

05 Happy Workplace

5.1 Human Rights Protection

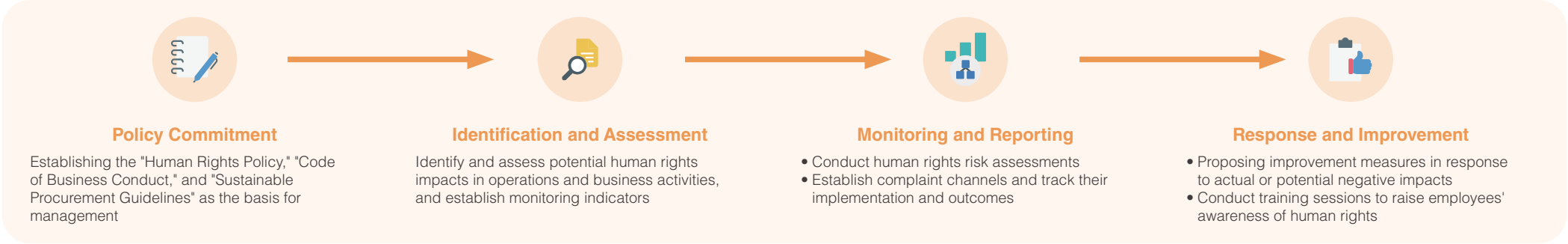
5.2 Talent Management

5.3 Occupational Health and Safety



5.1 Human Rights Protection

GIGABYTE supports international human rights conventions, including the Universal Declaration of Human Rights and the UN Global Compact. The company complies with local laws and regulations where it operates and has established a Human Rights Policy. Additionally, Code of Business Conduct explicitly states the commitment to "striving for organizational justice and respecting diversity and equality" and workplace standards of "zero discrimination, anti-violence, and no harassment." All employees, including company directors, managers at all levels, and general staff—are required to uphold human rights equality to safeguard workplace human rights. Furthermore, GIGABYTE requires its suppliers to comply with relevant labor and human rights regulations.



Human Rights Policy

Policy	Applicable Parties	Description
Human Rights Policy	Employees, contractors, suppliers, customers, and other business partners	Supports internationally recognized human rights norms and principles, including the Universal Declaration of Human Rights, the UN Global Compact, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, as the highest guiding principles for GIGABYTE's human rights management
Code of Business Conduct	Directors, all employees (including subsidiaries)	Establishes five major chapters: "Equal and Safe Work Environment," "Protection of Company Assets," "Guidelines for External Business Activities," "Legal and Social Responsibility," and "Ethical Conduct," clearly outlining behavioral guidelines for employees. Additionally, establishes a whistleblowing and disciplinary system and prohibits retaliatory actions
Sustainable Procurement Guidelines	Suppliers	Suppliers are required to comply with the Responsible Business Alliance Code of Conduct, ensuring adherence to the labor, health and safety, environmental, and ethical standards outlined in the Code

Human Rights Commitment and Management Actions

Commitment	Management Mechanisms and Actions
Talent Inclusion and Non-Discrimination	- The Code of Business Conduct explicitly states that employee recruitment and promotion shall not be based on race, gender, age, skin color, sexual orientation, language, religion, political affiliation, place of origin, nationality, disability, or marital status - GIGABYTE's Taiwan locations employ at least 1% of staff with disabilities in accordance with the People with Disabilities Rights Protection Act
Prohibition against Forced Labor and Child Labor	- Require suppliers to comply with labor and human rights regulations and investigate their use of conflict minerals - The "New Hire Management Regulations" explicitly prohibit the employment of individuals under the age of fifteen
Prevention of illegal Infringement in the Workplace	- Establish the "Plan for Prevention of Illegal Infringements in the Performance of Duties" and related procedures to prevent employees from suffering physical or mental harm caused by the actions of others while working, and conduct hazard identification and risk assessments - Issued the "Written Statement on Prohibition of Workplace Violence" to protect employees from workplace bullying or violence
Gender Friendly Workplace	Establish the "Operating Instructions for Prevention of Sexual Harassment in the Workplace." If an employee feels they are being sexually harassed, they may file a complaint with their supervisor, the Human Resources Department, or a dedicated email address, and the matter will be handled confidentially. If an investigation confirms the allegations, disciplinary action will be taken; in serious cases, dismissal may result.
Fair Remuneration	Salary payments are based on open and transparent performance evaluations, and remuneration at all operational locations complies with local statutory wage requirements

5.1.1 Identification and Assessment of Human Rights Risks

GIGABYTE adheres to a "zero-tolerance" policy to ensure the protection and upholding of employees' human rights and interests. In addition, we refer to the RBA Code of Conduct to track nine human rights issues highly relevant to our industry and business operations. We classify human rights risks into "actual occurrences" and "potential risks" for management purposes and implement various management measures based on the principles of "remedy" and "prevention" to build a friendly workplace environment.

I Human Rights Risk Assessment and Annual Implementation Status

Risk Issues	Nature of Risk	Impact Description	Management Mechanisms and Indicators	2025 Implementation Status
Workplace Harassment	Actual	Physical and psychological harm in the workplace resulting from sexual harassment, workplace bullying, violence, employment discrimination, forced labor, and other unlawful acts may cause employees to suffer physical and psychological trauma, reduced work capacity, and social withdrawal, and may even lead to career disruption; the company's image and team cohesion may be negatively impacted, resulting in decreased productivity, and the company may face penalties	- Number of Workplace Harassment and Abuse Complaints - Implementation of Workplace Gender Equality and Anti-Bullying Training	- There were 5 incidents of sexual harassment and 2 incidents of bullying. Upon receiving a complaint, an investigation was immediately initiated to ensure the complainant's privacy and protect them from retaliation or other adverse treatment. It was decided to discipline the violating employees, and the results of the disciplinary action were announced on the intranet. - The Group intensified its outreach efforts, conducting a total of 51 training sessions on workplace gender equality and bullying prevention to raise employee awareness and prevent similar incidents from recurring
Age Discrimination	Potential	The company's image and team cohesion may be negatively impacted, leading to decreased productivity; for example, discrimination against young employees may cause the team to lose its innovative capacity	Number of age discrimination complaints	No complaints of age discrimination were filed
Cultural Discrimination	Potential	May cause internal conflicts and communication barriers, reducing the efficiency of cross-departmental and cross-border project execution; in severe cases, it may impact cooperation with international clients and suppliers, and the company's image may also be damaged	- Number of complaints regarding cultural discrimination - Organize cultural exchange activities to foster mutual understanding among employees from diverse backgrounds	- No incidents of cultural discrimination complaints - The Group organized 15 diversity and inclusion/social events (including Family Day and festive celebrations)
Delayed or unpaid remuneration	Potential	Failure to provide remuneration in compliance with labor laws has adversely affected employees' livelihoods	- Implement standard rates for salary calculations - Remuneration complies with labor regulations	100% compliance - No violations of labor laws occurred in salary payments
Severe overtime	Potential	Severe overtime may affect employees' physical and mental health and further lead to an imbalance between work and personal life	- Establish the "Employee Overtime Management Guidelines" to specify daily and monthly maximum working hours and the principles for overtime pay - Provide employees with overtime pay and compensatory time off in accordance with the law - Incorporate working hour management into the internal control system	An internal audit was conducted in August 2025 with no deficiencies found; the audit results were reported to the Board of Directors
Receipt of Improper Benefits by Employees	Potential	If employees accept improper benefits, the company may not only face penalties but also suffer damage to its competitiveness and corporate image	- Have there been any instances of employees receiving improper benefits - Require every new employee to sign the "Employee Code of Ethical Conduct" - Conduct educational training sessions on integrity in business operations	- No incidents of employees accepting improper benefits 100% signing rate for the "Employee Code of Ethical Conduct" among new hires - The Group conducted a total of 81 training sessions on business integrity
Invasion of employee privacy	Potential	Failure to protect employee privacy may cause them to feel insecure in their jobs; furthermore, disclosure of personal information could result in penalties for the company and damage its reputation	- Number of complaints regarding employee privacy violations - Conduct information security and personal data protection training	- No incidents of employee privacy violations occurred - Conducted 5 training sessions on information security and personal data protection
Employment of child labor	Potential	Employment of child labor under the age of 16	Whether there were any violations regarding the employment of child labor	No child labor
Human Trafficking	Potential	Engaging in illegal recruitment, trafficking, or other activities that violate human rights	Whether there are any violations related to human trafficking	No incidents of human trafficking



5.1.2 Human Rights Risk Prevention and Management

GIGABYTE regards "people-oriented" as a core corporate value. To fully implement the prevention and management of human rights risks, we not only strictly comply with laws and regulations but also translate the spirit of human rights into concrete daily management practices. In terms of preventive mechanisms, GIGABYTE continues to promote training on human rights-related topics, covering anti-workplace bullying, sexual harassment prevention, diversity and inclusion, and awareness of unconscious bias, ensuring that every employee can collaborate on a foundation of understanding and respect, thereby eliminating the risk of discrimination at its root.

Human Rights-Related Training

Course Topics	Number of Participants	Total Training Hours
Workplace Sexual Harassment Prevention	1,329 people	1,850 hours
Supply Chain Human Rights Due Diligence	121 people	242 hours

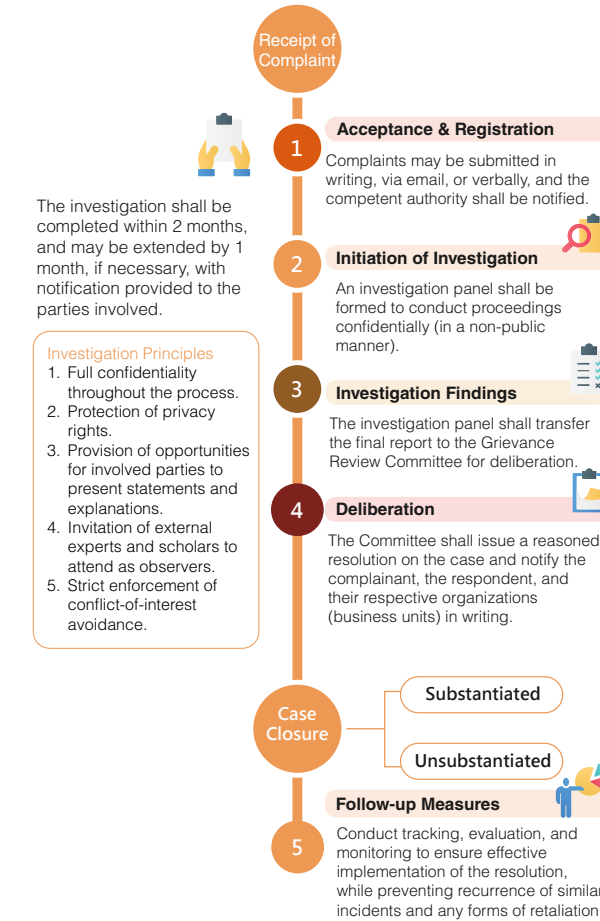
Smooth Communication Channels between Management and Labor

Effective communication between labor and management is built on a foundation of mutual trust and cooperation. GIGABYTE has established labor unions at its Dongguan and Ningbo Factories. In Taiwan, the company enhances interaction between labor and management annually through labor meetings, the internal employee website, e-newsletters, and annual surveys, thereby establishing a smooth platform for labor communication.

Channels	Annual Outcomes	Communication Highlights
Labor Meetings	A total of 24 meetings were held	1. 2025 Calendar, Minimum Wage Adjustments 2. Promotion of the latest labor laws 3. Optimization of the Employee Welfare Committee website 4. Promotion of health incentive programs, health screenings, and contracted health services
Internal Employee Website	As needed	Important internal announcements and event promotions
Internal e-newsletters GIGA, HII	135 articles	Company event reports, highlights from seminars
Human Resources Website	50,109 visits	Company Development Direction, Employee Career Development Information
Employee Feedback Survey	1. Headquarters conducts 2 surveys 2. Conducted monthly at the Nanping Factory 3. Conducted on an irregular basis at China factories 4. EAP (Employee Assistance Program) conducted once 5. Employee Engagement Survey conducted once	Conducted administrative satisfaction surveys for public services (including medical, security, cleaning, and EAP) and employee satisfaction surveys regarding engagement, while continuously improving the company's hardware and software infrastructure, services, and talent development programs • Average satisfaction with Group administrative services reached 87% • Overall satisfaction in the employee satisfaction survey reached 4.55 (on a 6-point scale)
Labor Union	Labor unions have been established at the Dongguan and Ningbo Factories	1. 76% of employees eligible to join a labor union have done so 2. Collective agreements have been signed addressing labor issues such as remuneration and leave, special care for female employees, social insurance, and benefits

GIGABYTE is committed to establishing transparent communication channels. In addition to holding regular labor-management meetings, we have established an independent internal employee complaint email address (help@gigabyte.com). Upon receiving a complaint, we form a task force to initiate an investigation, and the entire process is kept strictly confidential. If the investigation confirms the allegations, we will not only provide necessary protection to the victim but also implement relevant remedial and improvement measures.

Workplace Misconduct Complaint Process: Taking sexual harassment as an example





5.2 Talent Management

5.2.1 Workforce Structure

GIGABYTE fully recognizes the importance of talent to the company's sustainable development. Therefore, through rigorous recruitment and training, we strive to create an inclusive and friendly workplace environment, build a diverse and balanced human resources structure, and encourage all employees to leverage their expertise, creativity, and potential in their respective roles. In 2025, GIGABYTE had a total of 6,316 employees worldwide, with no significant change compared to the previous year. The majority of employees are concentrated in Taiwan and mainland China, with others spread across other parts of Asia, the Americas, Europe, and other regions around the world. Male employees accounted for 56% of the total workforce, while female employees accounted for 44%, with an overall average age of 33. Additionally, we employed 106 temporary staff, comprising 70 men and 36 women (the scope of this statistic aligns with the organizational boundaries disclosed in this report), representing an increase of 39 temporary staff members compared to the previous year.

I GIGABYTE Employee Structure in 2025

Gender		Male		Female		Subtotal	
		Persons	Ratio	Persons	Ratio	Persons	Ratio
Work Location	Taiwan	1,594	45.27%	1,765	63.15%	3,359	53.18%
	Mainland China	1,864	52.94%	1,014	36.28%	2,878	45.57%
	Overseas locations	63	1.79%	16	0.57%	79	1.25%
Age	≤30 years old	1,814	51.52%	1,236	44.22%	3,050	48.29%
	Ages 31–50	1,346	38.23%	1,258	45.01%	2,604	41.23%
	51 years or older	361	10.25%	301	10.77%	662	10.48%
Position ^{Note 2}	Senior Management	116	3.29%	22	0.79%	138	2.18 %
	Other Management	706	20.05%	313	11.20%	1,019	16.13%
	Technical Staff	758	21.53%	354	12.67%	1,112	17.61%
	Other Staff	1,941	55.13%	2,106	75.35%	4,047	64.08%
Employment Contract ^{Note 3}	Permanent	2,308	65.55%	2,209	79.03%	4,517	71.52%
	Contract	1,213	34.45%	586	20.97%	1,799	28.48%
Employment Type ^{Note 4}	Full-time	2,957	83.98%	2,467	88.26%	5,424	85.88%
	Part-time	564	16.02%	328	11.74%	892	14.12%

Note 1: Employee structure data for 2025 is based on figures as of December 31, 2025. Percentages are rounded, so the total may not add up to 100%.

Note 2: Job definitions: Technical staff includes personnel in technical, R&D, and manufacturing roles; other staff includes personnel in marketing, sales, and operations roles

Note 3: Definition of employment contract: Permanent term refers to permanent employment contracts, including seconded personnel, regular employees, R&D alternative service personnel, and consultants; Contract term refers to employment contracts with a fixed term, including contract workers, part-time students, and interns

Note 4: Definition of employment type: Full-time refers to full-time workers (working at least 8 hours per day), including second-class personnel, regular employees, R&D alternative service personnel, and consultants; part-time refers to non-full-time workers (working less than 8 hours per day), including contract workers, part-time students, and interns

5.2.2 Diverse and Inclusive Workplace

GIGABYTE is committed to safeguarding employees' labor rights, promoting gender equality, and providing equal employment opportunities to job seekers. We also actively recruit members of the "Strong Generation" to support their career planning and employability. To foster a diverse and inclusive workplace, GIGABYTE actively recruits individuals with disabilities and provides job opportunities tailored to their abilities and aptitudes. By the end of 2025, GIGABYTE employed 33 employees with disabilities and 21 members of underrepresented groups in Taiwan. Additionally, GIGABYTE supports female employees in leveraging their strengths in the workplace; in 2025, the proportion of female managers reached 28.95%, and the proportion of female senior executives was 15.94%; the proportion of women in STEM-related positions was 27.40%.

In the era of global digital transformation, GIGABYTE continues to recruit international talent to expand its global market presence. Enhancing cultural diversity in the workplace further sparks and inspires innovation. To help employees from diverse cultural backgrounds quickly integrate into the GIGABYTE family, we have organized various activities and support measures to foster an inclusive workplace. For example, in 2025, GIGABYTE arranged three social gatherings for international colleagues at the Nanping Factory, allowing employees to experience the festive and communal atmosphere while working far from home, while also strengthening bonds among colleagues. Furthermore, for our Indigenous colleagues, we legally guarantee their entitlement to "Indigenous Ritual Leave" and actively encourage them to return to their tribes to participate in traditional celebrations, thereby preserving cultural heritage.

Percentage of Female Employees

Overview of Female Representation	2022	2023	2024	2025
Ratio of female employees	41.09%	40.56%	42.45%	44.25%
Ratio of female employees in management roles	27.25%	27.87%	28.99%	28.95%
Ratio of female employees in junior management roles	-	32.52%	33.84%	34.12%
Ratio of female employees in senior management roles	-	12.12%	21.38%	15.94%
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%	47.00%
Ratio of female employees in all STEM roles	39.58%	40.80%	42.09%	27.40%

Global Employee Distribution

Workplace	Persons	Ratio
Taiwan	3,359	53.18%
Mainland China	2,878	45.57%
Other parts of Asia	15	0.24%
Americas	39	0.62%
Europe	25	0.40%

Note: The statistics in this table include both full-time and part-time employees

Employee Nationality Distribution

Nationality	Ratio of Employees	Ratio of Employees in Management Positions
Taiwan	45.33%	12.35%
Mainland China	44.90%	5.67%
Other	9.77%	0.27%

Note 1: "Other" includes Japan, Russia, Malaysia, France, and other countries

Note 2: Calculation formula = Number of people in that category / Total number of people



5.2.3 Talent Recruitment and Retention

GIGABYTE has established clear foundational recruitment standards and seeks diverse talent across nationalities and disciplines based on the development priorities of each business group and department. We also place great emphasis on empowering the younger generation, hosting long-term product design competitions to provide students with an excellent platform to apply their knowledge and creativity, broaden their career horizons, and gain practical experience.

2025 Team Up, Fight On x Project Eagle - Expanded Recruiting Campaign

In response to our rapid business growth in recent years, GIGABYTE continues to pursue technological advancement and bridge the gap between industry and academia. Since 2022, under the banner of "Team Up, Fight On," we have expanded our recruitment efforts to attract cross-disciplinary talent, offering numerous positions across R&D, product management, sales, integrated marketing, design, and more. We attract talent with competitive salaries and benefits, provide a global market stage, and allow elite professionals from all fields to fully realize their potential, and help chart a visionary blueprint for the future.



Results of the 2025 Team Up, Fight On x Project Eagle

Online Recruitment Campaign	In-Person Recruitment Events
- Media and campus recruitment website impressions: Over 600,000 - Social media impressions: Over 30 million	- A total of 6 recruitment seminars were held, attracting 658 participants, with an event satisfaction rate approaching 100% - Nearly 2,400 resumes received; applications for the "Team Up, Fight On" program increased 6.7 times compared to last year

Industry-Academia Collaboration to Cultivate Young Talent

Giga Computing and Tsinghua University Team Up to Win Second Place at ISC 2025 European Supercomputing Competition

To cultivate cross-disciplinary talent in AI and HPC, Tsinghua University and Giga Computing have once again joined forces to support student participation in international computer competitions, allowing them to compete against global competitors and hone their hardware-software integration skills in solving real-world problems. The team was coached by former competitors, who helped develop strategies for tackling challenges through pre-competition simulations. Leveraging the high-performance computing power of GIGABYTE servers, students were able to focus on data processing and model optimization, thereby enhancing their competitive edge.



In addition to providing the hardware and technical support required for the competition, Giga Computing also assisted with pre-competition tasks such as system debugging and equipment tracking, ensuring optimal resource allocation for the competition challenges. Ultimately, this support helped the Tsinghua team secure second place at the European Supercomputing Competition.

Bestyfield International Provides Learning Resources and Internship Opportunities for Vocational Students

In 2025, Bestyfield International invested over TWD\$10 million to provide internship opportunities for 12 students at Jinwen University of Science and Technology, enabling them to participate in the "Circular Economy Category: Production Line Implementation Site Construction Project." The company also provided TWD\$200,000 in scholarships to help economically disadvantaged students pursue their studies with peace of mind. Through these internship opportunities and financial support, students are able to transition into the workforce early, gain practical experience, and strengthen their professional skills.

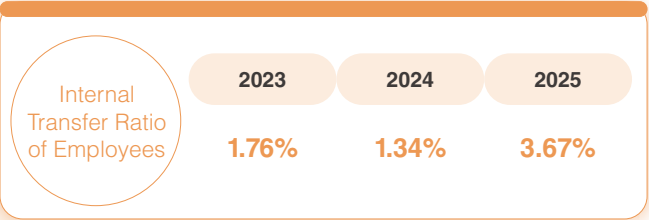


Additionally, the company is deepening its roots in vocational education. With the support of Ming Chi University of Technology's USR program, Bestyfield International co-organized the "ESG Laptop Eco-Recycling Collaborative Learning Presentation" at Neihu Technical High School, providing technical support and laptop components. Bestyfield International engineers served as instructors, guiding Taipei Municipal Neihu Vocational High School students—along with students from Taipei Xihu Experimental Junior High School—through laptop disassembly and reassembly, software installation, and AI application demonstrations. This hands-on process helped students understand the value of resource reuse while allowing them to apply their knowledge and showcase their talents.

Employee Hiring Rate and Turnover Rate

In 2025, GIGABYTE's overall employee new hire rate was approximately 42.41%, with 3.67% being internal re-assignment. The overall turnover rate was 43.87%, and the voluntary turnover rate was 30.29%. A closer examination of employee turnover by region reveals that the primary reason for the rise in voluntary turnover was the expiration of contracts for winter break workers and students in mainland China (mostly on fixed-term contracts) or their early departure due to personal plans (particularly the large number of employees returning home before the Lunar new year), coupled with increased recruitment efforts. In Taiwan, the voluntary turnover rate was 10.1%, and across all age groups and genders, it remained below the management target of 15%. Analysis and surveys of the reasons for turnover among employees in Taiwan revealed that personal career development was the primary factor. In the future, we will enhance explanations of job responsibilities during interviews with new hires to ensure that job seekers' understanding of the role aligns with reality. Additionally, we will provide comprehensive support to employees through measures such as leave of absence without pay and educational subsidies.

In recent years, Gigabyte has expanded its organizational structure in response to rapid business growth. Faced with increased demand for talent, the company not only recruits outstanding talent from outside the organization but also promotes internal talent mobility by establishing an internal job posting platform. Furthermore, in light of the widespread talent shortage facing the industry, Gigabyte launched a Key Talent Inventory Program in 2025 to improve the retention rate of key talent and maintain the company's competitiveness.



Total Number and Percentage of New Hires in 2025

Region	Taiwan				Mainland China			
	Male		Female		Male		Female	
≤30 years old	150	30.67%	276	38.82%	2,519	66.08%	1,157	66.29%
Ages 31–50	93	8.72%	106	10.14%	82	21.54%	77	24.08%
51 years and older	8	2.92%	4	1.54%	0	0.00%	0	0.00%

Note 1: New hire ratio = Number of new hires in that category for the year / (Headcount at the end of the previous year + Number of new hires for the current year)
Note 2: Total new hires in Taiwan: 637; total new hires in Mainland China: 3,835; total annual new hires: 4,472.

Total Number and Percentage of Employee Turnover in 2025

Category	Region	Taiwan				Mainland China			
	Gender	Male		Female		Male		Female	
Voluntary Turnover	≤30 years old	89	20.79%	100	18.69%	2,055	57.35%	877	56.22%
	Ages 31–50	76	6.31%	134	12.49%	89	20.46%	70	19.44%
	51 years and older	11	3.97%	16	5.90%	0	0.00%	2	0.68%
Involuntary Turnover	≤30 years old	3	0.74%	2	0.46%	1,030	40.27%	506	42.56%
	Ages 31–50	8	0.81%	5	0.53%	7	1.98%	15	4.92%
	51 years and older	0	0.00%	1	0.39%	0	0.00%	0	0.00%

Note 1: Employee turnover rate = Number of resigned employees in that category for the year / (Headcount at the end of the previous year + Number of new hires in the current year)
Note 2: The total number of resigned employees in Taiwan was 445, and in Mainland China it was 4,651. The total number of resigned employees was 5,096.

GIGABYTE Turnover Rates Over the Past 4 Years

Turnover Rate	2022	2023	2024	2025
Overall turnover rate	43.21%	39.22%	42.65%	43.87%
Voluntary turnover rate	39.75%	15.40%	13.42%	30.29%
Involuntary turnover rate (including retirement, contract expiration, layoffs, etc.)	-	-	-	13.57%
Turnover rate for new hires within one year	-	-	-	61.33%

Note 1: The scope of the turnover rate includes permanent and contract employees
Note 2: The involuntary turnover rate and the turnover rate of new hires within one year will be tracked and calculated starting in 2025



Solid Remuneration Structure

GIGABYTE's remuneration system is determined based on factors such as job grade, education and experience, years of service, and fair performance evaluation results, ensuring that salaries accurately reflect employee contributions. For detailed information on employee and director remuneration, please refer to [GIGABYTE's 2025 Annual Report](#), p.76. The number of full-time employees in Taiwan who have not held managerial positions, along with their average and median salaries, can be found on the [Market Observation Post System](#). In addition to base salary, GIGABYTE offers a variety of incentive programs, such as seniority bonuses, patent awards, quarterly bonuses, and performance bonuses. Furthermore, GIGABYTE adjusts employee salaries based on indicators such as the current year's consumer price index, industry salary adjustment standards, and civil servant salary adjustment rates, as well as performance evaluation results. Achievement bonuses are also awarded upon meeting work objectives to attract and retain top talent.

Ratio of Entry-Level Employee Salaries to Local Minimum Wage at Major Operating Locations

Region	Taiwan																Mainland China			
Company	GIGABYTE		Giga Computing		GIGAIPC		Bestyield International		G-STYLE		Cloudmatrix		Myelin Tek		Selita		Dongguan Factory		Ningbo Factory	
Gender	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Salary vs. local Minimum Wage Ratio	1.04	1	1.03	1.02	1.05	-	1.17	1.12	-	1.47	1.01	1.05	2.97	-	-	1.78	1.37	1.37	1	1
2025 Local Minimum Wage	28,590 TWD																2,080 CNY		2,490 CNY	

Note 1: The salary base is the full-time salary for entry-level employees, excluding bonuses, overtime pay, and allowances

Note 2: GIGAIPC, G-STYLE, Selita Precision, and Myelin Tek do not have employees of that gender; therefore, the employee salary-to-local minimum wage ratio in the table above is indicated by a hyphen "-"

Gender Pay Ratios and Pay Increase Rates at Major Operating Locations

Region	Taiwan																		Mainland China			
Company	GIGABYTE				Giga Computing	GIGAIPC		Bestyield International		G-STYLE		Cloudmatrix		Myelin Tek		Selita		Dongguan Factory	Ningbo Factory			
	Headquarters		Nanping Factory																			
Gender	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	0.77	1.00	-	1.00	0.55	1.00	0.12	1.00	0.88	-	-	1.00	-	1.00	2.00	-	-	1.00	1.07	1.00	1.20
Mid-level Management	1.00	0.98	1.00	1.00	1.00	0.93	1.00	0.92	1.00	1.00	-	-	-	-	1.00	1.44	-	-	1.00	1.00	1.00	1.00
Junior Management	1.00	0.95	1.00	0.84	1.00	0.88	1.00	0.74	1.00	0.89	-	-	-	-	-	-	-	-	1.00	0.99	1.00	0.95
Senior Specialist	1.00	0.88	-	-	1.00	-	1.00	-	-	-	-	-	1.00	-	-	-	-	-	-	-	1.00	-
General Specialist	1.00	0.91	1.00	0.82	1.00	0.82	1.00	0.78	1.00	0.89	-	-	1.00	0.85	1.00	-	-	-	1.00	0.95	1.00	0.88
Past three years average salary ² adjustment	3%		3%		3%		3%		3%		3%		3%		3%		3%		2.3%		4.6-5.9%	

Note 1: Remuneration: Salaries of full-time employees (including bonuses, overtime pay, allowances, etc.)

Note 2: Average salary: Includes base pay, living allowance, and meal allowance, but excludes annual bonuses

Note 3: Due to insufficient years of service for senior management positions at the three subsidiaries—Giga Computing, GIGAIPC, and Myelin Tek—there is a significant variance in annual remuneration ratios

Information on Salaries of Full-Time Non-Managerial Employees

Year	2024	2025
Average Salary (TWD thousand)	1,655	1,678
Median Salary (TWD thousand)	1,020	1,032

Note: Disclosure scope is GIGABYTE individual

Employee Performance Evaluation

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 remuneration and promotion. They are also used to encourage employee development and provide counseling. Currently, GIGABYTE and its subsidiaries—G-STYLE, Giga Computing, Bestyield International, and Myelin Tek—have all implemented performance evaluation systems.

Types of Performance Evaluation

Type	Evaluation Method	Frequency
Team Goal Management	At the end of each year, GIGABYTE communicates the company's new annual goals to all departments and managers. Managers then develop work plans tailored to their department's operations, while setting team goals and weightings to align with and ensure the achievement of the company's annual objectives	Once a year
Individual KPI Management	• Applicable to: Indirect staff with 3 months or more of service; employees at Grade 8 or above, for whom the year-end presentation serves as the basis for performance evaluation. Detailed regulations are based on relevant performance management policies • Managers communicate and explain the department's annual goals to team members, and establish well-defined individual work goals based on the "SMART principles," ensuring that the set KPIs are verifiable and achievable • Scheduled performance reviews with employees are held at the mid-year and year-end to understand work progress and provide timely assistance and adjustments	Twice a year
360-Degree Competency Assessment	Applicable to managerial staff, this multi-dimensional evaluation assesses their performance in areas such as communication, leadership, and administrative management	Conducted once every three years based on job level

Percentage of employees participating in individual KPI performance evaluations

Position	Male	Female	Overall
Management	100%	100%	100%
Professional	100%	100%	100%

Note 1: The evaluation ratio includes major operational locations (Taiwan and Mainland China)

Note 2: The evaluation period includes mid-term and end-of-term evaluations

Employee Satisfaction Survey

GIGABYTE aims to better understand employee feedback and further improve the work environment and teamwork, in 2025, the Company partnered with a third-party organization to conduct an anonymous employee satisfaction survey. The survey focused on six key dimensions: "Work Performance, Collaboration, Remuneration, Leadership, Development, and Promotion." Based on the survey results, the company formulated strategies to address each area, aiming to improve and strengthen organizational development to enhance employee satisfaction and engagement. The survey was conducted from November 21 to December 10, 2025, and employees at GIGABYTE's main operational sites and subsidiaries in Taiwan were invited to participate. The response rate was 65.73%, with an overall satisfaction score of 4.55 out of 6. The company plans to conduct this survey annually to track changes in employee satisfaction over time.

Based on the 2025 survey results and comparative analysis with industry peers, GIGABYTE's talent management strategy will focus on three core areas: "deepening talent development, optimizing communication mechanisms, and strengthening leadership transformation." The company is committed to transforming management systems into tangible organizational influence, shaping a unique workplace culture from the inside out. By establishing a transparent, two-way dialogue platform and empowering managers to lead team transformations, the company aims not only to foster a shared sense of purpose and belonging among employees but also to strengthen talent retention, thereby building the key competitive edge for sustainable corporate growth.

Comprehensive Employee Benefits and Retirement Plans

GIGABYTE has established a comprehensive benefits system. In addition to the insurance, leave, retirement, and health check-up programs required by law, the company also offers numerous benefits that are better than legal requirements, creating a comprehensive support network for employees. Meanwhile, the Joint Employee Welfare Committee regularly updates and enhances benefit policies and promotional activities for employees; Furthermore, to help every employee achieve a healthy work-life balance, GIGABYTE has introduced various policies and initiatives—such as flexible working hours, Family Days, club activities, and diverse Employee Assistance Program (EAP) activities.

I Comprehensive Employee Benefits

Programs	Description
Insurance Plans	In addition to the statutory Labor Insurance and National Health Insurance in Taiwan, the company also offers comprehensive group insurance, including life insurance, accident insurance, medical insurance, and critical illness insurance, which are open to employees and their dependents. The insurance coverage provided at the Dongguan and Ningbo Factories includes life, medical, and disability coverage.
Living Allowances	- Provides subsidies for childbirth, hospitalization, funerals, marriage, education, and emergency assistance - Childcare allowance: A monthly subsidy of TWD\$3,000 is provided to employees in Taiwan with children under the age of 2
Living Stipend	- Bonuses for the three major festivals: Lunar New Year, Dragon Boat Festival, and Mid-Autumn Festival - Employee Birthday Gifts and Domestic/International Travel Subsidies - Annual allocation of fixed points for employees to freely purchase charitable products, small-scale farmer products, etc. In 2025, each employee will receive 15,000 TWD, with an additional 10,000 TWD provided at year-end as a token of appreciation
Long-Term Incentive Programs	- Employee Stock Ownership Trust: Employees at certain job levels or above may allocate a specified percentage of their monthly salary or bonus to a trust fund to purchase company stock. The company matches this contribution as an incentive, sharing business results with employees to strengthen their sense of belonging to the company; As of 2025, 40.6% of eligible employees in Taiwan have participated in the Employee Stock Ownership Plan (ESOP) (Note: The Dongguan and Ningbo Factories currently do not have an ESOP in place) - Long-Service Employee Recognition: A seniority award system has been established to encourage long-term career development and enhance a sense of belonging. In 2025, 602 employees were awarded for five or more years of service
Employee Benefits	- We regularly sign agreements with restaurants, childcare centers, and other providers to offer GIGABYTE employees discounted rates - Employees purchase discounts on company products; free cultural lectures, music performances, or discounted tickets

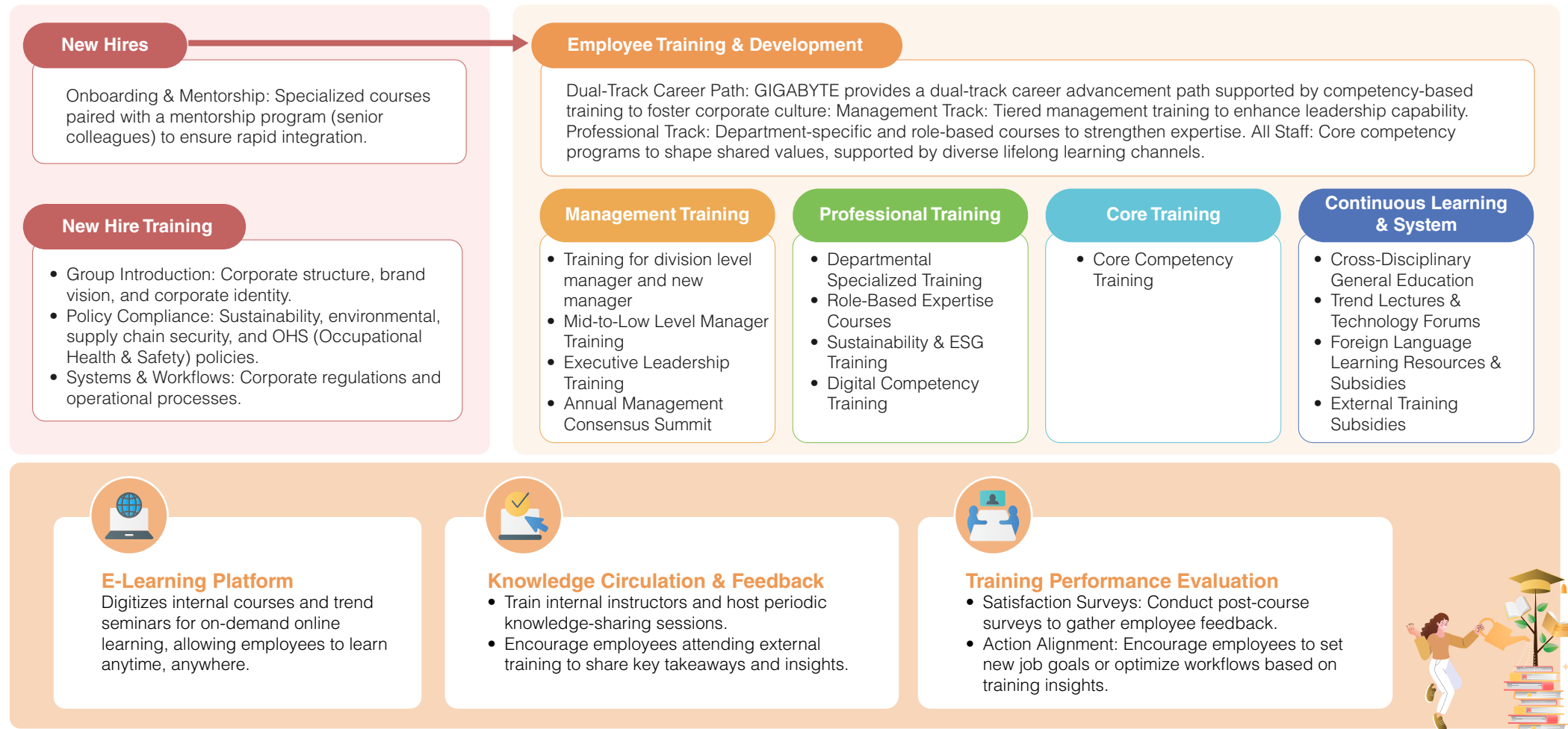
Note: Employee benefits may vary depending on the location and nature of the business

Programs	Description
Flexibility Work Schedule	- Work schedules and regulations are defined based on job nature, including fully flexible shifts, one-hour flexible shifts, and half-hour flexible shifts - Employees in Taiwan with children under the age of 2 are eligible for a 2-hour flexible start and end time
Special Leave System	Special leave is provided to employees in accordance with the law, and all special leave requests are approved with full pay. For special leave not taken in the current year, employees may apply to carry it over for one year in accordance with the law; if it remains unused by the end of that period, the company will calculate and pay the full salary equivalent to 100% of the unused days
Comprehensive Physical and Mental Health Care	- Free health checkups: Employees with at least two years of service receive an annual checkup if aged 40 or older, and a checkup every two years if under 40. Additionally, subsidies are provided for health checkups for senior executives, high-risk employees, and employees in specific age groups - Promoting the Gigahealth-health incentive program to help employees manage risk factors for chronic diseases - Implementation of an Employee Assistance Program (EAP) offering counseling services in areas such as mental health, work-related issues, management, financial planning, medical care, and legal matters to support employees' well-being and mental health
Diverse Clubs Recreational Activities	- A total of 44 clubs, covering diverse categories such as various sports, environmental services, crafts, and esports research - We periodically organize events such as esports tournaments, sports days, family days, Lunar New Year parties, factory tours, and food festivals to foster employees' diverse interests and promote interaction - In 2025, a total of 2,130 employees participated in esports tournaments and Family Day events organized by the Employee Welfare Committee
Retirement Plans	- In Taiwan, in addition to setting aside employee retirement reserves in accordance with the "Labor Standards Act" and the "Labor Pension Act," a "Staff Retirement Reserve Supervision Committee" has been established to deposit funds into a dedicated employee retirement fund account - Additional retirement gratuities and retirement ceremonies - Provide one-on-one interviews, career/legal consultations, and opportunities to join company clubs, among other transitional assistance programs designed to promote continued employability and career planning

5.2.4 Talent Cultivation and Development

GIGABYTE has established diverse educational and training resources and a dual-track Talent Cultivation and Development system tailored to employee needs and career development planning. Combined with a performance management mechanism, this ensures that every GIGABYTE employee can fully realize their potential and self-actualize throughout their career development, growing alongside the company to maintain core competitiveness. For new hires, professional staff, and department/division-level managers, we provide training courses covering core competencies, management skills, specialized knowledge, and general education. We also plan diverse learning channels to encourage employees to pursue self-directed learning and development through self-study and external training, thereby expanding their career knowledge base and gaining a firm grasp of the company's future vision and current achievements. Additionally, we organize regular knowledge-sharing sessions to foster mutual learning and growth among employees. In addition to training for current employees, GIGABYTE also provides specialized training courses for new hires based on the unique characteristics of each operational location and facility, taking into account the foundational knowledge and concepts required for different roles, to help new employees quickly adapt to their work and environment.

I GIGABYTE Talent Cultivation and Development Framework





Group Employee Education and Training

Each year, GIGABYTE integrates technology trends and the company's future development direction to design internal training programs. By combining in-person and online formats, the company focuses on cultivating workplace soft skills such as career development and work management. A curated series of articles is provided to allow employees to flexibly participate in various training initiatives. The company supports and assists employees in their all-around career development; through diverse training topics, it helps teams clarify their work goals and aspirations, thereby enhancing cohesion between department heads and colleagues. In 2025, the Group conducted a total of 30,404 training sessions, with an average of 22.37 training hours per employee.

Training Formats in 2025

Training Formats	In-Person Training	Online Training
Number of Sessions	28,665	1,739
Total Training Hours	66,790	10,465

Major Categories of Training Programs Offered in 2025

Categories	Management Competency	Core Competency	Professional Training	General Education Courses
Description	Enhance management capabilities with a focus on "how to lead people, manage teams, and make decisions"	Organizational Competencies (Six Core Competencies): Establishing Shared Values and Work Methods	Professional knowledge, skills, and practical applications relevant to one's role	Cross-disciplinary knowledge, awareness of trends, and work skills to cultivate transferable competencies and learning flexibility
Total Sessions	170	5,247	23,630	1,357
Total Class Hours	3,213	19,448	32,096	22,497

Note: The table above summarizes the main categories of the Group's training programs; other items (such as external training and other diverse continuing education programs) are not included in these classifications.

Education and Training in 2025—Categorized by Gender and Job Function

Gender	Male				Female				Total			
Item	Total Hours	Total Visits	Number of Employees	Average Hours	Total Hours	Total Visits	Number of Employees	Average Hours	Total Hours	Total Visits	Number of Employees	Average Hours
Professional	75,726	34,995	2,699	28.06	46,102	23,706	2,460	18.74	121,829	58,701	5,159	23.61
Management	13,599	6,374	822	16.54	5,852	3,107	335	17.39	19,451	9,481	1,187	16.79
Total	89,325	41,369	3,521	25.37	51,955	26,813	2,795	18.58	141,279	68,182	6,316	22.37

Note 1: Average hours = Total training hours / Number of employees in that category

Note 2: Average training hours data has been verified by a third party

Education and Training in 2025 – Categorized by Operating Location

Region	Taiwan						Mainland China					
Gender	Male			Female			Male			Female		
Item	Total Hours	Total Visits	Average Hours	Total Hours	Total Visits	Average Hours	Total Hours	Total Visits	Average Hours	Total Hours	Total Visits	Average Hours
Professional	12,733	8,727	11.18	16,756	11,609	10.32	62,993	26,268	40.38	29,346	12,097	35.06
Management	9,088	4,478	15.20	3,896	2,261	17.71	4,511	1,896	20.14	1,956	846	16.77
Total	21,821	13,205	12.56	20,653	13,870	11.21	67,504	28,164	37.84	31,302	12,943	32.85

Note: Average hours = Total training hours / Number of employees in that category

Employee Development Program

GIGABYTE firmly believes that our employees are the core driving force behind the company's sustainable vision. We are not only committed to providing opportunities for career development but also view every employee as a long-term partner in mutual growth, having established a comprehensive system of training and support. From onboarding training for new hires to help them integrate into the organizational culture; to mid-career "diversified professional skills training" and "leadership development courses," which integrate industry trends to equip employees with the competitiveness needed to navigate technological change; and even to comprehensive "retirement preparation and senior wellness planning"—we provide transition and support mechanisms at every critical stage of employee development. This helps employees achieve all-around growth that balances professional achievement with physical and mental well-being, working together to create sustainable value that benefits both the company and its talent.

Program	Summary of Content	2025 Implementation Results
New Hire Training	• Training Objective: Build brand identity and help new hires quickly integrate into the organization and its culture • Training Content: Includes an overview of the Group covering remuneration and benefits, administrative services, supply chain security, and brand guidelines, combined with on-site factory tours, enabling new hires to quickly grasp basic internal guidelines and understand the company's development vision.	• Total Training Hours: 78,412 • Average training hours per new hire: 15.2 hours
Overseas Assignment Experience	• Program Objective: To cultivate a global business perspective and strengthen cross-cultural communication and management skills • Program Content: Provides opportunities for overseas projects or rotations to cultivate leaders with an international perspective and cross-cultural management capabilities	Number of assignees: 59
Internal Trainer Program	• Program Objective: To preserve the company's core technologies and expertise and establish a culture of knowledge sharing • Program Details: Through training in teaching techniques, transform organizational/team knowledge into standardized teaching materials to promote the internal transfer of experience	Number of internal trainers developed: 128
Leadership and Management Competency Training	• Training Objective: To enhance managerial competence and ensure alignment between management decisions and strategic goals • Training Content: Topics include talent recruitment and interviewing, and the role transition for new managers	170 training sessions conducted, totaling 3,213 training hours
AI Skills/Digital Transformation Training	• Training Objective: To foster innovative thinking and improve employees' efficiency in using digital tools • Training Content: AI analytics applications, AI programming, and AI applications in the manufacturing industry	• 70 training sessions • 1,334 participants
Sustainability Training	• Training Objective: To instill a culture of sustainability, strengthen the connection between business operations and sustainability, and enhance adaptability to sustainability regulations • Training Content: Corporate sustainability and Biodiversity issues, trends in supply chain human rights management, and internal training for the Group's RBA audits	• Total sessions: 142 (including internal and external training) • Total participants: 1,911 [Group Sustainability Training] • Course Satisfaction Rating: 4.84 (out of 5) • Average Post-Course Test Score: 94.5 (Passing Score: 60) • In 2025, suppliers were invited to participate for the first time, and the sessions were simultaneously recorded to allow interested employees to view the courses
Retirement Support Program	• Program Objective: To support employees in transitioning to retirement and provide care for their post-retirement careers • Program Details: Provide pre-retirement career transition counseling, health management, or job reassignment planning based on individual needs	Number of participants: 2

Note: GIGABYTE promotes diverse employee development programs. Each unit (including subsidiaries) tailors program content to align with the annual work objectives, vision, and needs

5.3 Occupational Health and Safety

5.3.1 Environmental Safety and Health

Occupational Safety and Health Policy

GIGABYTE has established the "[Occupational Safety and Health Policy](#)," which applies to GIGABYTE Group, its domestic and international subsidiaries, and contractors or individuals under the company's supervision. This includes employees, people entering the workplace and their activities, workers, contractors, visitors, and other personnel, as well as individuals in the vicinity of the workplace who may affect the organization's activities. A summary of the relevant policy is as follows:

- 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

Additionally, GIGABYTE has obtained ISO 45001:2018 Occupational Health and Safety Management System certification. The scope of the management system covers the Headquarters, the Nanping Factory in Taoyuan, the Dongguan Factory in China, and the Ningbo Factory. The system applies to employees, contractors entering the premises, visitors, and individuals in the vicinity of the workplace who may affect the organization's activities. Although subsidiaries such as Giga Computing, Bestyield International, Cloudmatrix, and Myelin Tek, as well as the Silicon Valley office of the subsidiary GIGAIPC, have not yet obtained certification, they are still required to adhere to the spirit of ISO 45001:2018 and continue to implement Occupational Health and Safety management measures to ensure the safety and health management standards across all operational sites. (For quality and environmental certifications, please refer to the [GIGABYTE Sustainability Website](#).)

Regarding the deliberation of Occupational Safety and Health Policies and Matters, we uphold the spirit of continuous improvement to constantly optimize and control the company's Occupational Safety and Health risks, ensuring a safe and healthy work environment for employees. GIGABYTE's Occupational Safety and Health Management Plan is divided into 16 categories, including workplace hardware inspections, the establishment of operational standards and training, health promotion, disaster response, and performance evaluations of various programs, with annual controls and audits implemented.



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 Committee

To effectively implement occupational safety and health management, GIGABYTE has established dedicated EHS liaisons within each business group and formed an Occupational Safety and Health Committee. This committee comprises representatives from the Group's General Operations Management Center, each business group, and labor representatives constituting more than one-third of the committee's membership. It also holds joint quarterly meetings with the occupational safety and health committees of its subsidiaries. The committee deliberates on Occupational Safety and Health Policy and matters, continuously optimizing and controlling the company's occupational safety and health risks in the spirit of continuous improvement to ensure a safe and healthy work environment for employees.

Topics for Discussion by the Occupational Safety and Health Committee in 2025

Topics for discussion by the Committee in 2025 include: coordinating and recommending occupational safety and health management plans, reviewing implementation plans for safety and health education and training, various safety and health proposals, occupational accident investigation reports, and evaluating on-site safety and health management performance. Specifically, improvement plans regarding "fire emergency response safety facilities and on-site electrical safety controls" were proposed in the first and second quarters, with a subsequent implementation compliance rate of 100%.



Hazard Identification and Risk Assessment

GIGABYTE identifies potential hazards through occupational safety and health risk identification and establishes annual management plans for control and improvement. Each business group conducts regular risk assessments covering operational processes, equipment, materials, and the environment. Significant risks are identified based on risk levels to ensure that operational control measures are comprehensive and, where necessary, improvements are made to prevent occupational accidents.

Results of the 2025 Risk Classification Assessment for Major Operating Sites

Risk Level	Level 1	Level 2	Level 3	Level 4
	High < ----- > Low			
Number of Risks (Cases)	6	128	94	549

Note 1: Major locations include the Headquarters, the Taipei Silicon Valley Park office, and three factories
Note 2: Tier 1 high-risk incidents in 2025 primarily include: building collapse due to earthquakes resulting in injuries to personnel or damage to machinery and equipment, etc.

Following the risk identification process, GIGABYTE initiated a review of its operational management procedures to verify the completeness of the company's current operational standards and began addressing management gaps. Specifically, for Level 1 high-risk incidents, the company implemented risk control measures such as establishing or revising operational standards, increasing the frequency of monitoring and measurement, and enhancing communication and training. These measures were also prioritized in the management of environmental, health, and safety (EHS) objectives and programs. Moving forward, the company will continue to manage occupational health and safety risks using the PDCA cycle.

Incident Investigation Process

GIGABYTE has established "Incident Reporting and Handling Work Instructions" to strengthen employees' understanding of occupational accident reporting, form completion, review, submission, and handling procedures. Additionally, the "Labor Health and Safety Work Rule" has been established to clearly convey the requirement that "if a situation arises during work that endangers the safety of colleagues or oneself, work must be stopped immediately; work may resume only after coordination has ensured that the situation no longer poses a threat to others or oneself."

Occupational Safety and Health Risk Assessment Process





Occupational Safety and Health Management Plan and Performance

Operational Environment Monitoring

GIGABYTE monitors CO₂ concentrations and illuminance levels in the environment annually in accordance with regulations and the nature of work in each department. We also monitor isopropyl alcohol, tin, noise, and other factors generated by operational needs, as well as conducting independent monitoring of environmental radiation and equipment temperatures. Furthermore, we conduct monthly 5S audits to promptly address environmental deficiencies and actively ensure the safety of the work environment for all employees.

Item	2025 Monitoring Results	Improvement Actions
 CO ₂ Concentration	Headquarters: CO ₂ levels are well below the legal limit of 5,000-ppm. We have voluntarily raised our CO ₂ tolerance standards, aiming to reduce CO ₂ concentrations in all floor areas to below 1,500 ppm	Strengthened self-monitoring in areas exceeding the 1,500-ppm standard, assessed and implemented relevant improvements, including installing additional fresh air intakes and repairing equipment; CO ₂ concentrations decreased following implementation
 Noise	Due to a sharp increase in operational demands, the highest ambient noise level measured in 2025 at the product verification laboratory of our subsidiary, Giga Computing, was 109.2 dB, exceeding the statutory standard (90 dB).	- The non-compliant work area is a separate testing zone used solely for machine testing, and measures to separate personnel from machinery have been implemented. - On-site personnel are provided with noise protection equipment, and on-site supervisors manage the equipment - Measurements in multiple staffed work areas exceeded 80 dB. To ensure personnel hearing health, offices have been separated from machine rooms, and work hours in these areas have been reduced - In 2025, noise protection measures were implemented in one IT server room; following the improvements, staff in the seating area outside the server room no longer hear the noise source.
 Temperature of Electrical Equipment	To reduce the risk of fire hazards, Headquarters monitor temperature risks for high-power equipment. When temperatures exceed the original temperature by ±5–10° C or when wiring usage exceeds the load capacity, the area supervisor is notified to implement corrective measures.	In 2025, for equipment exhibiting significant temperature anomalies, the relevant area supervisor will be notified to control power consumption, while the Environmental and Safety Management team will continue to monitor and track ambient temperatures

Automatic Inspections 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.

Hazardous and Toxic Substances Awareness

The Environmental, Health, and Safety (EHS) department conducts annual audits of the storage locations, labeling status, and documentation management of the company's chemicals and hazardous substances, creates distribution maps, and implements corrective actions for deficiencies. It also provides general awareness courses on hazardous substance management, organic solvents, and chemicals for high-risk employees, while strengthening training for operations supervisors to enhance employees' understanding and sensitivity toward hazardous chemicals and reduce potential risks. In 2025, eight general awareness training sessions on hazardous and harmful substances were held, with a total of 236 participants.

Group Occupational Safety and Health Training

GIGABYTE uses methods such as prize quizzes, email newsletters, and training programs to enhance employees' hazard awareness and disaster response capabilities. In addition to requiring new hires to complete occupational safety and health training courses, the company also provides training to current employees in accordance with the law and assists them in obtaining relevant certifications (such as first aid personnel, fire safety managers, and organic solvent supervisors). Furthermore, in accordance with the ISO management system, the company cultivates and trains key personnel to conduct assessments and audits of the occupational safety and health management system.

Regular Training for Occupational Safety and Health Personnel	61 sessions / 808 participants
Group-wide Occupational Safety and Health Training	249 sessions / 3,269 participants



Contractor Management

GIGABYTE requires all contractors (including catering vendors, security personnel, cleaning staff, and long-term on-site personnel) to sign the "Contractor Management Instruction Manual" to promote general occupational safety and health precautions. Additionally, specific guidelines are established for tasks involving confined spaces or special operations. Contractors receive training upon entry to the facility, and monthly occupational accident surveys are conducted. In 2025, contractor training reached 57 person-times.

Emergency Response Measures

"Only by being thoroughly familiar with every procedure can one respond immediately in a crisis and avoid casualties." In recent years, several serious fire incidents have occurred in Taiwan. Taking these as a lesson, GIGABYTE Technology not only conveys evacuation and disaster prevention knowledge through seminars but also places great emphasis on practical fire safety drills for all employees, plans a series of disaster prevention measures, and intensifies training for members of the in-house fire brigade to ensure the smooth operation of task groups, implement clear division of labor, and enhance proficiency in task execution. Furthermore, GIGABYTE is a participant in the New Taipei City Government's Corporate Disaster Prevention Project.

	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 are updated annually, and designated areas are set up on each floor to store water, emergency food, and evacuation tools in advance to prepare for emergencies - The Group regularly conducts unannounced fire evacuation drills, forms fire response teams, and continuously promotes relevant training and practical exercises each year to strengthen employees' disaster prevention awareness and enhance emergency response capabilities

Occupational Injury and Accident Statistics

In 2025, GIGABYTE recorded a total of 14 occupational accidents at its Nanping and Ningbo Factories, with an overall recordable injury rate of 0.87 for the Group. Accidents this year primarily involved pinching, crushing, and falls during operations. Following incidents, the Group not only provided immediate medical treatment to injured employees but also notified design departments to improve safety measures in production areas. Additionally, case studies were compiled, awareness articles were published, and staff training was intensified.

Categories of Occupational Injuries		Employees		Non-employees		All Workers	
		Male	Female	Male	Female	Male	Female
Work-related injuries resulting in death	Number	0	0	0	0	0	0
	Ratio	0	0	0	0	0	0
Serious occupational injury	Number	0	0	0	0	0	0
	Ratio	0	0	0	0	0	0
Reportable occupational injuries	Number	6	7	1	0	7	7
	Ratio	0.74	0.90	20.64	0	0.85	0.89

Note 1: Scope of statistics: Taiwan includes GIGABYTE, Giga Computing, Bestyield International, G-STYLE, Cloudmatrix, Myelin Tek, Selita Precision, and GIGAIPC; Mainland China includes the Dongguan and Ningbo Factories. The statistics do not include commuting accidents; the total number of workers includes both employees and non-employees.

Note 2: The occupational injury rate is calculated on a "per million working hours" basis: Since non-employee workers are not full-time employees, their total working hours are lower, which may result in a relatively higher recorded occupational injury rate.

Note 3: A serious occupational injury refers to an injury that prevents or makes it difficult for a worker to return to their pre-injury state of health within six months.

5.3.2 Healthy and Happy Workplace

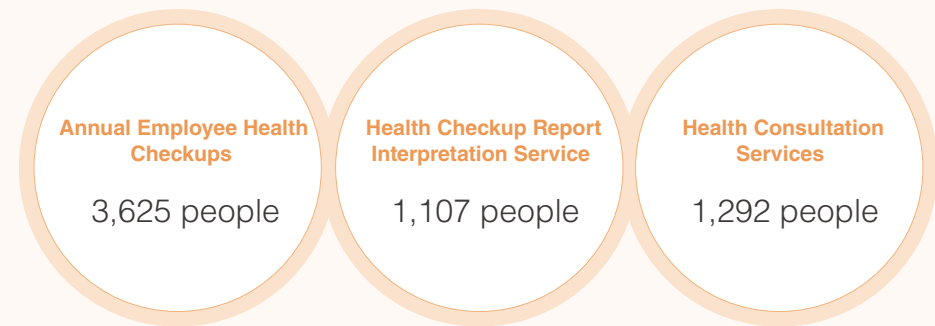
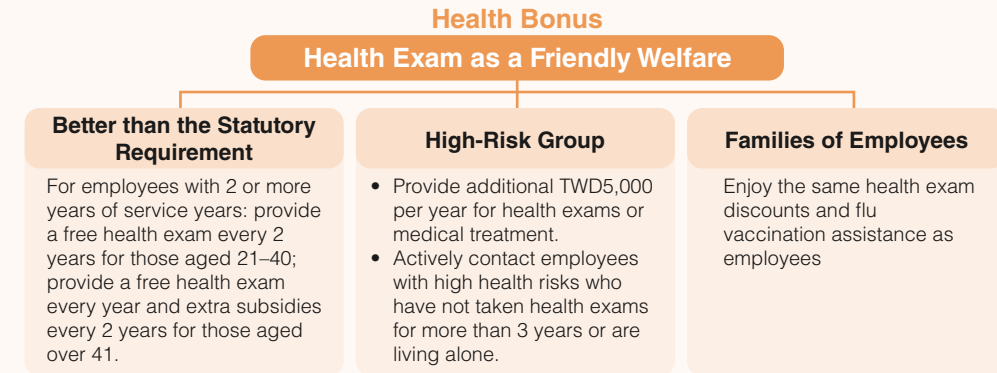
GIGABYTE creates a safe and friendly work environment for employees. Through comprehensive health management programs, the company actively helps employees identify risks to their physical and mental well-being and provides resources for monitoring and improvement. This enables employees to dedicate themselves fully to the company while also managing their personal health, thereby becoming healthy and happy members of the GIGABYTE family. In 2025, GIGABYTE obtained the "Certificate of Compliance for Self-Assessment of Workplace Health Promotion" from the Health Promotion Administration, Ministry of Health and Welfare. This is a new system introduced by the Health Promotion Administration that places greater emphasis on the actual outcomes of corporate health promotion initiatives, including the implementation of health policies, the establishment of a supportive environment, the promotion of health activities, employee engagement, as well as annual performance and continuous improvement plans. Passing this certification also demonstrates GIGABYTE's commitment to building a healthy and happy workplace.

GIGABYTE Health Management Program

Comprehensive Health Screening Services	- In addition to general health checkups, we offer a variety of discounted special health screening packages - Provides health check-up subsidies for specific groups to encourage early screenings and improve health - Proactively tracking the health status of employees who have not undergone checkups
Tiered Health Management	- Provide physician consultation services; occupational disease prevention and management - Establish a health risk classification system and formulate corresponding management strategies for each level - Monitor and promote improvements in the health status of high-risk employees
Health Promotion and Care	- Regularly provide health education and medical information; organize health-themed seminars and activities - Influenza vaccination - Health promotion activities for specific groups, such as: "Healthy Living" stress-relief and personal growth camps for managers, and strength and fitness classes - Emergency medical care and follow-up support
Employee Assistance Program	- Distribution of diverse themed wellness articles and email newsletters - Organizing lectures, workshops, and family-friendly outdoor activities - Consultation services in areas such as psychology, work, management, law, healthcare, and personal finance
Family-Friendly Workplace	- Prenatal care, lactation rooms, childbirth/childcare subsidies, flexible working hours, family care leave, parental leave, and other measures - GIGABYTE Happiness Station

Comprehensive Health Check-up Services

GIGABYTE implements health checkups that exceed legal requirements. Health checkups are conducted at the Headquarters and three manufacturing plants, with a 100% compliance rate regarding the frequency of examinations as stipulated by regulations. We continue to encourage employees to undergo health checkups through ongoing outreach and supervision. Additionally, the company signs annual contracts with designated clinics to provide discounted access to advanced health screening resources, such as heart rate variability (HRV) analysis, fecal occult blood testing, endoscopy, ultrasound, and CT scans, ensuring employees receive more comprehensive health information and protection. Furthermore, each factory site offers physician health consultation services; in 2025, the number of service visits reached 1,292, and the annual employee satisfaction rate for health services reached 92.51%.

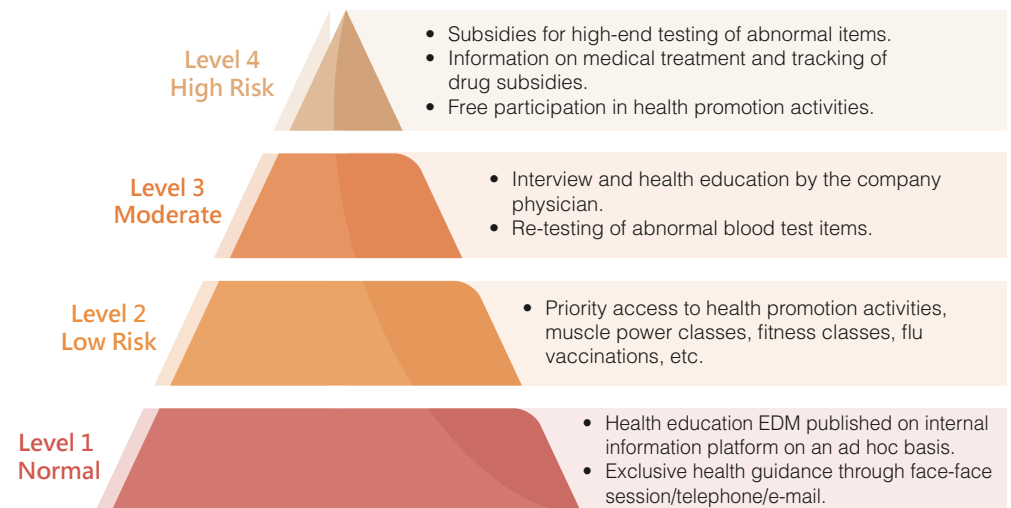


Tiered Health Management

"Precision Prevention" is GIGABYTE's core philosophy for employee health management. Through health education emails, comprehensive regular health check-up programs, and on-site medical consultation resources, we help employees identify health risks and respond to symptoms early. Occupational health nurses provide regular follow-ups and care for high-risk groups, thereby enhancing the overall physical well-being of all employees.

If an employee exhibits abnormal results in any of the key indicators—such as blood pressure, total cholesterol, or triglycerides—they are classified as a Level 4 high-risk individual, triggering special monitoring protocols. This management includes follow-up measures such as proactively scheduling physician consultations and health check-up follow-ups.

Following the 2025 health examinations, each operational site classified employees' health status based on the results and initiated specialized follow-up management, proactively arranging follow-up measures such as physician consultations and health check-up follow-ups. Among these, 156 new employees with Level 4 abnormalities were included in the follow-up mechanism; occupational physicians were arranged to conduct interviews, and employees with abnormal values were scheduled for a follow-up blood test six months later. Regarding employees classified as Level 4 in 2024, 81 individuals achieved improvement following follow-up care, resulting in a reduction in their health risk levels.





Health Management Measures

Measures	Management Description
Health Risk Assessment	Screen employees at high risk for cardiovascular disease using health examination reports, and adjust working hours or work patterns based on physician recommendations
Environmental and Work Hours Monitoring	- Regularly inspect desks, chairs, lighting, and ventilation equipment - Track changes in employee working hours through the HR management system, and provide real-time updates on attendance status and any anomalies
Human Factors Hazard Prevention Plan	- Prevent musculoskeletal injuries caused by repetitive tasks by identifying hazards, investigating and assessing injuries, and implementing corrective measures; conduct surveys on workers' musculoskeletal symptoms and track and manage cases of work-related abnormalities - In 2025, assisted 42 colleagues in Taiwan and 804 colleagues in mainland China with follow-up improvements and related awareness campaigns
Prevention Program for Workload-Induced Illnesses	- Implement monitoring of employees working excessively long hours; simultaneously, use health examination reports to screen employees at risk of cardiovascular disease; based on the results of consultations with on-site physicians, assist in changing work arrangements or adjusting working hours to ensure employee health and safety and prevent diseases triggered by abnormal workloads - By 2025, assist 477 colleagues in Taiwan and 140 colleagues in mainland China in adjusting and preventing situations of abnormal workload
Health Protection for Pregnant Workers	- Measures taken for female employees engaged in work that poses potential risks to maternal health, including risk assessment and control, physician consultations and guidance, risk-based tiered management, appropriate work arrangements, and other relevant measures - In 2025, we assisted 39 pregnant employees in Taiwan and 9 in mainland China
Employee Injury and Illness Care	- Established a health care mechanism; when employees fall ill or suffer accidental injuries, in addition to providing various types of leave in accordance with the law, the company also provides additional hospitalization subsidies to help employees reduce their medical burden, ensuring they can recover with peace of mind and smoothly return to the workplace after recovery - In 2025, care and support services were provided to 314 employees; hospital stay subsidies totaling 425,000 were also provided
Gigahealth Health Management Incentive Program	- To encourage employees to prioritize their health, adopt healthy lifestyle habits, and proactively seek medical assistance to achieve disease control and improvement goals, GIGABYTE Technology has launched the "Gigahealth" incentive program. Employees whose health indicators reach Level 4 abnormality can earn "Health Recovery Reward Points" after undergoing medical treatment, establishing healthy lifestyle habits, effectively managing their condition, and providing supporting documentation within three years. These points are awarded upon approval. - In 2025, a total of 11 employees completed their health improvement goals and received rewards

Note: Health management measures may vary depending on location, nature of business, and employee needs

Occupational Disease Statistics

In 2025, there were no reported cases of occupational diseases at GIGABYTE's Taiwan operations or its manufacturing facilities in mainland China. Moving forward, we will continue to promote excellent health management to achieve the goal of "early prevention and comprehensive treatment."

Occupational Disease Categories		2023		2024		2025	
		Incidents	Number of Employee	Incidents	Number of Employee	Incidents	Number of Employee
Employees	Occupational diseases resulting in death	0	0	0	0	0	0
	Reportable Occupational Diseases	0	0	0	0	0	0
Non-Employee Workers	Occupational diseases resulting in death	0	0	0	0	0	0
	Reportable Occupational Diseases	0	0	0	0	0	0

Health Promotion and Care

Cultivating exercise habits and a strong health consciousness is not merely the responsibility of individual employees; it is also a healthy workplace culture that the company must foster. Therefore, beyond basic disease prevention, GIGABYTE promotes a culture of physical activity by providing a well-equipped fitness center and aerobics studio for employee use, as well as organizing diverse health promotion activities to encourage employees to practice health management, increase their physical activity, and achieve physical and mental well-being.

Health Promotion Activity Results

Improve physical and mental health of GIGABYTE people	GIGABYTE provides you with the latest health information	If you want to keep illness at bay, Prevention starts at GIGABYTE
Health promotion activities such as strength and fitness classes and exercise programs foster a culture of exercise and wellness within the company	We regularly publish professional health education materials to help employees stay informed about the latest health topics	We offer cancer screenings, vaccinations, semi-annual health check-ups, health seminars, and fitness assessments
- A total of 53 health promotion events were held, with 4,999 cumulative participants - There were a total of 34 sports clubs, with activity subsidies totaling over 1.33 million TWD	We published 14 health awareness campaigns covering major topics such as elderly care, flu information, men's health, and cardiovascular disease prevention	- Organized 4 health seminars on topics including scalp care, sleep, tobacco control, and weight management, with a total of 237 employees participating - A total of 244 employees participated in cancer screenings - A total of 224 employees received flu vaccinations 77 employees participated in physical fitness assessments

Note: Health promotion activities provide tailored services based on the actual conditions and needs of each location.

2025 Health Promotion Highlight Activities

GIGABYTE Health Forest Project

Launched from August to October 2025, the "GIGABYTE Healthy Forest Project" invited employees to aim for 5,000 steps daily, using their actions to boost their health and add greenery to the planet. During the campaign, 242 employees participated, accumulating over 130 million steps and burning 3.28 million calories.



Exercise i Taiwan: New Taipei City Active City x GIGABYTE Active

GIGABYTE joined the New Taipei City Government's "Itinerant Sports Instruction Program," hosting a series of seven classes to give employees the opportunity to experience different types of exercise and discover what works best for them. Under the guidance of professional coaches, employees not only found stress relief and improved their physical fitness during the sessions but also experienced a vibrant, energetic atmosphere through group interaction. One person can move fast, but a group can move for the long haul. GIGABYTE aims to make exercise a part of employees' daily lives and jointly build a healthy, vibrant workplace culture. The series attracted a total of 184 participants.

June

- Posture Correction
- Judo Self-Defense



July

- Strength Training
- Full-Body Resistance Band Workouts



August

- Bodyweight Strength
- Pilates
- Aerobic Zone to Jogging



Lifestyle Sports Stress Relief and Growth Camp

To promote the physical and mental well-being of our employees and help them maintain peak performance amid a fast-paced work environment, GIGABYTE Technology has specially organized four sessions of the "Lohas Sports Stress Relief and Growth Camp" in 2025. The course design extends from physical relaxation to mental adjustment, with themes ranging from "Fascia Roller Relaxation" to aid in deep muscle recovery, to "Vinyasa Yoga and Singing Bowl Relaxation." Under the guidance of professional instructors, employees are guided to release accumulated stress, enhance physical flexibility and inner focus, build resilient workplace energy, and create a vibrant and balanced work environment that promotes physical and mental well-being.



Employee Assistance Program

GIGABYTE is committed to fostering a safe, healthy, and fulfilling workplace environment, with a focus on employees' daily lives and psychological well-being. The company partners with external organizations to provide advisory services in areas such as mental health, career, management, legal, medical, and financial matters. Employees can access confidential consultations via a dedicated website, hotline, email, or LINE, and may also schedule one-on-one in-person counseling sessions. Each employee is entitled to three free professional counseling sessions per year. For employees identified as high-risk cases, the GIGABYTE EAP Care Team and the consulting firm will jointly assess the possibility of increasing the number of sessions.

GIGABYTE Employee Assistance Program Services

Psychological Consultation

Mental health, family relationships, gender issues, etc.

Healthcare Consultation

Healthcare, disease prevention, health management, etc.

Work Consultation

Work-related stress, career development, interpersonal relationships, etc.

Legal Consultation

Traffic accidents, consumer issues, inheritance, marriage, etc.

Management Consultation

Management communication, performance evaluation, conflict management, etc.

Financial Consultation

Insurance planning, tax planning, wealth investment, etc.



GIGABYTE regularly provides themed columns and related seminars to proactively address the various situations employees may encounter in their personal and professional lives. In 2025, we conducted 21 EAP (Employee Assistance Program) activities, including health seminars, outdoor recreational events, and health screenings. We also surveyed employees on their preferences for annual activities and their expectations for future EAP event formats. Our goal is to tailor these activities to better meet employees' needs, integrate the EAP into their daily lives and work to enhance their well-being, and help them face the future with a positive outlook.

2025 EAP Implementation Results

In-Person Consultation Services

52 visits

Online Consultation Services

405 visits

Consultation Service Satisfaction

4.68
(out of 5)

Themed Awareness Campaigns

10 sessions

EAP In-Person Events

21 events
3,209 participants

Massage Services for the Visually Impaired

4,570 participants

I 2025 EAP Activity Examples

Outdoor Day Trip: Forest Bathing on the Denggao Forest Trail

To implement employee care and mental health support mechanisms, the EAP team designed outdoor experiential activities centered on nature therapy, guiding colleagues on walks through old-growth forests and observing natural landscapes to heal the mind and body and relieve stress. The activities also incorporated visits to cultural sites and DIY experiences. Through sensory engagement and team interaction, they enhanced positive emotions and team cohesion, helping colleagues achieve work-life balance outside of work.



Summer Family Animal and Insect Exploration

The two sessions of the EAP Family Insect Experience held in 2025 were highly popular among employees and their children. Through close-up encounters, visual observation of star reptiles, and explanations by professional instructors, families learned together about the ecological characteristics and habitats of reptiles, dispelling common myths. Through safe interactions, participants cultivated a respect for life and felt the vitality and warmth of nature.



Family-Friendly Workplace

Women account for nearly half of GIGABYTE's workforce, and many are of childbearing age. To create a workplace environment that supports women and maternal health, GIGABYTE has established the "Workplace Maternal Health Protection Program" to improve relevant facilities and systems. In 2025, the entire group implemented maternal protection management measures for 48 employees, ensuring the health and well-being of female employees at work.

I Diverse and Comprehensive Maternal-Friendly Measures

Pregnancy Care	- Maternal protection measures have been established, and dedicated nurses provide regular follow-ups and care for pregnant employees - The Headquarters presents new mothers with a "Little GIGABYTE Gift Pack," which includes six practical baby and infant items. In 2025, the company introduced a "Pregnancy Stretch Mark Care Set" for pregnant employees and expanded the "Little GIGABYTE Gift Pack" to include new fathers - Corporate client programs in partnership with medical institutions; employees can participate in these benefit programs by presenting their employee ID
Nurse Rooms	- Nurse rooms are available at the Headquarters, Nanping Factory, and Ningbo Factory in mainland China. These rooms are clearly marked and located along main corridors, with access controlled by access cards to ensure the safety of expectant mothers. They are fully equipped with amenities such as refrigerators, sinks, sofas, and electric heaters, providing female employees with a convenient and comfortable space - Number of nurse room visits in 2025: 86
Maternity Benefits	Locations in Taiwan provide employees with a childbirth subsidy of TWD\$30,000 per child. In Dongguan, Mainland China, the subsidy is 800 CNY per child, and in Ningbo, Mainland China, it is 500 CNY per child. In 2025, a total of 52 employees received subsidies, amounting to 1,372,805 TWD
Childcare Subsidy	- We provide childcare allowances that exceed statutory requirements. Employees with children under 2 years of age who hold Taiwanese nationality receive a monthly allowance of 3,000 TWD per child until the child turns 2 (including the month of the child's second birthday). Additionally, the employee may apply for a 2-hour flexible work schedule. 2025 subsidy amount: 3,072,400 TWD - GIGABYTE's Headquarters has signed agreements with nearby certified kindergartens and provides employee subsidies to facilitate the drop-off and pick-up of children, thereby reducing the burden on staff
Gender-Friendly Parking	Due to limited parking spaces at the Headquarters, gender-friendly parking spaces have been designated to prevent pregnant employees who commute by motorcycle from facing increased safety risks while searching for parking. Employees who are pregnant or have given birth within the past year are eligible to apply for priority access.
Parental Leave Related Leave Types	- Maternity Leave: Female employees may apply for maternity leave before or after childbirth, or in the event of a miscarriage, by submitting a birth certificate or a medical certificate from a hospital - Locations in Taiwan provide female employees with 8 weeks (56 days) of fully paid maternity leave before and after childbirth in accordance with the law - Employees in mainland China are entitled to 98 days of maternity leave as stipulated by local regulations, plus any additional days of maternity leave provided as local incentives - Prenatal Checkup/Paternity Leave: During pregnancy, employees may apply for 7 days of paid leave for prenatal checkups by providing a medical certificate; full pay is provided - Bed Rest Leave: Employees requiring bed rest during pregnancy may apply by submitting a doctor's medical certificate; salary is calculated in accordance with sick leave regulations - Family Care Leave: Employees may apply for 7 days annually; pay is calculated according to personal leave regulations, but full attendance bonuses are not deducted

Note: Maternity-friendly measures may vary by location based on actual conditions and needs.

Overview of Parental Leave in 2025

Region	Taiwan		Mainland China	
	Male	Female	Male	Female
Number of employees eligible to apply for parental leave in 2025	638	495	11	28
Number of employees who actually applied for parental leave in 2025	5	18	11	23
Number of employees expected to return to work from parental leave in 2025 (A)	4	17	0	3
Actual number of employees returning to work from parental leave in 2025 (B)	2	9	0	2
Number of employees who actually returned to work after parental leave in 2024 and worked for at least one year (C)	1	7	0	3
Number of employees who actually returned to work after parental leave in 2024 (D)	1	7	0	3
Return-to-Work Rate (B/A)	50%	53%	-	67%
Retention Rate (C/D)	100%	100%	-	100%

GIGABYTE Happiness Station / Family-Friendly Workplace Alliance

To help GIGABYTE employees achieve a balance between family care and work, and to strengthen family support systems, GIGABYTE has partnered with county and city family education centers and corporate partners to organize family-friendly educational activities. In 2025, a total of 17 lectures and parent-child group activities were held.

