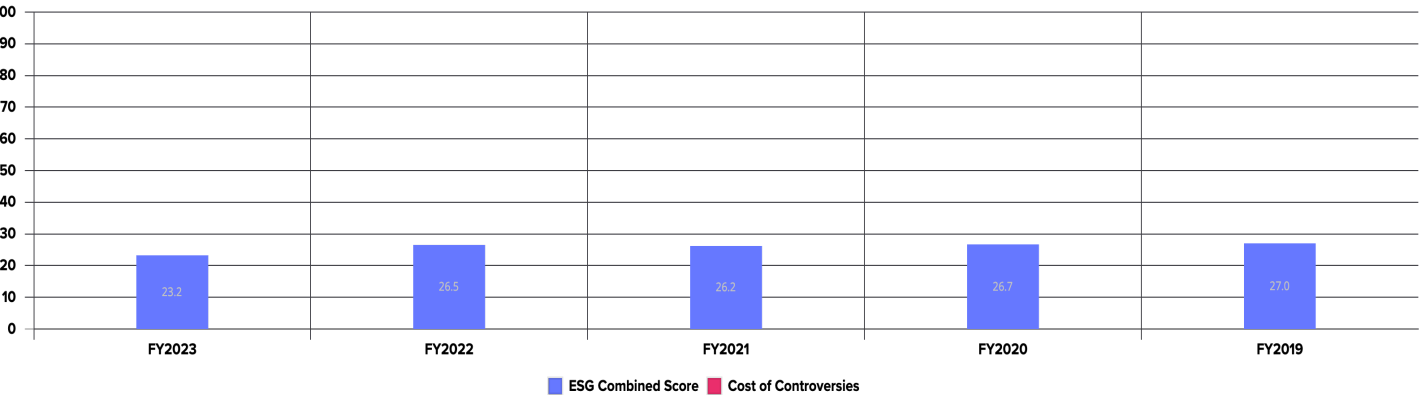
## CONTROVERSIAL BUSINESS PRACTICES

Does the company engage in any controversial business activities? **No**

Did the company have any controversies in violation of the Ten Principles of the UN Global Compact? **No**

ESG CONTROVERSIES

Bad press can be costly to companies. Controversies reported in the media can bring damages to reputation, future business opportunities, and ultimately the bottom line. ESG controversies score aims to recognize these potential damages, and account for these factors in the scoring of a company's overall ESG performance. From a scoring perspective, controversies could significantly impact a company's overall rating in a negative way. Below is a list of controversies collected from the public domain.



ESG METHODOLOGY

Refinitiv's ESG Scores are designed to transparently and objectively measure a company's relative ESG performance across ten themes based on company reported data. Below document provides detailed information on ESG scoring methodology. [ESG Scores Methodology](#)

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