

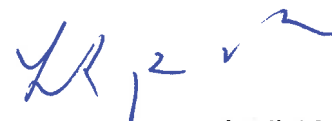
Occupational Safety and Health Policy

To provide a safe and healthy workplace environment for employees, GIGABYTE is dedicated to implementing a systematic occupational safety and health risk control mechanism and has established this Occupational Safety and Health Policy in alignment with the long-term core commitment to protecting the physical and mental health of employees. This policy applies to GIGABYTE Group, its domestic and overseas subsidiaries, and contractors or individuals under the control of the Group, including employees, persons entering the workplace and their activities, visitors and other persons, as well as persons who may affect organizational activities near the workplace.

Our commitment:

- Comply with occupational safety and health regulations and international standards.
- Establish occupational safety and health management goals, evaluate risk controls and opportunities, determine priority action plans, continuously optimize system performance, and prevent occupational incidents.
- Fulfill the obligations and responsibilities of environmental protection and promoting the safety and health of employees.
- Encourage contractors to implement environmental, safety, and health (ESH) measures
- Control safety and health risks and prevent injuries and ill health.
- Maintain communication channels to encourage employees and employee representatives to actively participate in the consultation and negotiation of company safety and health affairs.
- Deepen the awareness and responsibility of all employees on safety and health, provide comprehensive education, training and resources to establish an occupational safety, health and safety culture.
- Promote the physical and mental health of employees, establish occupational health and safety performance indicators and action plans, and create a healthy workplace environment.

Chairman:



April 16, 2026