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05 Happy Workplace

5.1 Human Rights Protection

GIGABYTE regularly examines the workplace management outcomes for internal employees and adjusts to related mechanisms when appropriate. There were no major violations of human rights in 2024. Suppliers are also required to adhere to regulations on labor rights.

- GIGABYTE human rights standards: Please refer to the Code of Business Conduct

- Supplier human rights standards: Please refer to 4.2 Supply Chain Risk Management

- GIGABYTE Human rights commitment and management action

Human Rights Commitment	Management mechanism and action
Talent inclusion and non-discrimination (Please refer to 5.2.1 Diverse and inclusive workplace)	▪ The "Corporate Code of Conduct" explicitly states that "There shall be no discrimination on the basis of race, gender, age, skin color, sexual preference, language, religion, political bias, ethnic origin, nationality, disability and marital status in employee recruitment, assignments and promotions ▪ GIGABYTE employees at least 1% employees with disabilities at locations in Taiwan in accordance with the "People with Disabilities Rights Protection Act"
Prohibition against forced labor and child labor (Please refer to 4.2 Supply Chain Risk Management)	▪ Suppliers are required to comply with regulations relating to the human rights of workers in accordance with the "RBA Code of Conduct" and "GIGABYTE Sustainable Purchasing Guidelines". Due diligence is also conducted on their usage of conflict minerals. ▪ The hiring of workers under the age of 15 is explicitly proscribed in the "New Hire Management Regulations"
Prevention of illegal infringement in the workplace	▪ The "Plan for Prevention of Illegal Infringements in the Performance of Duties" and procedure were defined to protect employees against illegal physical or mental infringement at work from the conduct of others, and for hazard identification and risk assessment ▪ The "Written Statement on Prohibition of Workplace Violence" was issued to protect employees against bullying or violence in the workplace
Gender Friendly Workplace (Please refer to 5.3.2 Healthy and LOHAS Workplace)	▪ The "Operating Instructions for Prevention of Sexual Harassment in the Workplace" specify that any employees that 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 then disciplinary action will be taken against the offender and may result in termination of employment in serious cases. ▪ Established the "Workplace Maternal Health Protection Plan" along with lactation rooms and other parent-friendly measures ▪ One sexual harassment complaint was received in 2024, and the complaint was substantiated by the complaints investigation team. A meeting was convened, with the offending employee disciplined and given a warning. The case was also published on the intranet.
Fair compensation	The standard of compensation is based on open and transparent performance evaluations. Compensation at each operating location complies with the local minimum wage as well

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.

In 2024, GIGABYTE Headquarters averaged 83.01% for administrative satisfaction and 89.79% for satisfaction with health services. The average overall satisfaction at the Nanping and Dongguan factories were 88.56% and 79.67%, respectively.

- 2024 Communication status

Communication channels	Annual communication accomplishments	Annual communication focus
Labor meetings	Taiwan: 24 times China: 12 times	1. 2025 calendar and adjustments to basic salary 2. Communication of the latest labor laws 3. Optimization of the Employee Welfare Committee website 4. Communication of the Group's health incentive mechanism, health screening and partner health services
Internal Employee website	Irregular	Internal announcements and event promotions
Internal electronic publications "GIGA, HI!"	130 articles	Company activity reports Highlights of past seminars
HR website	Website was viewed 20,939 times during the year	Company development Employee career development information
Employee Feedback Surveys	1. One survey conducted at the Headquarters. 2. Monthly surveys conducted at the Nanping Plant. 3. Irregular surveys conducted at the China facilities. 4. One session of the Employee Assistance Program (EAP) implemented.	Surveys were conducted among staff in public service roles—including medical personnel, security, cleaning staff, and EAP participants—to continuously improve the company's infrastructure and service quality.

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5.2 Talent Management

5.2.1 Diverse and inclusive workplace

GIGABYTE knows how important that talented employees are to the sustainable development of the company. Rigorous talent selection and cultivation are therefore employed to foster an inclusive and friendly workplace, construct a diverse and balanced human resource structure, and encourage talented people from diverse backgrounds to unleash their expertise, creativity and potential in their work. GIGABYTE had a global workforce of 6,473 people in 2024. The majority of the employees were based in Taiwan and China, with the remainder located in other parts of Asia, the Americas, and Europe. Male employees accounted for 57.5% and female employees accounted for 42.5%. The average age was 33. At the end of 2024, there were 33 disabled employees in Taiwan and 12 employees with diverse (indigenous) backgrounds. We also had 67 temporary workers including 38 men and 29 women.

▪ Overview of Group workforce structure

Gender		Male		Female		Subtotal	
		Persons	Ratio	Persons	Ratio	Persons	Ratio of workforce (%)
Workplace	Taiwan	1,549	48.8%	1,626	51.2%	3,175	49.0%
	Mainland China	2,099	65.7%	1,096	34.3%	3,195	49.4%
	Overseas Locations	77	74.8%	26	25.2%	103	1.6%
Age	≦ 30 Years	1,932	62.4%	1,162	37.6%	3,094	47.8%
	31–50	1,475	52.9%	1,315	47.1%	2,790	43.1%
	≧ 51 Years	318	54.0%	271	46.0%	589	9.1%
Position[2]	Senior management	108	85.7%	18	14.3%	126	1.9%
	Other management	741	69.4%	326	30.6%	1,067	16.5%
	Technical staff	2,515	57.9%	1,828	42.1%	4,343	67.1%
	Other staff	361	38.5%	576	61.5%	937	14.5%
Labor contact[3]	Permanent	3,100	56.5%	2,391	43.5%	5,491	84.8%
	Contract	625	63.6%	357	36.4%	982	15.2%
Employment Type[4]	Full-time	3,100	56.5%	2,391	43.5%	5,491	84.8%
	Part-time	625	63.6%	357	36.4%	982	15.2%

Note 1: The 2024 employee composition data is as of 2024/12/31. Rounding of the data may lead to the total being not 100%.

Note 2: Definition of positions: Technical staff includes personnel in technical/R&D/manufacturing positions; other staff includes personnel in marketing/sales/operational roles

Note 3: Definition of labor contracts - Permanent employees include expatriate personnel/permanent employee/R&D alternative service / consultants; contract employees include contract worker / casual worker / interns. Some of the casual workers do not have guaranteed work hours.

Note 4: Definition of employment type - Full-time employees include expatriate personnel/permanent employee/R&D alternative service / consultants; part-time employees include contract worker / casual worker / interns. Some of the casual workers do not have guaranteed work hours.

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GIGABYTE strives to protect the labor rights of employees, promote gender equity, and provide job applicants with equal opportunity in employment. We are also an age-friendly employer that promotes career planning and employability. To foster a diverse and friendly workplace, GIGABYTE also actively recruits disabled people and provides them with adaptive work opportunities.

In response to the global digitization trend, GIGABYTE is continuing to reach out to international talent as part of our global market expansion. Enhancing the cultural diversity of our workplace promotes greater innovation as well. To help employees from different cultural backgrounds assimilate quickly with the GIGABYTE family, we have organized various activities and support measures that foster an inclusive workplace. In 2024 for example GIGAYTE hosted 4 social get-together, family day and other events for foreign employees at Nanping factory. The events provided employees working far away from home with an opportunity to enjoy the festive and welcoming atmosphere. Employee bonds were strengthened as well.

In terms of gender equity, GIGABYTE supports female employees in the workplace. The ratio of female managers increased to 28.99% in 2024 and has been trending upward for four straight years. The ratio of senior female managers increased to 9.26% last year as well. Female staff in STEM-related roles rose to 42.09% at the same time.

▪ Global employee distribution

Workplace	Persons	Ratio
Taiwan	3,175	49.05%
Mainland China	3,195	49.36%
Other parts of Asia	30	0.46%
Americas	38	0.59%
Europe	35	0.54%

▪ Distribution of employee nationalities

Nationality	Ratio of employees	Ratio of employees in management roles
Taiwan	42.99%	65.72%
Mainland China	48.71%	32.69%
Other	8.30%	1.59%

▪ Ratio of female employees

Year	2021	2022	2023	2024
Ratio of female employees	43.80%	41.09%	40.56%	42.45%
Ratio of female employees in management roles	6.00%	27.25%	27.87%	28.99%
Ratio of female employees in junior management roles	-	-	32.52%	33.84%
Ratio of female employees in senior management roles	-	-	12.12%	21.38%
Ratio of female employees in management roles at revenue-producing departments (excluding back office units such as HR, IT, and Legal Affairs)	-	12.15%	29.34%	14.61%
Ratio of female employees in all STEM roles	22.00%	39.58%	40.80%	42.09%

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5.2.2 Talent Recruitment 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.

2024 Team Up, Fight On x Project Eagle - Expanded 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.

GIGABYE launched the 2-year "Team Up, Fight On x Project Eagle" development program in 2024 to identify and cultivate outstanding talent with a passion for AI technology and an innovative mindset. Program participants will receive an in-depth introduction to the GIGABYTE AI ecosystem where they will collaborate with top global chip suppliers and software platforms. Technology trend courses and seminars will help them hone their professional skills even as they gain hands-on experience through real-world projects; Participants will also have the chance to meet with the CEO face-to-face to learn about the company's strategy. At the same time, we provide project funding to support the R&D of innovative products. Competitive compensation and benefits, a friendly environment and transparent career pipelines are also employed to recruit top AI talent.

2024 Team Up, Fight On recruitment and marketing accomplishments

❶ Number of exposures in social media and campus recruitment website: Over **650,000** views
❷ More than **1.2 million** exposures on social networking platforms
❸ Up to **82%** visitor engagement rate for official event

❹ Received **351** resumes
❺ Offers made to **13** graduates
❻ Sign-on rate of **77%**

❼ **6** campus recruitment information sessions and **1** online information session held
❽ Physical information event attended by **1,036** people, an increase of **40%** over 2023 and satisfaction rating approached **100%**
❾ Overall event exposure exceeded **33 million** views, up **14%** from 2023

### Industry-University Collaboration on Youth Development

▪ GIGABYTE server power! Student Team from NTHU Wins 2nd Place at 2024 ISC in Europe

GIGABYTE and Giga Computing partnered with National Tsing Hua University to promote the development of high-performance computing technology. A joint HPC lab was set up with professors to provide students with research opportunities and cultivate multi-disciplinary talent. Support was also given to students to participate in the 2024 ISC High Performance competition in Europe. The Giga Computing engineering team not only shared their practical experience with the student competitors but also supplied them with GIGABYTE's rack-scale servers, collaborative computing servers, technical support and sponsorship to boost their processing performance. Thanks to their help, the students came second in the competition.

▪ GIGABYTE Education Servers Boosts IC Design at NYCU

GIGABYTE and partners helped upgrade the NYCU EE Advanced Integrated Circuit Design Lab to boost the R&D capabilities and talent development of the Taiwanese semiconductor industry. The industry is now equipped with cutting-edge servers that greatly boost its computing power and educational effectiveness. Effective testing of IC layout designs as well as support for advanced learning and research will help cultivate more outstanding talent in innovative semiconductor R&D.
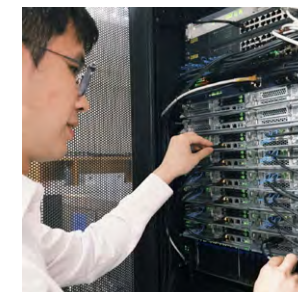
▪ Enterprise Internship Program

In 20214, the Bestyield International subsidiary partnered with Shi Hsin University and the Jinwen University of Science and Technology to host two information sessions and provide matchmaking for enterprise internship opportunities. Students accepted for internships that demonstrate outstanding performance are also offered full-time positions. The recruitment event interviewed 65 current students and one was accepted for an internship starting in the second half of the year. Bestyield International also embarked on a year-long industry-academia collaboration to offer part-time opportunities for 9 students. NT$200,000 in tuition assistance was also donated for economically disadvantage students to help them accumulate practical experience and prepare for future integration into the workforce.

The technical talent development initiatives at Bestyield International also extended to grassroots technical education at vocational high schools. Vocational students in special education were provided with more comprehensive counseling and vocational training. Bestyield International offered industry internships to 13 senior vocational high school special education students to hone their job skills and achieve a win-win outcome for both the industry and academia. (Student internship accomplishments)

Solid Compensation 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.21 and p.111-112 of the GIGABYTE 2024 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. 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 from 2023 as an incentive for outstanding employees. These can also stimulate inner enthusiasm and share the success of GIGABYTE with all of our employees.

At the same time, GIGABYTE referenced indicators such as the consumer price index for the year, industry salary adjustment scales, and the civil service salary adjustment ratio to adjust employee compensation based on their performance evaluations. Bonuses are also issued for meeting job targets. The Group made adjustments to the base salary based on operating location and performance in 2024. Salary adjustments over the past three years averaged from 0 ~ 5.9% in order to attract and retain quality talent.

Performance management was employed by GIGABYTE to enforce joint accountability and reward for employees during the business management process while also taking care of employees' career development. The internal performance e-management systems are used to set work target KPIs at the start of the year. Target progress is tracked and adjustments made if necessary. Target performance is inspected at the end of the period to evaluate employee performance. Performance evaluation results are then applied to HR decisions such as compensation and promotion. They are also used to encourage employee development and provide counseling. All Group employees underwent employee evaluations. The nature of the evaluation varied depending on the region and work format

Type of performance evaluation

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	One every three years

Ratio of employees participating in target management and performance evaluation

	Male	Female	Overall
Management	100%	100%	100%
Specialist	100%	100%	100%

Note: evaluation period includes both interim and final evaluations

Ratio of entry-level employees' average compensation to the local minimum wage at main operating locations

Region	Taiwan																				Mainland China			
	NTD																				RMB			
Operating Location	GIGABYTE				Giga Computing					Bestyield International		G-Style		Cloudmatrix		Senyun		Selita		Dongguan Factory		Ningbo Factory	
	Headquarters		Nanping Factory		Headquarters		Nanping Factory		GIGAPIC															
	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 entry-level employees' average compensation to the local minimum wage	1.09	1.11	1.15	1.06	1.22	1.18	-	-	1.09	-	1.16	1.16	-	-	-	-	1.00	1.00	-	-	1.72	1.73	1.28	1.37
2024 Local minimum wage	27,470(NTD)																				1,900(RMB)		2,490(RMB)	

Note 1: Base salary is the full-time salary of entry-level personnel not including any bonuses, overtime, and stipends. Entry-level is defined as grade P01; Giga Computing defines entry-level as grade P02

Note 2: Giga Computing's on-site personnel are counted as part of Giga Computing's Headquarters. GIGAPIC, G-Style, Cloudmatrix and Selita had zero personnel that met the definition for employees so the ratio between employee salary and local minimum wage is shown as "-" in the above table.

- Ratio of male to female compensation and salary adjustment at main operating locations
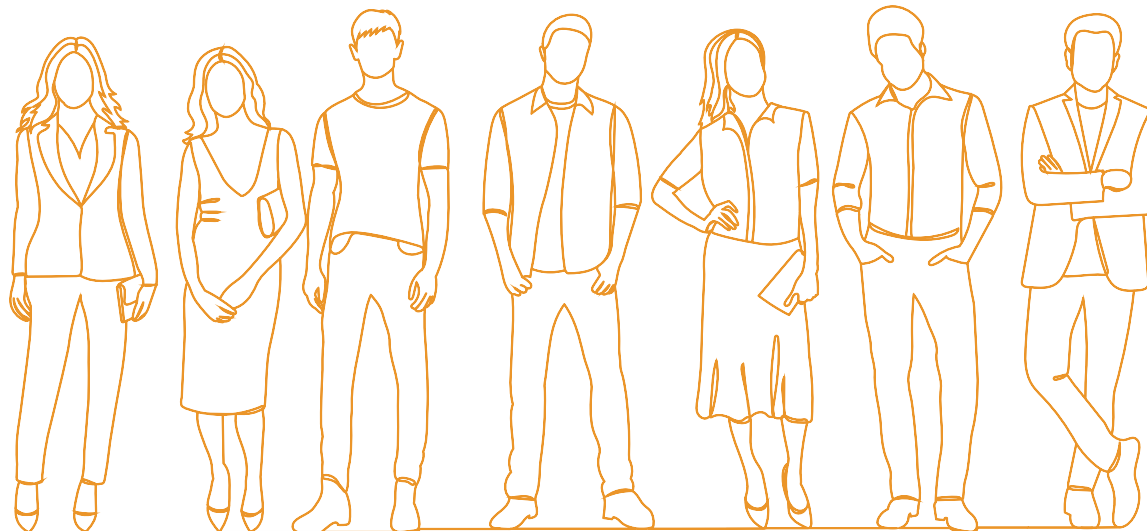
Grade[2]	Taiwan																		Mainland China			
	Headquarters		Nanping Factory		Giga Computing		GIGAPIC		Bestyield International		G-Style		Cloudmatrix		Selita		Senyun		Dongguan Factory		Ningbo Factory	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Senior management	1.00	0.76	1.00	-	1.00	-	1.00	-	1.00	0.87	-		1.00	-	-		1.00	-	1.00	1.06	1.00	1.17
Middle management	1.00	1.06	1.00	0.99	1.00	0.94	1.00	1.24	1.00	0.96	-		-		-		1.00	0.89	1.00	1.00	1.00	1.03
Junior management	1.00	0.98	1.00	0.82	1.00	0.95	1.00	0.54	1.00	0.89	-		No male employees		-		1.00	0.89	1.00	0.98	1.00	0.89
Senior Specialist	1.00	0.96	-		1.00	-	1.00	-	-		-		-		-		-		-		1.00	-
General Specialist	1.00	0.91	1.00	0.79	1.00	0.84	1.00	0.64	1.00	0.89	No male employees		1.00	0.86	No male employees		1.00	0.85	1.00	0.95	1.00	0.91
Past three years Average salary adjustment[3]	3%		3%		0-4%		0-4%		3%		3%		3%		0%		3%		2.5%		5.25%	

Note 1: Compensation: Compensation paid to full-time personnel (including bonuses, overtime, and stipends)

Note 2: Senior management (grade M07 or above); middle management (grade M05 ~ M06); Junior management (grade M01 ~ M04); Senior specialist (grade P06 and above); general specialist (grade P01 ~ P05).

Note 3: Average compensation: Includes base salary, living stipend, and meal stipend but does not include annual bonuses

Note 4: The category had no employees and was therefore marked with a "–"

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New hire rate and turnover

In 2024, the overall new hire rate at GIGABYTE was 49.3% with 1.34% being internal re-assignment. Overall turnover rate was 42.65% with 13.42% being voluntary separations. Turnover rate was relatively high due to departure of winter break workers and students when their contract expires, personnel resigning or applying for leave before the Lunar New Year holidays to return home, and the recruitment of additional personnel. Employees in Taiwan who submitted resignation applications were analyzed to identify the reasons for their departure. Most were due to the work was not what they expected, family reasons, health reasons, continuing education, and personal career plans. In the future, we will explain the nature of the job in greater detail during the interview to ensure that applicants are on the same page when it comes to work. We also offer unpaid leave and continuing education subsidies. For involuntary separations (retrenchment), counseling plans or assisted re-assignment to another department are offered depending on the actual situation. Employees are provided with all powerful support and caring. Labor shortage is becoming a widespread challenge in the industry. GIGABYTE will also initialize our key talent inventory plan in 2025 to boost the retention rate of key personnel and maintain the Company's competitiveness

▪ Statistics of 2024 New Hire Employees

	Taiwan				Mainland China				Overseas Locations			
	Male		Female		Male		Female		Male		Female	
≦ 30 Years	159	9.7%	239	13.8%	3,460	68.9%	1,502	62.3%	21	3.8%	21	11.3%
31–50	82	5.2%	84	5.3%	63	3.9%	74	14.5%	4	0.8%	4	2.4%
≧ 51 Years	5	0.3%	3	0.2%	57	3.5%	62	0.6%	1	0.2%	0	0.0%

Note 1: The New Hire Ratio was calculated as the total number of new hires of that category for the year ÷ (head count at the end of the previous year + total new hires in the current year)

▪ Statistics of 2024 Resigned Employees

	Taiwan				Mainland China				Overseas Locations			
	Male		Female		Male		Female		Male		Female	
≦ 30 Years	75	4.6%	85	4.9%	3,111	61.9%	1,299	56.7%	6	1.1%	4	2.2%
31–50	81	5.2%	104	6.6%	130	8.0%	133	15.4%	1	0.2%	1	0.6%
≧ 51 Years	12	0.8%	8	0.5%	3	0.2%	5	0.6%	0	0.0%	0	0.0%

Note 1: The Turnover Ratio was calculated as the total number of resigned employees of that category for the year ÷ (head count at the end of the previous year + total new hires in the current year)

Note 2: Turnover Ratio was relatively high due to departure of winter break workers and students when their contract expires, personnel separating or applying for leave before the Lunar New Year holidays to return home, and the recruiting of additional personnel.

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Comprehensive employee benefits and retirement plan

A comprehensive benefits system has been set up place by GIGABYTE. In addition to providing better than statutory insurance, leave, pensions, and health exams, we also provide a variety of enhanced benefits to construct the most comprehensive support network for employees. A Joint Employee Welfare Committee has also been established to increase happiness in the workplace by enhancing the benefits policy and promotional events for employees at appropriate times. To help every employee balance their work and personal life, GIGABYTE has also introduced several policies and initiatives including flextime, family day, club activities, and diversified EAP activities to boost happiness in the workplace. The following employee benefits are mainly applicable to locations in Taiwan; The Dongguan and Ningbo factories in China enjoy statutory retirement plans, group insurance, annual health exam, flextime and long-service bonus.

▪ Diverse employee benefits

Item	Description
Comprehensive insurance plan	In addition to statutory Labor Insurance and National Health Insurance, we also offer comprehensive group insurance policies such as life insurance, accident insurance, medical insurance and critical illness insurance. Employees and their dependents are eligible to enroll in these policies.
Living stipend	▪ We offer subsidies for childbirth, hospitalization, bereavement, marriage and education as well as emergency financial aid ▪ Additional childcare subsidies were introduced in 2021. Employees with children under the age of 2 receive $3,000 per child each month and 2 hours of flextime
Leave System	As of 2024, all statutory make-up days are now waived and leave granted
Total healthcare	▪ Free health examinations are provided. For current employees with at least two years of service, those over 40 are eligible for one health exam each year, and those under 40 are eligible for one health exam every two years. Senior executives, high-risk employees and employees in certain age groups also receive subsidized health exams ▪ Promotion of "GigaHealth" incentives to help employees overcome risk factors for chronic illness ▪ Implementation of Employee Assistance Plans (EAP) providing psychological, work, management, wealth management, and legal advice to help employees with their life and mental well-being
Long-service bonus	The seniority bonus system is designed to encourage long-term development by employees. Long-serving employees are recognized for their contribution to improve their sense of belonging. In 2024, 389 employees received awards for 5 or more years of service
Retirement plan	▪ GIGABYTE makes contributions to the labor pension preparatory fund in accordance with the "Labor Standards Act" and "Labor Pension Statute." An "Employee Pension Preparatory Fund Supervisory Committee" was also established and contributions deposited into employee pension fund accounts. ▪ Additional retirement bonuses and retirement ceremony ▪ Provision of transition assistance plans to enhance continued employability and career planning such as personal interviews, career/legal consultations, and continued membership of company clubs

Item	Description
Employee Discounts	▪ We periodically contract with restaurants and childcare institutions to provide preferential pricing to GIGABYTE employees ▪ Discounts on purchase of company products; free arts and culture seminars, discounts on concerts, exhibitions, performances, or related ticketed events
Lifestyle benefits	In addition to the three holiday bonuses, we also disburse employee birthday bonuses and domestic/overseas travel subsidies. A fixed number of points are also provided to employees for purchasing charity products, small farmer produces etc. In 2024, it was increased to NT$12,000 per person with a further NT$10,000 added at the end of year to thank employees for all of their hard work.
Flextime system	Different attendance types and rules were defined according to the nature of the work. These included full flextime, one-hour flextime and half-hour flextime.
Diverse clubs Leisure activities	▪ There are 20 clubs at GIGABYTE for various sports, environmental services, handicrafts and e-sports. E-sports competitions, sports carnivals, family days, year-end parties, plant employee vacations, and food festivals are held at different times to encourage employees to diversify their interests and socialize with each other. ▪ In 2024, the Employee Welfare Committee hosted 7 events with a total participation of 7,235. The 20 clubs also received subsidies for organizing club activities. ▪ Family day "GIGABYTE Chill Starlight Concert" ▪ Year-end party "GIGABYTE Blazing a New Trail into the Future of AI"

Note: Employee benefits will vary depending on the year and operating location. Actual benefits will be as announced

▪ Long-term incentive program

Employee stock ownership trust
GIGABYTE set up the employee stock ownership trust in 2010. Employees above a certain grade may allocate a percentage of their monthly salary or bonuses to purchase company stock through the trust. A matching contribution is made by the Company as an incentive so that employees can share in the Company's profits and boost employee loyalty to the Company.

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5.2.3 Talent Cultivation and Development

GIGABYTE has established diverse education and training resources as we; as a dual-track talent cultivation system targeted towards employee needs and career development plans. These are combined with the performance management mechanism to ensure that every GIGABYTE employee can realize their potential, find self-fulfillment, grow with the company and maintain their core competitiveness throughout the career development process.

Core competency, management competency, specialist and common training courses are provided for new hires, specialist personnel, and section/division-level managers. A variety of learning channels are provided to encourage self-study/external training by 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 meetings are held at appropriate times as well so that employees can learn from and challenge each other. In addition to on-the-job employee training, GIGABYTE also develops specialized training courses for new hires based on the attributes of each operation location and plant as well as the basic knowledge and concepts needed in each role. The courses help new hires 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.

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.

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

5 Management Competencies

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

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

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.

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Internal Group training

688 education and training events were held in 2024 each employee undergoing on average 10.7 hours of training. These provided employees with the resources they need to build a better future for themselves and their team.

▪ Education and Training Accomplishments in 2024

Topic	Management Competency	Core Competency	Professional Training	General Education Course
No. of Course Sessions	12	30	425	221
Course Duration	66.0	45.5	602.7	515.1
Participation	309	502	10,362	8,526
Average training hours per employee	5.7	1.2	1.0	1.7

▪ 2024 Average Training Hours per Employee by Region, Function, and Gender

Region	Taiwan		Mainland China	
Gender	Male	Female	Male	Female
Management	3.4	4.6	11.0	10.8
Specialist	4.0	6.0	15.5	19.3

▪ Average Training Hours of Employees by Main Operating Bases

Region	Taiwan																		Mainland China			
Workplace	Headquarters		Nanping Factory		Giga Computing		GIGAPIC		Bestyield International		G-Style		Cloudmatrix		Senyun		Selita		Dongguan Factory		Ningbo Factory	
By Gender	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	7.35	9.01	19.12	8.34	5.81	6.97	5.40	5.22	18.02	17.16	-	4.88	0.68	1.06	4.31	3.60	-	6.00	15.00	13.46	8.15	8.51
By Base	8.11		11.23		6.19		5.35		17.74		4.88		0.96		4.11		6.00		14.48		8.25	
Management Position	8.10	10.17	20.83	28.05	8.35	9.63	6.15	5.09	1.40	1.54	-	-	0.30	1.20	-	-	-	-	10.99	13.63	19.62	22.05
Professional Position	6.86	8.61	18.61	7.60	4.41	6.17	5.01	5.27	1.31	1.33	-	4.88	0.80	1.05	4.31	3.60	-	6.00	15.17	13.45	7.72	7.67

Note 1: The G-Style and Selita Precision subsidiaries had no employees in certain categories, so these were shown as "-" in the table .

Note 2: The calculation formula of average training hours = total training hours / total number of employees trained

▪ Course examples

Sexual harassment in the workplace prevention training

The three laws on gender equality took effect on March 8, 2024. To educate employees on sexual harassment prevention concepts, awareness, and responsibilities, GIGABYTE arranged mandatory classroom training for managers and mandatory online courses for employees. The course contents encompassed the latest laws, administrative interpretations and legal judgments. Case examples were dissected to give employees a better understanding of different sexual harassment in the workplace types and their legal liability. Everyone is responsible for maintaining a workplace that is safe and respectful. Total of 33 sessions with 2,668 participants held in 2024

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. The TRIZ application class was introduced in 2024 and 25 people took part.

▪ **Employee development plan**

GIGABYTE regularly provides general knowledge courses and topical seminars on lifestyle and career to enhance employees' work ethics, promote diversified development and realize work-life balance. In 2024, 13 EAP/health/lifestyle seminars and courses as well as 93 occupational health and safety-related training courses were held. In addition to diverse education and training courses as well as the internal E-learning platform, GIGABYTE also encourages employees to participate in external training courses. Subsidies are also provided for courses on language proficiency, computers, or other skills. Current employees enrolling in credit courses (including in-service courses) may also apply for tuition subsidy, while those enrolling in the credit courses of EMBA and in-service programs may apply for a scholarship to enrich individual professional skills in the workplace.

▪ **Group sustainability education course**

GIGABYTE began offering a series of sustainability courses since 2022 to cultivate 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.

- Course objectives: GIGABYTE operations and product sales span multiple countries. requiring continuous updates to align with global sustainability trends and international standards. To enhance employees' sustainability competency, and ensure compliance with various standards. We will not only strengthen the Company's resilience through sustainability management but also take advantage of the business opportunities underlying sustainable development and the business opportunities between sustainable development and transition.

- Target: Includes all Group manufacturing, people, financial, Audit Office, and sustainability office's permanent cadre.

- Training outcomes: A total of 16 online and offline sustainability courses were held in 2024. Total participation was 458 people.

In response to the importance that the global market and supply chain places on climate issues, the Sustainable Development Office chose the two topics of "Climate Change Trends" and "Sustainable Supply Chain Management" for offline education and training. Sales-related personnel were also invited to attend the course to strengthen their sensitivity and ability to respond to related standards.

- The average score for the post hoc exam was 96.85 (passing grade was 60) indicating that the course provided employees with an enhanced understanding and awareness of emerging sustainability issues and standards.

- The course satisfaction of 4.91 indicated that the employee found the course helpful in their work.

The 2024 "CSR Course - Lecture 4"
- Trends in Global Climate Change: Risks and Opportunities Facing Business

Total of 68 participants

Through the course, employees gain a better understanding how climate change is no longer just about corporate image, but is a basic element of business survival, development and operations that affects the configuration of the global supply chain and their corresponding actions.

The 2024 "CSR Course - Lecture 5"
- Net Zero Trend and Sustainable Supply Chain Management in Practice

Total of 70 participants and the course topics included:

- Domestic and overseas sustainability trends
- Sustainable supply change trends and promotion advice
- Introduction to RBA and advocacy promotion
- Introduction to conflict minerals and advocacy promotion
- Net zero transition and value management in the ESG era

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5.3 Occupational Health and Safety

5.3.1 Environmental Health and Safety

Occupational Health and Safety Management Policy

"Occupational Health and Safety Management Policy " is applicable to GIGABYTE and its domestic/overseas subsidiaries, as well as contractors or individual under the Company's control including employees, all personnel that enter the work site and their activities, workers, contractors, visitors, other personnel, and any personnel near the work site that may have an effect on organizational activities. An abstract of the relevant policies are provided below:

- Compliance with the ISO 45001:2018 standard and OHS-related regulations
- Strive for continuous improvement of OHS management system performance
- Establish quantitative targets, priorities, and action plans
- Implement clean production and pollution prevention while continuing to improve environmental performance
- Adhere to responsibility and obligation on environmental protection and promotion of employees' health and safety
- Control health and safety risks to prevent injury and unhealthiness

At the same time, GIGABYTE has already obtained ISO 45001:2018 Occupational Health and Safety System certification. The management system encompasses the Headquarters, Nanping Factory (Taoyuan), and the Dongguan and Ningbo factories in China. Applicable personnel include employees, on-site contractors, visitors, and any personnel near the workplace that may affect organizational activities. The subsidiaries Giga Computing, Bestyield International, G-Style, Cloud matrix, Senyun Precision Optical, and Selita, as well as the sub-subsidiary GIGAPIC are not certified yet. However, all subsidiaries as mentioned are also implementing related management measures based on the spirit of ISO 45001:2018. (For more information on quality and environment-related certifications, please visit the GIGABYTE CSR Website)

OHS management policy and matters are reviewed and constantly optimized in the spirit of continuous improvement to control OHS risks and ensure a healthy and safe workplace for employees. OHS management planning at GIGABYTE can be broken into 16 areas including workplace hardware inspection, SOP definition and training, health promotion, disaster response and project performance evaluations. Annual controls and audits are also enforced.

Reduce Occupational Injury and Promote Labor Safety and Health — **Eliminate Workplace Risk Factors and Achieve Zero Accident Case**

Category	Details
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.

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Occupational Health Safety Committee

A specific EHS contact point was established by GIGABYTE for each BU to ensure effective OHS management. An Occupational Health and Safety Committee was also set up composed of the Group Operations Management Center, each BU, and at least 1/3 being labor representatives. A meeting is also convened quarterly with OHS committees at subsidiaries. OHS management policy and matters are reviewed and constantly optimized in the spirit of continuous improvement to control OHS risks for the Company, and ensure a healthy and safe workplace for employees.

▪ Composition of Occupational Health and Safety Committees

Location	Headquarters	Nanping Factory	Dongguan Factory	Ningbo Factory
No. of Labor Representatives	6	11	11	9
No. of Registered Members	18	28	33	94
Labor Ratio	33.33%	39.29%	33.33%	9.57%
			Not subject to the regulations in Taiwan	

▪ 2024 Occupational Health Safety Committee meeting agenda

Issues on the Committee agenda in 2024 included: Coordination of OHS management plans and recommendations, review of the health and safety training implementation plan, various health and safety proposals, occupational injury investigation reports and evaluation of on-site health and safety management performance. Nanping Factory raised 1 OHS-related proposal and the follow-up completion rate was 100%.

Hazard identification and risk assessment

GIGABYTE uses OHS risk assessment for early detection of potential hazards. An annual management plan is then devised for control and improvement. Risk assessments are periodically conducted by each BU on operating processes, equipment and materials, and the environment. Material risks are identified using risk levels to ensure that the proper operational controls are in place. Corrective action is taken if necessary to prevent occupational injury.

▪ Rating and Assessment of Potential Risks at the Headquarters, Taipei Sillicon Valley Park Offices, and the three Factories in 2024

Risk Classification	Level 1	Level 2	Level 3	Level 4
	High < --- > Low			
Number of Cases	3	49	13	630

Note 1: The main operating locations are the Headquarters, Taipei Silicon Valley Pary Office, and three Factories
Note 2: Level 1 high-risk incidents in 2024 included: Earthquakes that result in workshops collapsing on personnel or damage to machinery, and unsafe driving during employee commutes.

Once a risk is identified, GIGABYTE launches an operational management process review to verify the integrity of the Company's existing work rules, and make improvements to the management deficiency. For Level-1 high-risk incidents, risk control measures such as formulation/revision of operating procedures, as well as increased supervision, measurement, communication and training frequency were adopted. Health and safety targets and proposal management were also prioritized. OHS risks will continue to be controlled through the PDCA process in the future.

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."
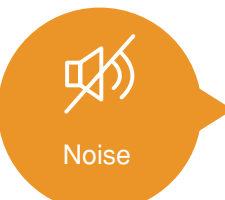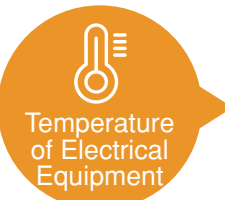
▪ Process of Occupational Safety and Health Risk Assessment

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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.

Item	Monitoring Results in 2024	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 104.6 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 ▪ To protect employees' hearing health, measures such as separating office and testing zones or adjusting working hours for personnel in noisy areas(exceeded 80 dB) have been implemented."
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 $\pm 5\sim 10°C$ or electrical wiring is overloaded, the supervisor of the relevant unit would be notified to carry out corrective action.	In 2024, supervisors were notified to monitor the power usage of equipment with significant temperature anomalies. Personnel from the EHS Division also continued to monitor the situation.

▪ 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.

▪ 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.4 training sessions for General Education on Dangerous and Hazardous Substances were conducted in 2024 with a total attendance of 75 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		
Item	Taiwan Bases	China Bases
Basic Safety and Health Training (including basic training and newcomer training)	38 sessions 875 trainees	7 sessions 240 trainees
Evacuation and Disaster Prevention Training	29 sessions 2,272 trainees	15 sessions 929 trainees

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▪ 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 2024, contractor training was conducted and with 109 participants. No cases of occupational injury related to contractors were reported.

▪ 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.

▪ 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, were 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.
▪ In 2024, 44 evacuation and disaster prevention training sessions were conducted, with 3,201 participants.

▪ Occupational Injury and Disaster Statistics

In 2024, GIGABYTE Technology reported a total of nine occupational accidents at its Nanping and Ningbo factories. The incidents primarily involved crush or pinch injuries during operational processes. Following each incident, case summaries were promptly compiled and shared through internal awareness articles. In addition, employee training was reinforced, and the design departments were notified to implement safety improvements .

Location		Taiwan Bases		China Bases	
Occupational Injury Category		Cases	Ratio	Cases	Ratio
Employee	Fatal Occupational Injury	0	0	0	0
	Severe Occupational Injury	0	0	0	0
	Recordable Occupational Injury	5	1.22	4	0.52
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, GIGAPIC, 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.

▪ Labor infringements

There were 2 cases of labor infringements at GIGABYTE in 2024. Corrective action has now been taken on these infringements and a post-incident review carried out. In the future, we will continue to strengthen our internal OHS management to ensure that the infringements do not recur.

Law violated	Cases	Reason for violation	Follow-up improvement procedure
Labor Standards Act	1	Exceeding statutory limits on extended work hours	Work hours were extended due to labor shortages at the plant; the Company is continuing to recruit aggressively to meet the manpower gap and avoid excessive overtime for employees
Occupational Health and Safety Act	1	Worker operating sit-down forklift not wearing the seat belt	Custom seat belt interlocks for the forklift seat were fabricated to prevent improper operation by the operator. Operators were also required to undergo 3 hours of refresher training in 3 years

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5.3.2 Healthy and LOHAS Workplace

GIGABYTE creates a safe and friendly workplace for employees. All-aspect health management plans are also used to help employees identify their own physical and mental risks. Follow-up and improvement resources are provided so that even as employees focus on contributing to the Company, they can also become happy GIGABYTE people through proper personal health management.

▪ GIGABYTE Health Management Plan

Tiered Management of Employee Health
▪ Provide health exams, physician consultations, and occupational disease prevention and treatment
▪ Establish a tied health risk system and devise management actions for each level
▪ Track health status and promote health improvement for employees with high health risks

Comprehensive Health Exams
▪ Provide a variety of bonus packages for special health exams
▪ Encourage particular groups to take early health exams and improve health by offering health exam subsidies
▪ Effectively track employees who do not take health exams

Health Promotion
▪ Provide health education and medical information regularly and host health seminars and activities
▪ Flu vaccination
▪ Hold health-promoting activities for specific groups, e.g. LOHAS exercise courses for executive managers and core strength courses

Healthcare
▪ Provide emergency first-aid, follow-up, and support
▪ Replenish clinic and first-aid kits
▪ Emergency response to the pandemic
▪ Maternal health protection plan in the workplace

Employee Assistance Programs (EAP)
▪ Continue distributing articles and EDM on diverse topics
▪ Host seminars, workshops, and family excursions
▪ Increase the level of EAP support and happiness of employees
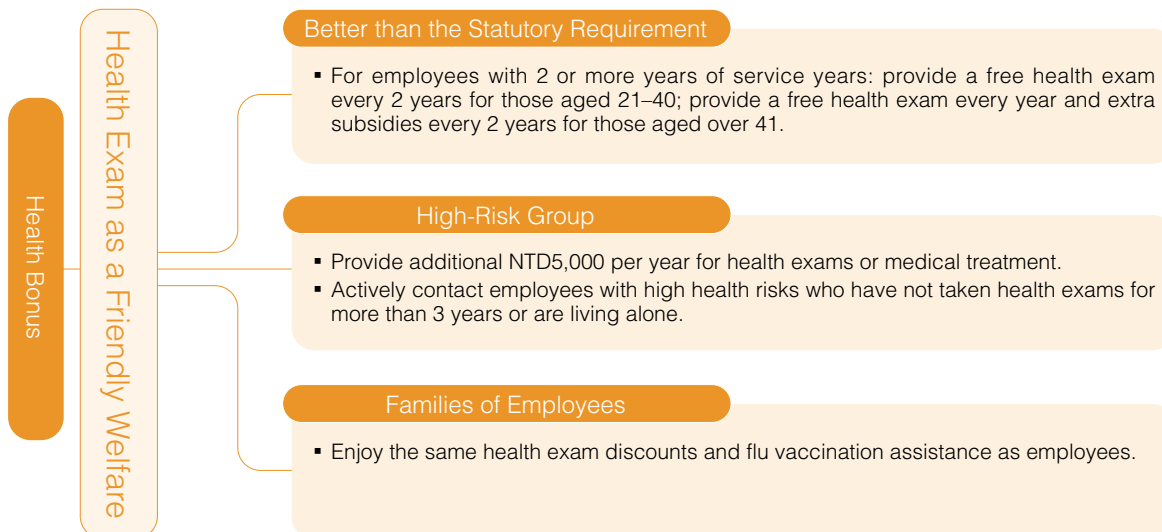
Disease Prevention and Tiered Management

"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.

▪ Number of Employees Participating in Health Exams and Examination Rate in 2024

In 2024, three employees were notified of major health abnormalities following their checkups, and 71 were placed under follow-up observation. Based on the examination results, each operational site classified employees' health status and initiated appropriate follow-up management measures, including proactive arrangements such as physician consultations and continued health monitoring. The satisfaction rate for the 2024 health checkups was 89.79%.

Health Bonus — Health Exam as a Friendly 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.

	Headquarters	Nanping Factory	Dongguan Factory	Ningbo Factory
No. of Employees Participating in Health Exam	811	665	581	511
No. of Consultations after Health Exam	150	214	-	-

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▪ Tiered Health Management at GIGABYTE Headquarters

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 2024, occupational physicians conducted interviews with Level 4 abnormal employees, while occupational nurses provided regular follow-up care. A total of 92 medical consultations were provided.
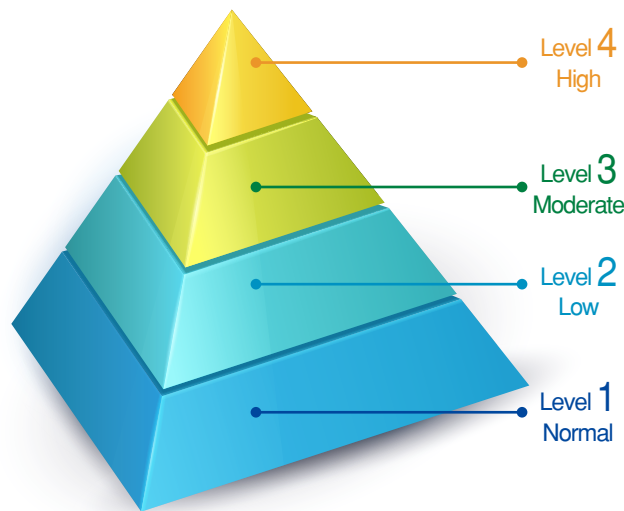
Level 4 High
- Subsidies for high-end testing of abnormal items.
- Information on medical treatment and tracking of drug subsidies.
- Free participation in health promotion activities.

Level 3 Moderate
- Interview and health education by the company physician.
- Re-testing of abnormal blood test items.

Level 2 Low
- Priority access to health promotion activities, muscle power classes, fitness classes, flu vaccinations, etc.

Level 1 Normal
- Health education EDM published on internal information platform on an ad hoc basis.
- Exclusive health guidance through face-face session/telephone/e-mail.

▪ Health management measures

- Environment and work time monitoring: Periodic inspection of tables, chairs, lighting and ventilation equipment as well as tracking of employee work hours and health status.
- Health risk assessment: Health exam reports are used to screen for employees at high risk of cardiovascular disease. Work hours or work format are then adjusted based on medical advice.
- Musculo-skeletal health: A 2024 survey found that pain was impacting on the work of 38 employees. We are also tracking the work hours and health of 60 high-risk employees.
- Factory improvement measures: Nanping Plant used the health exam and overtime data to assess the cardiovascular risk of 349 employees. Equipment was also introduced to improve and prevent Musculo-skeletal injury from lifting operations.

▪ GigaHealth - Health management incentive mechanism

"GigaHealth" 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. If any employee has a level 4 rating for any of these health indicators, if they seek treatment, establish healthy habits, effectively bring the disease under control and can provide supporting proof within 3 years, they may apply and collect health recovery reward points once approved. A total of 10 people made improvements and applied for incentives in 2024.

▪ Overwork and ergonomic hazard prevention

Employee health is important to GIGABYTE. The "Ergonomic Hazard Prevention Plan" and "Disease Prevention Plan for People with Abnormal Workloads" were therefore devised for risks associated with sitting down for long times in the office and working in the factory. Optimization of the health management mechanism ensured workplace safety so that employees can work in a safe and healthy environment.

▪ Occupational Disease Statistics

In 2024, no case of occupational disease was reported at GIGABYTE locations in Taiwan andfactories in China. We will continue to maintain our high health management standard andrealize the goal of "early prevention and sound treatment."

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

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Health Promoting Activities

The cultivation of healthy exercise habits and health awareness is not just the personal responsibility of employees. It should be fostered by the company through a healthy workplace culture. That is why exercising is promoted by GIGABYTE on top of basic disease prevention. Fully equipped fitness centers and aerobics classrooms are provided for employee use. Diverse health promoting activities are also organized to encourage health management by employees as well as more exercise for physical/mental well-being.

Headquarters

Improve the physical and mental health of GIGABYTE people Encourage regular exercise

- Muscle strength class (quarterly)
- Exercise, relaxation and growth camp (quarterly)
- GIGABYTE Spring Walk for Health (online sports carnival)
- Let's Go Exercise Introductory Class
  August - Pilates, Super Fight
  September - Dance Aerobics, Power Pilates

GIGABYTE provides you with the latest health information

- Health EDM articles (monthly)
- Physical and mental health magazine (monthly)
- Slow jogging seminar (March)
- Core reverse-aging seminar (April)
- Introduction to breast cancer and therapy (June)

If you want to keep illness at bay, Prevention starts at GIGABYTE

- 4-cancer screening at GIGABYTE (May)
- Age-based health exam (August)
- One-to-one report reading
- Technology physical fitness test (September)
- Flu vaccination (October)
- Halloween blood pressure measurement party (October)

Event outcomes

- GIGABYTE Spring Walk for Health:
This event held in May 2024 was attended by 320 people, more than double the same event from last year
- Health promoting event accomplishments:
  - 94 people took the technology physical fitness test
  - Let's Go Exercise Introductory Class for 75 people
  - Cancer screening for 188 employees (and 48 local residents)
  - Flu vaccinations for 179 people
  - Halloween blood pressure measurement party for 106 people
  - 114 people attended 3 health seminars

Nanping Factory

- **7000 Steps a Day for Metabolic Syndrome**
The 6000 Steps a Day event at Nanping Plant from last year was upgraded in 2024 to "7000 Steps a Day" to combat the three-hypers 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 was also organized for employees with three-hypers anomalies. Blood test was arranged if necessary and medication for chronic illness dispensed. 48 people took part in 2024 and walked a total of 46,000 km for the event, the equivalent of circling Earth 1.17 times. Average distance walked by each person increased by 40% compared to last year. In the end, 36 people reached the threshold. target. More than 30% of participants saw improvements in their weight, cholesterol, blood sugar and other indicators during the plant's annual health exam compared to last year.

Preventive medicine, disease prevention, health guidance, and health promoting activities during 2024 were not only targeted at employees. Some of the events were also promoted to their family members and contractors. A total of 9 sessions were held and attended by 575 people.

- Outcomes related health promoting activities:
  - Fecal occult blood testing for 17 people
  - Mammogram for 29 people
  - Pap smear for 73 people
  - Osteoporosis and body fat testing for 184 people
  - Flu vaccinations for 120 people
  - Work adaptability assessment for middle-aged/older workers for 44 people

Dongguan Factory

- First-aid training for 50 people
- Health knowledge seminar for 44 people
- Work-related injury prevention education carnival for 54 people
- Work-related injury prevention online training for 100 people

Ningbo Factory

- Red Cross first-aid training for 40 people

GIGABYTE

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Employee Assistance Plan (EAP)

GIGABYTE strives to foster a safe, healthy and LOHAS workplace. We also trace daily and psychological needs We partnered with external units to provide consulting services on mental psychology, work, management, law, healthcare and wealth management. Employees can also use the dedicated website, consultation hotline, e-mail and LINE for confidential consultations, or book a one-to-one in-person consultation session. Each employee is eligible for up to three free professional consultation service sessions a year. For employees requiring extra care, the GIGABYTE EAP support team and consultation service provider can conduct a joint assessment to provide further sessions.
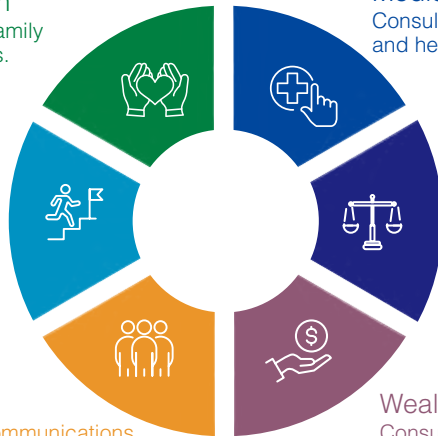
GIGABYTE regularly provides topical columns and related seminars in response to situations that employees may encounter in life or at work. A total of 4 EAP events and 9 health seminars, outdoor recreation, concerts, health exams, and other activities were held in 2024. We hoped that these activities will enhance employee happiness by making EAP a part of their work and life. Positive energy will empower them to embrace the future with confidence.

▪ Content of GIGABYTE Employee Assistance Plan (EAP) services

Psychological consultation
Consultation on mental health, family relationships, and gender issues.

Medical consultation
Consultation on healthcare, disease prevention, and health management.

Work consultation
Consultation on work-related stress, career development, and inter-personal relations

Legal consultation
Consultation on traffic accidents, consumption, inheritance, and marriage.

Management consultation
Consultation on management communications, performance evaluations, and conflict management

Wealth management consultation
Consultation on insurance planning, taxation planning, and wealth investment.

2024 EAP implementation accomplishments

Consultation service was used **195** times

Average satisfaction was **4.64** (out of 5)

Hosted **4** EAP events

Hosted **9** health seminars

Two book giveaway events were held in 2024

Guidance on parenting education helped colleagues who are parents themselves learn how to observe themselves and understand what their children are thinking during the parenting process. Through flexible parenting based on love and understanding, make children feel that they have the support, understanding and love of their parents. Enhance the child's learning ability through their parent's companionship during the learning journey.

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Family 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 2024, the Headquarters and Nanping Factory carried out maternal protection measures 31 times to ensure the health and well-being of female employees in the workplace.

▪ 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 5 packs were sent out in 2024 ▪ Enterprise customer partnership program established with Dianthus Medical Group Employees can access the benefits plan by showing their employee ID
Nursey Room	▪ Headquarters, 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 2024: 166
Childbirth Subsidy	▪ GIGABYTE provides a childbirth subsidy of NT$30,000 per child. In 2024, a total of 51 employees received the subsidy, amounting to NT$156,000.
Childcare Subsidy	▪ 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 2024: 988 ▪ 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	Due to the limited number of parking spaces at the headquarters, and to reduce the mobility risks for pregnant employees who commute by scooter and may need to search for parking outside, GIGABYTE has designated gender-friendly parking spaces. These spaces are available for priority use by employees who are pregnant or within one year postpartum.
Parental Leave	In accordance with the Labor Standards Act, female employees are entitled to 8 weeks (56 days) of fully paid maternity leave. Employees in mainland China are entitled to 98 days of statutory maternity leave, along with additional local incentive leave as stipulated by regional regulations.

▪ Return Rate of Parental Leave in 2024

	Taiwan Bases		China Bases	
	Male	Female	Male	Female
Number of employees eligible for parental leave in 2024	341	853	31	29
Number of employees applying for parental leave in 2024	4	19	22	29
Number of employees who shall return to the Job with job retained for baby care leave in 2024 (A)	3	12	22	29
Number of employees who actually returned to the job with job retained for baby care leave in 2024 (B)	1	10	22	29
Number of employees who actually returned to job with job retained for baby care leave in 2023 and work for more than 1 year (C)	4	10	1	9
Number of employees who actually returned to the job with job retained for baby care leave in 2023 (D)	4	11	1	9
Rate of return to job (B/A)	33%	83%	100%	100%
Rate of job retained (C/D)	100%	91%	100%	100%

Note: 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. 14 seminars and family organization classes were held in 2024 attracting more than 554 participants .

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