05 Happy Workplace

5.1 Human Rights Commitment 5.2 Talent Management 5.3 Occupational Health and Safety

Material Topics of This Chapter	Talent Attraction and Retention	Talent Cultivation and Developemnt	Occupational Health and Safety
Corresponding GRI/SASB Indicators	GRI 401	GRI 404	GRI 403
Policy Commitment	▪ Ensure every employee is placed in a suitable position, build a diverse and balanced workforce, increase happiness in the workplace, build employee loyalty, and foster workplace dynamics.	▪ A dual-track talent cultivation system for managers and specialists is combined with the system of two promotions each year to broaden employee career opportunities.	▪ Establish comprehensive environmental safety and health management measures to build a friendly and healthy working environment. ▪ Introduce ISO 45001 occupational health and safety management system to maintain the validity of the system through total engagement and internal/external audits.
Action	▪ Salary adjustments are based on the annual consumer price index, adjustments to public serve pay scale, industry salary adjustments, and performance evaluations. Bonuses are also issued for those who meet sales targets. ▪ Establish a sound benefits system and a Joint Welfare Committee to enhance employee benefits and organize promotional events at appropriate times.	▪ Competency-based training courses were developed for new hires, specialist personnel, and section/division-level managers. A variety of learning channels are provided to encourage employees to engage in self-learning and development. ▪ Performance evaluations are conducted on a regular basis which not only help the Company achieve its business development targets but also enhance the professional skills and abilities of employees.	▪ Each business base establishes occupational safety and health management policies, including the "Occupational Safety and Health Management Plan", "Health Management Plan", and maternal protection measures. ▪ Introduce a tiered employee health management system and the "GIGA-Health" health management incentives to provide encouragement as well as early prevention and treatment of disease. ▪ Promote Employee Assistance Programs (EAP) for providing complete physical and mental care for employees. ▪ Obtain the Sports Workplace Certification, launch family-friendly programs, and encourage exercising habits to build a happy woerkplace.
Tracking Mechanism	▪ Staffing requirements are devised by employer units and recruiting requirements are proposed based on their business operations. ▪ Enhance benefits policy and promotional events as appropriate.	▪ Periodically examine the Company's development strategy and employee requirements so that the corresponding education and training resources can be provided.	▪ Set up an OHS Committee to discuss OHS management policies and matters. ▪ Periodic renewal of ISO 45001 OHS management system certification.
Stakeholder Engagement Actions and Effectiveness	▪ Publish job openings on public recruiting websites as well as the internal bulletin board. ▪ Establish the GIGABYTE Employee Welfare Committee to implement benefits-related tasks.	▪ Periodic performance evaluations and promotions.	▪ Convene OHS Committee meetings on a regular basis.
Medium and Long-term Goals	▪ Continue to recruit suitable talent based on organization and operational needs. ▪ Continue to enhance benefits policy and promotional events.	▪ Annual examination of the Company's development strategy and employee requirements so that the corresponding education and training resources can be provided. ▪ Performance evaluations conducted on a regular basis to not only help the Company achieve its business development targets but also enhance the professional skills and abilities of employees.	▪ Reduce occupational injuries, promote labor health and safety. ▪ Become accident-free by eliminating workplace hazards.
2023 Targets	▪ Host expanded recruiting events. ▪ Continue to enhance benefits policy and promotional events.	▪ Continue conducting a wide range of education and training activities either in-person or online. ▪ Mid-year and end-of-year performance evaluations are carried out on a regular basis.	▪ No cases of occupational injuries and diseases. ▪ No cases of fire accidents and lower the probability of occurrence of all types of safety incidents. ▪ Host health exams, health-promoting activities, and seminars on a regular basis to reduce the number of people with anomalies under the tiered management of employee health. ▪ Conduct regular satisfaction surveys on employee satisfaction with EAP consultations.
Progress towards Achieving 2023 Targets	▪ Held 6 "Team up, Fight on" expanded campus recruitment information sessions and 1 online information session in 2023. ▪ Offered 3 days of paid vacation leave beyond statutory requirements in 2023.	▪ A total of 632 seminars and classes were organized in 2023. The total course duration was 1,092.6 hours, with 12,857 participants in total. ▪ Routine mid-year and end-of-year performance evaluations were conducted in 2023.	▪ In 2023, the ratio of recordable occupational injuries was 0.51 at Nanping Factory and 1.21 at Ningbo Factory; there were 0 cases of occupational diseases. ▪ There were no incidents of fire in 2023. Emergency evacuation and disaster prevention training was conducted 41 times. ▪ Health exams were conducted at the Headquarters and three factories in 2023. The total health examination acceptance rate exceeded 90%. ▪ EAP consultation services were used 277 person-times in 2023 with an average satisfaction rating of 4.74 (out of 5).

5.1 Human Rights Commitment

Commitments and Actions of Humans Right at Workplace

GIGABYTE supports international human rights conventions, including the Universal Declaration of Human Rights and UN Global Compact, and complies with the local regulations of our operating locations. We have defined a number of human rights rules. For example, "strive for organizational justice, respect for diversity" and "anti-discrimination, violence and harassment" are included in our Code of Business Conduct. All board directors, managers, and employees are expected to protect human rights in the workplace by adhering to human rights and equality.

(For GIGABYTE's code of workplace human rights, please refer to Chapter 2 of GIGABYTE Code of Business Conduct)

Human Rights Commitment	Actions
Talent Inclusion and Non-discrimination	▪ Stipulate clearly in the "Code of Business Conduct": The recruitment and promotion of employees do not distinguish between race, gender, age, skin color, sexual orientation, language, religion, party, place of origin, nationality, physical and mental disabilities, and marital status. ▪ Hire physically or mentally handicapped, which accounts for at least 1% of the number of employees in GIGABYTE's bases in Taiwan and G-Style, complying with the "People with Disabilities Rights Protection Act" issued by the Ministry of Health and Welfare.
Prohibition against Forced Labor and Employment of Child Labor	▪ Suppliers are required to comply with regulations relating to the human rights of workers in accordance with the RBA Code of Conduct and to undergo investigation on conflict mineral usage. ▪ Stipulate clearly in the "New Hire Management Regulations" that do not employ people under 15 years old.
Prevention of Illegal Infringement in the Workplace	▪ Define the "Plan for Prevention of Illegal Infringements in the Performance of Duties" and procedures and issue the "Written Statement on Prohibition of Workplace Violence" to protect employees against bullying or violence in the workplace. ▪ There were no related complaints in 2023.
Gender Friendly Workplace	▪ The "Guide on Prevention of Sexual Harassment in the Workplace" specifies that employees who believe they have been sexually harassed may file a complaint with their supervisor, HR department, or the dedicated mailbox. Their complaint will be handled in strict confidence. If the complaint is investigated and upheld, disciplinary actions will be taken against the offender and may result in termination of employment in serious cases. There were no sexual harassment or discrimination cases in 2023. ▪ Plan the maternal health protection plan of the workplace, and set up friendly facilities such as nursery rooms. (For details of implementation status, please refer to 5.3.2 Healthy and LOHAS Workplace) ▪ Sent out promotional emails and hosted "Love is Equal! Gender friendly, diversity and inclusion" seminars in 2023 with 64 people attending.
Fair Salary	▪ Determine the standard of salary payment through open and transparent performance evaluations. The wage levels of all operation bases comply with the local legal minimum wage.

5.2 Talent Management

5.2.1 Diverse and Inclusive Workplace

GIGABYTE knows how important the right talents are to the company's sustainable development. Rigorous talent selection and cultivation are therefore employed to construct a diverse and balanced human resource's structure. Talented people from diverse backgrounds are also encouraged to unleash their expertise, creativity, and potential in their work. GIGABYTE had a total workforce of 6,018 people in 2023. Most of the employees were concentrated in Taiwan and China, with the remainder located in other parts of Asia, the Americas, and Europe. 59.4% were male employees, 40.6% were female employees, and the average age was 30. 36 disabled employees and 10 employees from ethnic minorities were employed in Taiwan at the end of 2023.

Unit: Persons

		GIGABYTE						Giga Computing						Bestyield International				G-Style		Cloudmatrix		Senyun		Selita	
		Taiwan Bases		China Bases		Overseas Bases		Taiwan Bases		Overseas Bases		GIGAIPC		Taiwan Bases		Overseas Bases									
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
No. of Employees		805	1,140	1,562	787	207	68	439	217	6	0	57	21	134	72	314	97	0	4	5	13	48	21	0	1
Gender Ratio (%)		41.39	58.61	66.50	33.50	75.27	24.73	66.92	33.08	100	0	73.08	26.92	65.05	34.95	76.40	23.60	0	100	27.78	72.22	69.57	30.43	0	100
Age Ratio (%)	Under 30	6.94	14.34	51.43	21.07	29.09	14.55	21.19	7.77	16.67	0	20.51	8.97	6.31	2.43	22.1	3.9	0	25.00	11.11	66.67	8.70	4.35	0	0
	31–50	27.46	34.40	14.18	11.79	34.18	9.45	36.59	22.41	66.67	0	39.74	17.95	51.46	28.16	51.6	19.5	0	75.00	5.56	5.56	52.17	26.09	0	100
	Over 50	6.99	9.87	0.89	0.64	12.00	0.73	9.15	2.90	16.67	0	12.82	0.00	7.28	4.37	2.7	0.2	0	0	11.11	0	8.70	0	0	0
Position Type Ratio (%)	Management	13.93	6.63	9.79	4.73	27.64	2.91	23.17	7.16	66.67	0	21.79	8.97	21.84	6.80	12.17	2.92	0	0	5.56	0	30.43	10.14	0	0
	Specialist	27.46	51.98	56.70	28.78	47.64	21.82	43.75	25.91	33.33	0	51.28	17.95	43.20	28.16	64.23	20.68	0	100	22.22	72.22	39.13	20.29	0	100

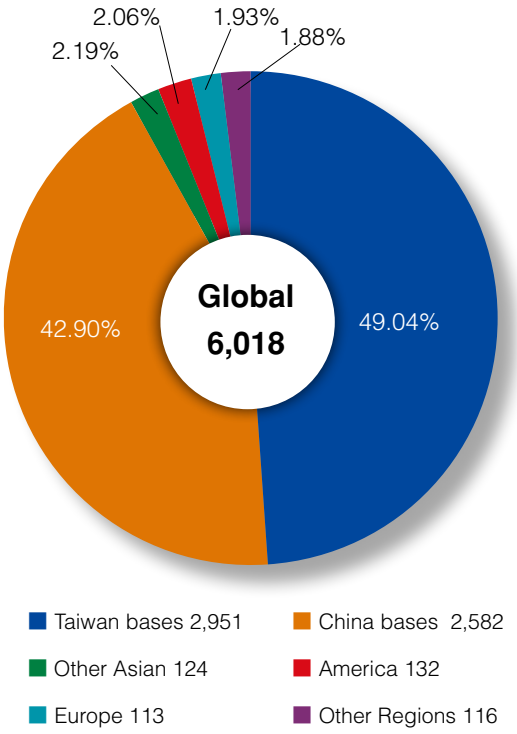
[Note] The workforce demographics data for 2023 is as of 2023/12/31. Rounding of the data may lead to the total being not 100%.

Unit: Persons

		GIGABYTE						Giga Computing						Bestyield International				G-Style		Cloudmatrix		Senyun		Selita	
		Taiwan Bases		China Bases		Overseas Bases		Taiwan Bases		Overseas Bases		GIGAIPC		Taiwan Bases		Overseas Bases									
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Non-employee Workers	Temporary Employees	41	70	230	173	0	0	0	0	0	0	0	0	33	19	0	0	0	0	0	0	0	0	0	0
	Outsourcing and Contractors	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	Interns from Schools or Joint Industry-university Projects	0	1	165	53	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
	Cleaning, Security, Cafeteria, and Other On-site Personnel	125	72	52	33	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	33	21	N/A	N/A	N/A	N/A	N/A	N/A	3	1	N/A	N/A
	Other	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

[Note] Increased production output and products at Nanping Factory in Taiwan led to a significant increase in the number of temporary workers. Some locations did not investigate the number of cleaning, security, cafeteria, and other on-site personnel so N/A is shown in the table.

Global Employee Distribution (by Working Location)



Total Number of Employees by Contract Type and Role

Unit: Persons

		GIGABYTE						Giga Computing						Bestyield International			
		Taiwan Bases		China Bases		Overseas Bases		Taiwan Bases		Overseas Bases		GIGAIPC		Taiwan Bases		Overseas Bases	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Employment Type	Full-time	798	1,131	1,176	578	207	67	433	207	6	0	56	21	132	72	308	86
	Part-time	7	9	386	209	0	1	6	10	0	0	1	0	2	0	6	11
Employment Contract	Full-time	798	1,131	1,176	578	207	67	433	207	6	0	56	21	132	72	308	86
	Temporary	7	9	386	209	0	1	6	10	0	0	1	0	2	0	6	11

		G-Style		Cloudmatrix		Senyun		Selita	
		Male	Female	Male	Female	Male	Female	Male	Female
Employment Type	Full-time	0	4	4	10	48	21	0	1
	Part-time	0	0	1	3	0	0	0	0
Employment Contract	Full-time	0	4	4	10	48	21	0	1
	Temporary	0	0	0	0	0	0	0	0

The definitions of employment type and contract are as follows:

Employment Type	Full-time	Expatriate personnel/Permanent employee/R&D alternative service/Consultant
	Part-time	Contractor/Part-time worker/Intern
Employment contract	Full-time	Expatriate personnel/Permanent employee/R&D alternative service/Consultant
	Temporary	Contractor/Part-time worker/Intern

▪ Statistics of New Hire Employees

Unit: Persons

	GIGABYTE						Giga Computing						Bestyield International				G-Style		Cloudmatrix		Senyun		Selita	
	Taiwan Bases		China Bases		Overseas Bases		Taiwan Bases		Overseas Bases		GIGAIPC		Taiwan Bases		Overseas Bases									
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Under 30 Years Old	69	91	2,466	885	12	6	53	21	0	0	7	1	5	4	22	2	0	1	2	4	5	1	0	0
31-50 Years Old	43	53	86	166	21	5	22	23	0	0	7	3	6	3	15	7	0	2	0	1	5	3	0	0
Over 50 Years Old	1	4	0	0	1	0	3	2	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
New Hire Rate (%)	7.71	9.61	57.65	53.05	N/A	N/A	N/A	N/A	N/A	N/A	24.19	17.39	7.80	9.59	N/A	N/A	0	50.00	25.00	26.32	16.18	13.79	0	0

[Note 1] The total number of new employees includes direct and indirect employees.
[Note 2] The calculation formula of the New Hire Ratio in this table = total number of new hires for the year / (headcount at the end of the previous year + total new hires in the current year)
[Note 3] Data for overseas locations were broken down for GIGABYTE, Giga Computing, and Bestyield International for disclosure from 2023 onwards. No data for the previous year were available, so "N/A" was given.

▪ Statistics of Resigned Employees

Unit: Persons

	GIGABYTE						Giga Computing						Bestyield International				G-Style		Cloudmatrix		Senyun		Selita	
	Taiwan Bases		China Bases		Overseas Bases		Taiwan Bases		Overseas Bases		GIGAIPC		Taiwan Bases		Overseas Bases									
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Under 30 Years Old	44	68	2,710	991	9	2	36	14	0	0	4	2	9	0	22	3	0	0	2	5	6	1	0	0
31-50 Years Old	41	78	112	177	16	5	21	6	0	0	3	0	0	2	28	8	0	2	1	1	12	7	0	0
Over 50 Years Old	8	12	2	2	1	3	0	2	0	0	0	1	1	0	1	0	0	0	0	0	1	1	0	0
Turn Over Rate (%)	6.35	10.26	63.79	59.06	N/A	N/A	N/A	N/A	N/A	N/A	11.29	13.04	7.09	2.74	N/A	N/A	0	33.33	37.50	31.58	27.94	31.03	0	0

[Note 1] The high personnel turnover rate in China bases was mainly due to the expiration of contracts with winter vacation workers and interns. Many employees left the jobs to return to their hometowns before Spring Festival, and thus the recruitment increased to balance the need for manpower.
[Note 2] The calculation formula of turnover rate in this table = total number of resigners during the year ÷ (headcount at the end of the previous year + total new hires in the current year)
[Note 3] Data for overseas locations were broken down for GIGABYTE, Giga Computing, and Bestyield International for disclosure from 2023 onwards. No data for the previous year were available, so "N/A" was given.

5.2.2 Talent Attraction and Retention

GIGABYTE defines a clear set of criteria for recruitment. We look for multi-national and multi-disciplinary talents based on the development focus of each business unit and department. The cultivation of the younger generation is important to us as well. We establish industry-academia cooperation programs with colleges and universities and organize long-running product design competitions that provide students with a stage to showcase their knowledge and creativity, expand their horizons on career possibilities, and enrich their practical experiences. A total of 6 students from the National Taiwan University of Technology were accepted by GIGABYTE's internship program in 2023.

▪ 2023 "Team Up, Fight On" Recruiting Campaign

GIGABYTE has been focusing on aligning technological progress and talent in recent years to keep up with our rapid business growth. Therefore, the "Team Up, Fight On" recruiting campaign has been launched since 2022 to expand our recruiting efforts and fill job openings in R&D, product management, integrated marketing, sales, and design. Very competitive salaries and benefits were offered to attract potential talent. International opportunities were also offered to top talent from each field who could put their skills to good use and chase their dreams. We hosted 6 campus information sessions and 1 online information session in 2023. Total attendance at the campus information sessions was 740 and satisfaction approached 100%. The event also received 28.9 million exposures in the media and social networking platforms. Related videos received 17 million views.

Industry-Academic Collaboration on Youth Development

▪ Donation of servers to IC Design Lab at Yang Ming Chiao Tung University

Subsidiary Giga Computing partnered with AMD, PHISON Electronics, Micron Technology, Samsung Electronics, and Nanya Technology to donate multiple servers, server processors, and enterprise-grade SSD/ memory for building cutting edge servers. The servers were donated to support research and the electronic design automation (EDA) courses. The donors hoped that this will promote research and development as well as the cultivation of elite talent in the semiconductor industry.

▪ Helping NCKU win the Asia Pacific HPC-AI competition

GIGABYTE provided four G482-Z50 servers for National Cheng Kung University (NCKU) to participate in the Asia-Pacific "High-Performance Computing and Artificial Intelligence Student Competition" (HPC-AI). Using cutting-edge servers for practicing HPC and AI technologies helped cultivate a new generation of students in the field of supercomputing.

▪ Taoyuan Girl Day of "Women in STEM" Work Experience

Subsidiary Bestyield International was invited to take part in the "Women in STEM" event organized by the Taoyuan City Department of Social Welfare by hosting outstanding female students from junior and senior high schools in Taoyuan for visiting. Students tried their hand at computer repairs and testing. The event hoped to encourage more women to choose a career in STEM fields and contribute to innovation and technology in the future.

Solid Remuneration Structure

The compensation system at GIGABYTE is based on grade, education, background, seniority, and fair performance evaluations to ensure that they accurately reflect each employee's contribution. For detailed information on the distribution of employee and directors' compensation, please refer to p.32 and p.122 of the GIGABYTE 2023 Annual Report; for details on the number, average salary, and media salary of full-time employees in non-management positions in the Taiwan region, please refer to the Market Observation Post System website. Performance evaluation systems have been introduced at GIGABYTE subsidiaries G-Style, Giga Computing, Bestyield International, and Senyun as well as the sub-subsidiary GiGAIPC as of 2023, and will be progressively rolled out to all subsidiaries. A variety of rewards and benefits are offered by GIGABYTE on top of the basic salary, including long-service awards, patent awards, quarterly bonuses, performance bonuses, and employee stock ownership trust. We also started issuing restricted stock in 2023 as an incentive for outstanding employees. These can also stimulate inner enthusiasm and share the success of GIGABYTE with all of our employees.

▪ Type of Performance Appraisal

Type	Applicable Object	Frequency
Management by Objectives	According to the "Performance Appraisal Work Instruction": ▪ Indirect labors who have been employed for more than three months (inclusive). ▪ Employees with Grade 8 and above are reviewed by year-end reports instead of performance appraisals, so they are not included in performance appraisals. ▪ Partial part-time employees and employees who are on leave without pay and have not been reinstated or have been reinstated but are not eligible for the above conditions will not be included in appraisal objects. ▪ Employees who transfer departments during the evaluation period will be evaluated by the head of the new department. The new head can consult the original head. ▪ Grade 1 direct labor is evaluated by each business unit.	Twice a year
360 Degree Evaluation	Employees at management levels	For managers above certain grades to be promoted, taking a 360 Degree Evaluation is required.

Appreciation for Employees' Contributions

- The average service years of retired employees were 15 years
- 359 employees received awards for more than 5 years of service

Innovation Reward

- Patent awards awarded 14 trophies and 140 bonuses

▪ Employee Participation in Annual Performance Appraisal by Main Operating Bases

Operational Bases		Taiwan Bases																		China Bases			
		Headquarters		Nanping Factory		Giga Computing		GIGAIPC		Bestyield International		G-Style		Cloudmatrix		Senyun		Selita		Dongguan Factory		Ningbo Factory	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Mid-year	Management	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	N/A	N/A	Performance appraisal system not introduced		Performance appraisal system not introduced		Performance appraisal system not introduced		100%	100%	100%	100%
	Specialist	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	N/A	100%							100%	100%	100%	100%
End of Year	Management	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	N/A	N/A			100%				100%	100%	100%	100%
	Specialist	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	N/A	100%			100%				100%	100%	100%	100%

[Note] There were no employees in management positions at subsidiary G-Style, so the above table's corresponding ratios are N/A.

▪ The Ratio of the Average Salary of Basic-level Employees to the Local Minimum Wage by Main Operating Bases

Location	Taiwan Bases																		China Bases			
	NTD																		RMB			
	GIGABYTE				Giga Computing						Bestyield International		G-Style		Cloudmatrix		Senyun		Selita		Dongguan Factory		Ningbo Factory	
Operation Bases	Headquarters		Nanping Factory		Headquarters		Nanping Factory		GIGAIPC															
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Ratio of Basic Salary and Local Minimum Wage	1.09	1.09	1.16	1.07	1.14	1.12	1.18	1.49	1.02	N/A	1.70	1.59	N/A	1.77	1.63	1.38	1.00	1.00	N/A	1.59	1.73	1.76	1.49	1.63
Local Minimum Wage in 2023	NTD 26,400																				RMB 1,900		RMB 2,280	

[Note 1] The salary above is the full-time salary of basic-level personnel, excluding bonuses, overtime, and stipends. Basic-level is defined as Grade P01.
[Note 2] GIGAIPC, G-Style, and Selita Precision had no employees meeting the definition so the ratio between employee salary and local minimum wage is shown as N/A in the table.

▪ Male and Female Remuneration Ratio [1] and Range of Salary Adjustment by Main Operating Bases

GIGABYTE adjusts salaries with reference to the price index and the salary adjustment rate of its peers as well as public servants. Individual performance appraisals are also taken into account. Achievement bonuses would be awarded to employees if their KPIs are achieved.

Job Grade[2]	Taiwan Bases																		China Bases			
	Headquarters		Nanping Factory		Giga Computing		GIGAIPC		Bestyield International		G-Style		Cloudmatrix		Senyun		Selita		Dongguan Factory		Ningbo Factory	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Senior Level Manager	1.24	1	No female employees		No female employees		No female employees		1.21	1	No employees		No female employees		0.82	1	No employees		0.91	1	0.85	1
Middle Level Manager	1.09	1	1.04	1	1.03	1	0.95	1	1.17	1	No employees		No employees		No employees	1	No employees		1.03	1	0.96	1
Junior Level Manager	1.00	1	1.25	1	1.03	1	1.69	1	0.94	1	No employees		No employees		No employees	1	No employees		1.04	1	1.00	1
Senior Specialist	1.12	1	No employees		No female employees		No female employees		No employees		No employees		No employees		No employees		No employees		No employees		No female employees	
General Specialist	1.12	1	1.29	1	1.28	1	1.28	1	1.12	1	No male employees at present		1.13	1	1.17	1	No male employees at present		0.99	1	0.91	1
Average Adjustment of Salary[3] in the Past 3 Years	3%		3%		3%		3%		3%		3%		3%		0%		3%		3%		16.5%	

[Note 1] Remuneration: The total pay to full-time personnel, including bonuses, overtime, and stipends.
[Note 2] Grade: Senior level manager (Grade M07 or above); middle level manager (Grade M05-M06); junior level manager (Grade M01–M04); senior specialist (Grade P06 and above); general specialist (Grade P01–P05).
[Note 3] Average Salary: The salary includes basic salary, living allowance, food allowance, etc., excluding annual bonuses.

Sound Employee Welfare and Retirement Plans

GIGABYTE has put a sound benefits system into place. In addition to providing statutory insurance, leave, pensions, and health exams, we also provide a number of better-than-statutory benefits to construct the most comprehensive support network for employees. A Joint Employee Welfare Committee has now been established to increase happiness in the workplace by enhancing the benefits policy and promotional events for employees at appropriate times. Some of the employee welfare items vary slightly at different operation sites.

Project	Description
Perfect Insurance Plan	Labor insurance, national health insurance, and group comprehensive insurance, including life insurance, accident insurance, medical insurance, catastrophic illness insurance, etc. Group insurance is also applicable to employees and their families.
Retirement plan	▪ Allocate employees' retirement reserves in accordance with the Labor Standards Act and the Labor Pension Act, and an account in the name of the "Employee Pension Reserve Supervision Committee" is established as an exclusive account for employee retirement funds. Pension expenses amounted to NTD 210 million in 2023. ▪ Provide retirement bonuses and hold honorable retirement ceremonies. ▪ Provision of transition assistance plans to enhance continued employability and career planning such as personal interviews, career/legal consultations, and continued membership in company clubs.
Comprehensive Healthcare	▪ For current employees with at least 2 years of service, those over 40 years old are eligible for a health exam each year, and those under 40 years old are eligible for a health exam every two years. Senior executives and high-risk employees are provided further health exam subsidies. ▪ Provide "GIGA-Health" health incentives to help take early action on risk factors for chronic illness. ▪ Implementation of Employee Assistance Plans (EAP) providing psychological, financial, and legal advice to help employees with their life and mental well-being.
Leave System	Offered 3 days of paid vacation leave beyond statutory requirements in 2023. As of 2024, all statutory make-up days are waived and leave granted.
Living Allowance	▪ Provide childbirth, hospitalization, funeral, marriage, education allowances, as well as emergency assistance. ▪ Additional childcare subsidies were introduced in 2021. Employees with children under the age of 2 received NTD3,000 per child each month and 2 hours of flex-time.
Living Benefits	In addition to the basic 3 Festival bonuses, the Company also provides birthday gifts and travel allowances. Also, a certain number of benefit points are offered to employees each year, allowing them to purchase charity products and friendly agricultural products freely. The benefit points were NTD8,000 per person in 2023.
Employee Discounts	▪ Sign contracts with restaurants and childcare institutions to provide preferential prices to GIGABYTE employees. ▪ Provide discounts on the company's products, concerts, exhibitions, performances, or related ticketed events and free arts and culture seminars.
Club and Leisure Activities	▪ GIGABYTE establishes a wide variety of clubs on sports, dancing, environmental services, and handicrafts. Besides, we organize leisure activities such as e-sports competitions, sports carnivals, and family days to foster employee interests and networking. ▪ 2023 GIGABYTE Family Day: FUN for Summer World Carnival ▪ 7th GIGABYTE Cup E-Sports Tournament: Let's Play "Street Fighter 6" with GIGABYTE ▪ Party Events at Factories

5.2.3 Talent Cultivation and Development

A sound talent cultivation and development system play a key role in attracting talent and maintaining core competitiveness. GIGABYTE provides diverse education and training sources, dual-track talent cultivation, and a performance evaluation system targeted towards employee needs and career development plans to ensure that every GIGABYTE employee can realize their potential, find self-fulfillment, and grow with the Company.

GIGABYTE develops core competency, management competency, and general education training courses for new hires, specialists, and managers at the section/department/division levels. A variety of learning channels are provided. Self-study/external training are encouraged for employees so they can engage in self-development, broaden their professional knowledge, as well as understand the company's vision for the future and current accomplishments. Sharing events are also held at suitable times to let employees learn from each other. In addition to on-the-job employee training, GIGABYTE develops exclusive training courses for newcomers based on the needs of each operation base or each position. The courses help newcomers adapt more quickly to their work and environment.

Education and Training

GIGABYTE provides themed courses for new employees. They are also assigned mentors to help them settle into their new roles.

- Company introduction
- Brand and corporate identity
- Sustainability and environmental policy
- Code of business conduct
- Authorized Economic Operator (AEO)
- Intellectual Property and Personal Information Act guidelines
- Labor health and safety education
- Human resources, administrative services, invoicing process, etc.

E-Learning Platform

Digitize the internal training and lectures of all units and support online course selection to allow the employees to learn at any time.

Professional Training

Competency is critical to successful work. GIGABYTE defines 6 core competencies all employees shall have, as well as additional 5 management competencies that personnel at management positions shall have. Related courses are provided in order to train talent and cultivate organizational culture.

6 Core Competencies

- Innovation and improvement
- Problem solving and analysis
- Self-learning and development
- Cost and quality awareness
- Communication and coordination
- Teamwork

Continuous Advance Learning

- Internal training of BU
- Trend lectures and technology forums
- Professional education of legal affairs and financial accounting
- Foreign language learning resources and allowances
- External education training allowances
- Encourage employees in self-learning

5 Management Competencies

- Target setting
- Empowerment and delegation
- Communication and leadership
- Clear reward and punishment
- Leading reformation

Management Education

- Annual senior-level consensus meeting
- Lecture for senior-level manager
- Training for division level manager and new manager
- Talent recruitment and interview skills, etc.

Feedback and Review

Knowledge Cycle and Feedback

- Train internal lecturers and hold sharing sessions from time to time.
- Encourage the colleagues of all units to share their external training experience to benefit both teaching and learning.

Review of Training Performance

- Truthfully implement opinion surveys to check the benefits of the curriculum for career development and personal competence.
- Encourage employees to plan new task objectives or processes based on training content.

The HR Department draws up internal training courses every year following industry trends and the Company's future direction and also cultivates the soft power for career development and work management. It handpicks articles that assist employees in career planning, self-management, and the development of concrete goals and visions, which then help strengthen the cohesion between units and individual employees. 7 seminars and events were held in 2023. We also hand-picked 41 articles related to management, HR guides, successful careers, and workplace trends to provide employees with the resources they need to build themselves and their teams.

- Education and Training Accomplishments in 2023

	Management Competency	Core Competency	Professional Training	General Education Course
No. of Course Sessions	26	80	440	86
Course Duration	89.5	204.6	675	123.5
Participation	461	957	9,066	2,373

Group Sustainable Development Training

GIGABYTE began offering a series of sustainability courses in 2022 to cultivate our employees' ESG and sustainability awareness. The courses were also made mandatory for certain positions. We hoped to strengthen our corporate sustainability culture by providing employees with a progressive introduction to core concepts in ESG and corporate sustainability practices. 2 sessions were held in 2023.

Diverse Courses and Seminars

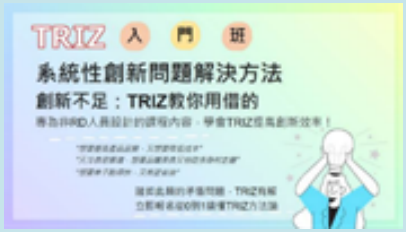
- Technological Applications From Various Perspectives
  6 sessions / 529 participants
- BU Forum- Information Security Topics
  1 session / 94 participants

Handpicked Articles

- Human Resources Guide : 5 articles
- Management Guidance : 19 articles
- Workplace at the Front Line : 6 articles
- Successful Career : 6 articles
- Quality Awareness : 5 articles

Course Example: TRIZ Theory of Inventive Problem Solving

TRIZ is an approach to rapid and effective problem-solving based on past experience. Beginner and advanced TRIZ classes were set up by GIGABYTE in 2023 to enhance the inventive problem-solving skills of our employees. 169 people took part in the classes.



- Feb 23, 2023 The Present and Future of Supply Chain - Sustainability, Digitalization, and Resilience

Number of participants: 77

- An overview of the supply chain development trend in the electronics industry
- Supply chain sustainability challenges
- Incorporating digital technology into supply chain management
- Improvement of supply chain resilience

- Jul 26, 2023 Carbon Exchange and Its Application in Corporate Management

Number of participants: 70

- A "carbon credit" with two different implications
- Status quo of carbon exchange mechanisms in Taiwan
- Purposes of carbon credit trading from a business perspective

- Average Training Hours of Employees by Main Operating Bases

Unit: Hours

Average Training Hours	Taiwan Bases																		China Bases			
	Headquarters		Nanping Factory		Giga Computing		GIGAIPC		Bestyield International		G-Style		Cloudmatrix		Senyun		Selita		Dongguan Factory		Ningbo Factory	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
By Gender	6.52	8.42	15.83	7.39	19.33	18.99	4.56	4.79	18.75	18.06	N/A	5.00	3.00	3.67	4.31	3.60	N/A	6.00	7.21	7.49	14.81	10.58
By Base	7.42		9.73		19.21		4.63		18.52		5.00		3.46		4.11		6.00		7.30		13.66	
By Job Position - Management Position	7.84	10.34	18.96	25.63	14.22	11.63	10.79	9.13	22.11	23.18	N/A	N/A	5.00	5.00	0	0	N/A	N/A	12.22	13.33	22.95	16.27
By Job Position - Professional Position	5.47	7.72	14.86	6.61	22.27	21.19	2.80	3.05	17.16	16.78	N/A	5.00	2.33	3.50	4.31	3.60	N/A	6.00	6.95	7.31	14.44	10.15

[Note 1] The G-Style, Cloudmatrix, and Selita Precision subsidiaries had no employees in certain categories, so these were shown as N/A in the table.
[Note 2] The calculation formula of average training hours = total training hours / total number of employees trained.

5.2.4 Labor-Management Communications

Smooth Communication Channels between Management and Labor

Good communication between management and labor is on the basis of mutual trust and mutual assistance. Although GIGABYTE does not have a labor union, we enhance labor-management interaction and communication through regular labor-management meetings, division-level management discussions, online article promotion, and annual questionnaire surveys every year.

▪ Labor-management Communication Channels

Communication Channels	Communication Outcomes	Communication Focuses (extract)
Labor and Management Meeting	Hosting of regular labor-management meetings	1. The leave system reverted to standard rules as the normalization of epidemic prevention measures. 2. Streamlining and relaxing of rules of applications for benefits and subsidies. 3. Adjustments to the 2024 calendar and basic salary. 4. Revision of the relevant work rules in accordance with the latest laws and regulations. 5. Promotion of Group health incentives mechanism, on-site masseuse services, and rules for using conference rooms at the Headquarters.
Internal Web	Ad hoc	▪ Announce important information by the Company. ▪ Promotion of relevant events.
Internal Newsletter "GIGA HI"	119 articles	▪ Report on the outcomes of the company's events. ▪ Highlights of past seminars.
HR Website	Sharing of career-related articles: 22 articles at the Supply Station for Career, and 19 articles through the Supply Station for Managers The website was viewed 32,437 times in the year	▪ Guiding employees about the company's development direction. ▪ Providing employees with information on career development.
Employee Satisfaction Survey	▪ Conduct once a year at Headquarters. ▪ Conduct monthly at Nanping Factory ▪ Conduct at various times at China Factories. ▪ The survey for the Employee Assistance Plan (EAP) implemented once a year	Focus on health care, security, cleaning, EAP, and other common services in order to continue improving the equipment and services offered by the Company.

5.3 Occupational Health and Safety

5.3.1 Environmental Safety and Health

GIGABYTE operating locations that have obtained ISO 45001:2018 OHS management system certification include the Headquarters, Taoyuan Nanping Factory, China-Dongguan Factory, and China-Ningbo Factory. The management scope includes employees, on-site contractors, visitors, and any personnel near the workplace that may affect organizational activities. The subsidiaries Giga Computing, Bestyield International, G-Style, Cloudmatrix, Senyun Precision Optical, and Selita Precision, as well as the sub-subsidiary GIGAPIC are not certified yet. (For more information on GIGABYTE quality and environment-related certifications, please visit the GIGABYTE CSR Website)

A permanent EHS contact point was established by GIGABYTE for each business group to ensure effective OHS management. An Occupational Health and Safety Committee was also set up composed of the Group Operational Management Center, each business group and subsidiary, and labor representatives (accounting for at least one-third of the Committee). Subsidiaries and OHS Committees are convened once every quarter to examine OHS management policy and matters, and to continue optimizing and managing the OHS risks at the company in the spirit of continuous improvement to ensure a safe and hygienic working environment for employees.

GIGABYTE's Occupational Safety and Health Management Plan can be subdivided into 16 items, including workplace hardware testing, operating standards setting, education and training, health promotion, disaster response, etc. Each item is reviewed and audited every year.

▪ Composition of Occupational Health and Safety Committees

	Headquarters	Nanping Factory	Dongguan Factory	Ningbo Factory
No. of Labor Representatives	6	11	12	9
No. of Registered Members	18	30	33	55
Labor Ratio	33.33%	36.67%	36.36%	16.36%
			Not subject to the regulations in Taiwan	

▪ Occupational Safety and Health Management Plan

Reduce Occupational Injury and Promote Labor Safety and Health

Eliminate Workplace Risk Factors and Achieve Zero Accident Case

Operational Environment Monitoring	▪ Identification, evaluation, and control of work environment or harmful processes. ▪ Planning and monitoring of the sampling strategy of harmful operating environments. ▪ Process or construction safety assessment items in dangerous workplaces. ▪ Management and implementation of personal protective equipment.
Automatic Inspection and Equipment Maintenance	▪ Regular inspections, key inspections, operation inspections, and site patrol inspections. ▪ Management of machinery, equipment, or hardware.
General Knowledge of Dangerous Items and Hazardous Substances	▪ Classification, labeling, general knowledge, and management of hazardous chemicals.
Safety and Health Education and Training	▪ Hosting of safety and health education and training. ▪ Collection, sharing, and use of safety and health information.
Contractor Management	▪ Procurement management, contract management, and updates of management matters.
Health Management	▪ Health examination, management, and promotion.
Other Management Matters	▪ Emergency response measures. ▪ Processing and analysis of occupational accidents, false alarms, and the events affecting physical and mental health. ▪ Safety and health management records and performance evaluation measures. ▪ Safety and health standards. ▪ Identification and verification in accordance with the Environmental Safety Act.

Occupational Safety and Health Risk Management

Comprehensive identification of occupational safety and health risks helps to detect potential hazard factors early, and annual management plans assist in controlling and eliminating the factors. GIGABYTE defines risk assessment processes, which are then periodically assessed by the OHS contact point in each business group. The assessments cover operational frequency, workflow, equipment and materials used, and operating environment. Risks are divided into 4 levels according to the assessing results. Further assessment of whether the Company's current operating control procedures are sufficient to respond to the listed risks is then conducted. When necessary, a management process will be adjusted according to the identification results to prevent the occurrence of occupational injuries and diseases.

▪ Process of Occupational Safety and Health Risk Assessment

Inspection of Environmental Consideration/ Identification of Safety and Health Hazards

↓

Identification of Significant Environmental Consideration/ Safety and Health Risk Assessment

↓

Indirect Environmental Consideration and Safety and Health Risk Assessment

↓

Life Cycle Environmental Assessment

↓

Archive of Assessment Results

↓

Establishment of Goals and Management Plans

▪ Rating and Assessment of Potential Risks at the Headquarters, Taipei Silicon Valley Park Offices, and the three Factories in 2023

Unit: Case

High → Low

Risk Classification	Level 1	Level 2	Level 3	Level 4
Number of Cases	4	43	68	1,120

[Note] Dongguan Factory and Ningbo Factory were added to the rating scope in 2023. The Taipei Silicon Valley Park Office here only covers GIGABYTE's offices. The offices of subsidiaries were excluded.

After risk identification, GIGABYTE reviews the existing operation management process to confirm the integrity of the Company's existing regulations and starts improving the discovered management gaps. For Level 1 high-risk cases, risk control measures such as formulation/revision of operating procedures, as well as enhanced supervision, measurement, communication, and training frequency were adopted. Those are also prioritized in health and safety targets and proposal management. We will continue to manage occupational safety and health risks through PDCA processes in order to provide employees with a safe and healthy working environment.

Incident Reporting and Handling

GIGABYTE formulates the "Incident Reporting and Handling Work Instructions" to enhance the employee reporting, recording, review, presentation, and handling procedures for occupational accidents. The "Labor Health and Safety Work Rules" were also formulated to explicitly state that employees are required to "stop work immediately if you feel that you or your colleagues are being put at risk. Only resume work after changes that will prevent harm to yourself and others have been organized.

Implementation Methods and Outcomes

※Operational Environment Monitoring

In accordance with statutory requirements and the work type in each unit, GIGABYTE monitors CO_2 concentrations and brightness in the workplace environment along with isopropanol, tin, and noise generated due to operational requirements. We also conduct voluntary monitoring of ambient radiation and equipment temperature. Monthly 5S audits are also conducted to examine environmental problems and deficiencies in a timely manner. Every effort is made to ensure the safety of the operational environment for all workers.

※Automatic Inspection and Equipment Maintenance

GIGABYTE carried out statutory self-inspections and maintenance for five categories of equipment: high/low voltage electrical equipment, lifts, local ventilation devices, fire safety equipment, and constant temperature/humidity equipment, to ensure stable operation of equipment and operators' safety.

Item	Monitoring Results in 2023	Improvement Action
CO_2 Concentration	GIGABYTE's Headquarters voluntarily tightens the maximum allowable CO_2 concentration by reducing the threshold for working environments from the statutory limit of 5,000 ppm to under 1,000 ppm on each floor.	Enhanced self-monitoring for areas that exceed the 1,000 ppm threshold and assessed improvements to related equipment.
Noise	Due to an increase in operational demand, the maximum detected noise level at some product testing laboratories own by subsidiaries had reached 97.9 dB, exceeding statutory limits.	▪ The work areas that exceeded the threshold were set as areas only for machine testing. Separation of workers and machines has now been implemented. ▪ On-site personnel are provided with noise protection equipment with site supervisors responsible for the management of protective equipment ▪ Individual noise exposure monitoring was added in this year to confirm the level of personnel exposure and found that all exposure values were lower than the statutory threshold.
Temperature of Electrical Equipment	Temperature and risk monitoring for power-intensive equipment was implemented at the Headquarters to reduce fire risks. If the temperature of equipment increases by ±5~10°C or electrical wiring is overloaded, the supervisor of the relevant unit would be notified to carry out corrective action.	In 2023, supervisors were notified to monitor the power usage of equipment with significantly temperature anomalies. Personnel from the EHS Division also continued to monitor the situation.

※General Education on Dangerous and Hazardous Substances

The EHS Division audits the storage location, labeling condition, and document management of the Company's chemicals and hazardous substances every year. It also builds up a risk map according to the results, which can help improve the defects. In Addition, it provides high-risk employees with hazardous substances operation management, organic solvents, and chemicals general knowledge courses. Enhanced training is also provided to operations managers to strengthen the employees' sensitivity to avoiding potential chemical injuries. 9 training sessions for General Education on Dangerous and Hazardous Substances were conducted in 2023 with a total attendance of 132 people.

※Safety and Health Education and Training

Prize quizzes, EDM, education, and training are used by GIGABYTE to raise employees' hazard awareness and disaster response skills. In addition to mandatory OHS training for newcomers, current employees are also given training to obtain certifications (first-aid, fire safety, organic solvent operations supervisor) required by law. The cultivation and training of cadre personnel along with OHS management system evaluations and audits are conducted as part of ISO management system activities.

Training Courses and Attendance		
	Taiwan Bases	China Bases
Basic Safety and Health Training (including basic training and newcomer training)	50 sessions/ 1,431 trainees	8 sessions/ 316 trainees
Evacuation and Disaster Prevention Training	27 sessions/ 2,294 trainees	14 sessions/ 962 trainees

※Contractor Management

GIGABYTE requires all contractors (including caterers, security, cleaning, and personnel stationed on-site for extended periods) to sign the "Guidelines of Contractor Management" and reminds them of basic precautions. The work instructions specifically for working in constrained spaces or special operations are also provided when contractors enter the workplace. Contractor occupational disaster surveys are conducted monthly. In 2023, contractor training was conducted 252 times. No cases of occupational injury related to contractors were reported.

※Health Management

Please refer to 5.3.2 Healthy and LOHAS Workplace

※Emergency Response Measures

"Familiarity with every action is essential for rapid response and prevention of casualties in an emergency." There have been several serious fire incidents in Taiwan in recent years. In addition to hosting static seminars on disaster prevention knowledge, GIGABYTE focused on fire safety drills for all employees and developing a series of disaster prevention measures. Training for personnel in the self-defense fire organization was also enhanced to ensure their operational effectiveness, proper division of labor, and proficiency in carrying out their missions. GIGABYTE is also a member of the New Taipei City Government's corporate disaster prevention program.

※Occupational Injury and Disaster Statistics

A total of 4 occupational accidents occurred at Nanping Factory and Ningbo Factory in 2023, mainly due to pinches and cutting injuries during work. Educational articles and personnel training were immediately instituted. The design unit was also notified to engage in corrective action for the reason and electives.

		Taiwan Bases		China Bases	
	Occupational Injury Category	Cases	Ratio [1]	Cases	Ratio [1]
Employee	Fatal Occupational Injury	0	0	0	0
	Severe Occupational Injury	0	0	0	0
	Recordable Occupational Injury	1	0.51	3	1.21
Non-employee Worker	Fatal Occupational Injury	0	0	0	0
	Severe Occupational Injury	0	0	0	0
	Recordable Occupational Injury	0	0	0	0

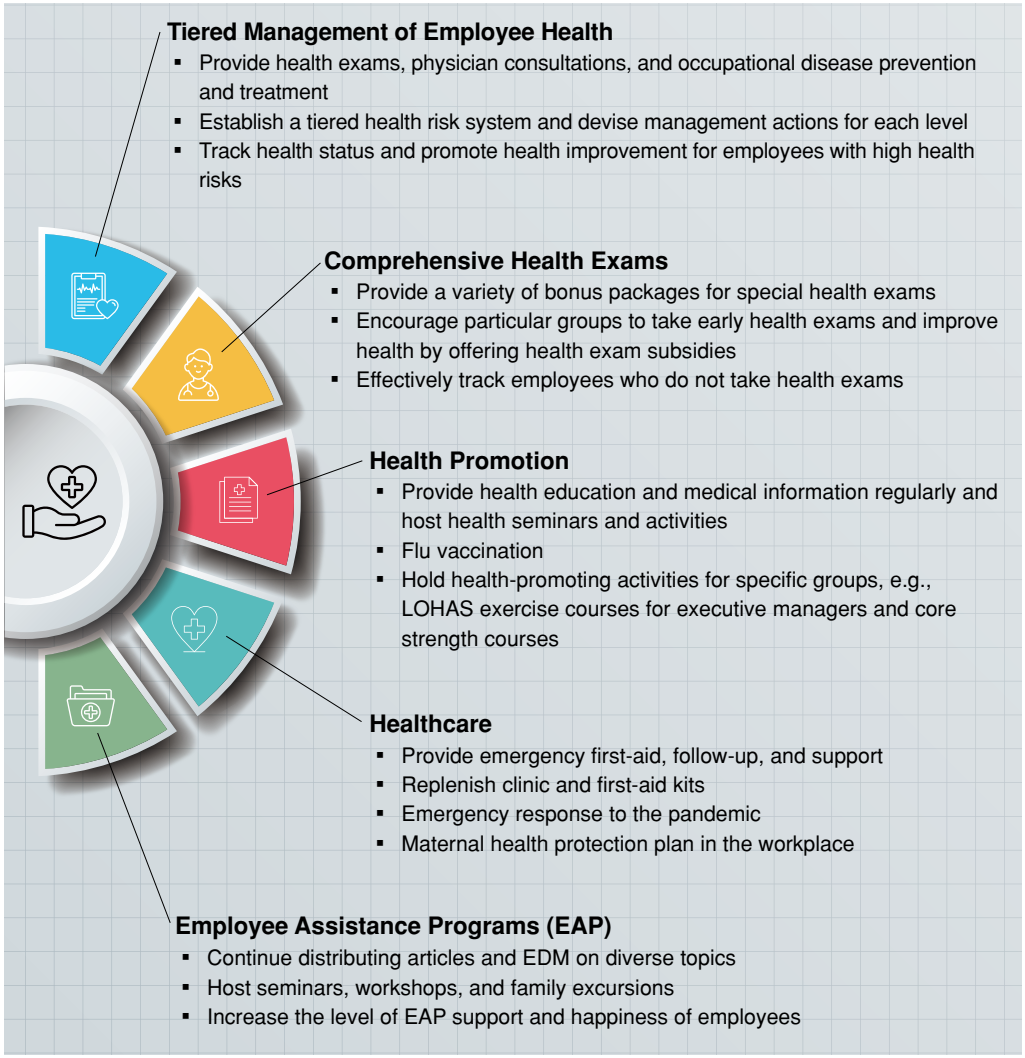
[Note 1] Operating locations in Taiwan encompass GIGABYTE, Giga Computing, GIGAIPC, Bestyield International, and Senyun. Bases in China consist of Dongguan Factory and Ningbo Factory. Data does not cover injuries during commuting.
[Note 2] The ratio is calculated based on per million work hours.
[Note 3] Severe occupational injury: The worker is unable or unlikely to make a full recovery within 6 months as a result of the occupational injury.

- December is designated as "Fire Safety Month" with EDMs and posters issued to promote disaster prevention concepts. Prize quizzes were hosted to ensure a proper employee mindset on disaster prevention.
- Emergency no-notice fire and evacuation drills were held for all employees. To improve training realism, the drill involved a scenario in which escape routes were blocked.
- Conduct hose training to enhance real-world response skills.
- Emergency supplies, including water, emergency rations, and emergency tools, are stored in specific areas on each floor and refreshed annually in case of an emergency. In 2023, emergency thermal blankets were purchased and added to the supplies.

5.3.2 Healthy and LOHAS Workplace

GIGABYTE builds a safe and friendly working environment for employees. We actively help employees to identify their own physical and mental health risks through a comprehensive health management plan and provide tracking and improvement resources to enable employees to ascertain personal health management while contributing to the Company wholeheartedly at the same time. GIGABYTE hopes that every employee is healthy and happy.

- GIGABYTE Health Management Plan



Disease Prevention and Tiered Management

"Precision Prevention" is the core philosophy of GIGABYTE for employee health management. We help employees identify their health risks and symptoms early by providing health knowledge over e-mail, regular and fine health exams, and medical consultation resources at each location. Professional nursing personnel then track and reach out to high-risk groups to enhance the physical health of all employees.

GIGABYTE provides health examination resources beyond the legal requirements and encourages employees to attend health exams through sustained education and monitoring. We also contract with partner clinics to provide additional high-end health exam services such as Heart Rate Variability (HRV), Fecal Occult Blood Test (FOBT), endoscopy, ultrasounds, and CAT at discounted rates. These give employees a more complete picture and protection for their health.

Health Bonus Friendly Health Exam Welfare

Better than the Statutory Requirement
- For employees with 2 or more years of service years: provide a free health exam every 2 years for those aged 21–40; provide a free health exam every year and extra subsidies every 2 years for those aged over 41.

High-Risk Group
- Provide additional NTD5,000 per year for health exams or medical treatment.
- Actively contact employees with high health risks who have not taken health exams for more than 3 years or are living alone.

Families of Employees
- Enjoy the same health exam discounts and flu vaccination assistance as employees.

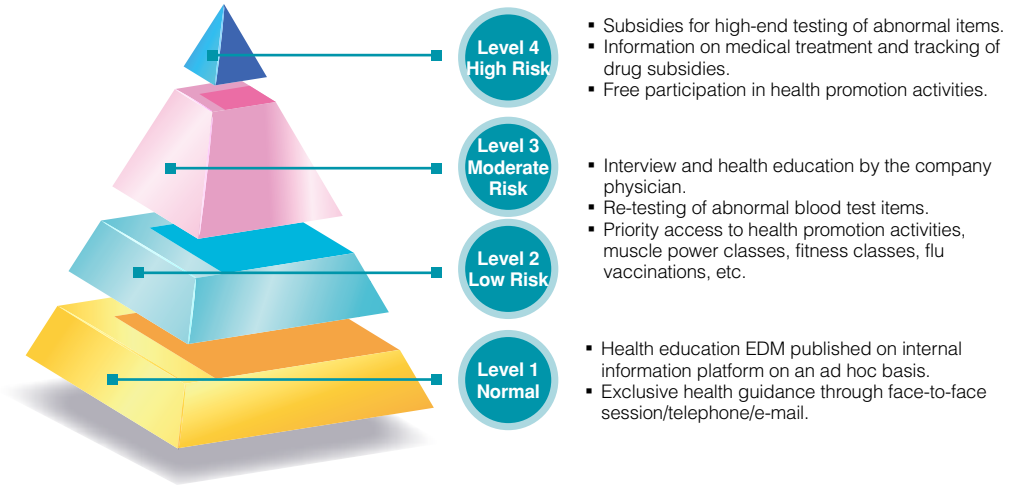
- Number of Employees Participating in Health Exams and Examination Rate

	Headquarters	Nanping Factory	Dongguan Factory	Ningbo Factory
No. of Employees Participating in Health Exam	766	689	618	531
Examination Rate	98.4%	100%	100%	93.5%
No. of Consultations after Health Exam	126	180	-	-

Employees' health status is tiered into levels after the annual health exam. Follow-up and management are carried out for each level, including scheduling consultations with physicians and follow-up health exams.

Taking the Headquarters as an example, the occupational nurses classify employees' health into 1-4 levels. For any employee or high-level manager whose key health index like blood pressure, total cholesterol, and triglyceride are classified into level 4 high-risk group, a special follow-up and management such as consultations and health tracking will be launched. In 2023, employees in health anomaly level 4 were interviewed by occupational medicine specialists. Regular follow-ups and support were also provided by occupational nurses.

- Tiered Health Management at GIGABYTE Headquarters



- Subsidies for high-end testing of abnormal items.
- Information on medical treatment and tracking of drug subsidies.
- Free participation in health promotion activities.

- Interview and health education by the company physician.
- Re-testing of abnormal blood test items.
- Priority access to health promotion activities, muscle power classes, fitness classes, flu vaccinations, etc.

- Health education EDM published on internal information platform on an ad hoc basis.
- Exclusive health guidance through face-to-face session/telephone/e-mail.

GIGA-Health - Health Management Incentive Mechanism

"GIGA-Health" health incentives were introduced in 2022 to encourage GIGABYTE employees to look after their health, develop healthy habits, actively seek medical assistance, as well as achieve the indicators for disease control and improvement. Employees who are classified as level 4 for any of these health indicators and have sought treatment, established healthy habits, and effectively brought the disease under control, and also can provide supporting proof within 3 years may apply and collect health recovery reward points once approved. In 2023, 5 people made improvements and applied for incentives.

Overwork and Ergonomic Hazard Prevention

Most of the employees at GIGABYTE headquarters are "stationary office workers." Poor posture can easily result in musculoskeletal and eyesight damage. Workers in factories may experience pulled muscles and soreness from repetitive motion or heavy lifting. In view of that, GIGABYTE establishes the "Ergonomic Hazard Prevention Plan" and "Disease Prevention Plan for People with Abnormal Workloads" to ensure desks, chairs, lighting, and ventilation are regularly checked for suitability and track excessive work hours. Furthermore, through health exam reports, we identify the employees at risk of cardiovascular diseases and change their working patterns or adjust their work hours according to the suggestions from doctors.

In 2023, there were 18 employees at the Headquarters experiencing physical pain with a score of ≧ 3 (working is affected) that were identified through the musculo-skeletal symptoms survey and tracked by the nurse. Medical advice was provided to 3 at-risk employees. Tracking of employees with high health risks due to workload and cardiovascular disease covered 36 employees. HR assisted with monitoring their work hours. Besides, Nanping Factory used the results of the most recent health exam as well as the survey on consolidated work hours and workload to assess the risk of work-related cardiovascular disease for 458 employees. Interviews with physicians were organized for employees judged to be at high risk and recommended for those judged to be at moderate risk.

Occupational Disease Statistics

In 2023, no case of occupational disease was reported at GIGABYTE locations in Taiwan and factories in China. We will continue to maintain our high health management standard and realize the goal of "early prevention and sound treatment."

	Occupational Disease Category	Number of Cases	Number of Affected Persons
Employee	Fatal Occupational Disease	0	0
	Recordable Occupational Disease	0	0
Non-employee Worker	Fatal Occupational Disease	0	0
	Recordable Occupational Disease	0	0

Health Promoting Activities

Healthy exercise habits and health awareness are not just employees' own responsibility, companies shall also foster a healthy workplace culture. That is why exercising is promoted by GIGABYTE on top of basic disease prevention. We provide fully equipped fitness centers and aerobics classrooms and organize diverse health-promoting activities to encourage employees to manage their health as well as exercise more for physical/mental well-being.

Headquarters

Waist Trimming Challenge

The mortality rate of chronic illnesses due to metabolic syndrome has now surpassed cancer as the leading cause of death in Taiwan. The infirmary hosted a waist reduction challenge from March to July in 2023, inviting male employees with a waist length greater than 90cm and female employees with a waist length greater than 80cm to take part. 59 people registered for the challenge and reduced their waist lengths by a total of 486.5cm.

Walk 10,000 Steps a Day

In September 2023, employees were invited to form teams to take the 10,000 steps a Day challenge and record their step count. Teams that accumulated 500,000 steps were eligible for the prize draw. 118 people (84 employees, 34 dependents and friends) took part in the event and accumulated 34,858,497 steps. This was the equivalent of walking around Taiwan island 22.9 times (1,139 km per round).

Other events:

- 97 employees took the technology physical fitness test.
- 1,506 employees took part in muscle strength class and exercise courses at the Exercise, Relaxation and Growth Camp.
- 831 employees received cancer screening.
- COVID-19 vaccinations for 219 employees.
- 266 employees attended 5 health seminars.

Nanping Factory

6,000 Steps a Day for Metabolic Syndrome

The "6,000 Steps a Day" event was organized by the Nanping Factory to combat the three-hyper threat from metabolic syndrome. A chat group was set up to remind employees to exercise more. Rewards were presented to those that met the target. Return visits to the employee clinic were also organized for employees with three-hypers anomalies. A blood test was arranged if necessary and medication for chronic illness was dispensed. 59 employees took part in the event and walked a total of 23,520 km. 33 employees met the target. Levels of abnormal cholesterol detected during the annual health exam at the factory was 5.9% lower than the previous year.

Other events:

- Flu vaccinations for 106 employees.
- Fecal occult blood testing for 83 employees.
- Mammogram for 28 employees.
- Pap smear for 85 employees.

Dongguan Factory

- First-aid training for 45 employees
- Health knowledge seminar for 41 employees.
- Traditional herbal medicine charity clinic attended by 130 employees.

Ningbo Factory

Red Cross first-aid training for 40 employees.

Gender Friendly Workplace

Women account for nearly half of the GIGABYTE workforce. The "Workplace Maternal Health Protection Plan" was therefore formulated by GIGABYTE to promote facilities and systems more friendly to female employees and maternal health in the workplace. In 2023, the Headquarters and Nanping Factory carried out maternal protection measures 42 times. GIGABYTE was recognized by the Industry Development Administration, Ministry of Economic Affairs, as a 2023 Benchmark Enterprise in Gender Mainstreaming.

- Diverse and Complete Maternal-Friendly Measures

Pregnancy Care

- Establish maternal protection measures. Dedicated nursing personnel regularly contact and care for pregnant employees.
- Provide a "GIGA-baby Gift Pack" to employees at Headquarters who give birth to a baby. It included 6 practical baby products. 6 packs were sent out in 2023.
- Enterprise customer partnership program established with Dianthus Medical Group in 2023. Employees can access the benefits plan by showing their employee ID.

Nursey Room

- Both the Headquarters and Nanping Factory and Ningbo Factory set up nursery rooms, which locations are clearly marked and on main passageways. The Access is via swipe card for the safety of pregnant women and mothers. The rooms are equipped with refrigerators, basins, sofas, and heaters to provide female employees with a convenient and comfortable space.

  The use times of nursey rooms in 2023: 1,228

Childcare Subsidy

- Additional childcare subsidies were introduced in 2021. Employees with children under 2 years old and with Taiwanese citizenship can receive NTD3,000 per child every month. The employee may also apply for 2 hours of flex time.

  Number of employees subsidized in 2023: 920
- GIGABYTE Headquarters signs contracts with qualified kindergartens nearby and provides subsidies in order to make employees convenient to drop off and pick up children.

Gender-friendly Parking

- Considering that the parking space around the Headquarters is limited, GIGABYTE sets up priority motorcycle parking exclusively for pregnant employees to avoid their risk exposures from looking for parking outside. This also loosens their stress of getting to the office on time.

▪ Return Rate of Parental Leave in 2023

	Taiwan Bases		China Bases	
	Female	Male	Female	Male
Number of employees eligible for parental leave in 2023	51	39	11	20
Number of employees applying for parental leave in 2023	4	10	1	13
Number of employees who shall return to the Job with job retained for baby care leave in 2023 (A)	2	8	1	15
Number of employees who actually returned to the job with job retained for baby care leave in 2023 (B)	1	7	1	10
Number of employees who actually returned to job with job retained for baby care leave in 2022 and work for more than 1 year (C)	4	3	2	5
Number of employees who actually returned to the job with job retained for baby care leave in 2022 (D)	4	3	2	9
Rate of return to job (B/A)	50%	88%	100%	67%
Rate of job retained (C/D)	100%	100%	100%	56%

[Note 1] The data encompasses GIGABYTE's operating locations in Taiwan (Headquarters, Nanping Factory), China Dongguan Factory, China Ningbo Factory, and subsidiaries in Taiwan such as G-STYLE, Giga Computing, Bestyield International, Cloudmatrix, Senyun Precision Optical Corp., Selita Precision, and sub-subsidiary GIGAIPC.
[Note 2] The number of people eligible for baby care leave is calculated by the number of employees with children under 3 years old based on the national health insurance data.

GIGABYTE Happiness Station / Family-Friendly Enterprise Alliance

To help GIGABYTE employees achieve work-family balance and strengthen their family's support functions, GIGABYTE began organizing family-friendly education activities with local government family education centers and corporate partners in 2021. 13 seminars and family organization classes were held in 2023, attracting more than 577 participants.

(For more information, please refer to the report section of GIGABYTE Education Foundation)

Employee Assistance Programs (EAP)

Besides building a safe, healthy, and LOHAS workplace, GIGABYTE pays attention to the daily problems our employees would face and their needs for psychological counseling. We partner with external organizations to provide advanced counseling services about mental, legal, and financial issues. Employees can take part in confidential consultations through the dedicated website, information hotline, and e-mails. In 2023, EAP conducted 277 consultation sessions with an average satisfaction rating of 4.74 (out of 5).

GIGABYTE regularly provides topical columns and related seminars in response to situations that employees may encounter in life or at work. A total of 15 topical support e-newsletters and EDMs were distributed in 2023, along with 26 sessions of stress management workshops, outdoor recreation, concerts, and other activities. We hope make EAP a part of employees' work and life and would enhance their happiness and positive energy to embrace the future.

2023 EAP Activity Summary

Theory of Happiness in the Workplace

Strategy Guide to Personal Relations
Many people get into conflicts with others in the workplace and become physically and mentally drained over time. For this seminar, a psychologist was invited to talk about tricks to workplace communications to improve productivity and harmony.

Adaptation Hints for New Hires
The first three months on the job decide how well new hires adapt. How can supervisors and colleagues help new comrades build new relationships at work? The seminar's lecturer has some tricks to share with everyone.

Summer Family Courses

DIY Necklace and Keyring
Parents lead their children in selecting different types of materials and making fancy accessories.

DIY Ice Cream Party Note Holder
Fill your very own ice cream cup with colorful dough over the summer. Everyone really went to town!