

Responding to Emerging Risks – COVID-19 Epidemic Prevention Management

GIGABYTE makes continuity of operations and safeguarding of employee health our top priority during the ongoing COVID-19 pandemic. We monitored the latest pandemic development so that the most effective response measures can be adopted in a prudent and flexible manner. In addition to assessing our financial, operational, and information security risks, we also strove to protect employees' peace of mind at work. These included maintaining annual salary adjustments for all employees and providing more COVID-19 vaccination leave than required by law. We also issued epidemic prevention subsidies that employees could use to support farmers and disadvantaged groups impacted by the pandemic. The pandemic is not yet over so GIGABYTE hopes to keep expanding our social welfare efforts and contributions to society. GIGABYTE epidemic prevention measures and accomplishments are as follows:

"GIGABYTE Epidemic Command Center" was established in January 2020 to track the latest local and international development of COVID-19 pandemic as well as make rolling adjustments to epidemic prevention management measures.

Epidemic Prevention Measures in Support of Government Policy

- Employees are encouraged to receive COVID-19 vaccine by providing 2 days of paid vaccination leave for 1st and 2nd dose (1 day for booster shot). This is better than statutory requirements, and will not affect attendance and performance evaluation.
- Employees with children receiving COVID-19 vaccination may also apply for epidemic prevention care leave.

Safe Workplace

- Each operational sites are regularly and thoroughly disinfected and disinfectant is provided on every floor.
- Epidemic prevention mechanisms are introduced to public areas, the fitness center and elevators. No visitors or vendors are allowed to enter the building during the peak period of the pandemic.
- When necessary, implement a split working mechanism and two third of employees work from home.

Management of Epidemic Prevention Materials

- Purchase blood oxygen meters and rapid antigen test (RAT) kits to safeguard employee health.
- "Epidemic prevention packs" are provided to employees on business trips.
- Install infra-red temperature monitors and automatic alcohol disinfectant dispensers.
- Purchase alcohol and have issued 393,765 surgical face masks to employees.

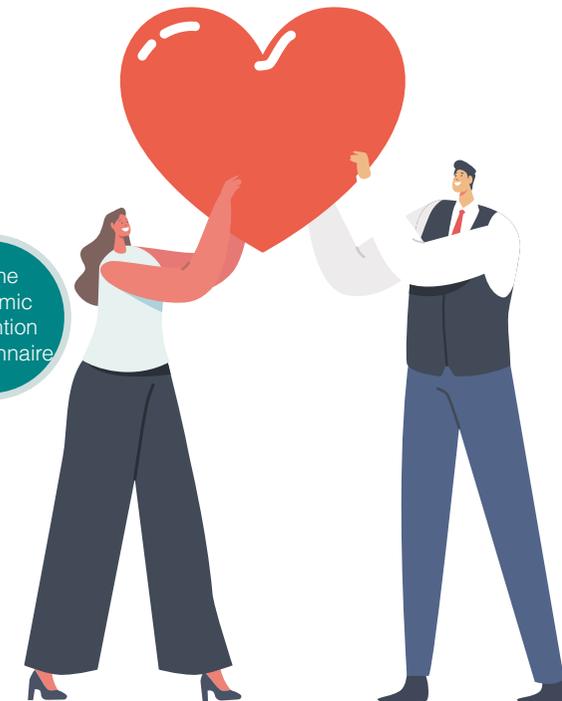
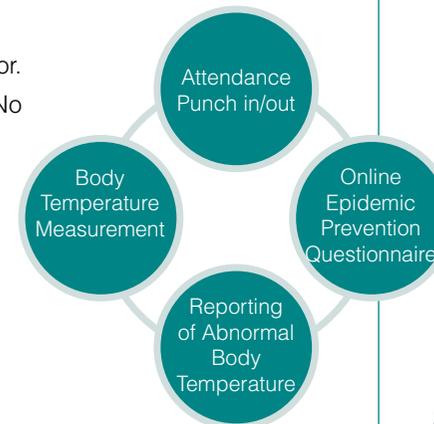
Epidemic Prevention Recognition System

- Developed the "contactless questionnaire system with facial recognition and body temperature measurement" that integrates 4 key functions in February 2020 to prevent contact transmission.

Internal Education to Strengthen Epidemic Prevention Awareness

- Issued an employee epidemic prevention handbook and guidelines for business trips; sent EDM about epidemic prevention and health education along with the latest epidemic prevention policies as well as the track of confirmed cases nearby the offices.

Employee Care and Safety



Financial Risk

National central banks all adopted loose monetary policies and expansionary fiscal policies to counter the impacts of COVID-19. These resulted in high inflation and other problems that indirectly pushed up interest rate and exchange rate risks.

Preventive Measures
Set Medium and long-term plans for company funds along with foreign currency hedging and purchase of property insurance policies.

Operational Risk

International shortages of cargo workers and congested logistics increased the cost of shipping products .

Preventive Measures
Keep close contact with each warehouse and devise optimized transport plans based on the conditions at ports and warehouses.

Information Security Risk

Remote access by employees working from home increased the risk of confidential information leaks and e-mail fraud.

Preventive Measures
Implement minimum permissions management for VPN, multi-factor authentication, data loss prevention (DLP) and social engineering attack exercises.

Continuity of Value Chain

Nearly 95% of GIGABYTE products are exported so mature remote customer relations management and online communication systems are already in place. We have kept communicating with customers during the pandemic. GIGABYTE conducted supplier epidemic prevention surveys and offered the "Guide for Business Continuity" to stabilize the supply chain and assist with supplier response capabilities.

Risk Prevention and Continuity of Value Chain



Medical Support

- Donated "Mobile Sampling Booth" to the Yang Ming, Cheng Hsin and Shuang Ho hospitals, "Epidemic Prevention Disinfection Door" to National Taiwan University Hospital Hsinchu Branch, and 2,000 protective suits to Wanfang Hospital to improve protection for medical workers at front lines.
- Donated "Contactless Smart Epidemic Prevention Kiosk" to Taipei City Hospital, which integrates AI, cloud data, and sensor technologies to provide the public with safe and convenient smart epidemic prevention services.

Donations In Kind

- To address the needs of working from home and distancing learning, GIGABYTE partnered with Bestyield International to donate 22 refurbished notebooks to the police office in Wenshan Second Precinct and disadvantaged schools.
- Donated 50 notebooks to elementary and junior high schools in Zhunan Township and Miaoli County to help students keep learning during the pandemic.

Emergency Relief

- Emergency assistance was provided to farmers in Kaohsiung during the pandemic to help them ship their orders on time
- Raised welfare points and issued epidemic prevent subsidies to employees so they can support disadvantaged groups impacted by the pandemic by consuming their products.

Support to Epidemic Prevention