

Human Rights Policy

GIGABYTE respects and supports internationally recognized human rights standards and principles, including the Universal Declaration of Human Rights, the United Nations Global Compact, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, complies with the laws and regulations of the operating sites, and has established this Human Rights Policy in accordance with the United Nations Guiding Principles on Business and Human Rights. GIGABYTE has formulated various human rights standards, such as "strive for organizational justice, respect diversity" and "anti-discrimination, violence and harassment" in "Code of Business Conduct," requiring adherence to human rights and equality to protect human rights in the workplace.

I. Applicability

The Policy applies to the direct operating activities, products, and services of all companies within GIGABYTE Group, and extends to stakeholders in the value chain, including employees, contractors, suppliers, customers, and other business partners. GIGABYTE also has "Sustainable Procurement Guidelines", requiring compliance with and implementation of human rights protection by all procurement personnel and suppliers throughout the supply chain.

II. Policy Guidelines

- Comply with the laws and regulations of the operating sites and respect internationally recognized principles and standards.
- Prevent any form of discrimination and harassment and ensure the equal rights of all groups concerning gender, race, religion, age, sexual orientation, and physical or mental disability.
- Strictly prohibit any form of forced labor and child labor.
- Provide reasonable and fair compensation conditions, as well as a healthy, safe, and gender-friendly working environment.
- Strictly prohibit unlawful workplace infringement, workplace discrimination, and sexual harassment.
- Ensure the security of employee and customer personal data in accordance with the Personal Data Protection Act and international standards.
- Respect freedom of association and collective bargaining rights of employees.
- Prevent corruption and prohibit employees from accepting or offering bribes.
- Regularly review and assess human rights risks, take timely remedial and mitigating actions, and publicly disclose the results.


III. Implementation and Supervision Mechanism

1. Grievance and remedy mechanism: Establish operational-level grievance channels to protect whistleblowers from retaliation and provide effective remedies.
2. Education and training: Regularly conduct training on human rights and ethics for employees and management.
3. Policy consistency and transparency: Ensure that internal company policies are consistent with external actions and in alignment with government policies.

IV. Policy Updates

The Policy is reviewed and updated regularly in accordance with international standards, regulatory changes, and practical needs to continuously enhance the level of human rights protection.

Chairman:



August 19, 2025